



ANNUAL REPORT 2025-2026

The Young Professionals Network has been an active committee of the Society of United Professionals since 2017 and is a voluntary body composed of members who are 35 years of age and under. Over the reporting period, the Young Professionals Network Steering Committee met eleven times to address issues affecting young professionals, enhance the representation of youth issues within the labour movement, and plan events/engagement activities to enhance the inclusion of young professionals in union activities. We are also proud to release our first ever logo, which is inspired by a steering wheel for its ability to drive change. The circle signifies that we are all equal and peers within the YPN, regardless of background.

COMMITTEE PURPOSE:

- For the Society of United Professionals to have meaningful representation on young worker issues within the labour movement.
- To increase young professional engagement in the union and union activities.

To increase the inclusion of young professional issues within the union and union activities.



MEMBERS OF THE YOUNG PROFESSIONALS NETWORK STEERING COMMITTEE:

Alexandra Hynes (OPG)
 Bradley Tighe (Hydro One, Co-Chair)
 Daniel Lam (Hydro One, Mentor)
 Elton Nazareth (OPG, Co-Chair)
 Karen Miller (Hydro One)
 Kenneth Mai (Hydro One)
 Marcel Cummings (OPG)
 Thomas Huang (PowerON)
 Vyshnavi Vemuri (Hydro One)
 Rui (Jennifer) Xu (Hydro One)

Tyler Hopkins (LAO)
 Arnab Gosh (OPG)
 Amritha Tayalur Jagadeesh (Kinetrics)
 Anjula Mary Antonis (IESO)
 Sarah Chan (OPG)
 Satvik Bajaj (Bruce Power)
 Haida Lui (Toronto Hydro)
 Kirti Godbole (Hydro One)
 Ghufraan Shahid (OPG)
 Abhijeet Aryal (PowerON)

COMMITTEE ACTIVITIES

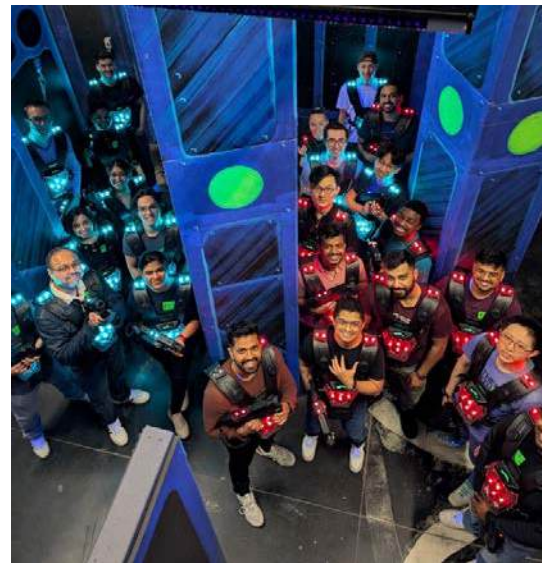
YPN EVENTS 2025 /2026





YPN x NAYGN Durham Laser Tag – Marcel Cummings (OPG)

On March 15, 2025, the Young Professionals Network (YPN), in collaboration with the NAYGN, hosted a laser tag event at LaserMaxx in Whitby, Ontario. 17 competitors from the YPN showed up from a large array of locals, including OPG (RG and Nuclear), Toronto Hydro, the IESO, and Kinetricks. The two teams gathered in front of the briefing room where they were briefed on the rules of the game. The YPN were dubbed the red team while the NAYGN was the Blue team. The two sides registered their names and went head-to-head in the arena. Prior to both rounds, players secretly met and discussed various strategies. Both teams gathered and socialized with some pizza, sodas, and cake after the games. The YPN Co-chair (Elton) got up and spoke about what the YPN is and what they stand for, along with some information on the Society of United Professionals. The NAYGN leadership team followed suit, thanking everyone for coming out and advertising more events to come.



THE SOCIETY EXPLORES CONSENT CULTURE WITH YPN WEBINAR – Jennifer Xu Rui (Hydro One)

On March 26, Society members gathered online for a webinar on Consent Culture, hosted by the Society's Young Professionals Network (YPN) and the Canadian Labour Congress (CLC). The session was facilitated by labour activists Kim Kent, Candace Jazvac, Christopher Wilson, and Jeff Atkinson.

Facilitators provided a useful explanation of consent culture:



“In a culture of consent, the fact that consent is mandatory is normalized, respected and valued in society. It is an expression of values and attitudes that respects bodily autonomy and understands that each person is always the best judge of their own wants and needs.”

They discussed with participants what feelings, body language, verbal cues and sounds are signs that a space is aligning with consent culture. Facilitators explored how issues of consent can arise in everyday interactions and examined the role of labor union representatives in addressing these issues at work and in union spaces. They looked at protocols that can help build a culture of consent.

YOUNG PROFESSIONALS NETWORK HOST EDUCATIONAL EVENT ON BUYING A HOME – Karen Miller (Hydro One)

Young professionals in the Society interested in buying a home received valuable advice from Meridian Credit Union mortgage specialists in a financial literacy event organized by the Young Professionals Network, back by popular demand.

Held at the Society head office and online on April 23, experts Ashley Leathwood and Vidal Castillo dived into the details of home buying, with pointers on how to know that you're ready for home ownership, types of mortgages, mortgage financing, and planning for unanticipated costs. The event included a social for those that attended in-person.

Are you considering buying a home, but couldn't attend the presentation? You can view it [here](#).



SOCIETY'S GOT TALENT – Thomas Huang (OPG)

The Society, with support from YPN members Thomas Huang, Jennifer Xu Rui and Karen Miller, was proud to showcase the special skills and talents of our members and staff in its first ever online variety show Society's Got Talent, which took place over the lunch hour on April 25. The level of talent across the Society membership left us in awe! There was dancing, music, poetry, athleticism, origami, and everything in between. Six acts from over 30 submissions were awarded prizes.

BADMINTON TOURNAMENT – Elton Nazareth (OPG, YPN Co-chair)

Society members from across locals gathered on Sat., May 31 for the Society's first Summer Smash Badminton Tournament. Eighteen teams of doubles competed in a series of knockout rounds with the hopes of being named Summer Smash Champions.

The event took place in Oshawa at Rally Sports Club and was organized in collaboration with the Society's Young Professionals Network. In an outstanding display of skill and athleticism, members Kevin Cui and Shiming (Jimmy) Zou from Hydro One took home the gold medal. Biren Trivedi and Grant Zhang from OPG won silver in an impressive fight to the end. Arish Selvadurai and Sandeep Paduru from IESO won a respectable third place. We received overwhelming interest in the



tournament, and regret that not all teams that applied to participate could be accommodated.



BLUE JAYS GAME – Alexandra Hynes (OPG)

On Sat., June 21, 2025, the YPN was thrilled to be able to host a group of young professionals from across various locals at the Toronto Blue Jays vs the Chicago White Sox game. With a final score of 1-7 in favour of the Blue Jays, the Jays have continued to show up and show off - proving just why they are Canada's team. It was a great event to bring an amazing group of people to.

YPN members had a great time cheering on the Blue Jays, meeting fellow young professionals both inside and outside of their respective locals, and in some cases learning all about a sport they'd never seen played in person. Bringing young professionals to social engagements allows them to learn from one another, grow as professionals, and develop strong social networks.





GRID GAMES – Daniel Lam (Hydro One)



On July 21, the YPN was happy to manage the booth for the Society at the Annual Grid Games hosted by Hydro One. This skill-testing competition brings together operations teammates from across Hydro One to showcase their expertise, dedication to safety and team spirit.

Our members enjoyed interacting with the Hydro One employees and their families. We distributed some Society swags and had good conversations, as the local was soon to be in bargaining for their collective agreement.

YPN AND PRIDE AND SOLIDARITY MOVIE NIGHT – Arnab Gosh (OPG)

Along with the Pride and Solidarity Committee, we collaborated for a night on Aug. 8 for entertainment with the screening of the movie *Love, Simon*, the critically acclaimed comedy hailed as one of the first major studio films to showcase gay teen romance.

Love, Simon is about a 17-year-old Simon Spier who hasn't told his family or friends that he's gay, and he doesn't know the identity of the anonymous classmate that he's fallen for online. Resolving both issues proves hilarious, terrifying and life changing.

The movie was screened at the Society office, and the attendees enjoyed the movie's uplifting message and engaging storytelling, along with some snacks and refreshments.



BRUCE POWER AND OPG VISIT – Anjula Antonis (IESO) and Alexandra Hynes (OPG)

On July 18, 2025, YPN and NAYGN Bruce Power collaboratively organized a site visit to the Bruce Nuclear Generating Station and the OPG Western Waste Management Facility (WWMF). The day started with presentations by Bruce Power and OPG. Before our visit, we obtained the required security clearance. The tour took us to the Bruce B facility, where we learned about the basic operation of a nuclear reactor. Controlled nuclear fission generates heat, which is used to produce steam. This steam drives turbines that generate electricity. We observed the extensive heat transportation system—a network of pipes that separately carries heavy water and lake water to manage reactor cooling and steam production.

OPG's WWMF is responsible for handling three categories of radioactive waste: low-level, intermediate-level, and high-level. Overall, this site visit was a great success. It was highly informative and inspiring for the next generation of energy leaders.

Following the tour, the YPN along with the Bruce Local organized Trivia Night for the members of the Society at the Society office in Tiverton. This included some food, drinks and a lot of trivia, which was conducted by Alexandra Hynes.



COLLECTIVE AGREEMENT SURVEY – Jennifer Xu Rui (Hydro One)

The YPN put out a collective agreement survey to understand the issues YPN members are facing and want to be addressed in the collective bargaining process. We received 300 responses and the results were segregated. The survey will inform proposals put forward by YPN to the Coordinated Collective Bargaining Committee (CCBC). The committee was headed by Elton Nazareth (co-chair, YPN) along with Alexandra and Jennifer with the support of Samantha from the Society Communications team.

BOARD GAMES – Thomas Huang (PowerON)

On Sept. 26, the Society hosted its inaugural Board Game Night, bringing together nearly 25 members for an evening of fun, strategy, and connection. With over 15 games on offer - from classics to modern favorites - there was truly something for everyone. The idea was sparked by Elan Thomas, Local Vice President of the Kinectrics Local, whose vision was to create a space where union members could



unwind, connect, and build camaraderie beyond the workplace. And it worked—members from several Locals came together, sharing laughs, friendly competition, and meaningful conversations.

Board games may seem like simple entertainment, but they're powerful tools for building solidarity. They encourage collaboration, communication, and trust—core values of any strong union. Whether strategizing in teams or learning new rules together, members found common ground and strengthened bonds across Locals. The event was a resounding success, and the satisfaction was palpable. It was funded by the EVP and organized by the YPN.



YPN AT WiN – Alexandra Hynes (OPG)

Women in Nuclear (WIN) (October 5 to 9) Canada is an organization committed to the development of the nuclear industry, with a special focus on women in the industry across the trades, STEM fields, and all supporting professions. Our steering committee member Alexandra received an opportunity to represent YPN at the annual WIN conference, where women and allies from across Canada's nuclear industry can network, learn from one another, and continually develop their leadership and interpersonal skills. This year's conference, WIN 2025 (Glow Your Own Way), featured a broad spectrum of highly skilled, devoutly committed, and



incredibly talented women, along with allies from across the industry who were willing to reach down their hands to help up the next generation of nuclear professionals.

Some of the key topics discussed across the conference (although there are too many incredible points to feature) included:

- Reaching down a hand to help up those who follow those who pave the way
- Diversity, equity, and inclusion
- The needs of the future, and how they will affect the industry moving forward
- Blocking out the noise, the doubt, and the imposter syndrome
- Mentorship and how it helps develop the current generation into the leaders of tomorrow
- Geopolitical, economic, and social considerations of new and existing nuclear facilities



ALL ABOUT NUCLEAR WITH OSAMA – Sarah Chan (OPG)

On Oct. 10, the YPN hosted a talk "All About Nuclear" with Youtuber, podcaster, TEDx speaker and Society member Osama Baig! All Society members were welcome, regardless of age.

Osama has been making waves across the nuclear industry for his work educating the public and policymakers about nuclear technology and climate change. His online content creation has reached thousands, and he's no stranger to the international stage. Osama has delivered presentations on behalf of the nuclear industry at COP28 in Dubai and the 78th session of the UN General Assembly Symposium in New York City. He is a Society member currently employed at OPG.



Osama has a background in nuclear engineering with over seven years of experience working in the nuclear energy sector. He simplifies nuclear concepts on his YouTube channel, @OsamaBaig. His content includes reactor facility vlogs, training materials for professionals, and educational videos that make nuclear technology accessible to all.



LOOKING FORWARD

PING PONG AND EMPOWERMENT DAY - Amritha Tayalur (Kinetics) &



Tyler Hopkins (LAO)

On Dec. 5, the YPN, in collaboration with Pride & Solidarity and United Sisters, will host a ping pong social for approximately 30 equity committee members, with a minimal fee of 10 dollars per person. The ping pong social will consist of a friendly tournament, good food and a lot of ping pong. The board members are invited so that they can talk to the equity committees, share their thoughts, and even know what work we are doing.

On Dec. 6, the YPN will conduct a team building activity for the participants of Empowerment Day. The theme will be based on leadership and named “Leaders in the Wild.” We will organize members into a total of 4 groups. We plan on organizing the teams with wristbands (or a similar system) the day of the event. We do not want to pre-populate based on registrations as we do not want no-shows to impact the size of the groups. The plan is to hand out wristbands while the members are entering the room.

The scenario is that you, the group, are involved in an emergency plane landing and are now stranded on a deserted island. You and your team need to choose 5 of the 20 listed uncommon but practical items that you would want with you on the island. There are different strategies at play: short-term survival (in hopes of being found quickly), long-term survival (in the event you are not), escaping the island, etc.

This activity will allow the groups to reflect on what leadership method emerged, what worked and didn’t work, what they could have done better, etc. Each group will present their items and the YPN team will pick who we consider the “winners.” The activity will be led by Tyler Hopkins and supported by Elton Nazareth, Bradley Tighe, Marcel Cummings, Anjula Antonis and Satvik Bajaj.

HOLIDAY SOCIAL – Thomas Huang (PowerON)

There is a holiday social slated for January 2026 to round out the year for YPN. We may feature a movie or karaoke given the interest from the summer social! Do check your inbox for an interesting email from the YPN.

GROWING YPN EMAIL LIST

The YPN email list has been created by voluntary addition. Members provide contact information when attending in-person activities/events. During this reporting period, the YPN Steering Committee continued to explore options for ensuring the mailing list captures all young members of the Society of United Professionals and remains up to date. Currently, there are over 2000 members on the YPN email



distribution list.

The YPN intends on organizing many events in the coming months, such as visits to power plants or state-of-the-art manufacturing plants, sessions that benefit the young generation, and socials. Our events connect a lot of young professionals and make sure they benefit from our committee's work. If you are interested in being a part of the Steering Committee for the YPN, do send us an email at [ypn@thesociety.ca](mailto:yjn@thesociety.ca).