

# MENTOR

Someone who teaches or gives help and advice to a less experienced or younger person



**Did you know that Mentoring does not need to take extra time out of your day?  
You are probably doing it every day without even realizing it!**

- Do you teach co-workers skills or tricks of the trade while on the job?
- Do you ask them how things are going, encourage them to come to Local meetings, and answer their questions about the union?

**Then you are already a mentor!**

Other ways you can mentor:

- Make sure apprentices understand they can file for unemployment when they get laid off.
- Remind them to call referall/their Local union hall to get on the out-of-work list.
- Help members get to know each other on a jobsite. The more people you know, the easier it is to find a job when you need a little help.
- Encourage them to attend Local or Council events - Shotgun Tune-Up, fishing tournaments, golf tournaments, Local picnics or pin dinners, etc.
- Encourage them to engage in community service - volunteer for a Kids Build event, Rebuilding Together, Hammer with a Heart, etc.
- Ask if they are registered to vote! Invite them to political events. Encourage them to caucus.
- Do they have questions about their health or pension benefits? Even if you don't have the answers, you can steer them to the benefit fund office in your area.
- Are they struggling on the job? Encourage them to take some upgrade classes.
- Are they struggling in life? Encourage them to contact TEAM or other resources to manage their difficulties.

*If you don't have an answer to their questions, don't panic! Refer them to a business representative or their Local office.*

**Again, none of this requires hours of commitment from you!  
All of this is part of regular conversations you are probably already having on the jobsite every day.**