



AFSCME Council 13 – Pennsylvania Next Wave Program Timeline

June 2006

- Discussions begin about creating a focus group of young members. The focus group would be called “20 under 20”.
- The idea was to gather 20 members age 20 or younger to discuss “What makes AFSCME appealing to them in the areas of politics, organizing, education and public relations.”
- We were unable to identify 20 members in the defined age bracket so the age range was expanded to 30. The program was renamed “30 under 30.”

October 2006

- Target audience identified. Plans are in the works for the first meeting of our ‘focus group.’

January 2007

- Our first ‘focus group’ meeting is held.
- 33 participants registered . . . 14 show up.
- Discussions surrounded the following topics:
 1. Union Knowledge – Participants were shown a series of union-related photos and asked to identify them. The photos varied from excerpts from our union newspaper, our Council website, our union bulletin boards placed strategically on major interstates across the state, our headquarters and our Executive Director.
 2. News and Web Topics – Contracts and grievances, Council 13 activities, Council 13 website and union history were discussed.
 3. Participant Information – Their jobs, hobbies and achievements; favorite TV shows/channels, radio stations, magazines, and websites; social issues, social activities and activists organizations.
 4. Membership Information – Union participation, member benefits, union merchandise.
 5. Score Card – How are we doing and how can we improve.

August 2007

- Council 13s Education Department offers a series of workshops on ‘Generation Y’ at Council 13s weeklong, Penn State Leadership Institute.

October 2007

- Council 13s Education Department offers a workshop entitled “From Millennial and Beyond . . . Understanding the Past, Creating the Future: Motivating the members of the Future” at its annual Non-State Education Conference.

July 2008

- Phase II of our Focus Group is held.
- 18 members participate.
- Agenda includes:
 1. History of Council 13
 2. Turn Around America – Labor 2008
 3. A meeting with Council 13s Assistants and Department Heads
 4. Brain Storming Session on education, organizing and politics

September 2008

- Council 13s Education Department offers a workshop entitled “Riding the Next Wave: Appealing to the 35 & Under Crowd” at its annual Non-State Education Conference.

October 2008

- Council 13 trains Next Wavers on phone banking and house calls and puts them on the phones and doors for Obama!

January 2009

- Executive Director Fillman appoints members to Council 13’s Next Wave Steering Committee. This Committee is charged with compiling ideas that could be implemented at the District Council level; ideas that would: Increase the participation of young members at the local, state and International levels; educate young members about the history of AFSCME and the labor movement; and enhance communication between veteran members and young members.

February 2009

- Steering Committee meets for the first time. As a result of the meeting, the Committee arranges to have a Next Wave information table set up at Council 13s Women’s Conference (March 2009) and Council 13s Convention (April 2009). The Committee also drafts a resolution for support of the Next Wave Program (adopted at the April 2009 Convention). Finally, the Committee put together a survey soliciting input from members. The survey was posted on Council 13s website and distributed to members from the Next Wave information table.

April 2009

- Next Wave hosts “First Time Delegate/Alternate Orientation” at Council 3’s Convention. More than 90 first timers participated in the orientation. One year later a “First Time Delegate/Alternate Orientation” video was produced. This video continues to be used at Council 13’s Annual Convention, and was modified by the International Union and used at its 2010 International Convention.

May 2009

- Steering Committee meets again and discusses plans for the conference in Chicago and upcoming Next Wave events. Committee members Meghan Culpepper and Zaid Elliott share their plans for District Council 90 Next Wave Program entitled 'Union 101'.

June 2009

- AFSCME District Council 90 holds at council-wide Next Wave Program entitled 'Union 101'. Participants take part in sessions on the Employee Free Choice Act, Overcoming Stereotypes and a Mock Local Union Meeting.
- Nearly 30 AFSCME Council 13 members and staff participate in the International Next Wave Conference in Chicago, IL.

Fall 2009

- Next Wave information tables set up at each of the District Council Leadership Conferences.

April 2010

- Next Waver host "Survivor" games at Council 13's Annual Convention. Generated high energy, networking and fierce competition among the membership.

June 2010

- Next Wavers Casey Karns and Dave Levine attend inaugural AFL-CIO "Next Up" Summit in Washington, D.C.

October 2010

- AFSCME District Council 83 Next Wavers sponsor council-wide "Mock Arbitration" training. This one-day, intensive training was facilitated by Council 13s Grievance Department.

January 2011

- Council 13 Next Waver Casey Karns appointed to the AFL-CIO Young Worker Advisory Council.

March 2011

- Next Wavers host an information table at Council 13's biennial Women's Conference.

April 2011

- Next Wave information table set up at Council 13's Annual Convention.

June 2011

- Council 13 holds first Next Wave Conference. More than 200 members (including Next Wavers from AFSCME in Maryland, Philadelphia (DC 33), Boston, Rhode Island, New Jersey, New York City, and from the Public Service Alliance of Canada in the Greater Toronto Area) and staff participated in the event. Highlights included a video on activism featuring Council 13 Next Wavers and our leadership, the keynote address by International Secretary-Treasurer Lee Saunders, the town hall meeting, and the adult game-night reception. Closing remarks were delivered by AFL-CIO Secretary-Treasurer Liz Shuler.
- Next Waver Casey Karns introduced President McEntee at the International's Battleground Summit held in Washington, D.C.

July 2011

- Participate in the International's Next Wave Conference held in Atlanta, GA. Casey Karns served as an emcee for the event. In addition, Dave Levine presented on a panel entitled "Riding the Wave: Keeping Your Next Wave Program Going" and Tina Davis served as one of the panel's moderators.

September 2011

- Next Wavers Casey Karns, Bob Catalano and Dave Levine participated in the AFL-CIO Next Up Young Workers Summit in Minneapolis, Minnesota. Casey Karns, who serves on the AFL-CIO Young Workers Advisory Committee, played a major role in the conference by speaking on a panel, co-facilitating a workshop, chairing a caucus, and serving as marshal at a rally. Dave Levine assisted International Communications Staff with social media outreach primarily on Twitter, Facebook, and YouTube.

Fall 2011

- Next Waver Dave Levine appointed to International Next Wave Advisory Council.
- Next Waver Zaid Elliott participates on Council 67s Next Wave panel.
- Next Wavers host information tables at District Council Leadership Conferences and the Non-State Education Conference.
- Next Wavers meet to plan goals and activities for 2012. At the top of the list are

mobilization efforts around the 2012 presidential election.

Other

- Special thanks to our Executive Director and International Vice President David Fillman for believing in the younger generation and supporting the Next Wave Program. Mr. Fillman was readily supplying us with staff and resources to support our program long before the resolution was passed at our 2008 International Convention encouraging affiliates to support this program.
- Council 13s Next Wave Program has its own e-mail address (NextWave@afscme13.org), Facebook and Myspace sites.
- Members are able to sign up to become a part of Council 13s Next Wave program on Council 13's website (<http://www.afscme13.org/NextWave.htm>).

AFSCME Council 13 represents more than 65,000 employees including state, municipal, school district, health care, and human service workers to name a few. Our headquarters is located in Harrisburg, PA. We have 8 field offices (District Councils) which are strategically located across the Commonwealth to better serve our members.