



OPEIU Local 2 Rising Stars "Step Up" Committee



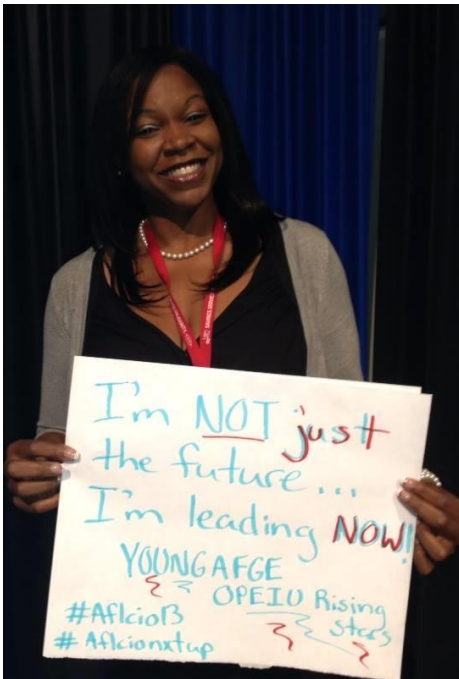
1/6/2015

[Caniesha Seldon \(Formerly Washington\)](#)
Chair, Local 2 Rising Stars Step Up Committee
OPEIU International Rising Stars Representative



"Step Up" Mission Statement

OPEIU Local 2 Step Up Young Workers Committee works to educate, engage, and empower the younger membership; promote solidarity and coalition building; bridge the gap between younger, newer and experienced members; and improve the lives of our members and families through collective action, social activism, and community service.



OPEIU Local 2 Rising Stars "Step Up" Committee Report

Caniesha Seldon, Chair, Rising Stars "Step Up" Committee

OPEIU Local 2, Executive Board
OPEIU Local 2, Chief Steward, AFGE
OPEIU Local 2, Chair, Communications Committee
OPEIU Local 2, Social Events Committee
DC Young Trade Unionists, Executive Board Member

OPEIU International Rising Stars Representative
AFL-CIO Young Worker Advisory Council

Members: Chelsea Bland, Jorae Williams,
Keturah Raabe, Jason Kaufman, Erin Farmer,
Terri McDade, Ian Stublarec, Alicia Nestor,
Danny Lopez

Goals of the Committee

- Get younger members (under 40) educated and involved in the union, labor movement, and DC Metropolitan Labor community
- Educate others in the union about OPEIU, OPEIU Local 2 and other young worker advocacy group information and events
- Build coalitions with other like-minded progressive organizations

Below is a report of the activity for the OPEIU Local 2 Rising Stars "Step Up" Committee for 2014

Ongoing

- Continue to maintain, post updates and monitor the OPEIU Local 2 Facebook page
 - 203 likes
- Continue to maintain, post updates and monitor the DC YTU Facebook page
 - 134 members
- Members of the DC Young Trade Unionist Executive Board and Planning Committee (Caniesha Washington, Jorae Williams and Chelsea Bland)

January 2014

- January 5

- Reported the activities of the Committee to the membership at the Local 2 General Membership meeting
 - Offered to visit shops to talk about Rising Stars young workers to motivate and energize young workers in Local 2 shops
- **January 23**
 - Committee members attended a DC Young Trade Unionist strategic planning meeting

February 2014

- **February**
 - Invited by the OPEIU Local 2 shop at WMATA to speak about the Rising Stars “Step Up” Committee (Attendance postponed)
- **February 19**
 - Rising Stars “Step Up” Committee Members elected to the Local 2 Executive Board
 - Caniesha Seldon, Danny Lopez, Terri McDade
 - Rising Stars “Step Up” Committee Members elected to be delegates to the AFL-CIO Metro Council
 - Ian Stublarec, Michelle Wyvill

March 2014

- **March 27**
 - Rising Stars “Step Up” Committee Meeting focused on “Grievance handling for dummies”

April 2014

- **April**
 - Chair applied and was chosen to attend the AFL-CIO Young Worker Leadership Institute.
- **April 1**
 - Reported the activities of the Committee to the membership at the Local 2 General Membership meeting
 - Offered to visit shops to talk about Rising Stars young workers to motivate and energize young workers in Local 2 shops
- **April 14**
 - Rising Stars “Step Up” Committee article submitted to OPEIU International newsletter
 - Article attached

May 2014

- **May 8**
 - Chair invited by President Goodwin to meet with the OPEIU Executive Board and Youth Initiative Committee to discuss issues that young workers would like OPEIU National to consider
- **May 15-18**

- Caniesha Seldon and Jason Kauffman attended the OPEIU North Central-Erie/Northeast Area Educational Conference
 - Attended two Rising Stars meetings at the conference, took minutes and sent meeting notes to all attendees.
 - Meeting notes attached.
- **May 19**
 - Rising Stars "Step Up" Committee Meeting – Conference Call – Strategic planning
- **May 30-June 4**
 - Chair attended the AFL-CIO Young Worker Leadership Institute. 45 young workers were chosen from all over the country and from many different unions to learn organizing and union building strategies to enhance their unions, Locals and young worker groups.
 - Report attached.

June 2014

- **June 22**
 - Chair and 2 other young workers from OPEIU Local 3 (SF) and Local 153 (NY) met with the OPEIU International's Youth Initiative Committee to discuss Rising Stars Initiatives and prepare for the meeting with the Executive Board
- **June 23**
 - Chair and the other young workers attended OPEIU International Executive Board Meeting to discuss Rising Stars Initiative
 - Made proposals regarding young worker training and engagement.

July 2014

- **July**
 - Invited by the OPEIU Local 2 shop at Union Privilege to speak about the Rising Stars "Step Up" Committee (Attendance postponed)
- **July 10**
 - Formed a Rising Stars Team to participate in the "Walk Now for Autism" awareness and fundraiser event.

August 2014

- **August**
 - Worked with OPEIU International staff to start and post updates to an OPEIU Rising Stars closed Facebook Group.
 - Caniesha Seldon appointed as the OPEIU International Rising Stars rep on the AFL-CIO Young Worker Advisory Council
- **August 11-14**
 - Attended the AFL-CIO Young Worker Advisory Council meeting on behalf of the OPEIU International
 - Meeting Report attached.

September 2014

- **September 4**
 - Answered the AFL-CIO call to action around student debt. Hosted a DC YTU “unhappy hour” to talk about what is being done in the states regarding student debt, how we could fight the student debt crisis, and how we can take action against student debt
- **September 8**
 - Designed and ordered OPEIU Local 2 and Rising Stars bumper stickers as a free trinket for Local 2 members
- **September 13**
 - Worked with the Social Events Committee to increase the visibility and advertising for the Local 2 End of Summer Picnic
 - Provided games, snacks and toys for the children that attended the picnic (kite, bubbles, colored chalk, etc.)
- **September 15**
 - Chair attended AFL-CIO Metro Council Executive Board meeting on behalf of DCYTU to discuss the need for the affiliate unions to commit to sending more young people to the DC Young Trade Unionists meetings so we can work together to bring more young people into the DC/VA area labor movement.

October 2014

- **October 7**
 - Reported the activities of the Committee to the membership at the Local 2 General Membership meeting
 - Offered to visit shops to talk about Rising Stars young workers to motivate and energize young workers in Local 2 shops
- **October 23**
 - Hosted a joint OPEIU Local 2 Rising Stars/DC YTU “Vote or Treat” Halloween/GOTV meeting to discuss the local labor endorsed candidates, phone bank and canvassing opportunities and voter laws for the DC/MD/VA area

November 2014

- **November**
 - Offered to sponsor Rising Stars to attend the DC Troublemakers School. Chair attended.

December 2014

- **December 5**
 - Worked with the Social Events Committee to increase the visibility and advertising for the Local 2 Holiday Party
 - Rising Stars Contributions:
 - Took pictures of the event and made holiday “picture frames” for members to take fun pictures (Chelsea Bland)
 - Posted pics to Facebook
 - Provided holiday candy and popcorn with a message from the Committee

- **December 15**
 - Helped to plan and host the DC Young Trade Unionist Holiday Party

ACTION ITEMS IN PROGRESS/PENDING

- OPEIU Rising Stars young workers Stewards training
- OPEIU Rising Stars “Step Up” Committee Trinkets
 - Designing hip and fresh OPEIU Local 2 t-shirts and buttons

Attachments

April 2014

Local 2 “Step Up” Rising Stars Committee – A Year later

In February of 2013, the OPEIU Local 2 Rising Stars “Step Up” Committee had their first meeting to discuss their goals and mission...they have accomplished a lot a year. The young union activists of Local 2 took the challenge of energizing and motivating their fellow union members seriously and spent 2013 fulfilling their goals. They held regular Committee meetings and reported their activities at all of the general membership meetings.

Some of the highlights of the year are below:

March 2013

- Created and maintain the OPEIU Local 2 Facebook page – www.facebook.com/OPEIULocal2
- Rising Stars young worker presentation at the B&C Trust Funds shop of Local 2

April 2013

- Committee member elected to attend OPEIU National Convention as an alternate delegate

May 2013

- Rising Stars young worker presentation at the IAFF shop of Local 2

June 2013

- 2 Committee members attended Rising Stars Meeting at OPEIU National Convention
- Posted pictures, videos and updates to the Local 2 Facebook page from the OPEIU National Convention

July 2013

- Committee members appointed to the AFL-CIO DC Metro Council’s DC Young Trade Unionists’ Executive Board
- Help to maintain the DC Young Trade Unionist facebook page

September 2013

- Committee members attended the AFL-CIO Convention young worker activities
- Worked with the Local 2 Social Events Committee on the Local 2 “End of Summer” picnic

November 2013

- Canvassing with the AFL-CIO No. Virginia Labor Council for Virginia’s elections
- Rising Stars young worker presentation at the Local 2 Shop Steward’s Training

December 2013

- Worked with the Local 2 Social Events Committee on the Local 2 Holiday Party
- Helped to plan and host the DC Young Trade Unionist Holiday Party

Thanks to the support of the Local 2 leadership this committee has come a long way. The Committee started 2014 with their very own budget with plans to create and distribute a new member toolkit, work with the Women's Committee to hold a young women's mentoring spa retreat in the Fall and host a leadership forum.

May 2014

OPEIU Rising Stars Meeting

North Central Erie/Northeast Area Educational Conference

Washington, DC

Young Workers attending the North Central Erie/Northeast Area Educational Conference had the following comments and requests:

- Opportunities to learn how to organize (perhaps shadow)
- Need help with strategies for membership involvement
- Using new media for orientation
- Resources for the Rising Stars program (money, staff, secure web platform)
- Celebrate the diversity of the OPEIU membership (represent many different fields)
- Suggested slogan "Rising Stars...to educate and activate"
- ****What does the leadership want from young OPEIU members? What can we do for our union?***
- More activism and visibility from the Rising Stars Committee

Here are a couple of resources from the AFL-CIO that I talked about at the meeting:

- The link to the AFL-CIO young worker page: <http://www.aflcio.org/Get-Involved/Young-Workers>
- The young worker group start-up toolkit: http://www.aflcio.org/content/download/42131/640161/YWG+Toolkit_August+2012_FINAL_NO+BUG.pdf
- Information about AFL young worker groups: <http://www.aflcio.org/Get-Involved/Young-Workers/Young-Worker-Groups>

AFL-CIO Young Worker Leadership Institute

The AFL-CIO brought together 40 young union leaders from across the country in Dearborn, MI from May 30-June 4. Caniesha Washington, representing OPEIU Local 2, joined young unionists from IBEW, AFSCME, AFGE and many AFL-CIO young worker groups for an inspirational and informational week designed to prepare young workers to become leaders of the union movement.

The training began with a focus on how the labor movement wins campaigns on behalf of working people and helped participants understand the processes for moving programs within their unions. From there, the trainings focused both on "soft" skills like understanding the need for diversity and inclusion in our movement and developing a vision as a leader and "hard" skills like power analysis, training and facilitation skills, and work planning.

The following workshops were conducted:

- Mentorship and Peer Coaching
- Power Analysis
- Privilege, Inclusion, and Equity
- Common Sense Economics
- Political Training
- Strategic Planning

I would like to offer the Common Sense Economics and/or privilege, inclusion and equity training at the next Stewards training or training event.

June 2014

OPEIU Rising Stars at the OPEIU National Executive Board Meeting

OPEIU National has formed a subcommittee of 4 Regional Vice Presidents called the "Youth Initiative Committee". Caniesha Washington, Executive Board Member from OPEIU Local 2, along with Natalie Naylor from Local 3 and Nick Galipeaun from Local 153 were invited by the OPEIU National President to attend the June OPEIU National Executive Board Meeting to discuss what is important for young workers in OPEIU and what the National Rising Stars program can do to help. Prior to the meeting we worked together to put together a survey to get the thoughts and opinions of other young unionists in OPEIU from all over the country. We took those results and our own ideas with us to the meeting.

We had a very good discussion with our leaders. They were very open to our ideas and encouraged us to keep working to become better OPEIU leaders and activists.

We proposed the following to the OPEIU National:

1. Creation of a Rising Stars Committee of young OPEIU Activists to work with existing Youth Initiative Committee of OPEIU Executive Board
2. First Rising Stars training summit planned for early 2015
3. Rising Stars Youth-Initiative seat on OPEIU Executive Board for 2016 Convention

August 2014

AFL-CIO Young Worker Advisory Council (YWAC) Trainings and Meetings OPEIU Rising Stars Representative Report – Caniesha Washington August 2014

Monday, 8/11/14

On Monday, we spent the morning doing introductions and getting to know one another and the work that we would be doing on the Young Worker Advisory Council. We were told that more unions than ever have chosen to be represented on the YWAC.

We were then led through a workshop called “the 4 P’s”. This presentation was designed to get all of the young workers in the room on the same page as it pertained to Purpose of the young worker movement, Program elements of Next Up, Process of accomplishing goals for the program and Politics of getting the work done. This process was very helpful in understanding the scope and responsibility of the YWAC as a collective group of young workers and individually.

In the later part of the afternoon, we did a SWOT Analysis of the AFL-CIO young worker program as a whole. We also heard case studies of some existing AFL-CIO young worker groups; how they are doing and obstacles that they’ve overcome. There were both new and old members of the YWAC that contributed to this conversation. The Council identified many places where improvement was needed and we will be taking on the challenge of improving the program that is currently in place.

Tuesday, 8/12/14

On Tuesday, we spent most of the day discussing the upcoming NextUp Summit. It is scheduled for March 19th -22nd in Chicago. I volunteered to help with the Training Subcommittee and the Registration Subcommittee.

We also took part in leadership and equality workshops.

Wednesday, 8/13/14

On Wednesday, members of the Council were introduced to the many staff and directors of the AFL-CIO headquarters departments.

We spent the afternoon discussing the many AFL-CIO State fed and CLC young worker groups. We discussed how many are in existence, what they are doing and how we can help. Strengthening these groups will strengthen our local labor bodies. We discussed how we can make sure that these organizations continue to thrive and have benchmarks for success.

I was selected to assist with the AFL groups in the DC and Maryland area. Being the YWAC point of contact for a state means when basic questions come up in those states, we will address the questions. We will work to build relationships with the State Fed and key Central Labor Councils in our assigned area and help them in their efforts to build up young worker group and connect with community partners.

Thursday, 8/14/14

On Thursday morning, the members of the YWAC voted on who they would recommend to serve as the young worker on the AFL-CIO Board. We discussed a few different candidates and came to a consensus on Rachel Bryan, from IBEW Local 595. The council came to a consensus that she would represent young workers very well on the Board and she added some necessary diversity to the voices in the room. We also elected the Chair and Co-Chair for the next 6 months (reelected every 6 months).

Bio submitted for YWAC webpage

Caniesha Washington - Office & Professional Employees International Union (OPEIU)

Caniesha Washington is a proud member of the Office & Professional Employees International Union (OPEIU). She is an Executive Board member of OPEIU Local 2, which represents over 6,000 professional employees in the DC, Md, Va area. In her Local, Caniesha leads the Local's Rising Stars "Step Up" young workers committee, Communications committee and is actively involved in the Social Events and Women's committees. She is also a steward and has served on her shop's negotiating team. In addition to her work within OPEIU, she is an active executive board member of the DC Young Trade Unionists (DCYTU).

Caniesha works for the American Federation of Government Employees (AFGE) in the Women's and Fair Practices Department. She is the young worker point person for the Y.O.U.N.G. AFGE program (Young Organizing Unionists for the Next Generation). She is also excited to be working on other diversity and empowering issues like LGBT inclusion and women empowerment. As a union staffer, Caniesha is passionate about making sure that "the union within the union" has visibility and a voice.

Caniesha has always had a spirit of service given to her by her parents. Her mother is a dedicated union nurse and her father is retired from the Navy. She has always been an advocate for others; student government in high school, Black Student Union in college, and other community service projects