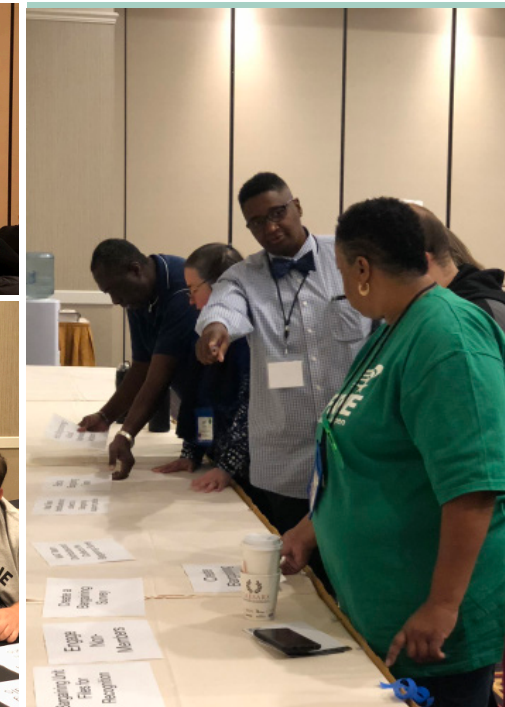
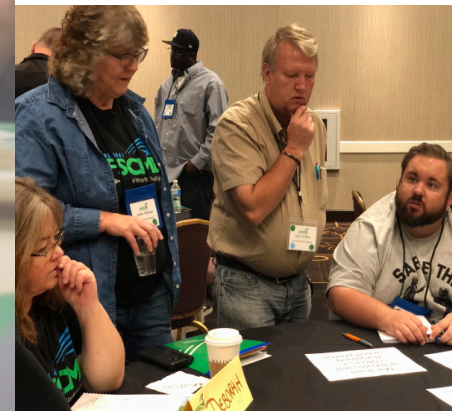




ORGANIZING COMMITTEE MEETING
SATURDAY, NOVEMBER 16
10AM - 12PM
RENO

Sign up at nvafscme.org/organize



Local 4041 members participating at the leadership conference.

CHAPTER MEETINGS

Desert Chapter - Nov 14, Dec 12
 Local 4041 Office: 601 S. Rancho Dr. #C24
 Las Vegas

Washoe Chapter - Nov 20
 NNCLC Office: 1819 Hymer Ave
 Sparks

Sierra Range Chapter - Nov 11
 Local 4041 Office: 504 E. Musser St, Suite 300
 Carson City



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[FACEBOOK.COM/NVAFSCME4041](https://www.facebook.com/nvafscme4041)

JOIN A COMMITTEE

There are many ways to get involved in building our union. Committees allow you to work on workplace issues you care about, in different ways. There is a role of everyone! Committees include:

- Communications
- Organizing
- Political
- And more!

Interested? Send an email to info@nvafscme.org for more information.

AFSCME ADVANTAGE

CHECK OUT MONEY SAVING PROGRAMS, ONLY FOR AFSCME MEMBERS

AFSCME.ORG/ADVANTAGE

AFSCME LEADERSHIP CONFERENCE

Last month, over 70 AFSCME activist from across Nevada met in Las Vegas to sharpen their skills at Local 4041's Leadership Conference. At the 4-day conference, activists learned chapter meeting procedures, tools to better organize their workplaces, and what next steps are needed to get Nevada state employees to the bargaining table.

"I'm new to our union, but ready to take on a leadership role. Being in Elko, it's important that state employees in rural communities have a strong, unified voice. The skills I learned at this conference will help me push the conversation forward with my co-workers about the strong union we need to build together," said Jacob Martinez, a custodial worker at Great Basin College in Elko.

Members participated in workshops to deepen their understanding of building worker power at their workplaces through Labor Management Committees and direct actions. Looking towards getting to the bargaining table, members also learned about techniques to better communicate their personal stories and lobby their state legislators.

"I've been a member for over 30 years, before we became AFSCME. We've been fighting for collective bargaining rights since I started and it's important for me to keep learning new skills as we work towards our first contract. I'm so inspired to see a new generation taking the lead as well," said Feye Williams Knight, an unemployment insurance rep with DETR in Las Vegas.

This was the first time since winning collective bargaining rights that AFSCME members from across the state came together. Members strategized with fellow state employees from the same agencies and departments, but from various areas across the state, to create a unified, statewide plan as they continue to build their union.

"As corrections officers, it's going to take all of us to be effective spokespeople to make sure the issues at our workplaces are no longer ignored. It was great to meet other COs from facilities across the state and I look forward to working in solidarity as one statewide bargaining unit to make changes we need," said Matthew Gregory, a correctional officer from Sparks.

JOIN US TODAY!

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AFSCME AT NEVADA DAY PARADE

On Friday Oct 25th, Nevada Day was observed across the Battle Born State. Observed annually on the last Friday of October, Nevada Day celebrates Nevada statehood. On Saturday Oct 26th, AFSCME members participated in the annual Nevada Day parade in Carson City. On a cold, but sunny Saturday, AFSCME members and their families excitedly greeted parade-goers down Carson St.

"I enjoyed celebrating Nevada Day with my fellow AFSCME members because we are all proud of the variety of work we do to serve our communities. State employees truly reflect the best of Nevada.," said Michael Brothers, a rehabilitation tech in Reno.



PRESIDENT'S CORNER



Harry Schiffman
Electrician, UNLV
President, Local 4041

As we head into the last few weeks of the year, I want to take a moment to say THANK YOU!

Thank you to all the hard-working Nevada state employees who do their job day in and out to keep our state running. Thank you to the dedicated AFSCME activists who put in time after or before work and on weekends to help build our union. Thank you to all AFSCME members for believing that together, we can make lasting changes in our lives and workplaces.

Over the last year, AFSCME members have flexed our political power, electing a pro-worker governor and state legislature in 2018. We continued that momentum into the 80th Nevada Legislative Session to win wage increases, keep our health insurance contributions low and win collective bargaining rights.

AFSCME members have also stepped up to lead our union. Hundreds of Local 4041 leaders learned skills to have effective conversations about the benefits of union membership with co-workers. Leaders learned tactics to bring issues and solutions up to management to create real changes in your workplaces. And when management pushed back as our union got stronger, AFSCME leaders did not back down.

This year we've seen tremendous growth in our union because Nevada state employees are ready for a voice on the job. Two groups of state employees have filed for collective bargaining recognition, and more units are gearing up to do the same because state employees see that a voice on the job will improve our lives, working conditions and our communities.

I am thankful for all that we've accomplish this year and look forward for what lies ahead. But we can't do it without you. Make sure you are an AFSCME member, and make sure your co-workers are too.

For more information, visit nvafscme.org/join

Member spotlight: Heike Rüdener



With a background in social pedagogy, special education, and as a trainer for political and multicultural education, Heike Rüdener found state service as an opportunity to make a difference in her community by supporting families of children with disabilities to access needed therapies and to establish lasting comprehensive community support systems for themselves. She first started

with the state as an early intervention specialist in 2008, providing home-based special education services for children, as well as education and coaching for their families to support their children in their daily life routines. In 2019, Heike joined the Nevada Autism Treatment Assistance Program (ATAP) as a developmental specialist, where she assists families in securing funding for costly developmental programs for children with autism, and provides resources to connect them with the community at large.

"Without state programs, many families in Nevada would have no way to obtain the needed support for their children with special needs, especially for very young children and for children with autism," said Heike.

ATAP was created to provide financial aid for needed therapies, and to connect families with programs and financial resources to support the development of children on the autism spectrum.

Social justice is what motivates Heike to work in this field. Many of the families who receive assistance through ATEP and other state programs are from low-income backgrounds, families of color or immigrant families who are navigating the complex challenges of raising a child with special needs with limited resources.

"I do this work because so many families with low-income, who are immigrants or from minority groups fall through the cracks, especially when they have children with special needs," she says. "I get to empower many of the most vulnerable families in our state that otherwise would have nowhere to go."

For Heike, her passion for special education continues outside of her job. She serves on the Nevada Early Childhood Advisory Council, as well as policy advocate for the Council for Exceptional Children. She advocates for policies, compliance, and legislation that create systems to better serve families of children with and without special needs. Heike is also currently perusing a PhD at UNLV in special education, through a federal grant that trains practitioners to become leaders in their communities on special education issues.

Heike has been an AFSCME member for many years and is excited for how newly acquired collective bargaining rights for Nevada state employees can keep public services available to all communities.

"Being an AFSCME member means we have a voice on the job, so we can keep the flexibility in workplace policies that allow us to really individualize treatment plans and the services we provide to families who deserve us being on our best game."

NEVER QUIT: ALONZO THORNTON



Alonzo Thornton is a third-generation Army veteran. In 1984, he joined the Army as a combat medic.

"In the military, we had people who watched our backs," he says. "It was a system where I would watch your back, you would watch mine. If I had to rescue someone, then I knew I had a soldier back there who would make sure I was safe."

Today, Thornton keeps people safe for a living. He is a psychiatric nurse in Nevada's Department of Health and Human Services, Aging and Disability Services Division, where he cares for people with intellectual disabilities.

"You want the best for them even though they may not know what that is," he reflects. "You have to keep your eye on the ultimate goal of making sure they're safe and well."

To Thornton, his work as a psychiatric nurse is more than just a job, it's a calling.

"I love public service, I love knowing that everybody can be helped by me," he says. "Every time I see someone prosper because of something that I did, or if I see another person getting the health care they need because of my encouragement, it just makes me know that this was worthwhile, and any trials that I'm going through ... it's worth it."

He stays focused on the job, Thornton says, in part because he's a member of a strong union, AFSCME Local 4041. Just like in the Army, where other soldiers had his back, his fellow union members have his back now.

"My union grants me that security," he says. "I can concentrate on caring for people."