

October Organizing Committee Meetings
Reno: Thursday Oct 17, 6-8pm
or Saturday Oct 19, 10am - 12pm
No meeting in Las Vegas this month!



Sign up at nvafscme.org/organize

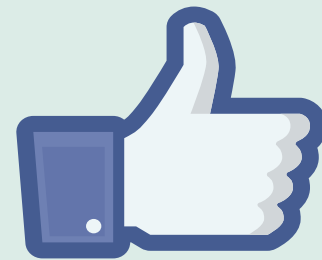


CHAPTER MEETINGS

Desert Chapter - Oct 10, Nov 14, Dec 12
 Local 4041 Office: 601 S. Rancho Dr. #C24
 Las Vegas

Washoe Chapter - Oct 16, Nov 20
 Laborers' Hall: 570 Reactor Way
 Reno

Sierra Range Chapter - Oct 9, 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
- Political
- Organizing
- 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

JOIN US TODAY!

CALL US AT: 775-882-3910 OR 702-431-3113 • NVAFSCME.ORG



Health care support workers show up in solidarity to file with the state's Employee-Management Relations Board.

NPC UNIT FILES FOR COLLECTIVE BARGAINING RECOGNITION

For years the work we do has become increasingly more dangerous. Not because of the clients we serve, but because changes in workplace policies put our safety at risk. This year we are ready to push for changes, and with our new collective bargaining rights, we have a way to do just that. That's why those of us who provide health care support services have joined AFSCME and filed with the state for collective bargaining recognition.

Every day, we provide care to the most vulnerable Nevadans. As developmental support techs, mental health techs and activities support techs, we help those with mental and behavioral health disabilities live comfortable lives. As certified nursing assistants, dental assistants, licensed practical nurses and pharmacy techs, we fulfill the state's responsibility to provide health care services to those under the state's care. As group supervisors, childcare workers and family support workers, we make sure at-risk youth have the opportunity to reach their full potential.

We are proud of the services we provide to the communities we serve, but we know we deserve respect from our employer for the important work we do.

Collective bargaining gives us a seat at the table where decisions about our workplaces are made; and the opportunity to make sure we have a say in the policies that dictate how we provide care. Collective bargaining also allows us to have a say in policies that affect our safety on the job.

But we can't do this alone. As health care professionals, we must come together to fight for the respect on the job that we deserve. We are excited to be the first group of health care workers to file for collective bargaining recognition but we can't make changes in our workplace without support from all health care workers.

While the collective bargaining certification process plays out, we must continue to strengthen our union by becoming members and getting active in our Member Action Teams. The stronger our union is with support from all health care workers, the better positioned we will be to negotiate our first contract.

Visit nvafscme.org/join to take action with our union, AFSCME Local 4041!

JOIN US TODAY!

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STEIN LABOR MANAGEMENT COMMITTEE

In September, forensic specialists held elections for their Labor Management Committee with managers at Stein Hospital.

Workplace safety is an important issue for forensic specialists at Stein Hospitals, a secure facility providing inpatient services for persons who are court committed. Workplace polices are implemented with little input from staff, making a dangerous job more unsafe.

"We are on the front lines every day and we should have a say in the polices that will keep both staff and clients safe," said Jacob Thornell, a Forensic Specialist at Stein.

Workers at Stein expect that a Labor Management Committee will allow for better communication between management and workers over what improvements can be made to prioritize workplace safety.

"Coming together as our union, AFSCME, we will have a stronger voice to make changes to improve workplace safety," said Jacob.



AFSCME in the workplace! AFSCME members took some time to celebrate the NPC filing in September and even signed up some new members!



PRESIDENT'S CORNER



Harry Schiffman
President, Local 4041

This month, as we pull out our sweaters and change our clocks, there's one thing from the summer we must keep: momentum in building our union.

We've had great success the last few months, with two units reaching majority of support in their workplaces and filing for collective bargaining recognition. But even with cooler temperatures and shorter days, there is still much more work for all of us to take on.

Every day, AFSCME members are taking action to move their union forward. Members are having conversations with their co-workers about the value of union membership and signing them up for union membership. Members are stepping up to take on leadership roles in our union, attending organizing committee meeting to develop their leadership skills. Members continue to fight to establish Labor Management Committees, creating the opportunity to have a say in workplace policies.

If you are not active with our union, what are you waiting for? There is no better time than now to step up and be a part of what we are building.

For more information sign up at nvafscme.org/organize



A VOICE ON THE JOB: BUILDING STRONGER COMMUNITIES

Kristen Shelton, a psychiatric caseworker, has spent over 10 years strengthening our communities by helping Nevadans with mental health issues find a path towards independence and self-sufficiency. One population with whom she feels she's made an impact with are those that suffer from mental illness and homelessness.

"I'm proud to do this work because it's important to me that we break the stigma around mental health, especially with our homeless populations" said Kristen.

For 6 years, Kristen has been working with the state of Nevada, helping people in northern Nevada find the best path to live productive and comfortable life with a variety of mental illnesses. As a psychiatric caseworker, she helps clients find medical and mental health treatments. Once a client is stabilized, she works with them in finding a path to living their best life.

"My favorite part of this job is to help a client realize they have the power to set goals, to make a plan, and to take steps to reach those goals. I love seeing their confidence build when they realize they can improve their lives, if they also manage their illnesses," said Kristen.

Understanding the unique needs of every client and adapting treatment plans to the individual is key to helping people rebuild their lives after diagnosis of a mental illness. However, sometimes workplace policies keep Kristen and her coworkers from being able to provide a plan that best works for each client.

"Even with the best intentions, management isn't always able to see the issues we see on the ground. To effectively communicate our wants and needs, and the needs of our clients, we must band together as our union, AFSCME. United, we can make changes in our workplace," said Kristen.

To Kristen, a voice on the job to improve services is a benefit to all Nevadans.

"We see people at one of the most vulnerable times in their lives and being able to help our clients get on a path to manage their mental illness and live full lives - it's truly rewarding work that I know makes our communities stronger."

Nevada State Employees
Public Service Proud

We are proud of the work we do to improve our communities. Our work makes Nevada stronger every day.



Are you proud of the work you do to make a strong Nevada? Share your story about the work you do to improve our communities:

nvafscme.org/publicserviceproud

AFSCME SCHOLARSHIP WINNER



"What AFSCME Has Meant to our Family" by Lenon Russie

For a long time, I did not understand how valuable union membership was. I now realize that it affects me daily.

I am very proud to be a union legacy. My mother was activated as a member with AFSCME Local 4041 in 2013 and my father has been an active member of IATSE Local 720 for 26 years. Without their joint union memberships and activism, my family would not have the financial success and security that we have had.

I observed my mother while she served on the Legislative Committee, interviewing up and coming candidates as well as actively joining her on knock and talks with brothers and sisters affiliated with the AFL-CIO to ensure union votes were counted. Through taking part in some of her election activities and watching her activism, I have learned the importance of perseverance.

My parents have shown me that if you stick together as a unit, then you can run as strong as you ever will. Unions have taught me many values. The main one is to stay together with the people you trust. I understand the real meaning of solidarity.

Read Lenon's full essay at nvafscme.org/news