



September Organizing Committee Meetings  
Reno: Thurs Sept 19 or Sat Sept 21  
Las Vegas: Sat Sept 21

Sign up at [nvafscme.org/organize](http://nvafscme.org/organize)



## CHAPTER MEETINGS

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

Washoe Chapter - Sept 18, Oct 16, Nov 20  
Laborers' Hall: 570 Reactor Way  
Reno

Sierra Range Chapter - Sept 11, Oct 9, Nov 11  
Local 4041 Office: 504 E. Musser St, Suite 300  
Carson City



### LIKE US ON FACEBOOK!

[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](mailto:info@nvafscme.org) for more information.

## AFSCME ADVANTAGE

CHECK OUT MONEY SAVING PROGRAMS, ONLY FOR AFSCME MEMBERS

[AFSCME.ORG/ADVANTAGE](http://AFSCME.ORG/ADVANTAGE)

### JOIN US TODAY!

CALL US AT: 775-882-3910 OR 702-431-3113 • [NVAFSCME.ORG](http://NVAFSCME.ORG)



Correctional officers show up in solidarity to file with the state's Employee-Management Relations Board.

## FIRST UNIT TO FILE FOR COLLECTIVE BARGAINING RECOGNITION

On August 23, our corrections unit made history by becoming the first AFSCME unit to file for collective bargaining recognition with the state. Our unit of correctional officers achieved majority support to be recognized by the state as our union, AFSCME Local 4041.

As AFSCME, we've fought off privatization of our work. We've won raises and improvements to our health insurance. We've used Meet and Confers and Labor Management Committees to make meaningful changes in our workplace. And this year, we banded together to win collective bargaining rights for all Nevada state employees.

Through collective bargaining, we are confident that we can change the culture of corruption within the Nevada Department of Corrections, and all state agencies. A seat at the bargaining table will allow us to make lasting changes that not only improve our working conditions and lives, but also the services we provide to keep our communities safe, healthy

and strong.

Recognition as AFSCME means we are joining 1.4 million public employees, giving us access to resources to address the many problems we face in the workplace every day, like understaffing, mandatory overtime and lack of accountability. For decades AFSCME members have fought for and won strong contracts. That's the experience and expertise we need as we get to work on our first contract.

Filing for certification is the next step in getting to the bargaining table. While the certification process plays out, there is still work to do to get all units to a majority. We need to strengthen our union by making the case to more workers to join together and get active in our Member Action Teams. The stronger we are now, the better position we will be in to negotiate our first contract.

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# VIRGINIA CITY LABOR DAY PARADE



AFSCME members march in the 2019 Virginia City Labor Day Parade. After the parade, AFSCME members enjoyed a BBQ picnic with union members from across industries.

On September 2, AFSCME members from across the state came together for the annual Virginia City Labor Day Parade. After marching down the streets of one of Nevada's oldest cities, workers from various unions and their families enjoyed a BBQ picnic. This annual parade celebrates Nevada's rich union history and the contributions working people make to the Silver State. We are excited to join our brothers and sisters in labor every year at this parade. Mark your calendars for next year's parade – Labor Day, Monday September 7 2020!



## PRESIDENT'S CORNER



**Harry Schiffman**  
President, Local 4041

Labor Day marks the end of summer with a final weekend of leisure and BBQs. As an AFSCME member, Labor Day reminds me of the fight to win workplace rights we enjoy today and the need to protect those rights. This year we finally won a right enjoyed by other public services workers in Nevada – the right to collective bargaining. This was a decades long fight, but AFSCME members never backed down.

However, this is only the beginning. We will continue to organize and fight against managers who don't want to lose their power in the workplace now that workers have a voice on the job. We will keep talking to our coworkers about how together, we can make the changes in our workplaces that will not only improve our lives, but the services we provide to all Nevadans.

Last month, the first of our units filed for collective bargaining recognition with the state. Correctional officers reached majority support in their unit and decided they were ready to take the next step to get to the bargaining table. But they can't do it alone. It's going to take all of us – electricians, nurses, mental health techs, developmental specialists, therapists, custodial workers, highway maintenance workers, DMV techs, administrative assistants, business agents, and many more state employees who make Nevada happen – getting to majority support in our workplaces to file with the state as well.

So how do we get all our workplaces to majority? Make sure you're an AFSCME member and make sure your co-workers are as well. Then get involved with your workplace Member Action Team.

Sign up at [nvafscme.org/organize](http://nvafscme.org/organize)



### RECOGNIZE YOUR CO-WORKERS

Know a co-worker who goes above and beyond the call of duty?

Nominate them for AFSCME's Never Quit Service Award at [neverquit.afscme.org/awards](http://neverquit.afscme.org/awards)

Local 4041 member Larry Coffey, at the AFSCME Public Service Forum in August 2019. Member provided photo.

### HE HELPS NEVADA STUDENTS SEE CAMPUS AND THEY INSPIRE HIM

BY JAY HUTCHISON

It's back-to-school season, a time when many students feel anxious about the year ahead. College, especially, can be a difficult transition, and more so for young adults who are learning their way around a new campus without being able to see it clearly – or at all.

**AFSCME Local 4041 member Larry Coffey, the winner of a Never Quit Service Award, provides crucial assistance for such clients.**

Coffey, based in Las Vegas, works as a certified orientation and mobility specialist at the Nevada Department of Employment, Training and Rehabilitation and Employment (DETR) in the Division of Vocational Rehabilitation (VR). VR assists people with physical or mental disabilities to access or maintain employment, including clients with visual impairments that can range from severe low vision to no-light perception.

Most of Coffey's clientele is arriving at the University of Nevada, Las Vegas (UNLV), as the upcoming semester gets under way. He assists students in what he refers to as "transitioning ages." Generally, his clients are transitioning between high school or college age, although he works with people of all ages.

"Every time I get a student who goes out there, I end up walking the campus to figure out some of the ways they can get around," says Coffey. "Some of them are totally blind and for the most part follow edges referred to as shorelines."

The UNLV campus is 358 acres – or the size of 267 football fields. For clients with little to no light perception, it can be extremely challenging to get around. Coffey's commitment to supporting these students is crucial to helping them navigate golf carts, vegetation, construction, large open spaces, and a whole range of other obstacles.

"My clients keep me in awe all the time. I am amazed and proud at how independent they are and how successful they are," he says. "To be honest, I don't know if I would have the guts to do it."

Coffey teaches students the proper techniques for using the mobility cane, crossing streets, riding the bus and going up and down stairs, among other things.

"That's the thing I love about my profession," he says. "We have such an impact on people's lives and really impact the quality of life. ... I enjoy working with this population. I'm not in it for the money. It's a calling."

## DHHS WORKERS PETITION FOR LABOR MANAGEMENT COMMITTEES

Ready to make improvements to our working conditions and the services we provide, state employees across the Department of Health and Human Services are signing on to a petition requesting Labor Management Committees (LMC) in our workplaces. A LMC is a committee comprised of workers and managers at a specific worksite, who meet on a regular basis to address and find solutions to issues we face daily. Workers come to the table as equals with management, and voice our concerns about safety issues, staff morale, and policies that affect how we serve our communities.

"A Labor Management Committee would allow us as staff to have a say in the day to day policies that currently keep us from providing the best care we can to the clients we serve. This is one way I know we can make real changes in our workplace," said Mike Brothers, a Rehabilitation Tech.

"I love the work I do to help people with developmental issues, but every year the work gets more unsafe due to policy changes and lack of resources. We need a way for management to respect us and the work we do, and a Labor Management Committee gives us an opportunity to get the respect we deserve," said Ken Edmonds, a Developmental Support Tech.

Find out more about Labor Management Committees at [nvafscme.org](http://nvafscme.org)