

GET INVOLVED - JOIN A COMMITTEE!

There are many ways for AFSCME members to get involved in building our union. Call 702- 431-3113 or email info@nvafscme.org for meeting links!

- Communications Committee - meets Tuesdays at 12pm
- Organizing Committee - meets Wednesdays at 7pm
- Member Outreach Committee - meets third Wednesday at 7pm
- Political Committee - meets the second Tuesday of the month at 7pm

CHAPTER MEETINGS

All chapter meetings will continue to be held via Zoom. Please reach out at info@nvafscme.org for Zoom link.

Desert Chapter -
Second Thursdays of the month at 6pm
May 12, June 9, July 14

Washoe Chapter -
Third Wednesdays of the month at 6:30pm
May 18, June 15, July 20

Sierra Range Chapter -
Second Wednesdays of the month at 5:30pm
May 11, June 8, July 13



LIKE US ON FACEBOOK!
[FACEBOOK.COM/NVAFSCME4041](https://www.facebook.com/nvafscme4041)

AFSCME ADVANTAGE
CHECK OUT MONEY SAVING PROGRAMS, ONLY FOR AFSCME MEMBERS
[AFSCME.ORG/ADVANTAGE](https://www.afscme.org/advantage)

Join us today!

Call us at: 775-882-3910 or 702-431-3113 • [NVAFSCME.ORG](https://www.nvafscme.org)



AFSCME CERTIFIED BARGAINING UNITS WIN ADDITIONAL WAGE INCREASE

In March, the Nevada Board of Examiners approved a wage increase for state employees covered under the AFSCME collective bargaining agreement.

“This is a huge victory for Nevada state employees. We appreciate the members of the Board of Examiners for respecting our contract and investing in Nevada state employees. Having a collective bargaining agreement allows us to make improvements to our lives, working conditions and the services our dedicated state employees provide to our communities. Workers in other bargaining units continue to organize towards unit certification as AFSCME Local 4041 so all workers can benefit from a strong contract,” said Harry Schiffman, president of AFSCME Local 4041 and an electrician at UNLV.

The AFSCME CBA gives a 3% wage increase to workers in the AFSCME certified bargaining units for the 2022-2023 fiscal year, and the option to renegotiate wages for the 2021-2022 fiscal year should state revenue exceed projections. Last fall, negotiations began over the additional wage increases, when state revenue was higher than the projected revenue at the time of ratification of the contract in May 2021. In December 2021, an arbitrator decided in favor of AFSCME Local 4041’s position on a 3% first-year increase, retroactive to July 1, 2021, for the four AFSCME-certified bargaining units covered under the CBA: A, E, F, and I.

Workers in bargaining units A, E, F, and I include custodial and maintenance workers at state medical facilities, prisons, and universities; workers who maintain our state highways and roads; health care workers at state psychiatric facilities, public clinics, and the state’s veterans’ homes; and corrections officers at state prisons.

The AFSCME CBA is the only contract for state employees that included wage increases for both fiscal years. Next, the State Legislature must approve a budget item for the wage increases for the 2021-2022 fiscal year.

As the largest and longest serving union for Nevada state employees, AFSCME Local 4041 represents thousands of state employees across eight bargaining units and is currently certified to negotiate a contract for four bargaining units.

Join us today!

Call us at: 775-882-3910 or 702-431-3113 • [NVAFSCME.ORG](https://www.nvafscme.org)

AFSCME PEBP REP TAKES HER SEAT

One of our legislative wins from 2021 was gaining an appointed seat on the state PEBP board. This board oversees health insurance for public employees. Appointed to the board earlier this year, AFSCME member Janell Woodward's first meeting was in March.



"I wanted to serve on the PEBP Board as it is my passion to do what I can to make a difference in the healthcare coverage for public employees. I'm hoping to influence PEBP Board members to best benefit healthcare for public employees especially those who struggle to even afford to use their healthcare benefits," said Janell.

Originally from Kenosha, Wisconsin, Janell moved to Nevada in 2001 and is currently the State Hazard Mitigation Officer at the Division of Emergency Management. She came to the Division of Emergency Management in 2012. Prior to joining state service, she spent 28 years in healthcare working with insurance, transcription, training, and direct patient care. Woodward currently manages the state's Hazard Mitigation Program, where she has developed and managed multimillion-dollar budgets, performed benefit-cost analysis, created grant applications, as well as managing the grants for five different mitigation programs.

PEBP oversees the health insurance plans offered to state employees, making decisions on coverage and rates. As the union representing the most state employees, having an AFSCME member on the PEBP board means we will have a strong voice on the board.

But our voices as members need to be heard as well. Join Local 4041 members in calling into PEBP meetings and sharing your support or concerns about policies that affect our health insurance. Keep an eye out on your email for updates and actions concerning PEBP.

PRESIDENT'S CORNER



Harry Schiffman
Electrician, UNLV
President, Local 4041

Almost an entire year into our first contract, I can confidently say that together as AFSCME Local 4041, we have been able to make improvements to our lives and working conditions. Improved wages, working conditions and morale lead to improvements in the services we provide as well.

But unfortunately, not all state employees have seen the improvements our contract can bring. Workers in uncertified bargaining units, who do not yet have the full right to negotiate a contract, will only see a 1% wage increase come July. The recently won first year wage increase will also not apply to workers in uncertified bargaining units. Workers in certified bargaining units, who are under the contract, will receive a 3% wage increase in July, and a retroactive 3% wage increase for the first year of the contract (July 2021) is in the process of being figured out as well.

But it does not always have to be this way. Every day, AFSCME members are talking to other state employees about the importance of union membership – and getting these bargaining units certified.

If you are a member, it's time to get involved and get all bargaining units certified to negotiate a contract. Not being a certified bargaining unit is costing some state workers up to 6% in wage increases. If you're not a member, what are you waiting for!? The stronger our union, the more we can change and improve.

AFSCME Local 4041 is taking the lead in building the future of public service in Nevada, but we can't do it without you!

Member Spotlight



Leah Garwood
DMV Services
Technician 3

By Stephanie Dube, Region 4 Vice President

After 15 years as an office manager on the strip, Leah Garwood wanted to do something different, but where she could still use her customer service skills and help people. She did some searching and found a position at the DMV.

Four and a half years later, Leah is now a services technician 3. She helps people get their driver's licenses, ID cards, renewals for registration, and title transfers. She also assists folks who need to reinstate their driver's licenses and registration. Leah enjoys the customer service she provides daily, knowing that she does her best to ensure our community can feel comfortable going to the DMV. She wants people to have a better experience than they had expected.

"What makes my day is when a customer says, Wow! That was easier than I expected," said Leah.

Leah has been an AFSCME member for a year and a half. Being an AFSCME member gives her the opportunity to reengage longtime members into the work that is taking place now and the difference we make in the workplace. She knows that there are people like herself that care about state of Nevada employees.

"As AFSCME, we work hard to make changes for the better. Little by little our workplaces are improving, thanks to the work our union members are doing," said Leah.

Leah is in the Technical Bargaining Unit, which is currently an uncertified unit. She wants people to know it is important to become a member to help with getting these bargaining units a voice at the table and to be able to benefit from a collective bargaining agreement. That is why she continues to be a leader at her workplace – to ensure her and her coworkers can share in the benefits that come with a union contract.

Union Q&A

Q: "I am in a non-certified unit, therefore, am I not represented by my union?"

A: Members of noncertified bargaining units are still union members and have the same benefits and the same representation they always had. However, members in noncertified bargaining units are not covered by the Collective Bargaining Agreement, or CBA, so they do not get the benefits or protections of the contract. There is still time to get these bargaining units certified to negotiate a contract. So let's get us there. We want all State employees to be included. It is in your hands!



Send questions to
info@nvafscme.org