



THE CLASSIFIED

AFSCME Local 4041 State Employees Union



Fall 2016

communications@nvafscme.org

From Your President - Harry J. Schiffman, President, AFSCME Local 4041

Communications

Greetings brothers and sisters,

Committee

I hope you all have had a fun and relaxing summer. I would like to report to you on some of the challenges that our union is working on, what will be discussed in the upcoming legislative session and what we as members need to do to combat these issues and any others that may arise.

▶ Harry Schiffman

First is PEBP. The PEBP Board has informed us that over the next two years, health premiums will increase and/or benefits will not be reduced due to the ongoing depletion in funding reserves and the rising cost of health care insurance.

▶ Peggy Bohn

▶ Gary Brewer

The next issue is the potential privatization of some DHHS agencies. During the 2015 Legislative Session, Senate Bill 514, Section 37, passed allowing privatization of DHHS, Aging and Disability Services. This legislation allowed the Interim Finance Committee the power to expand Managed Care Organizers by transferring money from DHHS to private sector companies. This led DHHS to conduct a full review of all divisions within the agency to assist in determining an expansion of Managed Care Organizations throughout the department.

▶ Cedric Williams

▶ Sonja Whitten

▶ Richard Zemke

I would like to be clear that the Interim Finance Committee was only allowed the authority to move funding from the Division of Aging and Disability Services into the private sector. If other divisions are selected, DHHS would have to proceed through the legislature during the 2017 session for approval. Our union has been advised through an administrator at DHHS that the whole process could end up before the legislature. At the present time a study is being performed to examine if various Medicaid programs should be moved from the public sector to private sector managed care organizations. This study started in July of this year and could take up to three months or longer to complete. Once the study is complete it will go before the Interim Finance Committee for review and they can take possible action as early as October, 2016.

So what does this mean to you the member or worker? In the case of PEBP, it's higher insurance premiums with the same or less benefits. With the Privatization issue it could mean the repurposing of jobs, loss of employment, loss of PERS, reduction in salary, any number of things, right now there are too many unknowns.

AFSCME Local 4041 Office Locations

Our union, its leadership and staff will be fighting back against all privatization of state services, increases in PEBP as well as a host of other issues that are negative to our members and workers. But let's be clear that these issues and struggles are not something that our leadership, staff or I can combat alone. We need the support of membership and your coworkers. We need you to raise your voices and be heard. We need you to call and write the Governor and your elected representatives. Tell them enough is enough and we will not take it anymore. This is about the livelihood of you and your families. The time to act is NOW!

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Continued...

601 South Rancho Drive C24
Las Vegas, Nevada 89106
Phone: 702-431-3113
Fax: 702-331-3066

From Your President, cont.

As union members and as workers if we want to make change then we need to stand up and be counted. We need to make our voices heard. Many of the issues we and our families face, our very livelihoods are decided by our elected representatives. This election we have the opportunity to elect representatives to both houses that can change many of the issues that affect us as members and workers. It is important that we elect representatives who will support the issues of our union and workers and their families. AFSCME Local 4041 has vetted and endorsed candidates who will do just that. I strongly urge you to consider these candidates when you vote.

The choice is up to you. If you want livable COLA's, collective bargaining, the time to act is now. If you want to end the attack of PERS or stop the rising costs of health care, the time to act is now. If you want to end the threats of privatization as well as a host of other issues we are faced with as state public employees, then the time to raise our voices is NOW! The time to support candidates who will support us and change the face of the 2017 legislature where many of these concerns will be addressed, is NOW! Will you become active and write a letter and/or make phone calls to the Governor and your elected representatives? Will you rally, will you walk and actively campaign for candidates who when elected will support us and working families? Will you support our union? Brothers and sisters, I cannot do it alone. But, we can do this together. The time to act is NOW!

In unity,

Harry J. Schiffman
President AFSCME Local 4041

DETR Investigations Upsetting for Employees - Jeanine Lake — Labor Rep., AFSCME 4041

Recently, an entire office within the Department of Employment, Training and Rehabilitation, DETR, were sent a "Corrective Action Plan" from the Administrator. In that plan, the Administrator accuses the employees of a number of infractions of unacceptable behaviors and attitudes. Due to the Administrator's findings, employees were notified in this plan that "Formal personnel investigations" would follow and certain actions would be taken against the employees, such as their variable workweeks rescinded effective September 1, 2016.

Within several days of receiving the "Corrective Action Plan", employees were contacted regarding interviews with DETR investigators. There was **never** a Notice of Investigation issued for these investigations nor was there any written notification as to the employees' rights during this process. As a result, AFSCME Local 4041 sent an inquiry as to the reasons for no proper Notice of Investigation and the failure to notify employees of their rights. DETR management did not respond to the written inquiries.

Based on the allegations made against the employees in the "Corrective Action Plan", we believe employees should have received written notification of an investigation and notified of their rights, especially when any investigation could lead to disciplinary action. In addition, based on the content and tone of the "Corrective Action Plan", it was clear that management had already found the employees guilty of certain violations and determined that a "Formal" investigation was necessary. This is not an acceptable process. Formal grievances have been filed as a result of the "Corrective Action Plan" and what has transpired since.

Due to the manner in which these investigations are being handled at DETR and concerns expressed from employees in other agencies as to timeliness of investigations, etc., AFSCME Local 4041 will be actively involved in recommending changes to the current laws through legislation regarding employee investigations. We are seeking input from our members as to any problems with investigative processes. Lastly, employees should never be threatened with investigations as a means to intimidate which appears to be the case with these DETR employees and that needs to change.

Jeanine Lake is Labor Representative for AFSCME Local 4041 assigned to the Las Vegas area, If you have questions concerning your rights and responsibilities as a state employee, you may contact our offices in Las Vegas, or in Carson City.



Proud AFSCME member and Mother Nnika Deladomone Cromwell (Nevada Department of Business and Industry, Housing Division) accepting a \$3,000 check from AFSCME Local 4041 President Harry Schiffman on behalf of AFL-CIO 2016 Arnold/Jones/Evans Scholarship Fund winner Erica C. Hanserd.

Erica is a Class of 2016 Advanced Diploma Graduate with High Honors from Centennial High School. She is 18 years old and is currently attending Southern Utah University. Her Major is in Economics and Finance. She has the drive to complete her studies and is working on becoming a Sports and Entertainment Attorney. Erica's essay was one of three winners of the Scholarship Fund. We wish her the very best in her endeavors.



President of the National AFL-CIO Mr. Richard Trumka addressing the Nevada State Delegates at the 60th Constitutional Convention in Reno, Nevada, August 23, 2016. The E-Board of the State AFL-CIO represents 120 different affiliated unions with over 200,000 members. President of AFSCME Statewide Local 4041 was sworn in at the convention. Harry Schiffman is seated in the 5th seat from the left.

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**Family of AFSCME members are defined as children (or stepchildren), grandchildren (or step-grandchildren), spouses, domestic partners, and financial dependents.*

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EASTERN GATEWAY
COMMUNITY COLLEGE

My Convention Experience - Sonja Whitten, Chair — Events Committee

I attended the AFSCME International Convention which was held in Las Vegas July 18-22. As a first time delegate I was very excited to be able to network with so many other union members from across the country. The theme for the convention was NEVER QUIT and there were several opportunities to learn how AFSCME Never Quits. I was so excited about the convention that I made sure to be at the Las Vegas Convention Center on Saturday July 16 when registration opened at 1 pm. The registration process was quick and easy, I received my credentials, and delegate kit with everything I needed to know about the convention.

Saturday I registered for workshops, attended a first time delegate orientation, visited the PEOPLE Booth and dropped in on a few learning lounges. The orientation was very helpful in helping me to understand how things work at the International Convention. The PEOPLE booth had some great deals on AFSCME gear and sold buddy pins to raise funds to help elect worker friendly politicians. I had such a busy day on Saturday that I only had a chance to drop in on two learning lab lounges; these were 20 minute informational drop in labs that were offered Saturday – Thursday. The topics varied from Talking Union to New Employees, Women’s Preventive Health, Dynamite Worksite Meetings, Never Quit; the New AFSCME Brand and Free College for Members (yes you read that correctly). I attended the Women’s Preventative Health learning lab that was facilitated by an AFSCME member in the medical field and found it to be very informative.



Sunday night there was Delegate Reception held at Paris Hotel. It was so much fun to break bread with so many union sisters & brothers. The food was delicious, different live bands in each room, Lee Saunders & Laura Reyes welcomed all delegates and guests, they even stopped to take group photos with everyone in our delegation that attended the reception.

The convention convened Monday, July 18th at 10 am and was adjourned Friday, July 22nd. Monday through Friday was packed with tons of activities. Each day of the convention the Daily would highlight

the scheduled events for the day and also recap the previous days’ accomplishments. Wednesday was a beautiful sea of AFSCME green as we walked and held a rally in front of Trump Hotel. There were 57 resolutions presented at the convention and this was the first time all the resolutions were addressed by the delegation during convention. Here is a summary of a few resolutions that were voted on and passed during the convention:

Resolution 1- The role of unions in building the middle class; ... Therefore be it resolved: AFSCME will work to strengthen and expand the rights of workers to organize into unions in order to negotiate better wages, benefits and working conditions on the job and to provide a voice in the larger political arena...

Resolution 23- Repeal the ACA’s excise tax on high cost health plans; ... Therefore be it resolved: That AFSCME and its affiliates will continue to oppose this harmful tax & continue efforts to repeal this deeply flawed tax....

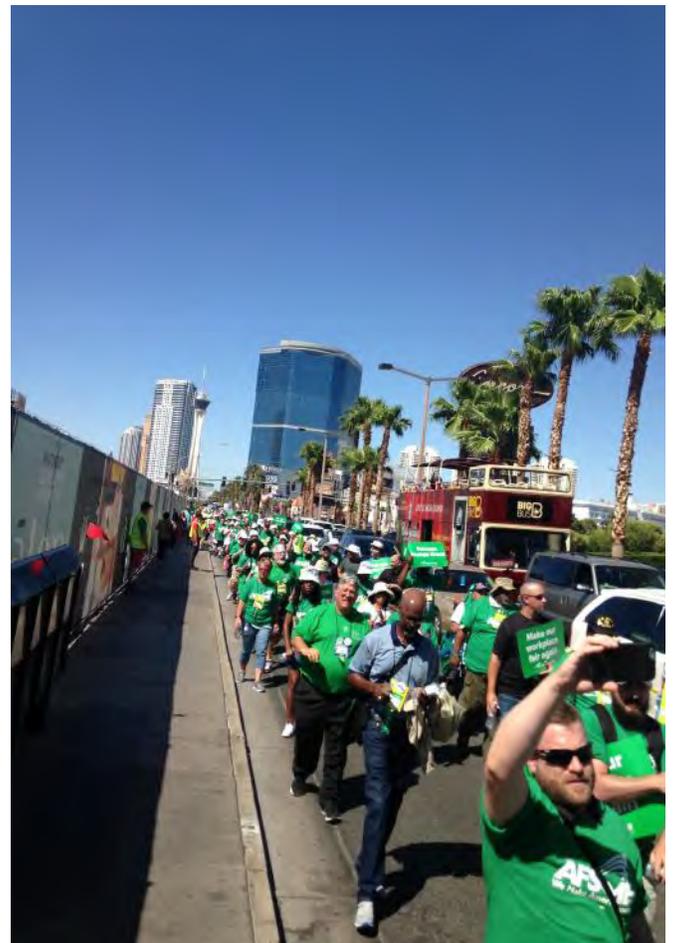




Resolution 52- AFSCME STRONG; ...Therefore be it resolved: AFSCME and affiliates at all levels will continue our unprecedented mobilization and build on our success to achieve our goals for better communities, better jobs and stronger unions...

Resolution 53- AFSCME and SEIU: Unstoppable Unions That Never Quit; ...Therefore be it resolved: AFSCME and SEIU will establish common goals... Be it further resolved: based on durability and effectiveness of the partnerships that are developed at the national, state and local levels, we will explore ways to deepen and expand our collaborative efforts, including consideration of and institutional merger that would formally unite the strengths of both our unions to create a new entity...

There were also great speakers at the convention and I would recommend everyone take a look at 2016.afscme.org to review the full detail of the resolutions and the convention action, view video & photos from the convention. It would be an incredibly long article if I tried to list every resolution and detail each speech or workshop. AFSCME President Lee Saunders was re-elected by Acclamation as he ran unopposed. Laura Reyes easily won re-election as AFSCME's Secretary-Treasurer. Our region also elected Connie Dorr as our International Vice President for the Southwestern District. I had a great time and learned a lot at my first convention. I would encourage anyone who is an AFSCME member to get active and participate in our Local activities so that maybe they can be selected as a delegate to the next AFSCME International Convention that will be held in Boston, Massachusetts in 2018.



An Exclusive Benefit for AFSCME Local 4041 Members

This is a brand-new benefit that AFSCME Local 4041 is offering to us. You cannot get this unless you are a member. Times are tough, and this another tool to help each and everyone of us prepare for our futures. Take a look at this and you will see the value of it.

PERSONAL FINANCIAL PLANNING SERVICES

Our members know they need a solid financial plan but they don't know who to trust. Announcing a new member benefit now available to all full dues-paying members of Local4041. This is a no-cost personal financial planning service provided by Bender Benefits & Insurance Services, Inc. who has a long and trusted history with Local4041. You will receive one-on-one service from a licensed insurance and benefit specialists who will meet you at work, home or any location that works best for you and your family. We will help guide you through a wide range of areas such as:



- ▶ Understanding the existing benefits package provided by the State of Nevada
- ▶ Explaining alternative benefit options to help you fill in the gaps of your existing coverage or explore lower cost options outside of the State's benefit plans
- ▶ Financial planning consulting to help you determine what your own personal insurance needs are and to provide you with the most competitive options available in the marketplace. Services include:
 - ▶ Personal Life Insurance- we help you calculate how much coverage you need based on our own personal financial goals for you and your family
 - ▶ Personal Disability Plans - we help you understand what happens if your paycheck ends due to a disability and what your options are to assure financial security for you and your family
 - ▶ Long Term Care Insurance - we help you plan for the future should you be unable to perform basic daily living tasks for yourself
- ▶ Wealth Management Services - many of our 4041 members have questions about whether or not they are managing their own personal financial portfolios correctly. You will have access to top industry experts to help you develop a financial strategy to meet and exceed your goals
- ▶ Affordable Care Act (HealthCare Reform)- many of our members have questions about the new HealthCare Reform programs "Obama-Care" and whether they should participate in these plans versus paying for the plans available from the State. We help you understand the various options along with your potential for subsidies to help pay for your coverage
- ▶ Pre-retirement Planning- whether you're approaching retiring pre-65 or post-65, we will help you plan for your retirement in a variety of ways such as healthcare, Medicare and Medicare supplements, estate and tax planning



Contact our offices today at 800-217-2136 to set up your no-cost one-on-one appointment. We look forward to helping you create YOUR plan.



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A Partial AFSCME History Timeline, continued from our last edition

Bargaining for Rights

1958 A series of strikes and demonstrations in New York City pressures Mayor Robert Wagner to sign an executive order granting collective bargaining rights to unions representing city employees; under leadership of District Council 37 President Jerry Wurf, AFSCME begins winning elections that make it the strongest public worker union in the city

1961 President John Kennedy issues Executive Order 10988, legitimizing collective bargaining for federal employees and creating a favorable atmosphere for all public employees

1964 Jerry Wurf — running on a platform of aggressive organizing, fighting for collective bargaining rights for public workers, and union reform/union democracy — is elected the second International president at the biennial AFSCME Convention

1965 A special AFSCME Convention rewrites AFSCME's Constitution and includes a Bill of Rights for union members, a first in the American labor movement

By year's end, several states enact collective bargaining laws for public employees; AFSCME membership reaches 250,000

Militant Demands for Respect

Mid-1960s More states pass collective bargaining laws; AFSCME's demands for respect for public workers become linked with the civil rights movement and progressive groups that protest economic, racial and social injustice



1968 Sanitation workers in Memphis, Tenn., strike for union recognition and against the city's discriminatory practices; Dr. Martin Luther King Jr., marches with the striking workers and is assassinated; the city agrees to recognize the workers' union, AFSCME Local 1733

1972 William Lucy is elected secretary-treasurer of the International union; a lifelong civil rights activist, Lucy worked closely with Dr. Martin Luther King, Jr. in Memphis, Tenn. and led labor's delegation to South Africa after the election of President Nelson Mandela

1975 In Pennsylvania, some 46,000 AFSCME-represented state workers strike for fair wages — the first legal, large-scale strike by public employees