

# THE CLASSIFIED

AFSCME LOCAL 4041 State Employees Union

Spring 2017

communications@nvafscme.org

## A Message from President Harry Schiffman

### Communication Committee

Hello everyone,

The 2017 Nevada Legislature is now in session and I would like to inform you of the goals for our union in this year.

Before I tell you about the AFSCME Local 4041 agenda, I would like to tell you how it came into being. The ideas started before the November 2016 election and much of what we wanted to accomplish in the 2017 Legislative Session would depend on the outcome of the elections, which as it turned out were very favorable for state workers and our local, with candidates we supported being elected and controlling both sides of the house.

After the election your leadership convened and prioritized our AFSCME Local 4041 Legislative Agenda and I would like

to emphasize that this is an agenda formed by the membership, not by our staff, the International Union or any other outside organizations. It is an agenda created by you, gathered from one on one and group conversations over the last year. It is a well thought out, bold and aggressive agenda to meet the needs of our membership and to strengthen and grow our union. Our agenda has several parts, organizing, representative and monetary.

We have requested bills to help us with organizing state workers by allowing our union access to state buildings to do organizing drives and to allow our representatives into the agency orientation process. If we can pass these bills it would help our union grow and give us the

visibility, we need.

We have also requested bills to assist us with the grievance and investigation process. By adding arbitration into the grievance procedure and including additional language into the internal administration investigation process, it is our hope that this will create an even playing field for members, our Staff Labor Representative's, stewards and workers as well as creating an equitable system.

*"It is going to take a team effort and we all need to carry the ball to move forward."*

The last item on our agenda is monetary and this will not be placed in bill form but instead, have to be approved in Ways and Means, a legislative committee dealing with the state's budget. As many of you remember, when the Great Recession started back in 2009, all state workers were forced to help balance our states budget through furloughs, suspension of merit pay, bilingual pay, rural differential pay, loss of longevity pay, no cost of living increases etc. As we climbed out of the recession some items have been restored but over the cost of the recession state workers lost up to 25-30% of our buying power. The Governor said as much during his last State of the State Address.

With this in mind the leadership of AFSCME Local 4041 will be requesting during this session, to properly fund subsidies to PEBP and PERS. To provide a



- Iris West - Chair
- Harry Schiffman
- Peggy Bohn
- Cedric Williams
- Sonja Whitten
- Richard Zemke
- Gordon Milden
- Deb Berko

### AFSCME LOCAL 4041 Office Locations

Open Weekdays  
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Closed on weekends and all federal holidays

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Cost of Living Adjustment (COLA) of 10% for each year of the biennium and to restore Bilingual Pay and the Rural Area Differential Pay (PRAD). It is through these monetary gains that we hope to make state workers whole, to offset the increases to PEBP and PERS during the recession and to provide a true livable wage for all state workers. As always AFSCME Local 4041 will have our eye out for any bills that

would be detrimental to state workers and the union as well as supporting any bills that are favorable to our members, state workers and labor.

As I said previously this is a bold legislative agenda, our lobbyists and staff cannot do it alone, I and our leadership cannot do it alone. It is going to take a team effort and we all need to carry the ball to move forward. So, when the time comes and you are

asked to assist your union with a call or letter to your elected representative or to attend a rally, you need to pick up the ball and carry it. It's up to you. It's always been up to you,

In solidarity,  
Harry J. Schiffman  
President, AFSCME Local 4041

## AFSCME LOCAL 4041 LEGISLATIVE AGENDA FOR THE 2017 LEGISLATIVE SESSION

- Properly fund **subsidies to PEBP Healthcare/PERS Retirement** and stop all PERS hybrid or defined-contribution type of bills.
- Provide **Cost of Living Adjustment (COLA)** for State Employees – 10 % July 1, 2017 and 10% July 2018 (To offset past increases from PERS/PEBP and to provide a livable wage for state employees and their families). Further, restore Bilingual Pay to all qualified state employees and modify the Rural Area Differential pay (PRAD) equally to all qualified employees within Nevada Department of Corrections (NDOC).
- Provide changes to the NRS Chapter 284, requiring State Agencies to **provide access for organizations like ours to meet with State employees** during breaks, lunches and new hire orientations. Further, to allow our union information to be provided in all state new hire packets that are provided to the employee.
- Provide a full **Collective Bargaining Bill** for Nevada State Employees, amending NRS Chapter 288 to provide all bargaining rights equally to State employees that City and County employees receive.
- Provide changes to NRS 284.384, **abolishing the Employee Management Committee** who hears State Employee Grievances currently at step 4 and **replace it with an Arbitration Process** as the final level, allowing for all grievances to be heard.
- Provide changes to NRS Chapter 284, **allowing for release time, during business hours, for State employees' who are union members.** Permitting the release time for AFSCME Local 4041's onsite union stewards, chapter and executive state board members to conduct the business of the union in representing State of Nevada employees as necessary.
- Provide changes to NRS Chapter 284.387, and **new language to provide for a fair and impartial investigation** within the internal administrative investigation process.



**AFSCME Local  
4041 will ask  
both, the  
Assembly and  
the Senate,  
to oppose any  
legislation that  
attempts to  
privatize State  
jobs or services.**

# From Sierra Range Chapter

## AFSCME MEMBERS IN ACTION

by CEDRIC WILLIAMS



On Tuesday December 20, 2016, The AFSCME-Sierra Range Chapter for the fourth year in row took the form of Santa's Helper's and engaged in the Christmas spirit of gift-giving by giving out scarves, socks, mittens/gloves and hats at the Carson City Senior Citizens Center on Long Street. For the first time, we ran out of extra gifts, which we normally split the remaining items in-half and donated one half to

*Meals on Wheels* to distribute to their patrons and the other half was donated to the "Do Drop In", a day center for the mentally disabled and homeless and site of the



Rural Center for Independent Living.

Once we realized that there were no more gifts to be distributed, a fast decision was made by your president and a quick run to the 99 Cent Only Store was made and \$59.00 worth of diabetic socks, scarves, mitten and hats were distributed to the "Do Drop In". I would like to extend a "Thank you", to Courtney Warner: Director of the Senior Center for having us; Dee Dee Foremaster: Director of the Do

*Drop In* for accepting our gifts and a special, "Thank you" to the Sierra Range Chapter Board for approving this event, also to Janet Osalvo and Linda Williford acting as my helpers for this year's event.

## AFSCME LEADER HONORED AS VETERAN OF THE MONTH

We would also like to congratulate Peggy Bohn, who was recognized by Governor Sandoval.

*(Carson City, NV) – Governor Brian Sandoval presented special recognition to two women, one of them a veteran herself, for their work and commitment to helping fellow veterans. U.S. Army veteran, Peggy Bohn received the "Veteran of the Month" honor in a ceremony in Carson City on January 11, 2017. Bohn hosts LadyVets meetings where the program is designed to promote social time, information exchange, networking and VA benefits information. She also participates in veterans' events known as "Stand Downs," as well as helps veterans get the care they've earned through their service. She has also assisted with surveys, focus groups and collecting data that helps design programs to improve the quality of life for veterans. Written by Terri Hendry for the Veterans news Observation Post 1076.*



Gov. Sandoval. Peggy Bohn & husband Dale

## LOBBYING EFFORTS AT THE STATE CAPITOL

As many of you know, the 79th (2017) Session of the Nevada Legislature began on Monday, February 6, 2017. AFSCME is represented in the form of paid lobbyists Kevin Ranft (our legal representative), Fran Almaraz, and Rachel Gumpert (Political Action Rep. at AFSCME International, Washington, DC.).

I also want to extend a very heartfelt, "Thank you" to our guest speaker at the Wednesday, January 11, 2017 AFSCME Meeting, (R) Al Kramer, who is our District 40 Assemblyman, representing Carson City. One of the key messages that Al mentioned and made everyone who attended take notice, was when he stated, "... that the economic issues and budget short comings were taken out on the state employees by cutting manpower, furloughs and no merit increases.



# From Washoe Chapter

## ON SOLIDARITY AND IMMIGRATION

By IRIS WEST

This March marks 15 years since I arrived to this country as an immigrant. In that period of time I've become a wife, a mother, an active member of my community and most recently, a union member of the American Federation of State, County, and Municipal Employees.

As a union member, I have been welcomed by my brothers and sisters with one of the most beautiful words you can find in our vocabulary—solidarity.

Indeed, unions are organizations that are powered by solidarity, by the need to share the progress and prosperity among those who work for it.

Solidarity is a noun, but I've come to believe that the only way to progress is to turn this word into a verb, into action.

How different would be to live by the conjugation of this verb?

For starters we understand that fighting for what is fair includes seeking fairness for all workers in this nation, regardless of their immigration status. Dignity and respect are human rights that we should uphold and use as compass if we want a society that is fair and just for our children.

That is why the political environment propitiated by the elections and accentuated by the travel ban, is so worrisome.

Directing hatred toward immigrants however is yet another cheap tactic we cannot fall for. Instead we need to ask ourselves who is benefiting from the hysteria being created.

It's easier to find scapegoats in immigrants, to dehumanize them while ignoring that those pointing the finger are the same who are attacking workers, making them even more vulnerable to the whims of corporations who have benefited for decades from cheap labor and exploitation. For decades they have taken advantage of a broken immigration system to bring down wages and diminish working conditions.

We need to call out the extremist agenda of those who promote hatred against immigrants.

The labor movement has been in a mission to fight against the toxic rhetoric being presented in these elections. Furthermore, the labor movement will continue supporting immigrants and leading the charge to pass a comprehensive immigration reform, because we understand that a broken immigration system is hurting all of us.

In the words of our AFSCME International President,

*"...we understand that fighting for what is fair includes seeking fairness for all workers in this nation, regardless of their immigration status. Dignity and respect are human rights that we should uphold and use as compass if we want a society that is fair and just for our children."*

Lee Saunders, "It created an underground economy where employers pay immigrant workers next-to-nothing and avoid paying taxes. This depresses wages for all workers and deprives our communities of the revenue needed to provide quality public services."

A comprehensive immigration reform would stop the exploitation of millions of fellow workers who also are seen as disposable. Socially, politically, and economically it makes sense. It is estimated that normalizing the status of immigrants could add up trillions of dollars to the US economy in the next five years alone.

Unions are the main structure that can stand up to the exploitation of immigrant workers, and specially undocumented workers, by opposing the unrestrained corporate forces that seek to make the inequality gap insurmountable.

We are the creators of the one thing that characterizes a developed nation: we created middle class by organizing and demanding better wages and better working conditions.

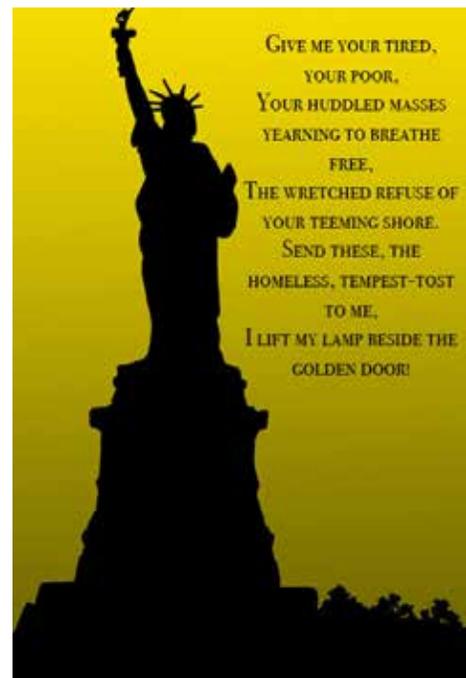
A society built on solidarity is the only answer to a healthy middle class, and is the best answer to rhetoric that seek to divide us.

Solidarity makes sense.

A study from the Center for American Progress recently published that 30-year-olds today make about as much, on average, as 30-year-olds did in 1984, "despite the facts that they are 50 percent more likely to have finished college and that they work in an economy that is 70 percent more productive," and this is clearly linked to the lack of non-public unions. But we can reverse this trend and it begins with organizing.

If we are to protect immigrants from the rhetoric, we need to show that they are not alone. Let's move to action, let's build a healthy middle class, let's unionize.

**Let's make solidarity a verb.**



# The Trump Administration and Immigration Enforcement: A Guide for AFSCME Representatives, Members and Immigrant Communities

The first weeks of the Trump administration confirm that AFSCME representatives, members and immigrant communities need to prepare for ramped up and targeted immigration enforcement. The administration's early actions include an illegal executive order banning certain migrants, refugees and even U.S. residents from entering the country, and raids by the U.S. Immigration and Customs Enforcement (ICE) to detain and deport immigrants. The Trump administration's irresponsible actions are causing chaos, creating panic, tearing families apart and traumatizing our children.

## Protect and Assert Basic Rights at Work, at Home or in Your Community

When dealing with law enforcement or immigration (ICE) agents at home, work or in your community, remember everyone, including union members, has:



### 1. The Right to Remain Silent

Say it or carry the attached card with you: You do not have to talk to ICE or other agents — you may say that you want to remain silent. Do not say anything about where you were born or how you came to the United States.



### 2. Do Not Sign Anything without Speaking to an Attorney

Anything you sign may be used against you or may cause you to lose basic rights.



### 3. Carry Immigration Documents With You

These include a green card or a current (not expired) work permit. **Do Not Carry:** 1. Papers from another country or a foreign passport as these may be used against you. 2. Any false identity or fake immigration documents.



### 4. At Home — Do Not Open the Door:

Unless you are shown a warrant with your correct name and address — this can be held up to a window or slid under your door by the agent.



### 5. If You Are a Parent and Think You May Be Arrested

Let the officer know you have children or are the primary caregiver of a U.S. citizen or permanent resident who is under age 18. ICE officers have 'discretion' and may let you go.

**Note:** This information is not intended to serve as legal advice. If you are a union member in need of immigration legal services, AFSCME Advantage and the Union Plus Legal Service can help.

[AFSCME.org/immigration-help](https://www.afscme.org/immigration-help)

## Have a Safety Plan

1. Memorize the phone number of a friend or attorney you can call if arrested or detained.
2. Have a plan for someone to take care of children or others you may care for.
3. Keep birth certificates and immigration documents safe and where loved ones can get them. If you have an alien registration number, make sure it is written down.
4. Make sure loved ones know how to find you if you are detained using ICE's online locator or calling the local ICE office.
5. Talk to an immigration lawyer about documents you need so someone else can care for your children and handle your finances so your bills, such as rent or a mortgage, get paid.

## Report and Document Raids and Arrests

1. If possible take videos or photos and/or take notes, if you feel safe doing so.
2. Call the United We Dream hotline to report **1-844-363-1423**.

## Want to Help

If you want more information or want to get more involved — Text: **HERETOSTAY** to **877877**. En español: **NOSQUEDAMOS**

## Know Your Rights!

If police or immigration agents stop you — hand this card to the officer and remain silent.

You may refuse to answer any questions until you have talked to a lawyer.

### To: Immigration or Other Law Enforcement Officer

- I am choosing to exercise my legal right to remain silent and refuse to answer your questions.
- If detained, I have the right to contact an attorney **immediately**.
- I refuse to sign anything without advice from an attorney.

**Thank You.**





# Ready for a REAL Pay Raise?

Right now, we have a **REAL** chance to come together to strengthen our voice and power, protect our healthcare from cuts, and to get the pay raises we've been needing.

The following are some of AFSCME Local 4041's goals this Legislative Session:

- 10% COLA & lower healthcare costs
- 5% bilingual differential
- Restore PRAD (NDOC's Rural Area Differential Pay)
- A strong voice in **EVERY** decision for our jobs, community and those we serve

For the next four months, we need **YOU** to join us as we work to pass a series of new laws to **RAISE OUR PAY** to the levels we deserve and defend our rights at work. We need your participation! Join us in making a difference. When we stand together we **WIN!**



## I commit to support this plan!

Name \_\_\_\_\_

Department \_\_\_\_\_

Job title \_\_\_\_\_

Home phone \_\_\_\_\_

Cell phone \_\_\_\_\_ Would you like to receive updates via text message? \_\_\_\_\_

Home address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ ZIP \_\_\_\_\_

E-mail (personal) \_\_\_\_\_

I will testify at the legislature.

I will call my legislators.

I will talk to my coworkers about the session.

Please return the completed card to your union organizer.

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