

## POLITICAL ACTION TRAINING

<p><b>SATURDAY, JANUARY 11</b>  <b>10AM - 2PM</b>  <b>4000 S. EASTERN AVE</b>  <b>SUITE 200</b>  <b>LAS VEGAS</b></p>	<p><b>SUNDAY, JANUARY 12</b>  <b>11AM - 3PM</b>  <b>9855 DOUBLE R BLVD</b>  <b>SUITE 220</b>  <b>RENO</b></p>
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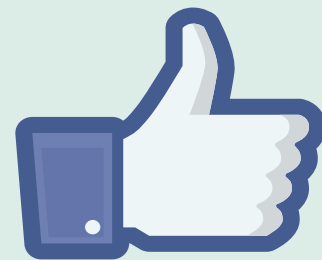
**Sign up at [nvafscme.org/organize](http://nvafscme.org/organize)**

## CHAPTER MEETINGS

Desert Chapter - Jan 9, Feb 13, March 12  
 Local 4041 Office: 601 S. Rancho Dr. #C24  
 Las Vegas

Washoe Chapter - Jan 15, Feb 19, March 18  
 NNCLC Office: 1819 Hymer Ave  
 Sparks

Sierra Range Chapter - Jan 8, Feb 12, March 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**
- **Organizing**
- **Political**
- **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)**



## LOCAL 4041 MEMBERS WIN AGAINST OVERTIME RULE CHANGES

In December, AFSCME Local 4041 members were victorious in opposing an overtime rule change that would greatly affect many state workers across Nevada. The proposed rule, sought by the Division of Human Resource Management, would remove a current administrative rule on the books for almost 20 years that requires certain state employees be provided with a 4-hour notice when assigned mandatory same day overtime. Over 15 AFSC-

ME members gave testimony at a Nevada Personnel Commission hearing, sharing how this rule change would affect their working conditions and lives. The Commission unanimously voted down the proposed rule change, giving workers a huge victory.

“Stopping this rule change is one way AFSCME members are stepping up to fight for fair policies for all state employees. Even the smallest changes have a big impact on our lives. That’s why state employees are coming together as AFSCME, to ensure our safety, working conditions and lives are a priority when state agencies try to change the rules on us,” said Harry Schiffman, an electrician at UNLV and president of AFSCME Local 4041.

The proposed rule change would have affected all nonexempt Nevada state employees, when mandated overtime, in all state agencies that maintain a workweek longer than 40-hours a week and who perform duties that affect public health, safety or welfare.

“The 4-hour notification rule, which has been in effect for at least since I became a state employee in 2000, allows workers the right to maintain stability in our lives. My wife is disabled, and we have a school-aged daughter that depends on me to take her to school. With no access to phones during our shift, we need that time to make adjustments to our family schedules if we do have to work overtime,” said Michael Martinez, a correctional officer.

“We came together to fight this proposed rule change because it’s so important state employees have a say in the policies that affect our work and lives. This rule change was not necessary and would have negatively affected state employees who live with current medical conditions, like I do,” said Stephanie Parker, a grants and project analyst.

Agencies or departments that use mandated overtime to keep minimum staffing levels on any give shift will still need to provide workers with a 4-hour notification before the start of the overtime hours. If you are not receiving 4-hour notice before your mandated overtime, please reach out to an AFSCME organizer at 702-202-3633 or 775-851-8023

**JOIN US TODAY!**

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

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## WHATS NEXT WITH COLLECTIVE BARGAINING

In 2019 AFSCME Local 4041 members led the charge to win collective bargaining rights for state employees. Here's a quick rundown on what to expect next:

Collective bargaining is the process where employees sit at the table as equals with their employer to negotiate a contract that dictates compensation and working conditions.

These are steps AFSCME members must take to get to the bargaining table for our first contract:

- Engage co-workers about becoming AFSCME members
- File for recognition for our bargaining units
- Circulate and complete bargaining surveys
- Elect bargaining team
- Create bargaining proposals
- Negotiate with the state



Local 4041 members packed hearing rooms in Las Vegas and Carson City in support of collective bargaining rights during the Nevada legislative session.



Local 4041 members watch as Gov. Sisolak signs collective bargaining rights for state employees into law.

## PRESIDENT'S CORNER



**Harry Schiffman**  
Electrician, UNLV  
President, Local 4041

For as good as 2019 has been, I am excited for what we can accomplish together in 2020.

This year, our union has grown tremendously because state workers increasingly see how together we can create the type of workplaces we deserve. From winning collective bargaining rights, establishing Labor-Management Committees at various workplaces, to stopping an overtime rule change, AFSCME members are leading the way in improving the lives and working conditions for all Nevada state employees.

The new year will bring many new challenges to our union as we continue to the bargaining table. The state will need to finalize the collective bargaining process and certify bargaining units as they file for recognition. And we have quite a bit to go ourselves as a union: we need to continue to build support with workers across the state, determine our bargaining priorities and establish our bargaining teams.

As we take some time to enjoy the holiday season and our success of 2019, nothing will slow our momentum going into 2020. We are at a crucial moment for our union as negotiating our first contract over wages, benefits and working conditions is on the agenda for the coming year. There is no better time to be an AFSCME member than now!

There is a role for everyone, and I hope that each member will step up and take an active role on their MAT teams and worksite Organizing Committees.

And if you're not a member yet, the time is now!

**For more information, visit [nvafscme.org/join](http://nvafscme.org/join)**



## NEVADA STATE HEALTH CARE WORKERS UNITE FOR CHANGE

By Alonzo Thornton and Heike Rüdener

Health care workers across Nevada are coming together in solidarity to make changes in our workplaces. The Professional Health Care unit is proud to continue the momentum in becoming the third unit to file for collective bargaining recognition as AFSCME Local 4041. As the Professional Health Care unit, we are psychologists, clinical social workers, mental health counselors, psychiatric caseworkers, developmental specialists, registered dietitians, psychiatric nurses, correctional nurses, registered nurses, community health nurses, health facilities inspectors, therapeutic recreation specialists, speech pathologists, social workers, health care coordinators/nurses, casework management specialists, and substance abuse counselors. We work alongside those in the Non-Professional Care unit to serve the most vulnerable Nevadans.

Every day, 24/7, we help those suffering from mental and behavioral disabilities, debilitating health issues, and who are diagnosed with a spectrum disorder, a developmental or another disability find treatments, information, supports and advocacy that fit their individual needs and circumstances; because everyone deserves compassion and respect. We provide medical care to those in custody and under the state's care, because we have a responsibility to treat each person with dignity. With our co-workers in the NPC unit, we do our work beyond the scope of what is expected because to us, our work means taking care of Nevada.

But as state employees, we deserve respect and dignity as well. That's why health care workers have joined in solidarity as AFSCME Local 4041. Being a union means we have each other's back and we are fighting to improve the quality of life for all our co-workers, regardless of job classification or location.

Across the country, hospitals and health care facilities are some of the most dangerous workplaces. Nevada state hospitals and health care facilities are no different. Over the years, workplace policies have been implemented with little to no input from front-line workers like us. Coming together as a union means we will have a strong, powerful voice to ensure our safety is taken into consideration in workplace policies, because we'll be at the table when those decisions are made.

We are proud of the care and empowerment we provide to Nevadans from all walks of life. Being a union means we have the strength as workers to advocate for the resources to improve the services we provide. When public service workers like us have a voice on the job, the whole community benefits from our ability to advocate for what we really need to serve our community.

We are excited to continue the momentum in building our union, AFSCME Local 4041. But we can't do it alone. Join us today to improve our lives and the communities we serve.

## MEMBER SPOTLIGHT: MAURICE SMITH



Maurice Smith's love of the outdoors makes his job as a landscaper for the Nevada Department of Transportation that much more enjoyable.

A state employee for over a decade, Maurice is proud of being a caretaker of Nevada's roadways.

**"As a landscaper, we make sure the roads are clear from fallen trees or other natural debris, but also that our roads and public places are well maintained in a sustainable way that reflects Nevada's natural beauty," said Maurice.**

When the snow season starts, all trained NDOT employees step up as snowplow drivers to keep our roads clear throughout the day and night. This is one aspect of the job Maurice is most proud of.

**"When the snow comes in, that's when Nevadans depend on us the most. Without a plan and timely response, northern Nevada would shut down. We know what's at stake, because our families are on these roads too, and that's why we get out there at all hours of the day," said Maurice.**

The team camaraderie of his work crew is another reason Maurice enjoys being a NDOT employee. Workers look out for each other to ensure safety for everyone, but they also train newer workers on proper technique and safety protocols. Working and learning together as a team builds trust, and that trust keeps workers safe.

However, like in many agencies within the state of Nevada, retaining workers after they've been trained is an issue Maurice hopes he and his co-workers can address as a union, AFSCME Local 4041.

**"I became an AFSCME member because together we can improve our working conditions to hopefully retain more of the staff that we spend time training. As a union, we can make improvements that benefit all workers."**