

# Don't Get Left Behind!

We are heading to the bargaining table soon. Make sure your bargaining unit is certified to negotiate by signing an authorization card. Visit [nvafscme.org](http://nvafscme.org) and click on 'Authorization Card' in the menu!

## CHAPTER MEETINGS

All chapter meetings will be held via Zoom until further notice. Please reach out at [info@nvafscme.org](mailto:info@nvafscme.org) for Zoom link.

**Desert Chapter - Second Thursdays of the month at 6pm**  
September 10, October 8, November 12

**Washoe Chapter - Third Wednesdays of the month at 6:30pm**  
September 16, October 21, November 18

**Sierra Range Chapter - Second Wednesdays of the month at 5:30pm**  
September 9, October 14, November 11

**Corrections South Chapter - Second Fridays of the month at 2pm**  
September 11, October 9, November 13



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## THIS IS THE AFSCME DIFFERENCE

This summer, as the Nevada state government grappled over how to cover a \$1.2 billion dollar budget shortfall caused by the COVID-19 pandemic, AFSCME members mobilized to take action against budget cuts that asked us to make the same sacrifices we made just a decade ago during the Great Recession – sacrifices we are still recovering from.

Using our power as workers and our rights under our new collective bargaining law, we fought back. AFSCME members signed petitions, wrote to legislators, called the Governor, attended rallies, and testified at budget hearings – and our actions made the difference. We fought to negotiate over proposed changes to our wages and working conditions.

**“By sharing how these cuts would affect our ability to provide for our families and our ability to continue to provide the services our communities need during this pandemic, we were able to change the conversation about how much state employees can take in cuts, having just lived through devastating cuts for the last 12 years,”** said Harry Schiffman, president of Local 4041.

Local 4041 leaders were ultimately able to negotiate with the governor’s office. As a result, furlough days were reduced from 12 days to six starting in 2021, merit pay increase were preserved and 28 layoffs were prevented.

**“The inclusion of state workers in budget discussions and the agreement we made with the governor is historic – it’s the first time we have had a real say in changes to our working conditions and the first time we’ve had a written agreement over these changes. This sets us up for our first ever contract negotiations later this year,”** said Schiffman.

For Local 4041 members, the budget fight proves that the actions workers take away from the bargaining table are just as important as face-to-face negotiations.

**“State employees came together to fight for our right to be heard and to fight back against another round of cuts to our livelihood. This is what being a union is all about,”** said Schiffman.

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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 outlines compensation and working conditions.

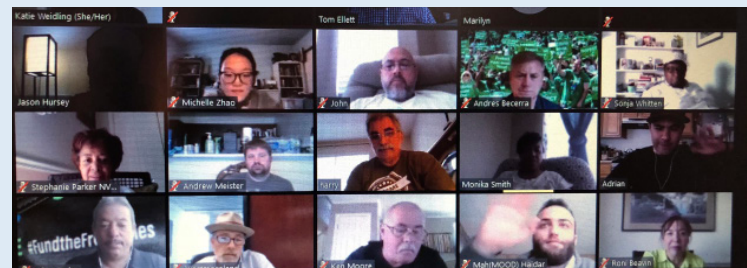
These are steps AFSCME members must take to get to the bargaining table for our first contract:

- Engage co-workers about becoming AFSCME members or supporting our union with authorization cards
- File for recognition for our bargaining units
- Form contract campaign teams, take actions
- Circulate and complete bargaining surveys
- Elect bargaining team
- Create bargaining proposals

### Contract Campaign Institute

The Contract Campaign Institute is a series of online courses developed with the Nevada state worker in mind. What happens away from the bargaining table is more important than what happens at the bargaining table, and these trainings will teach us what it takes to win a great contract and build a stronger union. Through these on-line sessions, we will learn how to turn our strengths into leverage, set goals to win improvements at our workplace and utilize an effective strategy to ensure gains are made at the bargaining table.

Sign up for the Contract Campaign Institute at [nvafscme.org/take-action](https://nvafscme.org/take-action)



### PRESIDENT'S CORNER



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

Labor Day weekend has come and gone as summer starts to wind down. While we may have spent our summer differently this year, the pandemic did not stop us from continuing to build our union, nor from exercising our worker power.

Our strength as a union was tested this summer, as the state attempted to balance the budget on the backs of state workers. But we fought back.

State workers took action – we signed petitions, wrote to legislators, called the Governor, attended rallies, and testified at budget hearings – and made a difference. We were able to negotiate reduced and delayed furloughs, reinstated merit pay and reduced job cuts.

Our actions made the difference this summer and will make the difference this fall as we head to the bargaining table.

But before we get to the bargaining table, we must ensure bargaining units are certified as AFSCME for exclusive representation.

Make sure your bargaining unit is certified by signing an authorization card. This card signifies that you join your co-workers in authorizing AFSCME Local 4041 as the exclusive representative for your bargaining unit. There is no cost, but so much is at stake if we do not get your bargaining unit certified.

**Don't get left behind! Visit [nvafscme.org](https://nvafscme.org) and click on 'Authorization Card' in the menu to sign a card today!**



**Don't get left behind!**

*AFSCME Local 4041 member  
Kimberly Goodall*

This summer, when the state wanted to balance the budget on the backs of state workers, I was devastated.

I thought, as state employees, what could we do? Our state was severely hit by the economic impact of COVID-19 and I thought we would have to passively take the same cuts state employees faced just a decade ago. I immediately began to think about how I would have to adjust my budget to accommodate for furloughs and pay freezes.

Then one day in July one of my co-workers came up to me and excitedly shared: "We won!"

"Won what?," I skeptically asked her.

She shared with me how members of our union, AFSCME Local 4041, really stepped up to fight for state workers. Through collective action, AFSCME members were able to reduce and delay furloughs, reinstate merit pay increases, and preserve dozens of state jobs.

I was impressed. It wasn't some outside group that came in to save state employees. It was us, AFSCME members, who fought back and spoke out to protect our livelihoods.

And our voice was heard!

Contract negotiations are coming up; the first time state employee will be negotiating a contract that defines our wages, working conditions and other important issues. But first, we must certify additional bargaining units to ensure that all workers have a say in negotiations.

To get our bargaining unit certified, we need all workers who are not members to sign an authorization card!

The authorization card does not have a cost, but we have plenty to lose if our co-workers don't sign the card in support of AFSCME as our exclusive bargaining representative. Without certification, we will miss out on having a say in what we would like to see in our contract and what changes we can bring to the our workplaces.

# Stand up for Public Services!



**This fall we will elect a President and Congressional Representatives, as well as the state legislators who will implement the outcome of our first contract. AFSCME members play an important role in getting out the vote for pro-worker candidates.**

**Sign up as a poll worker! County elections departments are looking for poll workers to serve for this fall's elections. Poll workers will receive a stipend for their time. As stewards of public service, we encourage AFSCME members to help ensure our elections are safe.**

**VISIT [AFSCME.ORG/VFO](https://nvafscme.org/vfo) FOR MORE INFORMATION!**