

# THE CLASSIFIED

AFSCME Local 4041 State Employees Union

Spring 2016

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## AFSCME 4041 Fighting for DHHS Employees



January 20, 2016 DETR  
Town-hall Meeting

Harry Schiffman

Excerpt from the statement made by Harry Schiffman, President, AFSCME Local 4041:

On behalf of AFSCME Local 4041, I would like to express our opposition to the proposed expansion of managed care services/privatization within the Department of Health and Human Services.

While privatization, outsourcing or whatever you call it is being promoted as a cost savings and a way to improve services, in reality, privatization often fails, especially when social and human services is turned over to contractors. Those contractors' number one incentive is almost always to make short term profits without even considering the long term public interests of the citizens. That is not good for the communities or those who need to access services.

The list is long and we hope that when looking at the big picture, you also look at those states that have experimented and failed in their efforts at privatization. We have access to much of that information and would be happy to share that with you.

If you are considering the cost of contracting services, also consider bolstering the budgets of the agencies whose employees have been providing those services for years. We would also recommend that you involve AFSCME staff and/or state workers to serve on any task forces or study committees to share ideas for improvement of services without additional costs or to provide input for any cost savings suggestions they may have. The true commitment of state employees and their desire to work with the various populations within DHHS should mean something to all of you and to this state. Most importantly, state employees are not in their jobs to make a profit!

Thank you.



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# Grievance Success at FMWCC

By Jeanine Lake, Labor Representative, Las Vegas Officer, AFSCME Local 4041

In January of this year, a formal grievance was filed on behalf of Corrections Officers at the Florence McClure Women's Correctional Center, (FMWCC). The grievance concerned the inconsistencies of the weapons qualifications for employees of FMWCC as opposed to other institutions statewide and the problems associated with these inconsistencies. There were over 60 employees who signed on to this grievance, many signing on in support of the officers.

In a meeting with Acting Assistant Director Dwight Neven and the Warden of the Women's Correctional Center on January 28, 2016, AFSCME Local 4041 representatives pointed out the various challenges that employees of FMWCC were facing that employees at other institutions were not. Things like Range Instructors not being permitted to tell employees what it was they were doing wrong when trying to qualify. Employees were being required to shoot from a hill with minimal training which other institutions did not require. Career employees with 5, and even over 10 years of service to the State were having difficulty re-qualifying at the range. The situation was so bad that some employees were pending dismissal from their jobs at the prison. And in 2015, some had even been let go.

Acting Deputy Director Neven also expressed concern about weapons training and stated that management in the Department recognized there were inconsistencies and that they had already been working on some proposed changes. However, there were some problems specific to the FMWCC which he was not aware of.

Agreement was reached that changes would be implemented so as to achieve consistency at all institutions and facilities when it comes to the range qualification period for employees. Those changes will be in writing and the Weapons Training and Qualification Manual will reflect those revisions. In addition, there will be communication between the employees and Range Masters prior to the second and third qualification efforts. That will include both the employee and the Range Master reviewing the previously documented failures to qualify in an effort to see what assistance the Range Master can provide the employee to re-qualify with a passing score. There will also be remedial training done during the second and third attempts to assist the employees.

All issues in the grievance were addressed and resolved favorably. And because of our insistence that those employees who had been notified of dismissal be given another chance, the Acting Assistant Director agreed to one final attempt in accordance with the revisions made to the Weapons Training and Qualification Manual for the Department. Based on these resolutions, the grievance was withdrawn!

## AFSCME Advantage Discounts

Being an AFSCME member doesn't only get you an advantage at the bargaining table — it also gets you access to discounts and benefits that can help make life a little easier.

Visit: [afscme.org/advantage](http://afscme.org/advantage)



## People Campaign

**FIGHTING FOR PEOPLE WHO WILL FIGHT FOR US!**

Politics is part of AFSCME's DNA. Federal Election Law and some state laws prohibit using dues for campaign contributions and other political activities. AFSCME PEOPLE enables our union to be strong politically and help enact legislative programs that protect our jobs.

Sign up TODAY to become a PEOPLE MVP member!  
Visit: [afscme.org/people](http://afscme.org/people)



# AFSCME Volunteer Member Organizer



Now more than ever, workers are joining the union to win fairness, respect and a voice on the job.

As a Volunteer Member Organizer (VMO) you can help your fellow public service workers protect their rights and build a real future for their families.

Volunteer Member Organizers (VMOs) are vital to our union's organizing and "fight back" efforts.

- When members speak about how AFSCME makes a difference in their work and personal lives, you are a powerful force for defending and building our union.
- The VMO program trains union members so that they can successfully reach out to co-workers and their communities to join together and stand up for our union and our democratic

values.

- Growing our union will make AFSCME stronger at the bargaining table and in the ballot box. It will help us unite for fair pay, benefits and respect, and stop the attacks.

Growing the Union » At the 2011 AFSCME Women's Conference, seven members became champions of their fellow workers through a special training program, as Volunteer Member Organizers. These organizers help grow the union and are an integral part of AFSCME's efforts to build a powerful voice for working people. They learned one-on-one skills that will help them better connect their struggles with those of their fellow workers .

VMOs Inspire, Lead and Encourage through the organizing techniques they learn at AFSCME trainings and through direct practice in partnership with an experienced organizer.

Has being an AFSCME member made a difference in your life?

- Can you volunteer after work or on weekends?
- Are you outgoing?
- Do you want to stand for justice?

Become a VMO!

For further information, please contact the AFSCME Organizer Deb Berko @ (702) 556-3277.  
deb@nvafscme.org

# Meet Our New Organizer



Debra A. Berko is an Entrepreneur, and enthusiastic business management professional. A former tenured professional in the electronic business, she has held positions ranging from supervisor to senior multi management. She has been part of the rank and file for many years and has served on multiple Committees. She has worked and performed all the different positions in and with the Labor Movement. Ms. Berko has provided services in printing, electronics, food and beverage, manufacturing and pharmaceutical industries.

Deb Berko was a Union Leader for (PACE) Paper, Allied-Industrial, Chemical and Energy Workers International Union, AFL-CIO, CLC. Now know as the USW United Steelworkers. She has traveled throughout the country, attending workshops, developing programs, and serving as a representative on multiple councils. She also conducts monthly membership meetings for large and small groups of individuals, including facilitating safety training to employees/union members.

A native of Union County, New Jersey, Ms. Berko received a Bachelor of Science degree in Business Management from The University of Phoenix. She worked full time as she attended Collage in the evenings in Las Vegas, Nevada An expert in office automation process and procedures; she also received a business certificate in Office Automation, from the Cittance Institute.

Professionally, she is a member of the USW Union, Laborers Local 872 Union, OPEIU Local 2 Union, CLUW Coalition of Union Women, CBTU Coalition of Black Trade Unionist. PAWS Partners at Work, NARA Nevada Alliance for Retired Americans and is the delegate for USW Local 6-75, Laborers 872 and was the elected representative to attend the Southern Nevada Labor Council. She was elected as the Secretary Treasure of the Council, and the elected representative of the workers to attend the State AFL-CIO functions.

She has been the Regional Benefits Coordinator for Union Privilege AFL-CIO. As the Regional Coordinator, Ms. Berko works with local unions and State Federations to promote Union Plus National Benefits and she has organized more than 300 local vendors that provide discounts and benefits to union members in Nevada. This remarkable benefits program has proven to be an effective tool used by many local unions to encourage membership resulting in increased growth by 30%.

Ms. Berko has been a union activist for over 30 years and has served as a union steward, elected leader, negotiator, organizer, facilitator and a Consultant. She has served on many local health and safety committees. Prior to joining Union Privilege, Ms. Berko worked at Merck, and Merck-Medco, a pharmaceutical company for 16 years.

Deb has been responsible for facilitating state conventions, award dinners and other activities. She has been responsible for fundraising events, as the statewide affiliate director for the Nevada State AFL-CIO. Ms. Berko is enthusiastic and creates a fun motivating work environment for many individuals creating effective work groups. Her goal was to accomplish teams for canvassing, house calls, and phone banking she also provided trained volunteers for political campaigns. She currently holds the position of the first woman elected leader as the Secretary Treasurer for the Central Labor Council for 5 two-year terms; she is currently in her 9 year of Service.

Professionally, Ms. Berko is a volunteer for multiple agencies and currently sits on the Board of Directors for the Southern Nevada United Way. Ms. Berko has provided Lobbying efforts at the Nevada Legislature on behalf of Nevada Working Families. Deb Berko sits on the Governors advisory board for the Department of Labor Relation's for the State of Nevada.

# News from the North

From Sierra Range Chapter Newsletter, March, 2016 - Cedric Williams, President

Dear Carson City Local 4041 Members,

I do apologize for getting this newsletter out late, but we are gearing up for our AFSCME 4041 Bi-Annual Convention which we will attend in April of 2016. This year the convention will be held at The Gold Dust West, 2171 E. William Street, Carson City, NV 89701. Convention time frames are as follows: Registration starts on Thursday, April 7th from 4-6 pm or April 8th from 8-9 am: Convention officially begins April 8th at 9am. All Members are welcomed, however, only delegates have voting rights!

One of our main focuses for this year, as in previous years, is to submit resolutions:

WHAT IS A RESOLUTION: A resolution is an idea or thought initiated by a member or group of members at the grass roots level and carried to the uppermost levels of government through a simple, but effective process. It is a thought that benefits the working conditions of state employees. A resolution may be uncomplicated such as a changing of hours of work from 08:00 am to 05:00 pm to 04:30 pm., or it can be complicated, affecting not only state employees but other government jurisdictions and the general public.

Some of the topics for resolution submitted at this year's convention will include:

*Reasonable Wages and Benefits	*Longevity Pay	*Livable Wages	*Sick Leave
*The Legislative Session	*Extending the Legislative Session	*Investigations	
*Grievance Retaliation	*Letters of Instruction	*Privatization Legislation	

As we mentioned in last month's newsletter: This year's Delegates and Alternates for this year's convention are:

Delegates:

Richard Zemke	DWSS
Dina Bahurka	DMV
Leticia Shoemaker	DMV
Linda Williford	DMV
Janet Brooks	DMV

Alternates:

Jack Clifton	DWSS
Michelle Tedrowe	Taxation
Malea Schadeck	DWSS
Jackie Tilton	DWSS
Vicki Wendt	DWSS

As promised, your AFSCME 4041 Sierra Range Chapter will always keep its member informed of trainings to help both members and non-members understand the importance of the union and the roles they play in helping to build and maintain a strong union.

- **Steward Training:** A two-day training program that will provide you with the knowledge and skills to be an effective and powerful AFSCME steward. By attending Stewards in Action, you can find new ways to engage members and bring fresh ideas to handling grievances. (Dates To Be Announced).
- **"Know Your Right's":** Overview of legal rights at your workplace, including personnel regulations, civil rights issues and First Amendment rights at work; full review of NRS 284 and NAC 284; and investigative interviews with your employer and your rights to proper notification and representation. This training is for those state employees who want to know their rights as an employee with the State of Nevada. All should attend this training or at least know your rights as an employee. We need a minimum of 6 confirmed RSVP's at each training or they will be rescheduled. (Dates To Be Announced).

For those of you that have unanswered questions, you can always call your AFSCME Local 4041- Sierra Range Chapter at: 775-882-3910 ext. (109) or come to our monthly meetings held the second Wednesday of each month at 05:30 pm. The next meetings will be held on Wednesday, March 9, 2016 and Wednesday, April 13, 2016 at 05:30 pm.

# What's Your Story?

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by: Lalo Macias, International Union Representative-Western Region Organizing & Field Services

Hi I'm Lalo Macias and I come from Mexico and made my way to working the fields in the hot sun of Bakersfield California. I made my way to Las Vegas Nevada and became a dishwasher at Caesars Palace, far away from the hot sun in the fields.

While working at Caesars Palace, between 1987 and 2001, I became both a Shop Steward and Organizer, helping to gain dignity and respect for my brothers and sisters in the hotel industry as a Culinary Union represented.

In late 2001 I was offered a lead organizer position with AFSCME (American Federation of County, State and Municipal employees), back then called: SNEA Local 4041 (State of Nevada Employees Association). In June 2005, I was offered an opportunity to expand my skills with our International Union AFSCME. I am an International Union Representative in which I help Union Locals around the country.

Backstory:

One of the reasons I got involved with the union was, back in the day, when I worked as a dishwasher at Caesars Palace, my Supervisor would have us clock out after 8 hours of work and then go back into the kitchen and finish the job while working for free. I started reading and learning about my rights as an employee.

I basically took on my boss with my co-workers to task and ultimately he was terminated. I became a sponge and kept reading, kept learning, kept studying my rights and really got involved with the Labor Movement.

My gratitude is to teach other people how to teach other people... to give the members the tools to fight for those same rights: for respect and dignity on the workplace.

## The Parking Lot

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The "Parking Lot"- Do you have questions? We find answers.

AFSCME Local 4041 held a Leadership Conference in both the Northern & Southern Regions in November of 2015. Twenty members participated and learned all about the AFSCME Strong campaign. With all of the information shared there were also some questions asked that got placed in the "parking lot" to be answered at a later date. Each newsletter we will try to answer two of the "parking lot" questions.

Member Question: What are the boundaries or limits to union communication at work?

Answer provided by Jeanine Lake, Senior Labor Representative.

Union communication at work should be limited to breaks and/or lunch periods. We have had employees threatened with discipline for taking time from their work schedule to discuss the union, so to be cautious; they should do so on their own time. Employees can talk about the union in the break rooms, in the building as long as employees are on break or lunch and outside of the office.

Member Question: Healthcare Benefit information, is it possible to offer Dental Insurance?

Harry Schiffman, President of AFSCME Local 4041; has asked our staff to look into dental insurance benefits for our members, as the Executive Board is always interested in providing our members with access to quality services. Also, AFSCME advantage on the AFSCME website does have some supplemental insurance benefits at great rates that are only available to AFSCME members.

Remember this is our union and if you have a question or would like to participate on the communications committee, please contact us by email at [communications@nvafscme.org](mailto:communications@nvafscme.org)

## Law and Legislative Committee

By Phillip Carrick, Law and Legislative Committee Chair

With the political season now in full swing the Law and Legislative Committee would like to ask for your involvement. You can participate by joining the committee or submitting questions you would like to be asked of those candidates who are running for office. Help us shape to shape the future of state employees INCLUDING YOURSELF!!!

## From the Editor's Laptop--



This is the second edition of the AFSCME Local 4041 Newsletter. Nevada is a huge state. We have many state employees doing so much with so few.

Being in the southern part of the state, a lot of times we get to showcase the talents from people from Southern Nevada. Starting with this newsletter, I wanted to what other chapters are doing. We're not two states, we are one. So, I hoped you enjoyed seeing what the North and South are doing to help every state employee.

If you liked what you saw, let us know at the e-mail address below. If you didn't like what you saw, let us know at the e-mail address below. Better yet, show us how's it's done and volunteer an article. You're a state employee, this is our Union, and our newsletter.

Contact us at [communications@nvafscme.org](mailto:communications@nvafscme.org).

G. Milden - Editor

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Holidays

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Holidays

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