



We are heading to the bargaining table soon! To receive bargaining updates, make sure your contact information is up to-date. Visit [nvafscme.org/ready](http://nvafscme.org/ready) for more information!

## CHAPTER MEETINGS

Desert Chapter - March 12, April 9, May 14  
Local 4041 Office: 601 S. Rancho Dr. #C24  
Las Vegas

Washoe Chapter - March 18, April 15, May 20  
9855 Double R Road, #220  
Reno

Sierra Range Chapter - March 11, April 8, May 13  
Local 4041 Office: 504 E. Musser St, Suite 300  
Carson City



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[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
- Political
- Organizing
- 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)



## WE ARE AFSCME!

### LABOR, MAINTENANCE, CUSTODIAL BARGAINING UNIT CERTIFIED AS AFSCME

Last month, workers in the Labor, Maintenance and Custodial bargaining unit receive certification for exclusive representation as AFSCME!

This group of labor, maintenance and custodial workers join over 4000 thousand fellow state employees, whom last month were certified to negotiate as AFSCME Local 4041 with the state in accordance with collective bargaining rights won during the 80th legislative session.

Over 1500 custodial workers, HVAC specialists, electricians, highway maintenance workers, and other maintenance and labor workers chose to join health care workers and correctional officers as AFSCME Local 4041.

Often doing behind the scenes work to maintain our university and college campuses, state highways and parks, and state hospitals and correctional facilities for fellow state employees and the public, workers in the LMC unit are ready for a voice on the job.

“Nevada state employees are overwhelmingly choosing to organize as AFSCME Local 4041. We’ve been fighting for state employees as AFSCME for decades and are excited to negotiate our first contract with the state as AFSCME. Having a voice on the job means we will have the respect on the job we deserve, and the resources to do our jobs safely and efficiently.” said Harry Schiffman, electrician at UNLV who is a member of the LMC unit, and President of AFSCME Local 4041.

“Workers in this unit are spread across Nevada but being AFSCME give us unity because we all face similar issues at work regarding safety and resources. Together, we can better advocate for ourselves,” said Ian Hughes, a maintenance repair aid 3 at UNR.

There is no slowing us down- Nevada state workers overwhelmingly choose to continue to organize as AFSCME because we are the only union who have been fighting for state employees for decades.

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
- Form contract campaign teams
- Circulate and complete bargaining surveys
- Elect bargaining team
- Create bargaining proposals
- Negotiate with the state

## Nevada Presidential Caucus

On the eve of the Nevada Presidential caucus, AFSCME hosted a townhall where presidential candidates or their surrogates answered questions directly from Local 4041 members and retirees about issues that matter to public service workers. For more information on AFSCME's commitment to electing leaders who support the work we do and the values we share, visit <https://standupforpublicservice.org>



## PRESIDENT'S CORNER



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

Only two months into 2020, we've already accomplished so much together. State employees in four bargaining units have been certified for exclusive representative as AFSCME Local 4041. As Nevadans, we had our say in the presidential race during the Nevada Caucus and we held a town hall where candidates or their surrogates answered questions on topics important to public service workers. We've also continued to build our union by taking action in our workplace or taking opportunities only available to union members.

Again, we've done so much together as AFSCME to strengthen our workplaces and our communities. I'm not surprised that now, on the brink of bargaining our first contract, other labor organizations want to take credit for the work we've done to make our state a great place to work and live for all Nevadans. But where were these other labor organizations when we faced furloughs and budget cuts? Where were they when we were fighting for collective bargaining rights?

Nevada state employees overwhelmingly choose to organize as AFSCME because we've always been fighting for state employees as AFSCME Local 4041. This is our union, and I am proud of what we have accomplished together.

But now is not the time to rest. We must still have conversations with our co-workers about the power we are building. We must still get additional bargaining units to majority and file for exclusive representation.

If you are not a member, join today! If you already are a member, get involved!

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

## The AFSCME Difference

*Two Local 4041 members, Gary Sallee and Danelle Galvan, share how being an AFSCME member has made a difference in their work and lives.*

My name is Gary Sallee and I am a safety trainer at the Nevada Department of Transportation, where I am always looking for ways to improve safety for workers across Nevada. Being an AFSCME member has allowed me the opportunity to expand and implement my passion for a workplace culture that prioritizes safety.

Running a values-based education and training program makes a difference in worker safety and efficiency. I enjoy this work because I never stop learning new ways to improve worker safety, and in turn see the difference sharing these skills makes to all state employees and the communities we serve.

I attend many OSHA and state trainings throughout the year, then bring that knowledge back to DOT and other state agencies in Nevada to improve worker's technical skills and understanding of safety procedures. From heavy equipment management to hazardous materials handling, I am always on the look out for trainings that will improve how Nevada handles any serious road emergency.

Through AFSCME, I have access to high level trainings that would otherwise be out of reach for state employees. These trainings are more in-depth than what is offered by the state and by attending, I am able to bring back many additional resources and skills.

One outcome in attending these trainings is being able to share what I've learned and work with first responders across Nevada to improve emergency management plans for hazardous material spills on Nevada's roads.

I'm able to attend these trainings because of AFSCME, but the skills and resources I bring back to Nevada means the roads are safe for everyone. This is one way being a union member means we are improving our communities.

My name is Danelle Galvan and I am a social worker for the state of Nevada. Child safety is my passion, so it made sense to me to pursue a career in child welfare. I began my career with the state in January 2019 and dedicated my passion to working with families that had been afflicted with drug addiction, domestic violence, mental health issues, poverty, and other situations that many Nevadan families face. I help parents learn to create a safe home environment, so they can be reunified with their children and heal as a family.

Shortly before the end of my first year, I was told I was being relocated from my position due to an error in the hiring process. I was notified of this error early that year and was assured it had been fixed. I'll never forget that dreary November day. I felt defeat, hopelessness, devastation, and a sense of loneliness as I began to clear out my office. I was not informed that I could appeal this decision or that I had the right to question the decision. When I brought it up to some of my co-workers who are AFSCME members, we banded together and called our local union representative.

Meeting with our AFSCME rep gave me hope that I did have a say in this matter and there was a possibility for me to return to this position that I was rightly qualified and hired for. Together, we formed a plan of action to appeal this decision. Being an AFSCME member and working with my co-workers to find a solution made me feel empowered and motivated. As a union member, I felt supported by my co-workers in a way I had not felt at any previous job.

As a probationary employee, my fate was not clear. But the one thing that was clear to me: I was not alone, I had the support of my co-workers. On one of my hardest days through this situation, the words of our AFSCME rep still echo in my head: "That's what we are here for, when you are worn down and think you can't fight any more, we are here with you to make sure that your voice is heard all the way at the top!"

Having the fate of my career in the hands of others and being away from a job I love for 40 days was one of the most difficult experiences of my life. With the guidance of our union staff and the support from my co-workers, I was reinstated as a social worker. This process taught me that we have rights in the workplace and being an AFSCME member provides me with the knowledge on how to fight for my rights.

To me, public service is a passion worth fighting for. Having a strong union built by the support of my co-workers, I am once again thriving and flourishing in my career; doing what I was made to do: helping families and ensuring child safety!