

**ORGANIZING COMMITTEE MEETING  
AND MEET AND GREET  
WITH PRESIDENT LEE SAUNDERS**

**TUESDAY, AUGUST 13, 2019  
5:30 PM SOCIAL HOUR | 6:00 PM MEETING**

**Sign up at [nvafscme.org/organize](http://nvafscme.org/organize)**

Local 4041  
**AFSCME**  
We Make Nevada Happen



Local 4041 members ask questions at the Public Service Forum.



**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.



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**SAVE THE DATE  
FOR VIRGINIA CITY LABOR DAY PARADE**

**MONDAY SEPTEMBER 2ND**

**AFSCME'S PUBLIC SERVICE FORUM!**

As presidential candidates gathered at the University of Nevada, Las Vegas on August 3 for AFSCME's Public Service Forum, Local 4041 members were ready to question the candidates about their commitment to protecting public services and to workers who dedicate their lives to their communities. The forum was an AFSCME member event and moderated by HuffPost Washington Bureau Chief Amanda Terkel and Nevada Independent Editor Jon Ralston.

Over 20 members of Local 4041 got to question the candidates on issues we care about, issues like health care, protecting our pensions, our right to organize, LGBTQ rights, infrastructure and investments to public services.

Stephanie Dube, a custodian at UNLV, said she signed up to attend the forum "because it's important that working people like us get a chance to hear from candidates directly about what they stand for and what policies they support before I give them my vote."

Questioning the candidates was an opportunity for AFSCME members to see how candidates prioritize public services and the vulnerable communities we serve.

Ashleigh Edwards, a psychiatric caseworker with the Department of Child and Family Services, said "unions play an important part in fighting for racial justice and equality, and it was important to me to get to question the candidates on how they plan on helping us with resources for the services we provide to uplift historically underserved communities,"

**AFSCME members from all over the country convened in Las Vegas for the forum, including Local 4041 members who traveled down from northern Nevada.**

**"The opportunity to see and speak to presidential candidates was far too great an opportunity to miss out on, even if it came with 19 hours of bus travel. It was the opportunity of a lifetime to ask candidates about how, as president, they plan to protect workers' rights and I'm glad I got that chance as an AFSCME member," said Cameron Hopkins, a social worker from Carson City.**

Find more coverage of the AFSCME Public Service Forum at [nvafscme.org](http://nvafscme.org)

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285-19

## CORRECTIONS WORKERS ARE RECHARGING!



From Left to right: Some of the newly elected executive board members from the Corrections South Chapter getting sworn in. Executive board members from the Big Meadow Chapter. The executive board of the Great Basin Chapter getting sworn in.

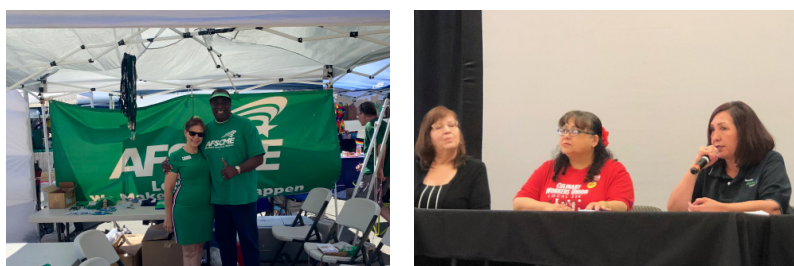
Correctional officers and non-custody staff across Nevada are recharging their AFSCME Local 4041 chapters. These corrections chapters allow workers to create a system within the larger union to address their specific needs as Corrections employees. Since the beginning of the year, four corrections chapters have restarted: Great Basin, Corrections South, Corrections North, and Big Meadows.

Both non-custody and custody staff face inherent dangers just by showing up to their jobs every day. While policies and procedures are in place to keep both staff and inmates safe, understaffing and lack of resources make this dangerous job more unsafe. But with these renewed chapters, workers are coming together to find solutions to hold facility management accountable to providing a safe workplace.

"If you want something to change you've got to be the one to step up and make the changes. Nothing ever changes on its own," said George Davis, a Correctional Officer at Ely State Prison and president of the Great Basin Chapter.

[Learn more at nvafscme.org](http://nvafscme.org)

## AFSCME IN THE COMMUNITY



From Left to right: State Controller and former AFSCME member Catharine Byrne and Sierra Range chapter president Cedric Williams table at the 5th Annual SassaBratation festival in Carson City. Member Dora Gomez speaks at the Latinx Foro in Las Vegas hosted by Mi Familia Vota about how collective bargaining rights for state employees will benefit all communities by improving state services.

## PRESIDENT'S CORNER



**Harry Schiffman**  
President, Local 4041

State workers have spent the summer actively building our AFSCME union. Since getting collective bargaining rights signed into law,

Local 4041 members have been organizing their co-workers across the state.

Members of our statewide organizing committee are meeting monthly to grow our union. Corrections chapters have restarted across the state, allowing corrections staff to focus on the issues they want to change in their workplaces. A Labor Management Committee at Summit View Youth Center allowed staff at that facility to have a seat at the table, equal with management, to win break times and have a say in policy changes. Workers across the state are taking the opportunity now to make real changes in their workplaces.

We are also building our political power. This month our national AFSCME union held a presidential forum where AFSCME members got to ask questions about the issues that matter to all of us. We are the ones on the front lines of building strong communities, and we plan to have a big say in the 2020 presidential election.

There's so much to do to make our union stronger, and it's going to take all of us working together. The first step- make sure you are a member! Then get with your coworkers to talk about what issues we can change in our workplace now.



Members of the Summit View Labor Management Committee in support of collective bargaining rights. Photo Credit: Fernando Bribiesca

## THE IMPORTANCE OF HAVING A LABOR MANAGEMENT COMMITTEE

BY AARON CARSON

My name is Aaron Carson and I am a Group Supervisor II at Summit View Youth Center. I am also an AFSCME member of our Labor Management Committee. A huge benefit about being in an LMC is that rank and title holds no weight inside an LMC meeting. You get to discuss policies and procedures on an equal ground with your own supervisors and administrators. Being part of an LMC gave me a full understanding of the power we have to make changes in our workplace when state employees come together as a union.

Summit View was the first agency to establish an LMC after a successful petition signed by over 80% of our coworkers. Our most important victory was implementing 15 minute paid breaks. Now, if we are not offered one or both of our breaks, we are paid overtime for it. This was a significant win for the employees at Summit View as break times have not been enforced since the facility reopened in 2015.

Another issue we were able to address through our LMC were mandatory overtime. Staff were being mandated a double shift with less than the required 4 hour notification period. With such little notice, sometimes 10-15 minutes, staff were reprimanded for being unable to stay for the overtime shift. We worked with our facility administration to make changes to this policy and expunge write ups for affected staff. Currently, we are still waiting to finalize the policy, but these changes would not have been possible without an LMC.

Having a voice through an LMC gives me a new appreciation for the power we have as union members.

[Learn more at nvafscme.org](http://nvafscme.org)



Members at DETR meet before presenting a petition to establish a Labor Management Committee to their manager.

## MEMBER SPOTLIGHT: STEPHANIE PARKER



After years in the telecom industry, Stephanie Parker found her calling in public service. As a Grants and Project

Analyst for the state of Nevada, Parker helps local jurisdictions with emergency management plans that keep communities across Nevada prepared for anything.

Nevada receives millions of dollars in federal grants to support communities across the state prepare before an emergency or national disaster, or to rebuild after such events. When grant regulations are updated, Parker and her coworkers help cities and counties stay in compliance with federal regulations.

"To me public service is the ability to help build strong communities with the services we provide. We can improve the quality of life for families across the state with the work we do," said Parker.

Parker enjoys her work with the state, but knows there are areas of improvement that would ultimately help employees provide better services.

"Together as AFSCME we can make changes in the workplace so we can provide better state services. We'll be able to accomplish a lot more as a stronger union."

**Read more about Stephanie at:**  
[nvafscme.org](http://nvafscme.org)