

# GET INVOLVED - JOIN A COMMITTEE!

There are many ways for AFSCME members to get involved in building our union.  
Call 702- 431-3113 or email [info@nvafscme.org](mailto:info@nvafscme.org) for meeting links!

- Communications Committee - meets Mondays at 12pm
- Organizing Committee - meets Wednesdays at 7pm
- Member Outreach Committee - meets the second Tuesday of the month at 6:30pm
- Political Committee - meets the second Tuesday of the month at 6:30pm

## CHAPTER MEETINGS

Please reach out at [info@nvafscme.org](mailto:info@nvafscme.org) for Zoom link.

Desert Chapter - will hold meetings in-person and on Zoom.  
601 S. Rancho Dr, Unit #C24, Las Vegas  
Second Thursdays of the month at 6pm  
July 8, August 12

Washoe Chapter -  
Third Wednesdays of the month at 6:30pm  
July 7 (second Wednesday), August 18

Sierra Range Chapter -  
Second Wednesdays of the month at 5:30pm  
July 7, August 11



LIKE US ON FACEBOOK!  
[FACEBOOK.COM/NVAFSCME4041](https://www.facebook.com/nvafscme4041)

**AFSCME ADVANTAGE**  
CHECK OUT MONEY SAVING PROGRAMS, ONLY FOR AFSCME MEMBERS  
[AFSCME.ORG/ADVANTAGE](https://www.afscme.org/advantage)



## THE AFSCME DIFFERENCE - A CONTRACT

Local 4041 members in the four AFSCME-certified bargaining units overwhelmingly voted yes to ratify our very first contract with the state of Nevada. More than 20 years in the making, this contract is a true testament that the power of workers coming together as a union can make the difference in our lives.

### Employees in the 4 AFSCME-certified units

- 3% wage increase in 2022
- Re-opener to address wage increases for 2021
- Two personal days per year
- Overtime after 8 hours in a day
- Seniority in filling vacancies
- Guaranteed training before taking on a new role
- Reassignment security

### Employees in non-certified units

- 1% wage increases in 2022
- No wage increase in 2021
- No personal days
- No guarantee protections covered under this contract

AFSCME Local 4041 advocates for all state employees, as evident with last year's victory on reducing furloughs and protecting merit pay for all workers; however, the collective bargaining law limits the right to negotiate a contract to workers in bargaining units that are certified by an exclusive representative.

To learn more about the contract, call 702-431-3113

Join us today!

Call us at: 775-882-3910 or 702-431-3113 • [NVAFSCME.ORG](https://www.nvafscme.org)

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## LEGISLATIVE WINS 2021

The 81st Nevada legislative session adjourned sine die as May passed into June, with some good pro-worker legislation passed. Below are victories of AFSCME Local 4041 priorities:

**SB360** - The legislature passed AFSCME's top priority bill, Senate Bill 360, which adds a third classified state employee member to the Public Employees Benefit Plan (PEBP) Board, from a union that represents the largest number of state classified employees, which at the moment is Local 4041. This gives our union a voice on PEBP, which we previously did not have. Having a voice truly representing rank and file state employees is an important first step in making PEBP more responsive to the needs of state workers.

**AB 493** - The state employee pay bill included the 3% wage increase in 2022 that was negotiated by the Local 4041 bargaining team, affecting workers in the 4 certified bargaining units covered under the recently ratified collective bargaining agreement, or CBA. Workers in non-certified bargaining units will receive a 1% wage increase in 2022.

The Local 4041 bargaining team will be heading back to the bargaining table soon to re-open the contract for wage increases in 2021, as the state will receive billions in federal aid over the summer. Any wage increases will only affect workers in the four AFSCME-certified bargaining units. Not a member in an AFSCME-certified bargaining unit?

NOT AN AFSCME MEMBER? VISIT [WWW.NVAFSCME.ORG/JOIN](http://WWW.NVAFSCME.ORG/JOIN) TO BECOME A MEMBER TODAY!

### PRESIDENT'S CORNER



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

This July, we enter a new era for Nevada state employees - one where we have a contract that states our rights as workers, that we can enforce, and that WE negotiated.

This first contract set standards of employment that improves working conditions for thousands of Nevada state employees, including policies that address filling vacancies, overtime hours, shift and post bidding. The contract also includes a 3% wage increase in the second year of the contract for workers in these four bargaining units and reopens negotiations for wage increases for the first year.

Your bargaining team is incredibly proud that 98% of voting members supported this contract. More than 20 years in the making, this contract is a true testament that the power of workers coming together as a union can make the difference in our lives.

This contract lays a solid foundation to ensure a strong and secure future for state employees and the essential services we provide to our communities.

But this contract is only a starting point. There are many more improvements we can make to our working conditions, and we can't do it without you. Become a member and join us as we continue to fight for the type of workplace and respect on the job we deserve.

And if you are not in a certified bargaining unit, this contract won't apply to you. But you can change that by becoming a member and moving your bargaining unit closer to certification.

The time is now to join your coworkers in building a better future!



### Member Spotlight

**Trish Lindauer**

IT professionals are coming together as AFSCME Local 4041 to improve their working conditions, and the services their work supports.

Trish Lindauer, a Nevada state employee for over 11 years, has been on both sides of public services: the public facing side as an employee for the Employment Security Division, and the backend as an IT employee for the Division of Welfare Support Services.

"I love working in public service because I love helping people. It's one reason why I moved into IT work: I help my co-workers by making sure everything is up and running smoothly, then they go on and help hundreds more people every day with the services we provide at DWSS," said Trish.

Working in IT, Trish sees the effects of when the state invests in public services, but also when the state tries to make budget cuts.

"The state tries to stay current on technology, but it's not just about updating computers or programs. The state must invest in its workforce. We can't keep taking cuts to our wages or benefits, because good IT staff leave and take all their institutional knowledge and experience with them, affecting the efficiency of the public facing services," Trish said.

Being a union member, Trish knows she's not alone in trying to improve working conditions for IT workers and all state employees.

"I've testified at hearings when we were trying to pass collective bargaining. I've gone to social events and organizing meetings. I've spoken out when the state tried to cut our wages and benefits this summer. Local 4041 is a welcoming group of people, I've always felt accepted for who I am. We really are building a community of public service workers who care about the work we do, as well as making changes to improve our lives and working conditions," said Trish.

## Union Q&A

**Q: Who is the union? Who are these people from out of state that keep calling me or coming to my house?**

**A: WE ARE THE UNION!**

**AFSCME Local 4041 is comprised of Nevada state employees, City of West Wendover employees, and Storey County employees. We are a member run organization - our union leadership are all members as well.**

**But we do have staff! Louise is the support specialist. Kevin and Jeanine are reps. Autumn is an organizer.**

**And we do have staff support from AFSCME International, the international union that Local 4041 belongs to. Staff from the International Union (IU) support our membership in doing outreach to talk to all state employees about the importance of joining our union.**

**Local 4041 is a member-lead union. Members make decisions at all levels, which is why it is important that we grow our union to include all state employees, and that members become active. We are only as strong as our membership!**



Send questions to [info@nvafscme.org](mailto:info@nvafscme.org)