

AFSCME NV 2025: STRONGER TOGETHER

Growing our Union – Certifying Admin/Clerical, Professional, and Supervisors Bargaining Units

AFSCME members fight for all Nevada state employees, but we can only negotiate a contract for AFSCME Certified Bargaining Units.

Two ways to certify your bargaining unit:

1. Reach majority of support, over 50% of workers in the entire unit sign a union card in support for union recognition
2. Through a union election, 30% of workers in the entire unit show support to trigger an election with the EMRB

Both paths start the same way - with YOU taking the first step by becoming a union member or signing a union support card (conversion card.)

“Workplace policies and regulations are made to side with the employer. When employees are treated unfairly, our union gives us a better chance at a level playing field for change.”

Doug Miller, Management Analyst, Unit D



Brent McCarty, HVAC Supervisor, Unit J

“A union contract will have a big impact on our families, through better wages and benefits. To get a union contract, we must get out coworkers together, sign conversion cards to take our seat at the bargaining table.”



We have more to accomplish in 2025, and we can't do it without you!

- Continuing contract negotiations and showing our solidarity outside of negotiations. While our bargaining team continues to work hard representing us at the table, we must show our support.
- Growing our representational power by training more stewards, with a goal towards a steward in every workplace.
- Building workplace Member Action Teams to expand union solidarity and support across state agencies. MATs improve union communication and support for all workers.
- Growing our union to certify the Admin/Clerical Unit, Professional Unit, and Supervisory Unit. Workers in these bargaining units deserve a voice on the job too, and it's up to all of us to help them get certified and get the benefits of a union contract.

Sign a Conversion Card!

Signing a conversion card shows your support to having AFSCME as your bargaining unit exclusive representative. You will not pay union dues until your bargaining unit is certified.



Sign a Membership Card!



It's going to take all of us working together to create the strong union we deserve. There's a role for everyone, are you ready to do your part?

Scan here to get involved!



REPRESENTATIONAL WINS

One benefit to having a union is union representation at disciplinary meetings or hearings. A union rep or steward can join you in these meetings and help you navigate the process.

By following the grievance process in our CBA, AFSCME stewards and reps have been successful in removing letters of reprimands from the personnel records of multiple AFSCME members. Some letters were removed after proving that the reprimand was not accurate to the incident that occurred. Even when a letter of reprimand seems like a small disciplinary action, they can lead to more challenges later in your career. If you feel a letter of reprimand is not accurate or is an unfair disciplinary action to an incident, reach out to a union steward or representative.

NEED TO TALK TO A UNION STEWARD?

SCAN HERE FOR A LIST OF STEWARDS ACROSS THE STATE.

OR GIVE US A CALL AT 702-431-3113



ASK A STEWARD:

Q: What is a union steward?

A: Union stewards are recognized and certified representatives of our union that are available to assist employees through workplace issues.

Q: Why do I need a union steward?

A: A union steward can help you navigate any workplace issues, including disciplinary cases. They have the right to meet with management on issues related to you, and/or a disciplinary care you are involved with, before the issues goes through the grievance process, or even to settle the issue before it become a grievance.



AFSCME STEWARD
Austin Krehbiel
Family Support Specialist

AFSCME CONTRACT NEGOTIATIONS

Contract negotiations are well under way. This year, thousands of state employees in bargaining units A (labor, maintenance, custodial), C (technical), E (professional health care), and F (non-professional care) are taking their seat at the bargaining table as AFSCME.

We are fighting to protect the rights we currently won in our contract and looking for ways to improve contract language to reflect our needs across agencies, including language on just cause, Labor Management Committees, the grievance process, and more.

As the state prepares for the upcoming legislative session, and financial reports become available, our AFSCME International budget experts will be analyzing the state's next budget. We will propose wage increases that both reward state workers for the important work we do and help recruit and retain new state workers to ease the burden of understaffing.

Dates of next bargaining sessions: January 14 – 17, 2025 and February 25 – 27, 2025



Victor Avena
Carpenter, NDOT

“Now with members from the tech unit, we have more bargaining power and our voice is stronger. I tell my coworkers who don’t want to join us that our ability to negotiate a strong contract rests on their willingness to make us stronger by becoming a union member.”



Latasha Hill-Burrell
Family Support Specialist,
DWSS

“Having a union contract is important so we can have a more stable and safer work environment. It’s important that us as workers have a say in our working conditions through the negotiations process.”



Erin Kinney
Developmental
Specialist,
ADS

“We are all part of team AFSCME and fighting to get state workers what we need, what we want, and being able to provide that work-life balance we all want.”



Michael “Sparky”
Alhmyer
Maintenance Repair
Specialist,
TMCC

“When we didn’t have collective bargaining rights, the state put budget cuts on the backs of state workers. We took what we got. Now, with a voice on the job, we can fight for what we want and need.”

AFSCME Local 4041 Bargaining Team

