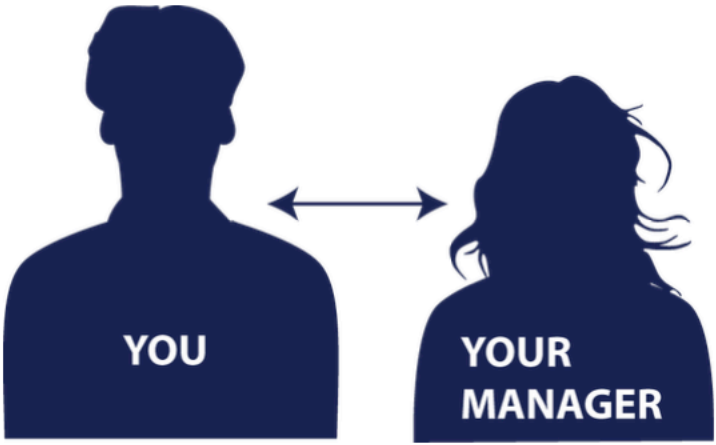
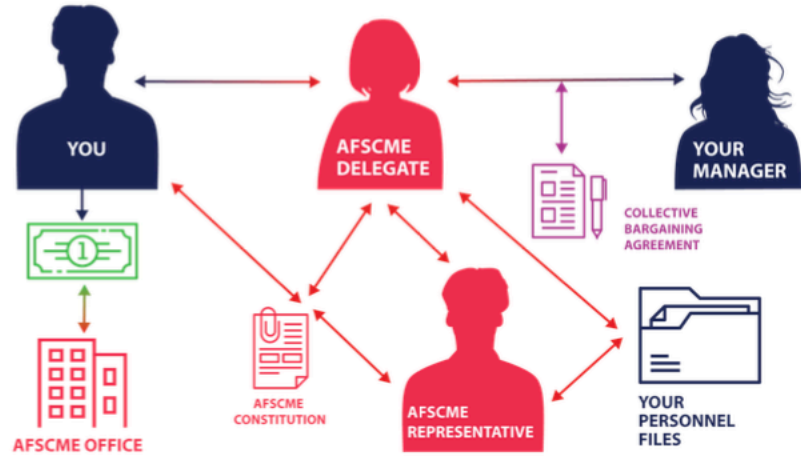


KNOW THE FACTS

AFSCME could change your flexibility



Today, you work directly with your manager about shift assignments and schedules, time off, emergency leave, mistakes on the job and many other issues that come up every day.



With AFSCME, a union delegate would speak for you about nearly everything. You and your manager would have to follow the union's rules and you'd be bound by any contract the union negotiated – even in a right-to-work state like Nevada.

Are you willing to give up your flexibility?



FAQs: How Unions Impact Flexibility

How could a union change the way I work with my manager?

Being represented by a union could greatly change the relationship you have with your manager. You would have to follow the union's rules and the rules and processes in a labor contract it negotiates on your behalf. You wouldn't be allowed to work directly with your manager on things like time off or shift assignments – you and your manager would have to follow what process the union negotiated for you.

Will the union have access to my personnel file?

If elected to represent you, the union's representative would have access to your personnel file, including information about disciplinary actions. The union would represent you in all matters of discipline, meaning you would lose the ability to work directly with your manager to resolve a minor issue on the job. You'd have to follow the union's grievance process and any other processes it negotiated in the contract.

What would happen if I needed to swap shifts at the last-minute? Could my manager still help me with that?

Unfortunately, we can't know what would be in a potential contract between REMSA and the union. Nothing is guaranteed from the collective bargaining process. Some contracts specify that shift changes or time-off requests have to be requested a certain period of time in advance. Your manager would still want to help you, but he or she would have to follow the rules in the contract. Under a union contract we wouldn't be allowed to make exceptions.

The only way to be sure to keep your flexibility is by voting **NO.**