

# UNION ORGANIZING IN STATE OF NEVADA DEPARTMENTS/ DIVISIONS



Guidance on union organizer access in state agencies that have employees subject to collective bargaining

## **WHO?**

Union organizers

## **WHAT?**

Union organizing activities in facilities owned or leased by the State

## **WHEN?**

Each interested union will be allowed to schedule a 4-5 hour period per shift, during the middle of the shift, once a week

## **WHERE?**

State Departments/Divisions will provide space in a worksite. Space provided is at the discretion of the Department/Division. Union organizers will not have free access throughout the office/facility and will only interact with interested employees on employee breaks, lunches, or other non-work time.

## **HOW?**

The State Department/Division will provide, and the union organizer will work with, an assigned Department/Division contact. Each week, the union organizer will request access through the Department/Division contact for the day and hours they would like to be onsite. The Department/Division contact will coordinate an escort for the union organizer to and from the specified space they may use for organizing activities. The union organizer will not leave the specified space during organizing activities unless they request to do so from the Department/Division contact or assigned escort.

## **WHAT ELSE?**

Union organizers may post information regarding union activities on break room tables or bulletin boards if they are used for providing information to employees.

Supervisors/managers should not interfere with or participate in union-employee organizing efforts unless they are a supervisor participating on their own behalf.

