

- My name is Heike Ruedenauer-Plummer
  - For the record, this is spelled: ...
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- I work for ADSD, in the Quality Assurance Team for Early Intervention and the Autism Treatment Assistance Program.
  - I am also a member of the Local AFSCME 4041.
  - I want to speak about the **financial impact of furloughs and stop of step increases**.
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- I did the math and found that since 2009, when state workers took furloughs and lost step increases, people like me have had a loss of income of between \$60,000 and \$70,000, and it still grows every day.
  - We still see the decisions made over a decade ago in every single paycheck, because we are still lagging behind several years of step increases that we did not get back.
  - This income would have helped pay off my house, my student loans, and my medical bills.
  - To me, those numbers speak more than letters of appreciation from the Governor.
  - And I do not feel appreciated at all when I hear that we state employees are supposed to take another hit.
  - Back then, state employees were excluded from finding solutions to address the budget crisis.
  - But this time, we have come together as a union, and we are stronger, and organized in demanding a say in these decisions.
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- State employees cannot afford to take another pay cut, when we've never really seen our wages keep up to where they actually should be.
  - Like state employees in many households, I am the only breadwinner right now because the others in my household have lost their jobs due to COVID.
  - Also, like many others, I lost my secondary employment due to COVID.
  - A pay cut will not only hurt us state employees, but everyone around us who relies on us and our income, and that includes our kids, our elderlies and family members who are unemployed, sick, or who have a disability.
  - Such cuts would affect tens of thousands of Nevadans and put our state even further behind in the economic recovery.
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- I know that everyone suffers from the impacts of the pandemic, but this is really not the time to inflict more harm to our communities.
  - Therefore, summing it up,
    - a) I urge to find solutions other than furloughs and stop of step increases, and
    - b) I want that state employees have a seat at the table and are part of the decision-making process and the solution.

Such decisions should really not be made without including the people who are affected by these decisions the most.
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- Thank you for listening to me, this was Heike Ruedenauer-Plummer.