



Co-Worker

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VOLUME 32

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What does the bill do?

As introduced:

Eliminated Longevity Pay for executive branch employees

Implements a pay-for-performance system or Merit Pay

All employees evaluated as "Valued" would receive a 2% pay increase; employees evaluated as "Advanced" would receive 3%, and those evaluated as "Outstanding" would receive 4% for FY2016.

April 1 Amendment:

Longevity pay to stay as is for current employees

Employees hired after June 30, 2015 would not be eligible for longevity pay.



Governor Haslam during his 2015 State of the State address / © STATE PHOTOGRAPHIC SERVICES

HASLAM PLANS TO ELIMINATE LONGEVITY

Governor wants to implement a merit pay system

NASHVILLE - During this year's State of the State Address, Governor Haslam announced his intention to move away from rewarding employees based on seniority in all cases to paying for performance. The first step in this process was a plan to eliminate longevity pay, a benefit Tennessee's state employees have been able to count on since 1979.

HB647 was filed on February 10, 2015, and proposed several changes to accommodate Governor Haslam's pay-for-performance plans:

The original bill would have eliminated Longevity Pay for all Executive Branch employees (Higher education employees are

not affected by this legislation) as of June 30, 2015. Current employees would have received a one-time, permanent increase in their base salary equal to half of their longevity payment, and the remaining half of longevity would have been used to help fund merit raises. However, due to TSEA's efforts and opposition from legislators, on April 1 the administration introduced an amendment, adopted by the House State Government subcommittee, which grandfathered all current state employees in to the longevity pay system. Under the bill as amended, only state employees hired after June 30, 2015 will lose their Longevity Pay benefit.

The original budget proposal allocated \$47.7 million for salary increases, which included one-half of the longevity funds (\$15.4 million). The amended bill reduces

the available funding for salary increases to \$32 million.

Beginning in January, a Pay-For-Performance (or Merit Pay) system will be implemented. As the bill moves through committees, the details of this system will likely be determined.

Some background on this bill:

As soon as TSEA learned of the Governor's plans, we began working around the clock to understand the budget proposals and the impact this bill would have on state employees.

On February 18, Department of Human Resources Commissioner Rebecca Hunter sent a memo to the members of the General Assembly, detailing the Administration's plans to eliminate

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Bill would limit future employees' health insurance

Future state workers would have no health insurance options through the state upon retirement

NASHVILLE - Recent legislation filed by Governor Haslam's administration, if passed, would significantly reduce benefits for future state employees. When combined with other recent benefit reductions filed by the administration, two different classes of state employees will exist.

House Bill 648 eliminates all state-funded health insurance plan options for retiree eligible state employees hired on or after July 1, 2015. Currently, the state pays 80% of the premium for retirees with 30 or more years of service, 70% for retirees with 20-29 years of service; and 60% for retirees with 10-19 years of service.

"If the Governor's latest bill passes, a retiree health insurance plan will no longer be available from the state for future state employees," said TSEA President Bryan Merritt. "By continuing to reduce benefits for future employees, the state is essentially creating a second-class of state employees. Seemingly, this ad-

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Become a TSEA
Legislative Advocate

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Co-Worker

March/April 2015 Edition

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Calendar of Events

April

2 Thursday
Scholarship Applications -
Deadline

3 Friday
Good Friday Holiday Observed

7 Tuesday
TEAM Administrative Committee
Meeting

8 Wednesday
TSEA Lobby Day

9 Thursday
Sick Leave Bank Nominations
(West)

10 Friday
Constitution, Bylaws, and
Resolutions Committee Meeting

13 April
TEAM Administrative Committee
Nominations - Deadline

24 Friday
Budget Workshop
Board of Director's Meeting

27 Monday
Chapter Award Nominations -
Deadline

May

1 Friday
Board of Director's Election
Ballots Mailed

20 Wednesday
RA Registration - Deadline

22 Friday
TSEA Deadline to Request
Guaranteed Leave with DOHR

25 Monday
Memorial Day Holiday

June

1 Monday
TSEA Election Day

18-20 Thurs. - Sat.
41st Annual Representative
Assembly, Board Meeting, &
Activities
Franklin, TN

Questions?
Contact the TSEA office @
(615) 256-4533,
Toll FREE @ 800-251-8732,
or by email: info@tseaonline.org

Field Rep Visits

Please take a look at some of the upcoming recruitment dates listed below and bring your coworkers by to visit Gayle, Tommy, Terry, or Lisa to see what TSEA can do for them.

All dates are subject to change.

East Tennessee

Hamilton County

TUESDAY, APRIL 14TH
Moccasin Bend
9:00 AM - 4:00 PM
Administration Building
Chattanooga

Anderson County

THURSDAY, APRIL 16TH
Health Dept.
3:15 PM
Main Street
Clinton

West Tennessee

Hardeman County

TUESDAY, APRIL 28TH
Western Mental Health Institute
Classroom #2
11:00 AM - 4:00 PM
Highway 64 West
Bolivar

WEDNESDAY, APRIL 29TH
Hardeman County Health Dept.
9:00 AM
10825 Old Hwy. 64
Break Room
Bolivar

Dept. of Human and Children Services
10:30 AM
795 Tennessee Street
Conference Room
Bolivar

McNairy County

Dept. of Human and Children Services
2:00 PM
855 East Poplar Avenue
Conference Room
Selmer

THURSDAY, APRIL 30TH
Dept. of Agriculture
Division of Forestry
9:00 AM
Selmer Fire Tower
Fire Tower Road
Selmer

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TSEA Strong

Surprised to learn from Gov. Haslam's State of the State address that he intended on abolishing longevity pay for executive service state employees?

So were we.

Surprised to learn that the Governor wants to reduce the insurance benefits for state employees?

So were we.

When President Merritt, our Government Affairs Director Randy Stamps, and I met with the Governor in December, it was a very pleasant meeting. He expressed his desire to shift Tennessee to a merit pay system for performance, but the Governor never mentioned eliminating longevity pay. Not once.

We expressed our desire to see all state employees receive at least a cost of



Thinking Forward
John Summers

living raise each year. Without one, state employees are constantly moving backwards, losing purchasing power.

Since 2007, the cost of living has gone up 17.9% while pay raises for state employees have gone up only 8.6%. Even adding the market salary adjustments in 2013, which were estimated at an average 4.5% (although not all employees got one), state employees have seen their purchasing power go down.

Governor Haslam also never mentioned the Administration was introducing legislation to dramatically reduce insurance benefits for state employees, including retirees.

We were not made aware of the proposed changes until after we saw the legislation filed.

So if you were surprised, so were we.

At our invitation, Commissioner Hunter of DOHR and Laurie Lee, Executive Director of Benefits Administration came to our last Board of Directors meeting and explained their legislation. We appreciate their time.

But the TSEA Board of Directors unanimously voted to oppose both pieces of legislation.

Since TSEA learned of these bills, we have been working hard to analyze their impact, communicate

those changes to you, and mobilize our membership. Hundreds of you have responded to our requests to contact your legislators. If you look at the video of the House State Government Committee hearing last month, you will note two legislators remarked on the hundreds of calls and emails they have received.

At the Tennessee Economic Development Council, it was said that, "We're on a long-term program while we're here, the whole eight years, to really redefine what it means to be a state government employee and to really put those things in place that will incentivize great customer service, just like your businesses do and the people that you serve out in your communities."

Taking away civil service protections, reducing pension benefits, eliminating longevity pay, and reducing insurance benefits appear to be Governor

Haslam's idea of attracting and keeping dedicated professionals. But it isn't to most employees.

Governor Haslam may be trying to run the state of Tennessee like a business, but it's unfortunately like Wal-Mart, not Costco.

So, what's next?

Si vis pacem, para bellum "If one desires peace, he must prepare for war."

This fight is just beginning, and you are essential to those preparations. What can you do to help TSEA?

1. Register to vote. And then vote for TEAM's endorsed candidates.
2. Attend a Legislative Dinner in your area.
3. Become a TSEA Advocate.
4. Join the Capitol Club.
5. Sign up for the TSEA Backup Plan.
6. Sign up a new member each quarter – that's just four a year.

In My Corner

During the State of the State Address, we once again heard how changes in the future should attract "the best and the brightest". As a member of our workforce I am concerned about some recent Legislation filed by the Administration.

The first bill of concern



Bryan Merritt

would eliminate longevity pay. The substitute would add half your current amount to your base pay.

That would freeze your longevity money and the only increase in the future would be based on outcomes from the job plans.

Speaking of job plans, we know they are written for employees to be "valued". We met with Commissioner Hunter and brought this to her. We are gathering examples to share with her.

But the best way to keep up-to-date on our legislative activities is to **sign up for our email list**. Through email blasts, TSEA sends out weekly legislative updates, important legislative alerts regarding upcoming committee discussions, and calls to action so you can contact your legislators and let them know where you stand. Call the TSEA Office if you are not receiving our emails so we can keep you informed!

Possibly the most frightening bill filed would completely change our insurance. As proposed your spouse with access to insurance would be disenrolled.

The state insurance committee would have the authority to reduce the portion the state pays from 80% to 70%, a 50% increase to our premiums. No more "pre-65 retirement insur-

ance and no future Medicare supplements for new hires.

After losing Civil Service to the TEAM Act, and pension reform, what are we doing to attract good employees? We must invest in our employees if we want them to work hard for Tennesseans. Talk with your Legislators about strengthening our workforce.

Want Updates on TSEA at the Capitol?

There are a number of ways you can keep up with TSEA's activities at the State Capitol and Legislative Plaza as we work for state employees.

You can **visit our website** at <http://tseonline.org/issues/tsea-legislation/> and click the link that says "2015 TSEA Legislation."

There, you can track the progress of TSEA's bills as well as the bills out there that we're watching because they could affect you, your

job, or your benefits.

You can also **visit our Twitter page** at <http://twitter.com/tseonline>. There, we live-tweet committee hearings and important speeches made by the Governor so you can know what's going on, even if you cannot be there in person or watch a hearing online. You do not need to have a Twitter account to view our tweets and see what's going on.

2015 TSEA Legislative Agenda

- Cost of living adjustment to salaries of state employees
- Bi-annual access to work site location, home addresses, personal emails of all state employees
- Fight against privatization of state services
- Require a study committee, or detailed report, to legislative committees of the implementation issues, unintended consequences, and challenges from the TEAM Act.
- Legislation requiring legislative review of privatization contracts including cost comparison between the actual cost of the contract and cost of the same services by state employees.

Legislative Update

By Randy Stamps

TSEA Government Affairs Director
randy.stamps@tseaonline.org

The legislative pace has moved into high gear as committees push hard to work through their calendars.

SB607/HB648 - the bill proposing to reform state employee health insurance was passed out of the House State Government Subcommittee. The bill was amended to address many of TSEA's concerns, however, we remain opposed to this bill. Please check our website for a news release from President Bryan Merritt explaining our opposition. The bill will be heard in the House State Government Committee on Wednesday.

SB606/HB647 - the Haslam Administration's bill to end Longevity Pay for state workers *as of the writing of this article* is set for possible action in the State Government Subcommittee on Wednesday, April 1. The administration continues to hold discussions with legislators and TSEA, but no new amendments have been filed for the bill.

It is important to note that TSEA has made significant progress for current state employees on both of these bills. While TSEA will con-

tinue to fight for our future workers, they could lose at least some of the benefits you now enjoy.

On a positive note, a bill to expand the current 30 day aggregate limit of leave that may be used for maternity and paternity leave, if both parents are state employees, has passed both the House and the Senate and is awaiting the Governor's signature. **SB950/HB478**, by Senator Yarbrow and Representative Beck, allows state employees to use their full amount of maternity and paternity leave. Current law provides that state employees receive 30 days of maternity and paternity leave. However, in the event that both parents are state employees, the aggregate of sick leave used for maternity and paternity leave is currently limited to 30 days. We thank Senator Yarbrow and Representative Beck for their hard work on this bill, which will benefit state employees and their families.

TSEA is actively working with your legislators on legislation that affects state employees. For a complete list of every bill of note to state employees, please visit the TSEA website at tseaonline.org and select issues.

For the latest up-to-the-minute information, please sign up for our email alerts on the website.

["Longevity" from page 1]

Longevity Pay, otherwise known as the "Compensation Enhancement Act." In it, Hunter explained that the bill's goal is to "repurpose longevity payments to increase the salary pool and implement a market-and-performance-based compensation plan," in order to recruit and retain the best employees and reward those with proven above-average performance.

On Saturday, February 28, Commissioner Hunter, DOHR Deputy Commissioner Danielle Barnes, and Director of Benefits Administration Laurie Lee made presentations before the TSEA Board of Directors during a meeting in Nashville to explain the Administration's intent for the Longevity Bill and the bill which proposed significant changes to

state employee health insurance benefits. After hearing the Administration's side of the argument, the TSEA Board of Directors voted to oppose both pieces of legislation.

TSEA made a presentation before the full House State Government Committee on March 3 to outline our concerns regarding the longevity bill. The bill was placed on calendar for the House State Government Subcommittee, by sponsor, Representative Gerald McCormick (R-Chattanooga), and the committee expressed to both TSEA and DOHR that they wished to hear each side of the argument.

Over the course of the next few weeks, the bill was repeatedly delayed within the House State Government Subcommittee as the Administration responded to the concerns of the legislature, and the growing resistance to the longev-

ity proposal, by rolling out new amendments. At first the Governor wanted to take away longevity pay and give employees only half of their longevity back as a raise in base pay. The Administration later filed an amendment to place 100% of the employee's longevity in their base pay as a raise, but would not guarantee any more increases and none for new hires. And most recently, as mentioned earlier in this article, the administration amended the bill to keep longevity as is for state employees hired prior to July 1, 2015.

The amended bill is set to be heard on Tuesday, April 7 in the House State Government committee. For the most up to date information on this and other legislation impacting state employees, you can sign up for our email alerts on our website at tseaonline.org.

["Insurance" from page 1]

ministration tries to avoid legislative opposition by drafting legislation which strips benefits from future state employees who have no way to object. If it is bad for current employees, it is bad for future employees."

Future retirees would also no longer be eligible for the state's Medicare supplement plan, which equates to a loss of \$25-\$50 in monthly premium support from the state. In addition, under the bill the state may deny coverage to a state employee's spouse who is eligible for similar group health insurance through the spouses' employer.

The Governor's longevity bill, which currently is moving its way through the committee system, would eliminate longevity pay for all future state em-

ployees.

The administration in 2013 passed legislation which significantly changed pension plan benefits for state employees hired on or after July 1, 2014.

All of the recent changes, passed and proposed, establish three levels of benefits for state employees determined entirely by their hire date and separated by only one year. Those differences are outlined below:

Employee A (Hired before July 1, 2014) - Is eligible to receive Longevity Pay. Has a guaranteed pension that is non-contributory with a 1.5% multiplier. Employee can enroll in the state's retiree health insurance plan upon retirement age.

Employee B (Hired on or after July 1, 2014, but prior to July 1, 2015) - Is eligible to receive Longevity Pay. Pension is not guaranteed, employee

must contribute 5% of salary in order to participate and the multiplier is 1%. Employee can enroll in the state's retiree health insurance plan upon retirement age.

Employee C (Hired on or after July 1, 2015) - Is not eligible for Longevity Pay. Pension is not guaranteed, employee must contribute 5% of salary in order to participate and the multiplier is 1%. State no longer offers a retiree health insurance plan for this employee.

State employees are not the only group affected by the proposed insurance changes. Several hundred local government agencies including employees in emergency assistance (911) agencies, some utility district employees, employees in county government and public works departments, and others could also feel the impact from this pending legislation.

We are looking for TSEA Advocates



As a TSEA Advocate, you will be a critical component in our legislative efforts.

"All politics is local." That means legislators want to hear what their constituents think on a particular issue, because that's who votes at election time.

Our Advocates will be the voice of local state

employees to their legislators, their constituents.

It's simple to be an Advocate:

1. Complete our Advocate's Application

We need to have your HOME e-mail address, your HOME address, and your cell or HOME phone. That's because many of our political communications should not go through the state e-mail system.

2. Commit to contacting YOUR legislators

As an Advocate, you will be the first to receive information from the TSEA office on important issues at critical times during the legislative process.

When you receive your TSEA communication, we want you to contact YOUR legislator immediately, whether by phone, by e-mail, by whatever means most effective for you.

Legislation can move or change quickly. Legislators need to hear from their constituents. They

need to know you are paying attention to what they are doing.

You will only have to contact your ONE senator or ONE representative at a time. It's that simple. You will only have to make one call or send one e-mail.

3. Stay informed

TSEA will keep you informed of what legislation does, where bills are in the process, what changes amendments will make, everything you need to be informed of what's happening and when to be an effective Advocate.

4. Stay involved

We also want you to be involved with TSEA's legislative efforts and TEAM's political efforts year round. As an Advocate, you'll be an integral part of our legislative and political efforts. When legislators see our TSEA lobbyists, we want them to see you and all the other state employees in their district standing behind them.

"All politics is local."

Lobby Day 2015

Wednesday,
April 8

Focus on Finance

The focus of the April Lobby Day will be on the House and Senate Finance Committees. This is the time during session when the Finance Committees will be meeting to decide whether or not state employees get a pay raise, so this is where our efforts must be concentrated.

We expect the Finance Committees to meet in the afternoon. TSEA members with legislators on those committees should attend those committee meetings. TSEA members with legislators not on those committees can meet with them individually if possible, or attend the Finance Committees if they wish.

In order to stay within the approved budget figure for Lobby Day, the following criteria have been developed regarding the reimbursement of expenses:

- Make reservations for Lobby Day ASAP – contact Gayle Robb or LaTanya McAdoo for reservations
- Chapters more than 50 miles away can reserve up to 2 rooms per chapter (for the 4 chapter officers or a combination of chapter officers and members)
- Lodging priority is for chapters that have a Legislator on the House or Senate Finance Committees and are more than 50 miles away, but we will work to reserve lodging for all members that want to attend based on the chapter lodging allowance and have a 50+ mile driving distance
- Dinner on your own for Tuesday evening. (Those staying overnight at the hotel will be reimbursed for dinner.)
- Chapters can make their own appointments with legislators, but if they prefer TSEA Staff member Lisa Moffett will be glad to make those appointments – let us know ASAP if your chapter needs assistance with appointments. You can contact Lisa by email at lisa@tseaonline.org
- Remember to bring your State ID for easier entrance to the Legislative Plaza and War Memorial Building
- Lt. Governor Ramsey and Speaker Harwell have been invited to speak
- Members are asked to dress in Business Attire
- On April 8, beginning at approx. 10:30 am there will be vans available for transporting all members from the Club Nashville Inn & Suites (2435 Atrium Way Nashville, TN) to the Legislative Plaza and then back to the hotel in the afternoon
- Members not staying overnight can park at the Club Nashville Inn & Suites and ride the vans downtown to the Legislative Plaza

Please understand that any member is able to attend Lobby Day in Nashville, but TSEA cannot provide reimbursement for every member. Chapters are welcome to reimburse expenses from their fundraising dollars for additional members to attend.

2015 Lobby Day Schedule

Tuesday, April 7
Club-Nashville Inn & Suites
2425 Atrium Way, Nashville

Hotel check-in for TSEA Board, TEAM Administrative Committee and 2 rooms for the 4 chapter officers, or 4 members if chapter officers not attending.

6:00 pm (CST)
TEAM Administrative Committee Meeting
Location: Terrace Room

Wednesday, April 8
Club Nashville Inn & Suites, House Chamber, and Legislative Plaza

10:00 am (CST)
Orientation and Instructions
Location: Terrace Room at Club Nashville Inn & Suites Hotel

10:30 am (CST)
Transportation begins to State Capitol

11:30 am (CST)
Welcome by President Bryan Merritt
Location: House Chamber*
Time subject to adjournment of the legislature, if unavailable meet in Supreme Court Chamber @ 1:45 pm.

11:40 am (CST)
Guest Speaker(s): Invitations have been extended to Lt. Gov. Ramsey and Speaker Harwell

12:00 pm (CST)
Remarks by GAD Randy Stamps

12:30 pm (CST)
Lunch (TBD)

1:30 – 4:30 pm (CST)
House and/or Senate Finance Committee Meetings
Location: TBA

1:30 – 4:30 pm (CST)
Legislative Appointments with hometown legislators

**1:45 - 2:15 pm mtg in Supreme Court Chamber if house chamber isn't available in the morning.*

NOTE: Chapters can make their own appointments with legislators this year for the 1:30-4:30pm afternoon block.

**This schedule is subject to change up until the event. The final Agenda will be available for all attendees upon arrival at registration.*

Due to the timing of this edition of the Co-Worker, you may be reading this with little or no time remaining before Lobby Day.

If you still wish to attend, please call the TSEA office ASAP @ 615-256-4533 and we will check our room availability.

IMPORTANT TSEA DEADLINES

CHAPTER AWARD NOMINATIONS MONDAY, APRIL 27, 2015, 4:30 pm

All award nominations must be typed when submitted. Nomination forms are available from the TSEA office and can be sent to you via email.

Chapters may mail or fax ALL nominations to:

**Tennessee State
Employees Association
Awards & RA Planning
Committee
C/O Linda Darden
627 Woodland Street,
Nashville, TN 37206
(Fax) 615-242-6329**

Chapter awards include:
Gems of Excellence
Chapter Membership Award
Cora Redmond Award
Humanitarian Award
Newsletter Award
Chapter Outstanding Member Recognition
Hall of Fame Award
Rising Star Award

For additional information about TSEA Chapter Awards, please contact Linda Darden at the TSEA office by phone 1-800-251-8732 or by email linda.darden@tseaonline.org.

SICK LEAVE BANK NOMINATIONS (West Region) THURSDAY, APRIL 9, 2015 - 4:30 pm

The Sick Leave Board of Trustees sets policy and reviews appeals of bank members who are denied days from the bank.

Nominations may not be accepted from the Department of Health (East TN Representative Dr. Alisa Cade) or the Department of Finance & Administration (Middle TN Representative Cynthia Minnick), as these departments already hold positions.

All nominations must be members in good standing of the TSEA for at least one (1) full year immediately preceding the April 9 deadline; must be in writing; must be signed by the nominees;

must include the nominees department and chapter, and must include the signatures of 25 TSEA members. A photo and information about the candidates will be printed in the Co-Worker prior to the election.

For nominating petitions or with questions, please contact LaTanya McAdoo at the TSEA office at 1-800-251-8732 or by email to latanya.mcadoo@tseaonline.org.

2015 REPRESENTATIVE ASSEMBLY, JUNE 18-20

Mark your calendar now and request your time off for June 18-20, 2015 to attend TSEA's Representative Assembly.

As a 2015 Representative Assembly Delegate, you can enjoy:

- The opportunity to attend the State Board of Directors and TEAM Administrative Committee meetings;
- Informational workshops;
- An Awards Ceremony to recognize outstanding TSEA members and a dance for all to enjoy Friday night;
- Ability to vote on member recommended Constitution/Bylaws and Resolution proposals;
- And, a chance to meet and share issues/concerns/suggestions with other TSEA members from all across the state.

Wouldn't it be great if all 47 chapters were represented at the assembly meeting!

Keep in mind, if you have 100% of your allowed delegates at the RA, there might be a surprise for the chapter!

The complete 2015 TSEA Representative Assembly schedule will be printed in the May/June issue of the Co-Worker and it will be available on TSEA's website.

If you have any Representative Assembly questions, please contact Gayle Robb or LaTanya McAdoo at the TSEA Office by email: latanya.mcadoo@tseaonline.org or gayle.robbs@tseaonline.org; or by phone (800) 251-8732 or (615) 256-4533.

2015 Regional Legislative Dinners

As a part of our 2015 legislative efforts, state employees were able to spend quality time with their local legislators during seven TSEA Legislative Dinners held across Tennessee. Here are a few photos of those events.

For all of our pictures from these dinners, please visit our flickr page through our website.



Rep. Bob Ramsey in Knoxville



Sen. Brian Kelsey in Memphis



Rep. Harry Brooks in Knoxville



Rep. Andy Holt in Jackson



Rep. Ryan Williams in Cookeville



Louis White of Shelby County Chapter, District 2 Board Director Teresa Grice, and TSEA President Bryan Merritt in Memphis



Rep. Mark Pody in Nashville



Sen. Ken Yager in Cookeville



Rep. John Mark Windle in Knoxville



Rep. Steve McDaniel in Jackson



TEAM Vice-Chairman Tom Haynes and Rep. Raumesh Akbari in Memphis



Sen. Bo Watson and Sen. Todd Gardenhire in Chattanooga



Rep. Sherry Jones in Nashville



Rep. Ryan Haynes in Knoxville



Sen. Reginald Tate in Memphis



Rep. Mike Sparks in Nashville



Rep. Bill Dunn in Knoxville



Rep. Johnny Shaw, West TN TEAM Member Michael Greer, and Rep. Jimmy Eldridge in Jackson



TEAM Chair Pat Bowman, Rep. Larry Miller, and members of the Shelby County Chapter in Memphis



Rep. John Ray Clemmons in Nashville



Rep. Terry Lynn Weaver in Cookeville



Rep. Timothy Hill in Johnson City



Sen. Thelma Harper in Nashville



Rep. Kelly Keisling in Knoxville



Rep. Eddie Smith with Knox/UT Chapter President Betty Beal and District 10 Board Director Betty Hardin in Knoxville



Sen. Jeff Yarbrow in Nashville



TSEA Staff Members LaTanya McAdoo, Jo Ann Davis-Davis, and Middle TN Field Rep Terry Carroll in Nashville



Rep. Karen Camper in Memphis



Rep. Bill Beck, a new TSEA member, in Nashville

Benefits Administration Adds New Health Care Option for Employees in 2016

By **Gwen Tuttle**
TSEA Compensation & Benefits Manager
gwen.tuttle@tseaonline.org

A Consumer Driven Health Plan (CDHP) with a Health Savings Account (HSA) is said to be a growing trend in the healthcare industry, according to the presentation given to the State Group Insurance Committee by Benefits Administration (BA) in a recent meeting. Nevertheless, it is certainly a very different option for state employees. The presentation went on to say that currently, in the public sector, twenty-nine states offer a CDHP with a HSA, which is primarily known as a High Deductible Health Plan. In adding this new plan to the Partners For Health (PFH) PPO and Standard PPO choices, BA said the goal is to:

- Increase health care options offered to members
- Provide cutting-edge benefits that compete favorably with the market
- Offer a low-cost plan without increasing employee contributions
- Provide a place for members and retirees to save for health care expenses
- Allow plan members to see the actual costs of healthcare services which will promote ac-

countability for cost and quality

More flexibility in making decisions about their own healthcare spending by plan members is believed to be an asset of a CDHP by the state and other employers who offer this type of plan. The coinsurance portion of a CDHP with a HSA is similar to the current PPO plans and there is still a single out-of-pocket maximum for pharmacy and medical expenses. While preventive care is still covered by the plan at 100%, with no deductible or copays required, members must fulfill a deductible before the plan pays medical and prescription benefits for non-preventative expenses.

A HSA is funded by pre-tax contributions from both the state and the member with limits on contributions annually defined by the IRS. Any dollars left in the HSA at year-end roll over into the next benefit year. Members own the HSA and it is portable; but must always be used for medical and health related expenses. Employee contributions are made directly to an approved trustee who will administer the HSA for the state. Members are able to make tax-free withdrawals from their HSA to pay for medical expenses allowed by law.

TSEA's Executive Director, John Summers, was the lone opposing vote from committee members in approving the addition of a CDHP. There are so many details still unknown about how the plan will operate; and a CDHP is a high deductible plan.

While the CDHP with a HSA option could be appealing to some employees, it is likely not the best option for many others depending on their family's health care needs and their financial resources. Members are encouraged to do their homework thoroughly when considering a CDHP with a HSA option.

Beginning later this spring, BA will begin sending comprehensive communications to plan members about the various details of the plan so employees can make an informed decision about whether a CDHP with a HSA is a viable option for them.

Other recent benefit changes the committee approved are:

- A change in the effective date of insurance coverage for new hires.

Currently, new employees who enroll in insurance coverage have

an effective date the first of the calendar month following their date of hire. Benefits Administration (BA) staff requested a change in this policy. The effective date of coverage going forward will be the first of the calendar month after an employee has completed one full month of employment.

The staff's rationale based on their research is that 1) new hires generally have coverage already when they are hired; 2) many new hires are unable to use the benefit they have to pay for in their first month of employment; and 3) delaying coverage until one month of employment is completed saves money for both the new employee and the state.

The change in the effective date of health insurance coverage will include, of course, the same change to basic term life insurance and basic special accident insurance provided by the state. The change in effective date of coverage will also apply to voluntary benefits employees enroll in such as vision, dental, and others.

Again, Mr. Summers voted against changing the effect date of coverage for new hires because of the potential gap in coverage for those who do not have health coverage at the time of their employment with the state and who may experience a serious health issue and be without insurance protection.

Compensation & Benefits: Good News

1. A member in Higher Education contacted C&B staff because she and her spouse were transferred from the Partnership to the Standard PPO. After staff provided BA with supporting documentation, member and spouse were moved back to the Partnership PPO.

2. Member in DOT contacted C&B staff after being sent home to use his personal leave when a random drug test was inconclusive. During an investigation, faulty equipment was discovered. Staff made several phone calls to DOT HR in order to see that the member received administrative leave for the time absent from work.

3. Members at NECC working the 28 day schedule were told that when they were absent on approved leave their names would automatically go to the top of the Mandatory Overtime (MOT) list. Employees felt this was unfair and it prohibited some from requesting leave so they contacted C&B staff. Staff called DOHR who contacted DOC HR to correct this. DOC HR

contacted the facility and instructed management to cease this unfair practice.

4. Member contacted C&B staff because she was off work due to an on the job injury and was missing a worker's comp temporary total disability (TTD) check. Staff contacted the appropriate person in Division of Claims and member received a check within one week.

5. DOC member contacted C&B staff because employees were being scheduled to use their compensatory leave. According to long standing policy, an employee who is within two (2) days of their maximum annual leave accrual for their service group cannot be scheduled by a supervisor to take compensatory leave; and the member was at their maximum. C&B staff contacted DOHR and DOC HR. DOC took the proper steps so that employees who qualified were not scheduled to take compensatory leave.

6. Member in DMHSAS suffered a work injury in October 2014. It

was a month before an MRI was done which confirmed surgery was required. But by late January surgery still had not been scheduled and she was understandably frustrated. Staff contacted Division of Claims. Though worker's comp had approved surgery on January 6th, the person handling this at the doctor's office had left so scheduling fell through the cracks. The member was notified quickly that surgery was scheduled for 1/30/15.

To find out more about what TSEA's Compensation & Benefits Department can do for you, contact your TSEA Field Rep. or call the TSEA Office :

*toll-FREE at 1-800-251-8732
or (615) 256-4533*

*You can also email Gwen Tuttle
or Gayle Robb at:*

*gwen.tuttle@tseaonline.org
gayle.robbs@tseaonline.org*

[“Visits” from page 1]

THURSDAY, APRIL 30TH
McNairy County Health Dept.
10:30 AM
725 East Poplar Avenue
Break Room
Selmer

Dept. of Transportation
District Office #43
3:00 PM
4239 Main Street
Break Room
Bethel Springs

Hardin County

FRIDAY, MAY 1ST
Driver License Testing Station
9:00 AM
60 Brazelton Street Unit 10
Break Room
Savannah

Hardin County Health Dept.
10:00 AM
1920 Pickwick Street
Conference Room
Savannah

Dept. of Human & Children Services
12:30 PM to 2:30 PM
1035 Wayne Road
Conference Room
Savannah

TSEA can help you stand up for your rights

By Jonathan Stephens
TSEA Staff Attorney
jonathan.stephens@tseaonline.org

TSEA is ready, willing and able to help you stand up for your rights. All you have to do is ask.

Here's a situation that the TSEA Legal Services division encounters all too frequently. A member receives a disciplinary action and asks us for assistance to appeal the discipline. In the course of investigating the member's past performance with the state, we find out the member had a prior disciplinary action. Upon discussing the prior

discipline with the member, it becomes apparent that the member never appealed it. Often a member says, "I just figured the discipline was proper, so I didn't do anything" or "I just didn't want to take the time to appeal it." It is clear from these statements that the member did not stand up for their rights. Here is how TSEA can help members avoid a similar situation.

First, just because management takes disciplinary action against an employee does not mean that the action is proper. The most

effective way to determine if the discipline is 'proper' is to evaluate the discipline. That's where TSEA can help. Our Legal Services division has the expertise to evaluate if you have committed a violation. Our staff has the benefit of reviewing countless disciplinary actions in numerous state departments. We can advise you on the pros and cons of appealing your discipline or seeking another resolution. But first, you have to let us know about each disciplinary action taken against you.

Secondly, management must be able to prove that the member violated a rule, policy or statute by their conduct. Again, TSEA can

help you. Often, management takes disciplinary action prematurely against an employee without fully developing the evidence in the case. Our Legal Services division knows the rules of court that apply in this situation. This knowledge allows us to obtain information from management that assists us in determining how to proceed in a case, for example, preparing for trial or trying to settle the case.

Finally, our Legal Services staff can recommend whether the discipline was appropriate to the infraction, conduct or performance. The current law does not require that management use a system of 'progressive discipline' as

under the old civil service law, but rather a standard of 'what is appropriate.' Our staff has the experience to advise you if the discipline is 'appropriate.' This information can be quite valuable in determining whether to try and resolve your case or challenge the discipline in a hearing.

Remember: a prior disciplinary action on your record can severely affect the ability of TSEA to negotiate a reduction of a current disciplinary action against you. Always contact the Legal Services division whenever you receive a disciplinary action. Our staff will use its experience and expertise to obtain the most favorable resolution of your disciplinary action.

Good News from Legal Services

1. A member from Department of Children's Services received a written warning, but after requesting a review, the decision was overturned.
2. The Department of Children's Services gave our member a 2 day suspension. After the hearing the suspension was reduced to a 1 day suspension with back pay and benefits.
3. A member from the Department of Correction was issued a 5 day suspension, but after the hearing the suspension was reduced to a 2 day suspension.
4. A member was terminated from the Department of Mental Health and Substance Abuse Services. After the hearing the termination was overturned and reduced to a 10 day suspension with backpay.
5. Settlement negotiations were favorable for our member in the Department of Revenue. Prior to the Step 3 hearing, the department agreed to remove the 3 day suspension from the member's record.
6. A case was settled before their Step 3 hearing, when the Bureau of TennCare accepted the member's resignation and took the termination off their record.

As you can see, it pays to be a member of TSEA! To find out more about what TSEA's Legal Services department can do for you, contact your TSEA Field Representative or call the TSEA office:

toll-FREE at 1-800-251-8732
or (615) 256-4533

And remember, we can only help if you are a member, so tell your coworkers to join TSEA today!

Chapter Meetings

Memphis Higher Education

Monday, April 6th
5:00 PM
Refreshments served @ 4:45
Junior League of Memphis
3475 Central Avenue
Memphis
Topic: TBA
All Higher Education members of TSEA are welcome and encouraged to attend this meeting
For info, contact:
Regina Cade
(901) 485-1486
rmcade@bellsouth.net

Pioneer

Friday, April 10th
11:30 AM
Trenton DCS Office
802 Gibson Road
Trenton
Lunch will be provided by the Chapter
Topic: General Updates, Legislative Session
For more information, call:
Carrissa Coleman
(731) 222-0225

Forked Deer

Tuesday, April 14th
6:00 PM
Lowell Thomas State Office Building
225 Martin Luther King Dr
Jackson
Topics: TSEA Lobby Day and Legislative Recaps
Guest Speaker: TSEA West

TN Field Representative
Gayle Williams
Door Prizes
For info, contact:
Debra Harston
(731) 426-6170

Shelby County

Wednesday, April 15th
5:30 PM
Benjamin L. Hooks Library
Conference Room B & C
3030 Poplar Ave
Memphis
Guest Speaker: EAP Representative Carrie Patterson
Topic: Close out Chapter Officer nominations, Update on RA, Update on Retiree Luncheons
Door Prizes
For info, contact:
Calvin Lewis
(901) 212-4621

Roane County and Morgan County

Wednesday, April 15th
6:30 PM
(Dinner at 5:30 PM)
Shoney's
1809 Roane Street
Harriman
Dinner is a Dutch Treat
Guest Speaker: TSEA Field Representative Lisa Moffett
Door Prizes
For info, contact:
Daniel Orange
(865) 425-4484
Phyllis Pennington
(423) 346-1519

Davidson County

Tuesday, April 21st
5:30 PM
Goodwill Career Solutions Center
937 Herman Street
Nashville
Topic: TBA
For info, contact:
Cheryl McCormick
(615) 867-7075

Tealeaf

Tuesday, April 21st
6:00 PM
Rhea County DHS
224 4th Avenue, Suite 102
Dayton
Topic: Discussion of Lobby Day, Legislative Dinners, and plan for the Representative Assembly
Everyone is asked to bring an item/s and quarters for a Dutch Auction to raise chapter funds for the families benefitting from the Relative Caregiver Program at Christmas
For info, contact:
Mary Runyan
(423) 618-6853

Knox/UT

Tuesday, April 28th
6:00 PM
Chick-Fil-A
4944 Kingston Pike
Knoxville
Dinner is a Dutch Treat
Topic: Lobby Day Recap and Legislative Updates
For info, contact:
Betty Beal
(865) 622-1679

TSEA Board Elections

Your 2015 candidates for the TSEA Board of Directors are listed below. All candidates are listed in alphabetical order. Seats with opposition are listed first, followed by unopposed seats. Unopposed candidates are automatically re-elected by rule.

CANDIDATES FOR DISTRICT 1

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Candidate for District 1 Director
Bettye Kirkpatrick
Hatchie River Chapter
32 years

List association leadership positions that you have held and how long:

State Board - District Director 1 - 6 years
Chapter Officer - approx. 8 years

List events in which you have participated:

Lobby Day - 8+ years
Representative Assembly - 8+ years
Leadership Conference - 8+ years

Current job title:

District Director 1 - 6 years

Why TSEA is important and why do you wish to serve:

Through my career years working for the state with the Department of Corrections, I have seen things that needed to be changed for the betterment of the employees. TSEA has given me an opportunity to try and make things better and I will do my best to serve the employees I represent.

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Candidate for District 1 Director
Brad Moss
Reelfoot Chapter
7 Years

List association leadership positions that you have held and how long:

WHBC Chapter Treasurer 4 yrs., Reelfoot Chapter VP for 1 Year, Reelfoot Chapter President for 1 Year

List events in which you have participated:

I have been to every Representative Assembly since being an officer. I have been to every Lobby Day since I became a member except one. (and I have yet to live that down...) I have been to every Leadership training since I have been an officer.

Current job title:

I am currently the Manager of the Tennessee Rehabilitation Center in Union City. I have held this position since January 2012. (3 yrs.)

Why TSEA is important and why do you wish to serve:

I believe that I could help the TSEA better by being a District Director. So long the burden has been shouldered by steadfast membership and I believe that it is time that I did my part to shoulder some of that burden. The Board of Directors is charged with guiding policy of the TSEA to best benefit all members and I intend to honor that responsibility to the members.

CANDIDATES FOR DISTRICT 5

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Candidate for District 5 Director
Martha Wettemann
Davidson Co Chapter
34 Years

List association leadership positions that you have held and how long:

Davidson County Chapter Board Member 1982-1984, 1995-1997 (4 yrs.)
Davidson County Chapter President 1985-1987, 1998-2009 (13 yrs.)
Secretary, State Board of Directors 1987-1990 (3 yrs.)
Middle Region Director, State Board of Directors 1991-1994 (3 yrs.)
Davidson County Chapter Vice President 1998 (1 yr.)
State Board of Directors, District 5 Director, 2009 to present (5 1/2 yrs.)

Present, TSEA Representative on the Information Systems Council. Have served on various state committees including Long Range Planning, Constitution and By-laws, Compensation and Benefits, and Contracting/Privatization. I also served on the Compensation Committee that developed the Compression Pay Plan.

List events in which you have participated:

Many Representative Assemblies, Budget Rallies, Anti-privatization rallies, Leadership University, Lobby Days, TEAM Training, and Worksite Representative Training. I have been very active in TEAM activities such as door-to-door canvassing.

Current job title:

Statistical analyst supervisor - 33 years

Why TSEA is important and why do you wish to serve:

TSEA has tremendous work to do. We face challenges daily from those who do not recognize the importance of public service and who seek to reduce our pensions, pay, and benefits. Often they act to privatize our jobs so large out-of-state corporations can make a profit. What can we do?

- Be Pro-active - Respond to TSEA Alerts to protect our jobs, pay and ben-

efits. You members are doing a great job of this. I will encourage everyone-members and non-members- to sign up for Alerts and act when you receive them!

- Be Innovative- Improve our services and show that we can do as well as the corporations and consultants. I am contributing my research skills to TSEA to find ways to do this.

- Be Unified and Reach Out – Celebrate our diversity. We are proud that we as TSEA are new and experienced employees, retirees, black, white, of many cultures, single, married, men, women, parents, grandparents, and active in our community. Let's reach out to our co-workers, friends, families, and neighbors and ask them to join us as TSEA members and friends. I will work with you and the board to increase Davidson County membership and to improve the brand and image of TSEA.

- Gain Respect: To paraphrase Ben Franklin: Everyone is useful in this world who lightens the burden of it for someone else. I will work with the administration to gain greater day-to-day respect for the important work of all state employees.

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Candidate for District 5 Director
Vivian Wilhoite
Davidson Co Chapter
28 Years

List association leadership positions that you have held and how long:

While I have not held any Association leadership positions to date, I have served as a constant advocate of the Tennessee State Employees Association by encouraging non-member state employees to join and support TSEA and participating in the call to action to contact my state representatives as an added voice for our purposes.

List events in which you have participated:

TSEA Davidson County Chapter Meetings/Budget Rally/Davidson County Holiday Gatherings/Representative Assembly (RA) as a vendor. Further, I will be participating in the March 2015 TSEA Nashville Legislative Regional Dinner and look forward to participating in the 2015 RA event.

Current job title:

Outreach Coordinator - Communications & External Affairs Division 2009 - present. I am a 28 year state employee of the Tennessee Public Service Commission now known as the Tennessee Regulatory Authority.

Why TSEA is important and why do you wish to serve:

Tennessee State Employees Association (TSEA) is an important organization who works solely in the interest of state employees. TSEA works hard to protect our rights as employees; TSEA fight to protect and increase state employees' salaries that in turn helps improve our

quality of life. And TSEA fights to protect our benefits such as longevity pay implemented by TSEA in 1979 and insurance benefit which unfortunately are both under attack. TSEA's mission is critical, and I highly respect it. Your mission aligns with my beliefs as a life-long public servant...fighting in the interest of the people. As a member of the Board, I will serve only with that interest in the forefront with the focus on the "We" and "Us" and not on the "I" or "Me." All of my adult life has been spent working for the people during the 34 years I have lived in Davidson County. From college politics to caregiving of family members to serving as Council Member (2003-2011) on the Metropolitan Council-Nashville Davidson County, working hard FOR THE PEOPLE and WORKING WITH THE PEOPLE is in my DNA. On the Council, I served in a number of leadership positions: Chair of Education, Chair of Parks, Chair of Codes & Fair Grounds. Nationally, I served as Vice-Chair of the Technology Committee - National League of Cities, a united group working for improved services in our nation's cities. I pray for the opportunity to be elected to TSEA and fight together in the interest of state employees.

The Following candidates are running unopposed:

CANDIDATE FOR EAST V.P.

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Candidate for East Tennessee Vice President
Jim Ruth
French Broad Chapter
21 Years

List association leadership positions that you have held and how long:

French Broad President 97-00
District 12 Board Member 00-04
East Vice President 04-present

List events in which you have participated:

RA 97-2014
Lobby Day 97-2014
Regional Lobby Day Knox 2015
Leadership 97-2014

Current job title:

Case Manager 4 - 12 years
22 years as a Case Manager Class

Why is TSEA is important and why do you wish to serve:

Why TSEA is important? The Tennessee State Employees Association provides a strong collective voice into the decision-making process of state government by advocating to protect employee's rights, and improve pay and benefits for all state employees. My reasons for wanting to serve on the TSEA Board of Directives as East Vice President begins with this: TSEA is an association that I believe in. TSEA is the only one trying to help all State Employees. TSEA has helped and will continue to advocate for all state employees and higher education to ensure a better way of life. As East Vice President on

the board, I will continue to represent the views and concerns of fellow Members and all state and higher education employees. I will continue to encourage legislation to safeguard the interest of both active and retired state employees. I encourage you as members to continue to recruit each and every day and contact your legislators. Thank you for your consideration and your vote.

CANDIDATE FOR MIDDLE V.P.
.....



Candidate for Middle Tennessee Vice President Donnie Cole Tims Ford Chapter 32 Years

List association leadership positions that you have held and how long:

Chapter President, Membership Committee, District 7 Board Member, Middle Tennessee Vice President

List events in which you have participated:

Lobby Day, Representative Assembly, TEAM Training, State Board Meetings

Current job title:

Retired

Why is TSEA is important and why do you wish to serve:

Looking forward to working again with everyone to make our voice larger in State Government. The more members we have, the larger the voice. So that state employees' outstanding work will be heard and not abused.

CANDIDATE FOR DISTRICT 3
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Candidate for District 3 Director Charles E. Burns, Jr. Southwest Chapter 2 Years

List association leadership positions that you have held and how long:

Southwest Chapter Secretary (2 years); Legislative Committee Secretary (1 year); McNairy County Worksite rep (1 year); Lobby Day Group Leader (1 day).

List events in which you have participated:

Leadership University (September 12-14, 2013); Lobby Day (February 18, 2014); 40th Representative Assembly (June 19, 2014); Legislative Dinner - Jackson (February 12, 2015).

Current job title:

Department of Childrens Services/ Southwest Region/McNairy County - Secretary, 2 years and 2 months

Why is TSEA is important and why do you wish to serve:

TSEA is important because since its existence, it has continued to be an intrinsic influence in Tennessee State

government and has supported various affairs on the behalf of State employees. Since I am part of both State government and TSEA, who else will protect and defend the rights and interest of State employees (whether you are a member of the association or not). Who will be our voice and illustrate how important issues like pay raises, longevity, education, or any others especially when they become compromised and transformed into topics of debate through governmental interference and other legislative tactics? Ans. TSEA and those in support of.

Greenleaf and Spears (1996) describes 'servant leadership' as leadership that is based on the commitment of serving others and to help people use talents to full potential while working for organizations that benefit society. In this situation, I plan to place others' needs before my very own – a primary reason as to why I want to serve.

Even though most of you may not know my name or even recognize my face; however, those of you who do can attest that my actions speak louder than my words. Therefore, I feel that I am the right person for the job. And having a district that not only trust and supports me, I ask myself this question – 'Why wouldn't I want to be their Board of Director?'

Source: Greenleaf, R.K. & Spears, L.C. (1996). The power of servant leadership: Essays (San Francisco: Berrett-Koehler).

CANDIDATE FOR DISTRICT 7
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Candidate for District 7 Director Cynthia Murdock Maury/Marshall Chapter 24 Years

List association leadership positions that you have held and how long:

None.

List events in which you have participated:

Lobby Day

Current job title:

DHS Program Specialist - January 2015 - almost 2 months

Why is TSEA is important and why do you wish to serve:

I am a career service employee for the Division of Rehabilitation Services and have been a member of TSEA for 24 years. Educationally, I have a Bachelor's degree in Sociology/Psychology with a minor in Criminal Justice Administration and a Master's degree in Clinical Psychology; both degrees are from Middle Tennessee State University. My past board experience consists of serving on the National Association of State Head Injury Administrators and the Brain Injury Association of Tennessee.

My decision to run for an elected seat

on the TSEA Board of Directors is fueled by the continued chipping away of benefits to State Employees. The recent attempt to alleviate longevity pay is unacceptable. In addition, it will be important to let our voices be heard if the implementation of the merit increase system does not occur in a fair fashion, but results in a futile exercise in nepotism.

I assure you if I am selected to serve you as your Board Member for District 7 I will work tirelessly to ensure the budget is no longer balanced at State Employees expense. It is crucial State Employees maintain our benefits if knowledgeable and experienced staff are to continue in State government and if new professionals are to be attracted to State employment. The quality of our workforce directly impacts the quality of services rendered to Tennesseans.

CANDIDATE FOR DISTRICT 9
.....



Candidate for District 9 Director Stephen D. Thomas Hiwassee Chapter 28 Years

List association leadership positions that you have held and how long:

District 9 Board member for 10 years, Hiwassee Chapter President for 6 years. I have also been on the following committees: Legislative, Long Range planning, Scholarship, and Higher Ed.

List events in which you have participated:

Chapter meetings, Lobby Day, Regional Trainings, Board Meetings and RA

Current job title:

Field Supervisor 1 for the Dept. of Human Services. I have worked in this position for 8 years and have worked for DHS for over 30 years.

Why is TSEA is important and why do you wish to serve:

I have been with TSEA for over 28 years. Little did I know at the time I joined how important this organization is to the rights of the State employee. The Administration has not always been cooperative but without TSEA we would not have what we have now. I feel that keeping the people in my district well informed is important and I always try to listen to their needs and help them in any way I can.

CANDIDATE FOR DISTRICT 11
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Candidate for District 11 Director Chan Bergquist-Humbert Greene Co Chapter 12 Years

List association leadership positions that you have held and how long:

I am the current District 11 Director - 1 year, Worksite representative for GVDC, Past Chapter Secretary for Greene County - 3 years

List events in which you have participated:

I have participated in Lobby Day, Representative Assembly, and am currently the Co-Chair for RA this year

Current job title:

I have been a state employee for 15 years at GVDC. I am a CA2 and work in Staff Development.

Why is TSEA is important and why do you wish to serve:

Since becoming the District 11 Director I have been very fortunate in meeting more state employees and listening to their issues and concerns. I have been able to take those issues to Nashville to the Board meetings and get things accomplished. I feel that where I have been on the front line I know first hand what State Employees deserve and should receive fair treatment. I am their voice and will continue to be their Voice and stand up for them and their concerns. We must keep fighting for what's right in Nashville and I intend to keep doing so. I appreciate everyone that has pushed me and supported me in this endeavor.

We have had very rough times at GVDC and other Departments and I will continue to fight for my constituents. The people we serve in Tennessee should not be given any less than what they are accustomed to by any services provided by state employees in any capacity. We must take care of the ones we serve. I am for our STATE EMPLOYEES 110%!! Give my experience and background on issues I will always give my all and be there for all state employees. I appreciate your support and thanks for your votes.

TSEA received no petitions for West TN Vice President.

IMPORTANT

The TSEA Constitution states that if elected to a Board seat, members may not hold another elected office in the Association, either at the state or local chapter level.

The Vice Presidents and District Director candidates are elected by and from the chapter members in their respective regions and/or board districts. The President, Secretary, and Treasurer are elected by the entire membership.

Bylaws Article 2, Section 4 – Voting states, "In the event only one qualified nominee is presented as required in Section 2 of this article, said nominee shall be deemed elected and the position shall not be included on any ballot mailed to members."

Ballots for the election will be mailed out May 1, and counted by the Election Certification Committee of TSEA on Monday, June 1, 2015 at the TSEA Office.

For more info about the election, please contact TSEA at 615-256-4533 or 1-800-251-TSEA (8732).

Joining TSEA is now easier than ever

We've recently made it much easier to join TSEA! If you missed one of our Field Representatives at your worksite or you've run out of applications for your coworkers, there's no need to worry!

Visit our website at www.tseonline.org and look for this button on the right sidebar:

CLICK HERE TO JOIN!

Once you click on that button, you are taken to a secure online membership application.

You can share the link to this application with any co-workers you have who aren't TSEA members, and they can sign up instantly online!

Then, all a potential member has to do is:

1. Fill out our online membership application
2. List YOUR name as the recruiter, and,
3. Hit "submit!"

It is that simple!

Do you have this bumper sticker?



The bumper sticker (pictured above), that says you vote TSEA, was not just about one election. It is a constant reminder to our elected officials that we are out here, and we vote, and we vote together.

Because, it really doesn't matter if you are a Democrat or a Republican, or another party - when it comes to state employee issues, you are TSEA, and you've got to vote TSEA.

When we vote together, that is when we have a real impact. That's especially true in primary elections where less than 100 votes often determines the

outcome of the race.

So, if you don't have an "I Vote TSEA" bumper sticker, email the TSEA office at info@tseonline.org and we will send you one. If you do have one, and you haven't yet put it on your car, you can place it on the bottom left side (driver's side) of your rear windshield - so it is both at eye level for the driver behind you and is easy for to remove in the future.

Now let's see those bumper stickers! If you have this sticker on your car, or see it on someone else's car, post a picture to our Facebook or Twitter page with the hashtag #IVoteTSEA

Target: Pay Raise is back!

Didn't win last year??? We have good news. Due to popular demand, our **Target: Pay Raise membership campaign is on again this year!**



...And, we are starting where we left off.

That means **every member who has recruited someone, as well as every recruit since November 1, 2014 through the end of October 2015 will automatically be entered for a chance to win a once-in-a-lifetime vacation as a part of our 2015 Target: Pay Raise Membership Campaign!**

That means YOU could be the next Jeff Nicholson or Jeremy Gates!

Don't you want to be one of the winners in the picture next time? **Recruit at least one member between now and the end of October 2015 and, as part of our 2015 Target: Pay Raise membership campaign you will be entered into the drawing to win the Grand Prize of either a \$5,000 trip of a lifetime, or \$5,000 in cash!**

So get out there and recruit, and you could be our next big winner!

We Need Your Home Email Address!



Want to stay up-to-date on the issues?

Be it legislative developments, administrative proposals, endorsed candidates, volunteer opportunities, or election issues we need your home email address to best communicate with you.

Unfortunately, for many of you we only have your work email address on file.

If there is a campaign we need to focus on during an election, or a privatization battle to fight, or some other important issue to rally around, we cannot send those emails to your tn.gov work email address.

If we do not have your home email, or if you are not sure which email we have for you, please send us your name and home email at info@tseonline.org.

Trying to reach TSEA after hours?

If you've called TSEA after 4:30 p.m. central time, or over the weekend, you've been sent to our after hours system. Here is how to navigate that system.

After calling TSEA @ (615) 256-4533 or Toll-FREE 800-251-TSEA (8732) you will hear a recorded message.

During or after the recorded message, you can dial the extension of the staff person you are trying to reach or "0" for a staff directory.

If the staff person is no longer in the office or away from their desk, your call will be sent to the staff member's voicemail.

A complete staff directory can be found on the TSEA website at www.tseonline.org

Got a cellphone? Text **TSEA** to **22828** to sign up for TSEA emails!

The Co-Worker is published by the Tennessee State Employees Association with the intent to advise and inform Association membership. The TSEA Executive Director has reviewed and approved this issue and is the final authority on its content.

Co-Worker