

What happens when **THE UNION BUSTERS WIN?**

BEFORE 2011, Wisconsin had more than 63,000 state employee union members.

AFTER 2011, there were 20,000 state employee union members in Wisconsin!



Lessons from Wisconsin

In 2011, Wisconsin Governor Scott Walker (who later helped write SB 1968 in Texas) pushed Act 10 through the Wisconsin State Legislature. Among other things, Act 10 limited the ability of state employee unions to organize by eliminating voluntary collection of dues through payroll deduction, just as SB 1968 attempted to do in Texas during the 2015 legislative session.

WISCONSIN: Privatization and budget cuts AFTER unions attacked

In 2011, public employees in Wisconsin dealt with a similar attack to what we saw in Texas with SB 1968. Unfortunately, state workers in Wisconsin lost their fight and now they provide an example of the type of damage that can be done to public services after unions are weakened.

Governor Scott Walker of Wisconsin led an effort to curtail the ability of public sector unions to collect dues through payroll deduction. Claiming that the unions made it impossible for him to balance a budget, Walker eventually succeeded in weakening public sector unions despite the powerful movement to stop his attack. By weakening the voice of organized workers, Walker was able to push through his ideologically driven agenda that championed tax cuts for the wealthy, privatization, and "limited government." From power plants to elementary schools, the attack on public services has been constant since 2011. Layoffs, record levels of income inequality, lucrative contracts for private corporations, and an unaccountable tax-payer funded corporate slush fund have all been ushered in during his governorship.

After surviving a recall election in 2012, Governor Walker has used his attack on public services and public workers to bolster his campaign. His anti-public services, anti-union positions have made him a favorite among the extreme right wing of the Republican Party. During a campaign fund raiser, he even compared the tens of thousands of protestors at the State Capitol to terrorists. In addition to his attack on workers, Governor Walker speaks victoriously of the deep budget cuts his administration has overseen in Wisconsin.

Billionaires and union-busters attacking Texas state workers!

During the 2015 Legislative Session, Senator Joan Huffman sponsored Senate Bill 1968. This bill would have prohibited most public sector employees in Texas from paying dues to any union or employee association through payroll deduction. The goal of this bill was to weaken our union by making it more difficult for state workers and retirees to join the union, be active, and have a strong voice. The bill was written with help from the office of anti-union Wisconsin Governor and former presidential candidate Scott Walker. Extreme anti-



"All they think about is money!"

worker, anti-state services organizations like the Tea Party, the Texas Public Policy Foundation, and Empower Texans also lobbied heavily in favor of the bill with the backing of big money corporate fat cats like the Koch brothers and the National Federation of Independent Businesses.

Why are they attacking state workers?

These groups are lining up to strip state workers of our rights to organize and join the union because TSEU has been successful in stopping many of their attacks on public services. Groups like the Tea Party, Empower Texas and their corporate backers see organized public employees as the main obstacle to their attempts to privatize and profit from state services and public employee pensions and health care. Because TSEU members have blocked many of their schemes, this year they decided to copy union-busting attacks in other states and go after TSEU directly.

What happened **AFTER** the attack on Wisconsin State Workers in 2011?

HEALTH CARE

Premiums doubled in 2011 and will double again in 2015. These increases have resulted in pay cuts for employees.

K-12 EDUCATION

\$48 million in funding was cut and diverted to private and charter schools.

HIGHER EDUCATION

Funding was cut by \$250 million, causing layoffs, hiring freezes, and tuition increases at state colleges and universities.

STATE AGENCY BUDGETS

These were cut across the board, leading to major staffing problems and reductions in services for citizens.

Despite claims that public sector workers were to blame for budget problems, Wisconsin today is dealing with a structural deficit caused by \$2.2 billion tax cuts for corporations and the super wealthy.

They'll be coming for us AGAIN in 2017

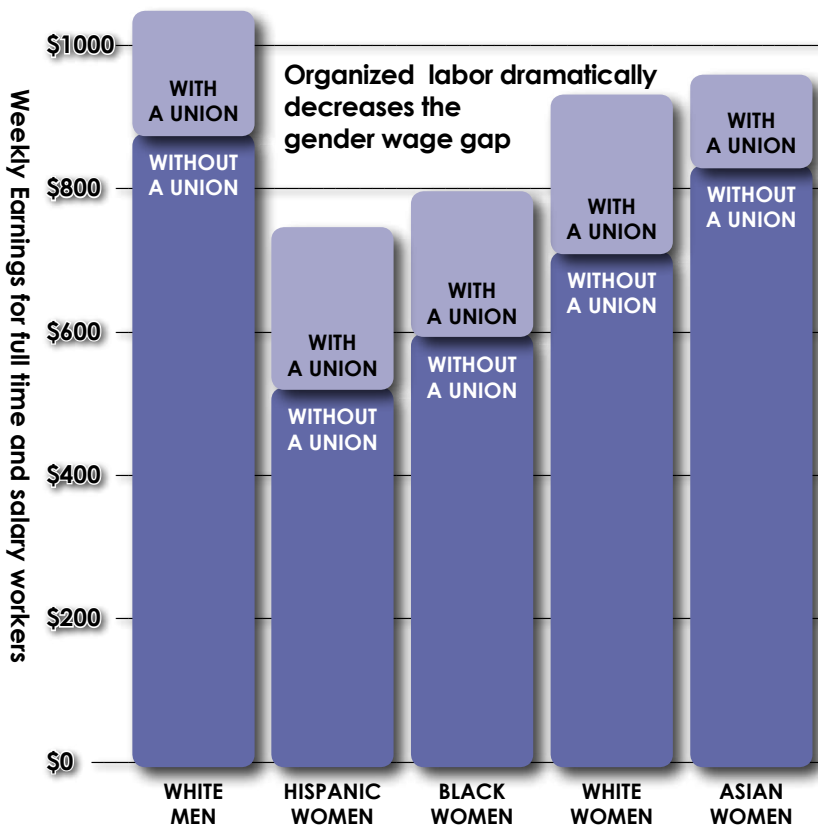
By organizing and mobilizing this last legislative session, TSEU members and our allies in public and private sector unions were able to defeat SB 1968. It was a huge victory for state workers and state services that showed the power of organized workers standing in solidarity together. But we know the same forces that tried to bust us in 2015 will be back again in the next legislative session in 2017. Well funded Tea Party groups such as Empower Texans are already beating the drum, getting ready to come after organized public employees in 2017. We have to be ready for that fight too.

Make TSEU UNBREAKABLE!

- **JOIN COPE**- TSEU can't use dues funds for direct political work. State workers and retirees must have the political muscle to elect lawmakers who will vote FOR state services and state employees instead of voting against us.
- **AUTHORIZING BANK DRAFT DUES** - We know that bills like SB 1968 will be back, and they may pass. We must make TSEU unbreakable by preparing to switch our membership dues over to bank draft collection in the event that payroll deduction is no longer an option for membership.



No matter what happens, state workers and retirees will keep organizing and fighting for good jobs and quality state services here in Texas. Fill out the form on page 6 of this Update to join COPE and authorize a switch to bank draft in case a bill like SB 1968 ever passes. Use the membership form on page 8 to join or to sign up a fellow state employee.



TSEU and other employee organizations have had the ability for voluntary monthly dues to be deducted directly out of a member's paycheck for 25 years. The system has served the state and members well, and cost tax payer's nothing because any costs incurred are passed on to the organizations who receive the dues. Payroll deduction is how over 95% of TSEU members pay their monthly membership dues. It's a safe, convenient, and secure way for state workers and retirees to belong to the union.



Without the option to join the union through payroll deduction, state workers and retirees would only be able to join the union by setting up a monthly bank draft to pay their membership dues. This is an unnecessary burden because it is less secure and less convenient.

The reasons that Sen. Huffman and other elected leaders sought to diminish the voice of organized public workers has nothing to do with the costs of payroll deduction, and everything to do with their own extreme political agenda.

What would life be like WITHOUT TSEU?

Since our union is under direct attack right now, it's useful to think about what Texas would be like if state workers and retirees DIDN'T have an organized voice to fight on our issues.

Here's a brief list of just a few of the things that would have happened if TSEU hadn't been around to stop it.

- ▣ The current defined benefit pension plans administered by ERS and TRS would now be risky, defined contribution 401(k) plans.
- ▣ Terrell State Hospital and Kerrville State Hospital would now be operated by private prison corporation GEO Group.
- ▣ The Austin State Supported Living Center and five other SSLC's would be shut down.
- ▣ Local Health and Human Services Eligibility Offices would not be open and 2,000 fewer state employees would work for the agency.
- ▣ Graduate student workers in state universities would have to pay a larger portion of their health care costs.
- ▣ State workers and retirees would have to pay the full cost of their dependents' and spouses' health care coverage.
- ▣ State employees wouldn't receive any longevity pay.
- ▣ Parole officers wouldn't be able to retire after 20 years of service.
- ▣ Without TSEU, state employees across the board would make a lot less money (since 2000 TSEU has won across-the-board pay increases of 22.7% for state agency employees).

ENOUGH IS ENOUGH

We need the power to win!

When Governor Greg Abbott approved the final version of the state's budget for the 2016-2017 biennium, he said he was "proud to sign a Texas budget that cuts taxes" and "proves government can control its spending." He neglected to mention the high cost that state employees, retirees, and all Texans would have to pay for this austerity. Altogether, Governor Abbott and the lawmakers who crafted the budget left \$6.4 billion in unspent funds sitting on the table on top of the \$11 billion left in the state's Rainy Day Fund. And while state workers and retirees were denied any real, across-the-board pay increases or cost-of-living adjustments, corporations and wealthy Texans received \$3.8 billion from the Legislature in the form of big tax cuts.

The state's budget makes clear the priorities of its leaders. Instead of increasing the funding for state services and higher education to meet the needs of a growing population, elected leaders prioritized the needs of the wealthy and corporate elites. This decision will increase workloads and employee turnover in state agencies and universities across Texas. And for the millions of Texans who utilize state services or public higher education, they'll see the effects of programs, services, institutions, and employees stretched to the breaking point.



We must reverse this trend. State workers haven't seen a real pay raise in years, and most state retirees haven't seen a COLA since 2001. Meanwhile health care costs continue to climb. Health Savings Accounts are threatening the integrity of our health care plans. State employee pension benefits were cut in 2007, 2009, and 2013. Workers face high caseloads, mandatory overtime, and 12-16 hour shifts.

And what's the solution offered by the same state leaders who created this mess? Privatization and outsourcing; in other words more profits and giveaways for corporations and the wealthy.

It's high time that state workers and retirees made it loud and very clear to anti-state services lawmakers: we are building a movement to win dignity on the job with fair pay, decent benefits, and a secure retirement! The 11,000 members of TSEU have been leading the fight on these issues for 35 years, and we will continue to lead those fights. We've won a lot of victories along the way, showing that

organized power delivers. But it hasn't been enough, because too many of our coworkers and fellow retirees are sitting on the sidelines waiting for things to get better while TSEU members do all the hard work. There are over 300,000 state agency and university employees in Texas, along with over 150,000 retirees. We need to bring these folks into the union so that we have the power to turn Texas around for state workers and retirees!

So who is getting a raise and for how much?

	9/1/2015	9/1/2016
University workers	No legislated pay raises, each university will decide on raises for their workers	
TRS Retirees	no COLA	no COLA
ERS Retirees	no COLA	no COLA
State Hospital and SSLC Direct Care	4.5%	0.0%
Parole Officers	10.5%	0.0%
Juvenile Correctional Officers	5.0%	2.5%
All other state agency employees	2.5%	0.0%

But, how much more will my healthcare cost?

as of September 1, 2015

	UT Select	A&M Care	ERS Health-Select
Subscriber	\$0.00	\$0.00	\$0.00
Subscriber and Spouse	\$17.03	\$19.76	\$23.46
Subscriber and Child(ren)	\$17.81	\$13.84	\$14.98
Subscriber and Family	\$33.54	\$27.67	\$37.34

And how much will my pension contribution increase?

	9/1/2015	9/1/2016
ERS members	2.6%	0.0%
LECOSRF members	2.6%	0.0%
TRS members	0.5%	0.5%

TEXAS POPULATION
2002 - 21.8 million
2014 - 27.2 million
24.7% increase

STATE EMPLOYEES
2002 - 277,142
2014 - 310,959
12.2% increase

Population is growing twice as fast as our state employee workforce!

Human Services activists TURN UP THE HEAT

Tired of low pay and unmanageable workloads, Human Services members decided to carry out a massive Fall Organizing Blitz at HHSC and DADS offices in every region of Texas. The goal is to grow union power and increase TSEU visibility by signing up new members and getting more current members active. Eligibility workers in HHSC are facing increasing turnover rates as workloads climb and our pay stagnates. And in DADS, state employees and the services we provide are being privatized.

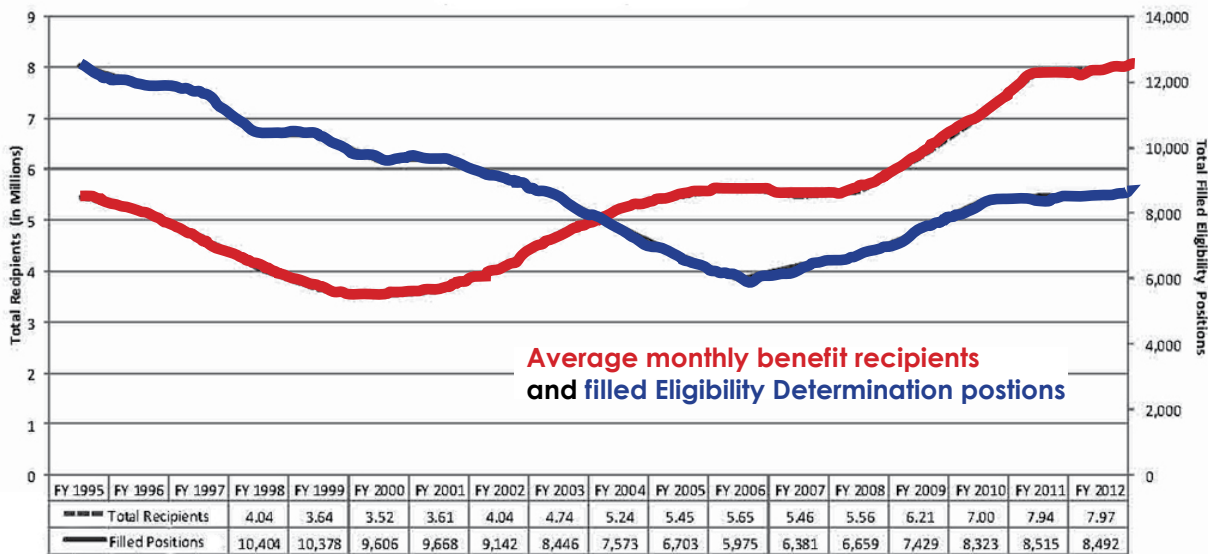
The Fall Blitz is a way to build momentum in our fight for an across-the-board raise, increased staffing levels, and an end to privatization while legislators are in their home districts. We will be conducting organizing events, legislative meetings, and visibility actions throughout Fall 2015.

Here's the problem we need to fix: workloads go up, while staffing levels decrease (see chart). Despite promises from slick private consultants, the Business Process Redesign (BPR) can't keep up with our increasing workload - we need more staff and better pay! Sign the postcard! Take a photo! Send a message to lawmakers: we need a REAL pay raise!



Laredo 9/29 - 9/30	11/2 - 11/6	Wichita Falls
Permian Basin 9/29 - 9/30	11/2 - 11/6	Dallas/Denton
San Antonio 10/5 - 10/8	11/2 - 11/6	East Texas
Houston 10/5 - 10/8	11/9 - 11/13	Victoria
Corpus Christi 10/20 - 10/23	11/16 - 11/20	Fort Worth
San Angelo 10/28	11/16 - 11/20	Abilene
Austin 10/26 - 10/30	11/16 - 11/20	Rio Grande Valley
Golden Triangle 10/26 - 10/30	11/30 - 12/04	Waco
El Paso 11/2 - 11/6	11/30 - 12/4	Northeast Texas

As events are planned, details about exact times and locations will be emailed to all Human Services members. This information will also be posted on the TSEU website. As always, feel free to contact any TSEU office or your area organizer for more information.



COPE Tour jump starts TSEU's political power



After a very difficult legislative session- where we faced attacks on our pay, benefits, state services, and our very right to organize and have a voice- it's never been clearer that state employees need more political power. TSEU's Committee on Political Education (COPE) has been focused on electing more legislators who will fight for state employees and state services and un-electing those who stand in the way of our progress. TSEU-COPE members will be heavily involved in the 2016 election cycle in order to create a political environment where we can win on the key issues affecting state employees each and every day. The first step to building that political power is to get more state workers into the union and into COPE.

To officially kick-off TSEU's 2016 political efforts, union members launched the biennial Statewide COPE Tour. The COPE Tours is a 3 month series of organizing events all over Texas, aimed at building our COPE membership and getting more TSEU members politically involved. At these events, TSEU Legislative Director Harrison Hiner and local TSEU activists gave in-depth recaps of the legislative session and laid out the frame-work for our political program moving forward.

The COPE Tour began on August 3rd, following the Statewide COPE Caucus meeting. At that meeting, 41 TSEU-COPE activists from all over Texas met in Austin to discuss plans for building our political muscle heading into the 2016 election cycle and the 2017 legislative session. The COPE Tour has rolled through El Paso, Houston, Dallas, Austin, Corpus Christi, San Antonio and the Valley; holding events at various state offices and facilities that include HHSC, DFPS, State Supported Living Centers, State Hospitals, Parole and universities. As of late September, the COPE Tour has reached its midpoint and so far has 103 new COPE members and 72 new union members have signed up!

The success so far is the direct result of union activists working together to plan organizing events and talking to their coworkers about the importance of building a strong state employee political machine. The organizing momentum generated by the COPE Tour is a step towards changing the political landscape in Texas to the benefit of state employees, retirees, and all those who rely on the services we provide.

During the COPE Tour, TSEU members also had the opportunity to formally

recognize our allies in the Legislature who worked with us this past session by presenting them with certificates of appreciation. At the Dallas TSEU Citywide barbecue, Rep. Robert Alonzo (HD 104) was recognized for his work on gaining full funding for the ERS Pension, Rep. Toni Rose (HD 110) for filing the hazard duty pay bill for frontline workers at our state facilities, and Rep. Eric Johnson (HD 100) for filing the "ban the box" bill that would help give ex-offenders a second chance through state employment. At the San Antonio Southside Happy Hour, Rep. Trey Martinez-Fischer (HD 116) was acknowledged for his role in stopping the closures of State Supported Living Centers. And recently retired Rep. Joe Farias (HD 118) was recognized for his continuous support for state employees and the labor movement throughout his 11 year tenure in the Texas House.

The COPE Tour continues to roll across Texas with remaining stops in Fort Worth, Northeast Texas, and Lubbock. Once the COPE Tour is complete, our work in building our political muscle for the 2016 election cycle will have only begun. TSEU-COPE members will be gearing up to meet with candidates and legislators, preparing for our get-out-the-vote mobilizations, and continuing to build our COPE membership. TSEU-COPE members are ready to roll up our sleeves and rack up the electoral victories!

All TSEU members are asked to help build our strength by joining COPE and getting more involved in TSEU political activities such as election work, and candidate screenings. Fill out the COPE form in this Update and send it in today or contact your nearest TSEU office for more information.

COPE presentations given in [TOP] Dallas with TSEU Organizer Anitra Patterson, [BOTTOM L-R] in Corpus Christi with TSEU Organizer Andrea Roelofs and El Paso with TSEU Political Director Harrison Hiner.





The Committee on Political Education

YES, I want to help build our political power by joining CWA COPE. I authorize TSEU to draft my account monthly for the amount that I have indicated and to forward these funds to CWA COPE.

NAME _____ SOCIAL SECURITY# _____

MAILING ADDRESS _____
STREET / PO BOX _____ CITY _____ ZIP _____

HOME PHONE (____) _____ WORKPHONE(____) _____

EMAIL _____ AGENCY/ORGANIZATION _____

IN ORDER TO PROCESS YOUR APPLICATION, YOU MUST INCLUDE A VOIDED CHECK

BANK NAME _____ BANK ADDRESS _____

ROUTING # _____ ACCOUNT# _____

DRAFT FROM (CHECK ONE) CHECKING SAVINGS DRAFT BEGINS MONTH OF _____, 20__

MONTHLY DEDUCTION AMOUNT: COPE CLUB PLATINUM QUORUM TRIPLE QUORUM OTHER AMOUNT
 \$5.00 \$10.00 \$20.00 \$30.00 _____

If dues deduction from my salary or wages becomes prohibited by law, I authorize Texas State Employees Union / CWA (TSEU) to commence and continue deducting my monthly TSEU dues from the bank or credit union account identified immediately above, in the same monthly dues amount as then on file with TSEU. (initial box at right)

INITIAL

SIGNATURE

DATE

This authorization is voluntarily made based on my specific understanding that: The signing of this authorization card and the making of contributions to CWA COPE PC are not conditions of membership in the union nor of employment with the company that I may refuse to do so without fear of reprisal.



Rep. Roberto Alonzo is recognized for his work by Dallas area TSEU members.



San Antonio area TSEU-COPE members present Rep. Joe Farias and Rep. Trey Martinez-Fischer with legislative awards





TSEU member, Professor Dr. Maria Gonzalez, delivers petitions to President Khator's office asking her to reject proposals to privatize lawn mowing services at U of H.

University privatization schemes sweep across Texas, the nation

MEMBERS SAY: "Privatization hurts our university communities," plan on fighting back!

Over the summer, numerous privatization and outsourcing plans were announced at state universities and health science centers across Texas. At UT Austin, UT MD Anderson Cancer Center in Houston, and University of Houston plans are underway to privatize many campus support services such as maintenance, food service, custodial, and landscaping. The announcements come on the heels of a string of such moves over the last few years, such as the 2012 privatization at the Texas A&M system which eliminated approximately 1,000 positions in College Station alone. Not only did a large number of employees suffer after they lost their jobs, but students also paid a price. In one semester at A&M, Compass Group subcontractor Chartwells charged students an additional \$2.7 million for meals they didn't eat. At Prairie View A&M, the maintenance and upkeep of the University is spiraling down after employees were replaced with fewer part time contractors with no benefits.

At UT Austin, university officials released a Request for Proposals this summer to contract out maintenance, custodial, and landscaping services in the new Dell Medical School office building. The new medical school is being built using \$35 million per year in local taxpayer funds after Travis County voters approved a property tax increase. Voters were promised that the new medical school would benefit the local economy by providing stable state jobs with decent benefits. By moving to turn these into poverty wage jobs, UT administrators are pulling a bait and switch on taxpayers and shortchanging the entire UT community.

At the University of Houston, TSEU members are fighting back against a plan to privatize some landscaping services on the 175-acre campus. This move is the most recent episode in the long-running trend at UH of privatizing support services in the name of cost savings. Meanwhile, \$106 million has been transferred to athletics from academics over the last 6 years while tuition and fees have risen over 27% during the same period. Just miles away, UT MD Anderson also just moved to privatize groundskeeping services.

The moves here in Texas are part of a national trend sweeping through higher

education. As public funding for state universities has been cut year after year by state legislatures, universities have responded by shifting the cost burden on to students, faculty and staff. For students, tuition, fees, and debt are skyrocketing while classroom sizes are growing. For staff, workloads are going up while pay and benefits are stagnant and the threat of job loss through privatization looms over everyone. For faculty, there are fewer and fewer tenure-track teaching positions and more and more part-time and adjunct faculty positions with no job security or benefits.

When campus services are taken over by for-profit companies, their priority is to turn the biggest profit possible, which they do by reducing employee compensation, cutting back on the numbers of staff doing the work, reducing training for new staff, and not providing pension or health care benefits. TSEU members can make a difference by organizing and mobilizing. In 2014, TSEU members at UT Austin scored a major victory in pushing university administrators to cut ties with outsourcing giant Accenture and to backpedal on their plan to eliminate 500 staff positions. When we organize our coworkers into the union, work in coalition with student groups, and build a wall of resistance against privatization, we can win.

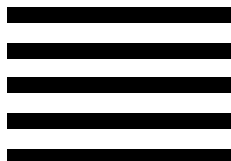
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TEXAS STATE EMPLOYEES UNION / CWA

1700 South 1st Street, Austin, Texas 78704

(512) 448-4225



T.I.N. No. 15102561097-001

SECTION A: AGENCY USE ONLY

AGENCY NAME	AGENCY#	UNIT#	FIRST ACTIVE DUTY DATE

SECTION B: EMPLOYEE INFORMATION

SOCIAL SECURITY #	NAME (LAST, FIRST, MI)		
EMPLOYEE ID #	E-MAIL ADDRESS (SUITABLE FOR RECEIVING TSEU CORRESPONDENCE)		
HOME STREET ADDRESS		CITY / STATE / ZIP	
HOME PHONE ()	WORK PHONE ()	CELL PHONE ()	
AGENCY / UNIV.	FACILITY / LOCATION		
PROG / DEPT / UNIT	JOB TITLE	WORK HOURS	



N U RR ORG: _____

SECTION C: MEMBERSHIP AND AUTHORIZATION

Membership dues and effective date of payroll deduction: the 1st day of _____, 20____
(MONTH)

- \$16 - salary below \$20,000
 \$19 - salary \$20,000 - \$25,000
 \$22 - salary \$25,000 - \$30,000
 \$25 - salary over \$30,000
 OTHER \$ _____

AUTHORIZATION: I authorize the monthly deduction from my salary or wages for membership dues to TSEU. I understand that I may revoke this authorization at any time by written notice.

EMPLOYEE SIGNATURE

DATE

I agree to comply with the rules adopted by the Comptroller concerning deductions for membership dues.

State Hospital/SSLC Caucus celebrates big victories, keeps on ORGANIZING!



In attendance at the August SSLC/State Hospital Caucus meeting were: Arthur Valdez and Juan Ramirez (SASH); Bobbie Walker and Robbie Walker (LubSSLC); Renee Ramirez and Stephanie Armendariz (EPSSLC); Carmen Duron and Rose Soto (CCSSLC); Marina Galvan (SANGSSLC); Delbert Green (BSSH); Jim Pearson (ASH); Stacy Offord (AusSSLC); David Veith (SASSLC).

After huge victories this year- stopping the privatization of Terrell State Hospital and the closure of the Austin State Supported Living Center and six other SSLC's - the TSEU State Hospital SSLCCaucus met on Saturday, August 22 to review the year and plan for the future. Thirteen members representing six SSLCs and three state hospitals met in Austin. Knowing that these attacks on our facilities will be back, we made plans to organize our co-workers into the union and make our union unbreakable and politically stronger by being active in the Unbreakable Campaign and building COPE.

The Caucus expressed interest in meeting with DADS executives to discuss ideas to recruit, retain, and boost morale of employees. DADS Commissioner Jon Weizenbaum and Assistant Commissioner for SSLC's have agreed to meet with us in October. A meeting with DSHS officials will be arranged soon.

Another, more recent victory for TSEU State Hospital/SSLC workers is the approval from the Legislative Budget Board and Governor's office to pay down all accrued FLSA overtime and a large amount of payable comp time. Critical Shortage Positions in State Hospitals and SSLCs such as Direct Care Staff, Case Workers, Medical Technicians, and Nurses will be paid comp time down to eleven hours and others will maintain theirs for future use. All employees should have all Accrued FLSA overtime paid! This is another victory for TSEU activists, who have long raised the issue through petitions and meetings with DADS and DSHS leaders and elected legislators.

Parole organizing momentum grows

Fight for pay raise and caseload standards energizes members

Building off recent victories of winning an increase in state funding for our pensions and an 8% pay raise for Parole Officers (in addition to the 2.5% across-the-board raise), TSEU members in TDCJ Parole Division are on a roll signing up 118 new members in the agency since the end of the legislative session. Across the state, union activists are building momentum to win the next fights: reducing workloads in the agency by winning caseload standards and winning a pay raise for ALL state workers, particularly clerical staff who were left out of the 8% raise.

Union density in Parole now stands at 32.9%, the highest of any state agency. The power that comes with greater levels of organization has meant big wins for Parole union members over the years, including inclusion of Parole Officers in the LECOSRF 20-year retirement plan and a career ladder with annual step increases in pay. But with so many issues still in need of fixing- such as lower caseloads- we have to keep our union growing to win what we need.



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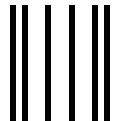
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Retiree activists strategize for COLA fight

At the September 2015 statewide TSEU ROC (Retiree Organizing Committee) Caucus meeting in Austin, retiree activists discussed the recent legislative session and newly increased funding to secure our state pensions. Plans were made for a mobilization campaign for a long overdue pension COLA for retirees, including meetings with state legislators regarding the urgency of the much needed COLA, as well as secure pensions and affordable health benefits for current AND future state retirees!

Retiree activists also discussed the organizing successes of the last year. Since 2014, retiree membership has grown by 190 members or close to 20%! That organizing success has happened because union members have consistently been talking to fellow retirees and current TSEU members who are retiring about staying active as ROC members. Caucus attendees discussed the importance of keeping this momentum going by asking every state retiree to join the union.



Attending the caucus were: Rose Egge (Houston); Miguel Torres (Lubbock); Vicky Rodriguez (El Paso); Joe Angulo (McAllen); Tina & Jose Belmares (Alamo); Aurelia Reyes, Aida Yzaguirre, Josie Garza (Brownsville); Will Rogers, Susan Bradley, Tom Herrera, Philip Mullins, Paula Everett, Leroy Haverlah, Danny Fetonte, Tim Mahoney (Austin); Janie Aguilar and Hank Leithner (Pflugerville); Linda Wilson, Leslie Cunningham, (San Antonio); Edna Wiley (Fort Worth); Phil Lynch (Denton); Sue Ann Ruth, Anitra Patterson (Dallas).

TSEU EXECUTIVE BOARD

- **Judy Lugo** (HHSC, El Paso) President
- **Seth Hutchinson** (TSEU Austin) Vice President
- **Joanne Day** (DSHS, Austin) Secretary
- **Anthony Brown** (DADS, Houston) Treasurer
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- **Arthur Valdez** (DSHS, San Antonio) Region 2
- **Yvette Sherman** (FPS San Angelo) Region 3
- **Micah Haley** (TDCJ, Dallas) Region 4
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- **Debra Coleman** (DADS/Brenham) Region 6
- **Samm Almaguer** (TWC, Houston) Region 7
- **Anne Lewis** (UT-Austin) Region 8

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- Joe Montemayor, Lead Organizer
- Santos Hernandez, Organizer
- Manuel Ramirez, Organizer
- John Pena, Organizer

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FPS Caucus mobilizing for success!

TSEU members from FPS met on Saturday, September 19th in Austin to review the fallout from the legislative session, and to plan organizing and mobilizing strategies for the upcoming months. As with all state services, the final budget approved by law makers demonstrates that the services we provide are not a priority with law makers. Instead of acting to reduce employee turnover by reducing caseloads and improving pay, internal adjustments, realignments, and name changes will be made.

Our work to change this begins with our coworkers on the sidelines, and members at the meeting committed to work to involve more current members in building the union and discussed ways to reach non-members. Plans were also made to meet with more legislators that have shown an interest in improving our agency.



At the FPS Caucus meeting (not all are pictured): Yvette Sherman (San Angelo); Sonia Samples, Jim Funk, Ray Kirsch (San Antonio); Joy Terry (Dallas); Cindy McCadney, (Ft. Worth); Stephanie Diaz (Aransas Pass); Michelle Copeland, Sheryl Ross, Amy Zachmeyer (Houston); Joanna Duran (El Paso); Susan Rial (Arlington); Helen Velasquez, Viola Waters (Victoria)



TEXAS STATE EMPLOYEES UNION

Communications Workers of America
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TSEU President's activism recognized



Judy Lugo, President of TSEU and 36-year veteran of HHSC, was honored recently by the El Paso Central Labor Union for her service and dedication to the labor movement. The El Paso AFL-CIO affiliate presented her with their Labor Advocate award in recognition of her years of tireless activism and dedication to organizing state workers.



Members honor three TSEU leaders for service to the union, state employees



Janice Zitelman



Philip Mullins



Yoly Griego

Long-time TSEU activists Yoly Griego (HHSC El Paso), Philip Mullins (Retired- UT Austin), and Janice Zitelman (Retired APS- Kerrville) all received the union's Distinguished Service Award in recognition of their years of dedicated service to state workers and retirees on the Boards of Trustees of ERS and TRS.

Janice Zitelman was the first TSEU member ever elected to the ERS Board of Trustees. She served from 1989-2001. Yoly Griego has been TSEU's voice on the same Board since being elected in 2003. She chose not to run for a third term. Her seat will be filled by another TSEU activist, Ilesa Daniels (Houston HHSC), elected this past year. Philip Mullins was the first TSEU member elected to the TRS Board of Trustees. He served from 2005-2011.