



# TEXAS STATE EMPLOYEES UNION UPDATE



VOL 36, NO.1

COMMUNICATIONS WORKERS OF AMERICA, LOCAL 6186 / AFL-CIO

JANUARY 2017

# T S E U UNBREAKABLE



*Have you done your part to keep our union UNBREAKABLE?*

**TSEU's Unbreakable form and more details - page 12**

# They want to CUT We want a RAISE

Negative economic forecast used as rationale for cutting already strapped budgets

*... lawmakers point to declining state revenue due to the dip in oil and gas production, and decreasing revenue from the state sales tax.*

leaders warned of the dire consequences of cutting their budgets as they would be forced to reduce staff positions for key services. Meanwhile, state universities would be forced to shift more of the financial burden onto students in the form of higher tuition and fees.

The budget instructions from the three state leaders set an initially negative tone for the 2017 Legislative Session. Many state lawmakers are pledging more austerity- budget cuts for workers and the poor, and more tax cuts for the wealthy. As justification, those lawmakers point to declining state revenue due to the dip in oil and gas production, and decreasing revenue from the state sales tax.

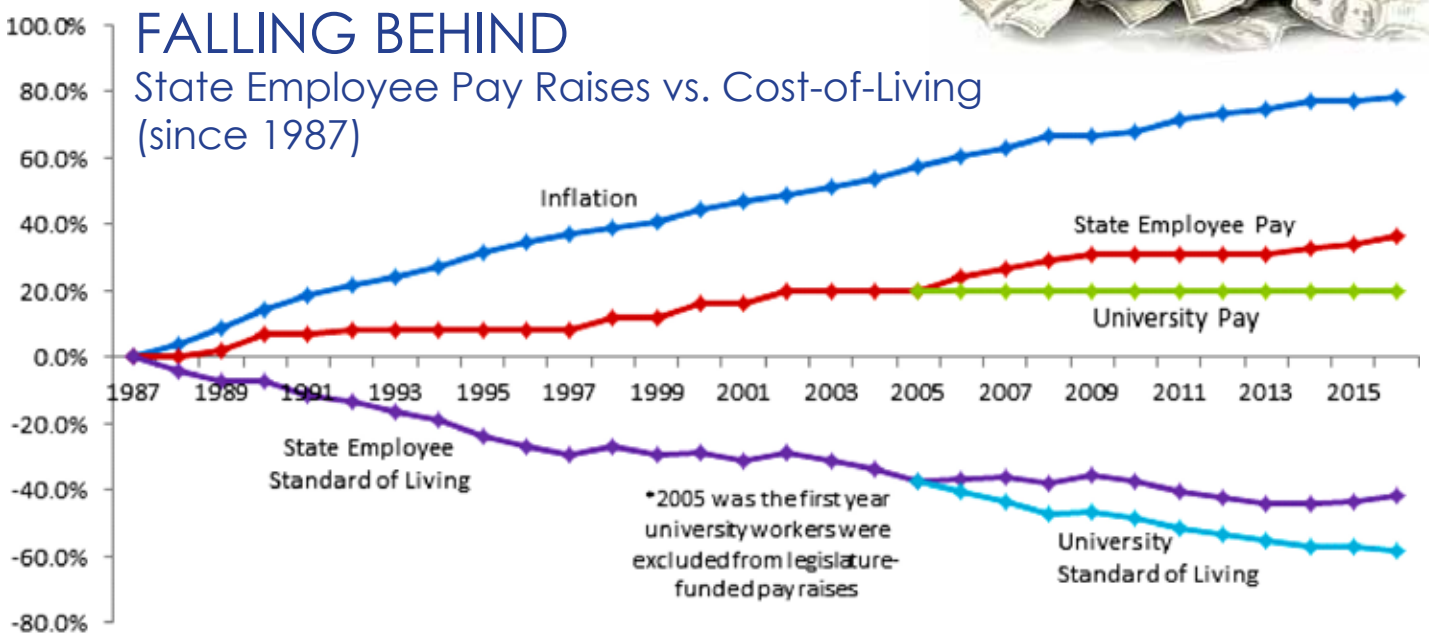
The same lawmakers who vow austerity in the coming legislative session refused to increase state funding and pay in the 2015 session, when the budget outlook was much rosier and the state had a projected surplus of \$18 billion. Back then, instead of investing in the future of our state by providing desperately needed increases in pay, funding, and staffing levels in agencies and universities, lawmakers chose to spend \$3.8 billion on tax cuts, which largely benefited big businesses and the wealthy.

Now we see the consequences of those actions- a tighter budget outlook and a crisis in key state services overwhelmed by the unmet needs of millions of Texans. But despite that tighter budget outlook, the state is projected to still have \$10 billion in our Rainy Day Fund going forward. This fund was projected to be even higher, before legislators decided to tap the fund during the 2015 session in order to increase funding for roads and infrastructure.

Some lawmakers are even discussing spending money on additional tax cuts for corporations and the wealthy in 2017. Cutting taxes permanently would only further limit the resources Texas has available to invest in state services and education, making a bad situation even worse. Someone needs to tell those politicians the first rule of getting out of a hole: stop digging!

## The money's there, we need our share

Budget surplus of \$15 benefited big business, wealthy; meanwhile, 'Rainy Day Fund' continues to grow



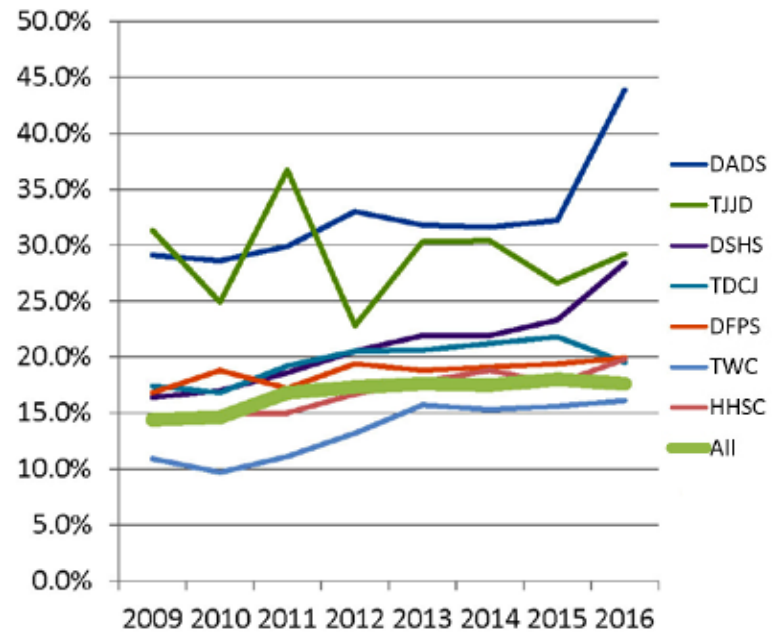
# Looming Disasters

The crisis in CPS that dominated headlines for much of 2016 was one that could have been prevented long ago if lawmakers had listened to TSEU members and moved to increase pay and decrease workloads. And if Texas wants to stop the next crisis in state services before it happens, legislators must listen to union members and increase staffing levels and pay across-the-board in the next budget.

The problems are ones that we on the front lines of state services are all too familiar with. Stagnant pay, combined with a rising cost of living, has led to higher and higher turnover rates in state agencies. Flat budgets in state universities and agencies have created a situation where there is too much demand for state services with not enough state workers to meet the needs of a booming population. As workloads and turnover increases, the quality of the services we are able to provide our clients, consumers, residents, patients, and students is getting worse and worse.

For most retired state employees, the situation is just as bad. Having gone without a cost-of-living increase in their pensions since 2001, retirees are questioning how serious the state is when it promises a secure retirement as a benefit.

Turnover in the state's largest agencies has been steadily climbing year after year ↴



## Taking our issues to our elected officials

We've spent billions on roads and border security, now it's time to prioritize the state's HUMAN infrastructure

Despite the threat of the budget-slashers having their way again, there are some positive signs that some lawmakers are starting to listen to TSEU members on these issues. Because of the pressure brought to bear on legislators by union members in CPS and a coalition of advocacy organizations, the Legislative Budget Board approved emergency spending to provide increased staffing levels and targeted pay raises in the beleaguered agency. Some lawmakers have signaled that they may be willing to find the money for additional priorities as well. It's up to us, as state employee union members, to make sure that legislators know exactly the priorities and needs of our state.

TSEU is now calling on legislators to tap the Rainy Day Fund to meet the immediate needs of our state's human infrastructure, and find new sources of revenue to meet those needs long into the future. Just as they were willing to spend billions on roads and border security in the last session, they must secure our state's economic well-being and protect the most vulnerable among us. To achieve this, state leaders can and must increase our salaries and our pensions, and increase funding and staffing levels in state agencies and universities across Texas. The well-being of every Texan depends on it.

## THROUGH ORGANIZING, STATE EMPLOYEES CAN WIN!

1. We can't win a pay raise if our union is broken. Make our union Unbreakable by signing the COPE form and bank draft authorization on page 12.
2. Join TSEU or ask a coworker to join the union. Use the form on page 8.
3. Come to TSEU's Lobby Day on Wednesday, April 12<sup>th</sup>. Reserve your spot on the bus by buying your ticket; details and ticket on page 9.

# One step forward in staffing, pay raise fight

Organizing pressure pays off for CPS members - TSEU to continue fight until pay raises for all are approved

On December 1<sup>st</sup>, the Legislative Budget Board (LBB) approved a DFPS request for targeted pay raises and additional staff. The job titles for the pay raise are below. It remains unclear how the pay raises are going to be implemented for employees who have recently changed job titles, and whether it will be applied to an employee's base pay. All pay raises should be immediate, and across-the-board. Doing it any other way undermines the goal of the emergency pay raise, namely, to address rampant turnover and short-staffing because of frustration and dissatisfaction with agency leaders.

Despite the problems with implementation, the targeted raises

are a much needed, large step towards lowering the employee turnover rate in the agency, and are happening largely because of the pressure brought to bear on legislators and agency officials by the union and a coalition of advocacy organizations. However without a truly across-the-board pay raise that includes all staff in the agency, the turnover crisis will simply shift to other parts of the agency and to other positions. TSEU members will continue to lead the fight to include ALL staff in a meaningful raise during the legislative session. The exclusion of staff in APS, CCL, and RCCL, as well as support staff in CPS- from HST's and

Administrative Assistants, to Contracting Specialists, Day Care Coordinators, and Intake Specialists- undermines the critical role of all FPS employees in serving and protecting vulnerable Texans.

## Learning From the Past

It will be all too easy for elected officials to wash their hands of the crisis facing DFPS because of the approval of the targeted raises. Some will likely claim nothing else needs to be done since the raises "fixed" the agency. This is what happened following the last legislative attempt to reduce turnover via pay. Following a series of high profile tragedies, in 2005, legislators funded the \$5,000 stipend for investigators to address the out-of-control turnover rate in CPS Investigations. The stipend didn't reduce turnover because workloads remained at unsafe levels. It also caused an exodus from other parts of the agency as employees transferred to get the stipend. This caused caseloads to spike in other programs because of the vacancies. If state leaders don't address the needs of the whole agency during the session, the same set of unintended consequences could happen again, despite the targeted raise and new positions.

## Preparing for What's Next

The budget for the next biennium (FY 18-19) will be finalized by Legislators during the next legislative session, running January 10<sup>th</sup> to May 30<sup>th</sup>. TSEU members will be leading the fight for caseload standards, a real across-the-board pay raise, and against privatization. Low pay and high caseloads are clearly obstacles to quality services. While the emergency funding for targeted raises and more staff are positive steps towards addressing the problems in our agency, legislators should not wait for the next tragedy to grab headlines. Members will be working to hold legislators accountable and asking them to take action to prevent the next crisis.

### PAY RAISES APPROVED BY LBB

**Caseworker raises in following programs receive an additional \$1,000 / month Supervisor raises, an extra 20% / month**

- Conservatorship
- Foster and Adopt
- Family Based Safety Services
- I See You
- Investigation
- Kinship
- Special Investigator
- Preparation for Adult Living
- Central Placement Units

**Administrator raises for titles listed below get additional 10% / month**

- Program Director
- Program Director (SIs)
- Program Administrator
- Assistant Regional Director
- Deputy Regional Director
- Regional Director

### ORGANIZING ROUND-UP



Recently, three new HHSC Del Rio staff members joined, bringing that office to over 60% union. [L-R] Melissa Cruz, Mario Aguirre, Olga Ramos and Dalia Rivera



[ABOVE] Organizing efforts in San Antonio begin with a strong area Organizing Committee. Our monthly meeting allows members and retirees from a range of agencies to come together. [TOP LEFT] The Pickwell building has seen a sharp increase in membership and enthusiasm; [BOTTOM LEFT] while members at SA SSLC show their TSEU-pride during a recent picnic.

# "TJJD Workers DESERVE 20-Year Retirement"

Injury and turnover rates warrant inclusion - TJJD union members take message to lawmakers

This last November, TSEU members Cora Bennett (Case Manager- Mart), Demetrius Waples (JCO Supervisor- Mart), and Abel Martinez (Lead Trainer, Evins) testified before the House Pensions Committee on the need to include TJJD JCO's and Case Managers in the LECO 20-year retirement fund. Lawmakers visibly reacted to the moving stories about the

Watch the hearing at: [http://tchouse.granicus.com/MediaPlayer.php?view\\_id=37&clip\\_id=12400](http://tchouse.granicus.com/MediaPlayer.php?view_id=37&clip_id=12400)

TSEU testimony begins at the 58:40 minute.

frequent injuries and assaults that TJJD staff have to endure in order to do our jobs.

The testimony highlighted the wear and tear on TJJD staff bodies

after years of physically restraining aggressive youths, and the need to allow us to retire earlier because so many of us get worn down with the work. Under the current pension rules, new staff coming to work for the state cannot retire with full benefits until they are at least 62. With the LECO 20-year retirement plan, the minimum age would drop to 57 (with 20 years of service) and include a bigger pension once retired. The members' testimony highlighted the fact that TJJD employees suffer from one of the highest injury rates of any state agency, higher than TDCJ, DPS State Troopers, and Parks and Wildlife; all of which agencies have employees included in the LECO retirement fund.

## Injury frequency rates for TJJD as compared to agencies currently participating in LECOSRF

AGENCY	2013	2014	2015
<b>Juvenile Justice Dept. (formerly TYC)</b>	<b>15.8%</b>	<b>18.7%</b>	<b>19.7%</b>
Department of Criminal Justice	4.6%	4.6%	4.6%
Department of Public Safety	4.4%	4.5%	4.7%
Alcoholic Beverage Comm.	3.2%	2.4%	2.2%
Parks and Wildlife Department	3.4%	3.9%	5.6%

*data collected from the State Auditor's Office*

## Turnover rates for TJJD as compared to agencies currently participating in LECOSRF

AGENCY	2013	2014	2015
<b>Juvenile Justice Dept. (formerly TYC)</b>	<b>30.3%</b>	<b>30.4%</b>	<b>26.6%</b>
Department of Criminal Justice	20.6%	21.2%	21.8%
Department of Public Safety	9.1%	10.5%	10%
Alcoholic Beverage Commission	12.8%	8%	10.9%
Parks and Wildlife Department	10.3%	9.7%	10.7%

*data collected from the State Auditor's Office*

Another key point touched on by TSEU's testimony is turnover in TJJD is higher than other state agencies. Including case managers and JCO's in the 20-year plan would be a great recruitment and retention tool to bring down turnover, increase safety on the job, and provide better outcomes for the youths in TJJD.

During the hearing of the Pensions Committee, union members also stressed the issue of fairness. TDCJ corrections officers, case managers, and parole officers are all included in the 20-year retirement plan. They have essentially many of the same responsibilities and requirements that TJJD staff have, but with lower turnover and lower injury rates. Legislators on the Pensions Committee expressed sympathy for the stories they heard, but whether or not they take action on this issue in the coming legislative session will depend on how much TJJD union members are willing to organize and mobilize to make it happen. In addition to the TSEU members who testified in favor of expanding the LECO fund, lawmakers also heard from several organizations who advocated for not allowing any additional employees into the retirement plan until the fund was 100% funded. ERS has estimated it would cost \$102 million to get the fund back up to full funding. The state has the money to make this happen. We as union members must make it a priority for them in the 2017 legislative session.



[ABOVE] At Denton SSLC, activists look for any opportunity to get union information to co-workers. TSEU activist Francisco Santillan, catches a passing employee between shifts.



Workday picnics at [LEFT] UT Arlington and [BELOW] Rusk St. Hosp. brought in new members and increased union awareness campus-wide.



### Celebrating the holidays - TSEU style!

Our TSEU holiday event schedule included parties at each of our main offices in Austin, Dallas, Houston, San Antonio, and Harlingen PLUS some regional parties in Terrell, Denton, Arlington, Laredo, and Edinburg. These annual union events brought together hundreds of fellow TSEU members!

# Retirees need a pension increase

## NOW!

Letter-writing campaign still in full swing -  
Have you written to your elected officials - DO IT TODAY!

TSEU members of the Retirees Organizing Committee (ROC) are fighting for a long overdue pension increase for state retirees receiving both ERS and TRS pensions. It has been more than 15 years since ERS retirees have received any cost of living adjustment (COLA) in their pensions, while the cost-of-living has increased more than 30% in that time.

According to state law, public pension funds must be considered “actuarially sound” before paying out pension increases. The problem is that the state has consistently underfunded the ERS pension, leaving it short by billions of dollars. However, TSEU worked with lawmakers in 2015 to pass House Bill 9, increasing the state’s contribution to 10% of employee pay (its highest level ever). This boost in funding set ERS on a path to actuarial soundness. Unfortunately, at current funding levels it will take years before ERS is fully sound and can pay out a COLA to retirees. Additional funding will be necessary to cover any pension increases for retirees. TSEU-ROC members will be leading the fight for that funding a COLA in the 2017 session.

In fact, retiree union members have already been campaigning throughout 2016 for the COLA by testifying at legislative hearings, meeting with legislators in their district offices around the state, and writing letters to the Texas House Appropriations Committee urging them to support this long overdue pension increase.



It is not too late to write YOUR letter explaining why the pension increase is urgently needed

Hearing from hundreds of retirees from across Texas is essential, and pressure from constituents and voters is effective! Send your letter explaining why you need your pension to be increased to:

- Texas House Appropriations Committee  
Attn: Malika Te / P.O. Box 2910 / Austin, TX 78768
- Also, send a copy to your State Representative; and please share a copy of your letter with TSEU.

Questions, contact TSEU-ROC organizer Anitra Patterson at: [apatterson@cwa-tseu.org](mailto:apatterson@cwa-tseu.org) or (214)942-4305.

## State Retirees have influence, numbers

Retirees and beneficiaries number MORE than 104,000 in ERS and 377,000 in TRS - that represents a LOT of voters and taxpayers in our state economy. Encourage other state retirees to join TSEU ROC! We must organize and mobilize to defend what we’ve earned and WIN this pension cost of living adjustment for all state retirees in both ERS and TRS.

*[LEFT] Jackie Dickerson (standing), TSEU’s candidate for the ERS Board of Trustees, meeting with TSEU retiree activists in Arlington/Fort Worth. All are fired up to get out the RETIREE vote for Jackie!*



TSEU ROC (THE RETIREE ORGANIZING COMMITTEE)

# TAKE a STAND for our Health Care and Pensions

The boards of trustees of the Employees Retirement System (ERS) and of the Teacher Retirement System (TRS) are responsible for the management of the pension and health care systems for 290,000 state employees and their dependents and about 253,000 retirees. Over the seventy-year history of these systems, most trustees have been high-ranking officials or upper management. It makes a difference when front-line state employees bring their experience and perspective to these boards, and TSEU has worked since 1989 to elect trustees who will stand up for front-line employees.

As legislators increasingly target state employee benefits in plans to slash spending, we need ERS and TRS board members who are willing to stand up to the politicians and demand adequate funding, not cuts, for our pension and health care plans.

**E**RS, or the Employees Retirement System, controls the pension plan for about 146,000 agency employees and about 104,000 retirees. It also runs the health care plan for all employees, dependents, and retirees of state agencies and of the universities outside the UT and A&M systems. The ERS Board makes the final decisions in the operation of these plans. It is made up of six members: three are elected directly by active employees and retirees. One of these positions comes up for election every other year. The other three positions are appointed by the Governor, the Speaker of the Texas House, and the Chief Justice of the Texas Supreme Court. Currently, union member Ilesa Daniels serves on the ERS Board. She was elected in '15. In 2017, we have the chance to elect Jackie Dickerson and double our voice and power on the Board!

## JACKIE DICKERSON

FOR ERS BOARD OF TRUSTEES

### BACKGROUND:

26 year state employee  
Currently at TDCJ Parole Division as Region II Director  
Previously worked at HHSC in eligibility services  
TSEU member/activist since 1991



### PLATFORM:

Push for increased state contributions to our health care plans and pension fund  
Oppose any attempts to convert our pension plan to a 401(k) style plan  
Oppose high-deductible, consumer-driven health plans that undermine our benefits  
Support continued responsible investing to strengthen our pension fund  
Be accessible to assist state employees with health care and pension issues

### ELECTION DETAILS:

Nominating period: January 2 - Feb 1  
Voting period: March 10 - April 14



More details at [www.cwa-tseu.org](http://www.cwa-tseu.org)

**T**he Teacher Retirement System controls the pension plan for about 130,000 university employees, along with local school district employees. It also provides a health plan for some school district employees and retirees. The TRS is governed by a nine-member board of trustees. The members of the TRS board are selected in a complex system, with nominees for some positions being elected by various constituent groups and the governor making final appointments.

This will be the first TRS board election in which there is no seat reserved for a member representing higher education. A few years ago, lawmakers changed Karen Charleston's seat from one reserved for higher education employees, to an open seat, effectively stripping higher education employees of their voice on the board. TSEU is currently working to restore that seat as a reserved seat for higher education while we fight to re-elect Karen Charleston to the seat.

## KAREN CHARLESTON

FOR TRS BOARD OF TRUSTEES

### BACKGROUND:

28-year employee, PVA&M  
Current TRS Board member. On Resolutions Committee for the Natl. Council of Teachers' Retirement, Chairperson: Risk Committee  
Member of National Association for Multi-cultural Education  
TSEU member/activist since 2002



### PLATFORM:

No cuts in our TRS pension plan. There will be no raiding of our TRS pension fund  
Base TRS investment decisions on sound economic principles and not on politics  
Full state funding for the pension system  
State funding for a much-needed cost of living increase for TRS retirees  
Keep our pension plans sound, secure: no conversion to risky 401(k) style plans

### ELECTION DETAILS:

Nominating period goes until January 20.  
Voting period: March 15 - May 5.



Setting the table for state employee **VICTORY** in 2017

# GENERAL ASSEMBLY

OCTOBER 2016  
AUSTIN, TX



Every two years, the TSEU General Assembly brings together elected delegates from every part of the state to adopt our union's political/legislative and organizing programs and to make the decisions that will guide TSEU for the next two years. In 2016, over 150 activists, elected by fellow TSEU members as delegates, met in Austin for our General Assembly on October 14-16. They came from multiple state universities, over a dozen state agencies; retirees; and several private employers.

General Assembly always begins with an action. This year, we marched in front of the state capitol to launch our campaign for a REAL pay raise for all state workers and retirees, and to protect benefits while improving services.



[l-r] TSEU organizer Missy Benavidez, CWA's Brooks Sunkett and TSEU Executive Board member Arthur Valdez.

After the rally, delegates heard a report on TSEU's political program and the importance of joining COPE, as well as an inspiring speech from CWA Public Sector Vice President Brooks Sunkett.

A major task of General Assembly is adopting the organizing and political programs. Sector caucuses also met and adopted legislative goals specific to their issues; a summary of those and TSEU's overall legislative agenda are listed at right.



Delegates selected our candidates for the 2017 ERS and TRS Boards of Trustees elections and started planning the mobilization required to win. TSEU's ERS candidate will be Jackie Dickerson (Region II, TDCJ Parole) while Karen Charleston (PV A&M) is seeking reelection to the TRS Board. *Find more ERS/TRS election details on page 5.*



Jackie Dickerson, TSEU's candidate for the ERS Board of Trustees, address the assembly

On Saturday afternoon, delegates watched a short film of our last Lobby Day in 2015, created by TSEU Board Member Anne Lewis (UT Austin). DVD copies of the 20-minute video are available from your area's delegate or organizer; the full video is posted on the Lobby Day page of the TSEU website (under 'EVENTS'). Attendees at the General Assembly also discussed our next Lobby Day coming up on April 12, 2017, and made plans to mobilize thousands of state workers and allies to attend. *Find more on Lobby Day 2017 details along with your Lobby Day ticket on page 9.*



[l-r] TSEU e-board member Anthony Brown and CWA District 6 Vice President Claude Cummings

At the Saturday night banquet, a bevy of awards were given for on-the-job organizing excellence. Delegates, members and guests were treated to speeches by Texas AFL-CIO President John Patrick, CWA District 6 Vice President







Larry Cohen, former CWA National President, with TSEU president Judy Lugo

Claude Cummings, and Larry Cohen, former president of CWA. The Saturday night dance party followed the banquet and a great time was had by all.

On Sunday morning, after a moment of silence was held for TSEU members who passed away in the last two years, delegates took care of final business and concluded the 2016 General Assembly with the singing of our union movement's

anthem, Solidarity Forever. Thanks to all members, TSEU staff, invited guests, family, hotel staff and others who came together to make this a very memorable and productive General Assembly!



# TSEU OVERALL AND CAUCUS-SPECIFIC LEGISLATIVE GOALS

## 'ALL' STATE EMPLOYEE GOALS

- Fund a minimum \$6,000/year or \$500/month raise for every state employee as a "down payment" on the full amount it would take to restore state employees' standard of living. Include all university workers in the across-the-board raise for all state employees.
- Ensure quality, affordable health care and secure pensions for state employees, retirees, and their dependents, including domestic partners.
- Examine major outsourcing contracts and cancel those that are not meeting expectations. Devote resources saved to strengthen state services and higher education.
- Fully fund ALL state agencies and universities.
- Preserve, expand state employees' rights to justice on the job.

## ST SUPPORTED LVNG CNTRS / ST HOSP CAUCUS

- Full funding, across the board raises, feasible career ladders for all
- Full funding for peer support classifications at all state hospitals
- Paid time off for educational leave, to include any state career path
- Union representation at all discussions, proposals, and recommendations for consolidations, construction, and expansion of SSLC and state hospital facilities
- Adequate staffing to meet all level of care needs

## TEXAS WORKFORCE COMMISSION CAUCUS

- Full funding and staffing levels for TWC/ DARS. Maintain quality services to disabled community- no privatization
- Re-implement step increases for TWC staff- no reclassification of positions
- Hold Workforce Boards accountable for services they are mandated to provide, i.e. Rapid Response

## UNIVERSITY CAUCUS

- Fund university employee pay increases
- Restore the higher education seat on the TRS Board of Trustees
- Stop the privatization of campus services

## FAMILY PROTECTIVE SERVICES CAUCUS

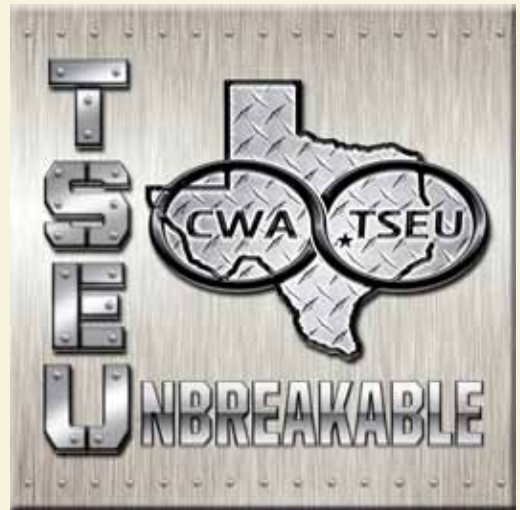
- Adopt the same caseload standards recommended by NAEYC, NAAPSA, CWLA, and TDPRS. Decrease wait time at State-wide Intake to an average of 5 minutes
- Stop staff turnover and retain staff by funding health care benefits and continuing to fund retirement benefits, across-the-board pay raises, payment of overtime compensation, compensation for bilingual and interpretive staff and level of education by establishing an effective career ladder for all staff, and job parity for CCL staff
- Restore funding for client services and stop the privatization of FPS programs protecting children and adults

## TEXAS JUVENILE JUSTICE DEPT CAUCUS

- Stop closures, lay-offs, and privatization in our agency
- Include JCO's and Case Managers in the LECOSRF 20-year retirement plan
- Full funding for staff at TJJD

## PAROLE CAUCUS

- Push for full funding of the legislatively mandated 60-to-1 caseload ratio
- Target \$6,000 across-the-board pay raise for support staff and Parole Officers



## RETIREE CAUCUS

- Because there has been no pension increase in more than 15 years, enact pension increases for ERS and TRS that reflects the increase in the cost-of-living since 2001
- Make an immediate cash infusion in the state pension funds. Provide ongoing cost-of-living increases to pension recipients
- No cuts to retiree health care benefits, and no conversions to defined contribution plans for either pensions or health care

## HUMAN SERVICES CAUCUS

- Stop any further privatization of Human Services programs
- Increase oversight of all HHSC contracts,
- Oppose closures and maintain all current numbers of HHSC and DADS offices
- Increase staffing to deal with both existing and projected growth
- Enact an across-the-board career ladder

## AMALGAMATED CAUCUS

- Insure better access to state agencies to protect speech and assembly rights for state employees
- Develop career ladders for all employees
- Preserve longevity pay

TICKETS  
★ ON ★  
SALE

SPONSORED BY ★ ★ ★ ★ ★ ★ ★ ★ ★ ★  
TEXAS STATE EMPLOYEES UNION

BE THERE!

A REAL PAY RAISE   Affordable Healthcare   Quality State Services   Protecting our Pension   Stopping Privatization

# LOBBY DAY 2017

STATE  
CAPITOL  
AUSTIN, TX

WEDNESDAY  
★ APRIL 12 ★

[www.cwa-tseu.org](http://www.cwa-tseu.org)

More details including online ticket purchase at the EVENTS tab  
or detach ticket below, return it along with applicable fees to your nearest TSEU office or your local TSEU organizer.

*Lobby Day is our chance to take a stand for the future of Texas and for our jobs!*

It is a critical part of our ongoing fight for economic and social justice for state workers and citizens. We will meet at the Capitol lawn, march, rally, and then meet with our legislators and present them with our program. On April 12<sup>th</sup>, TSEU is calling for a massive show of strength to tell the Legislature that we will fight to restore funding for public services, protect state employee benefits, and win a real across-the-board raise. Everything is at stake: our jobs, our pensions, our health care, our pay, and the services we provide.

*WE NEED YOU TO BE THERE!*

**BUY YOUR TICKET TODAY!**  
\$15 includes your registration, lunch and a bus ride to and from Austin from just about anywhere in Texas. Attendees from the Austin area pay \$8 which includes registration and lunch only.



Make checks payable to: TEXAS STATE EMPLOYEES UNION. Give completed ticket and payment to your organizer or mail to: TSEU (LOBBY DAY), 1700 SOUTH 1<sup>ST</sup> ST, AUSTIN 78704

**PRICES:**

AUSTIN-AREA (REGISTRATION LUNCH)	\$8.00	<input type="checkbox"/>
OUTSIDE AUSTIN (REGISTRATION, LUNCH, TRANSPORTATION)	\$15.00	<input type="checkbox"/>
RESERVE YOUR LOBBY DAY T-SHIRT    SIZE: _____	\$12.00	<input type="checkbox"/>

NAME \_\_\_\_\_ \$ AMOUNT ENCLOSED \_\_\_\_\_

HOME STREET ADDRESS \_\_\_\_\_ CITY \_\_\_\_\_ STATE \_\_\_\_\_ ZIP \_\_\_\_\_

PHONE \_\_\_\_\_ EMAIL \_\_\_\_\_

AGENCY/ORGANIZATION \_\_\_\_\_ LOCATION \_\_\_\_\_ TSEU ORGANIZER (IF APPLICABLE)   HOUSE DIST \_\_\_\_\_ SENATE DIST \_\_\_\_\_



# TEXAS STATE EMPLOYEES UNION / CWA

1700 South 1<sup>st</sup> 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	
<b>Membership dues and effective date of payroll deduction: the 1<sup>st</sup> day of _____, 20__</b> (MONTH)	
<input type="checkbox"/> \$16 - salary below \$20,000 <input type="checkbox"/> \$19 - salary \$20,000 - \$25,000 <input type="checkbox"/> \$22 - salary \$25,000 - \$30,000 <input type="checkbox"/> \$25 - salary over \$30,000 <input type="checkbox"/> OTHER \$ _____	
<b>AUTHORIZATION:</b> 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.	

## Highlighting agency-specific issues - BUILDING FOR LOBBY DAY 2017

# 'MINI' LOBBY DAYS

The TSEU caucuses bring together members from major agencies and universities, and retired members, within TSEU. The caucuses coordinate organizing strategy and work on issues specific to the caucus. These issues are refined and finalized by member delegates from those agencies during General Assembly. Caucus legislative goals are on page 8.

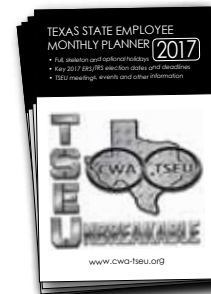
Most caucuses organize a Mini Lobby Day at some point in the legislative session. During the mini lobby days, caucus activists from around the state will meet in Austin. After a brief lobbying strategy session, caucus members will go to the Capitol to visit legislators about key caucus issues as well as on TSEU's broad issues. These lobbying efforts help to shine a light on issues that are specific to one agency. They also give TSEU members a presence in the capitol while allowing legislators and staff to get to know us. The enthusiasm of members and elected officials all help to build momentum for the main State Employee Lobby Day on April 12, 2017 (see more on page 9).



TSEU's Human Services Caucus is fired up and ready for their 'Mini' Lobby Day on March 1, 2017; along with our 'BIG' Lobby Day on April 12, TSEU members will be a frequent sight at the capitol this next legislative session!

**MINI LOBBY DAY SCHEDULE**  
 RSVP is required. If interested, please contact your organizer or the Austin, TSEU office

- FEBRUARY 8 - **UNIVERSITIES**
- FEBRUARY 9 - **TWC**
- FEBRUARY 15 - **FPS**
- FEBRUARY 22 - **TJJD**
- MARCH 1 - **HUMAN SERVICES**
- MARCH 8 - **SSLC'S/ST HOSP**
- MARCH 22 - **PAROLE**
- MARCH 29 - **RETIREE**
- APRIL 12 - **LOBBY DAY**  
 ALL agencies, universities, and retirees! more on page 9



Keep up with what's going on!

**2017 TSEU POCKET CALENDAR**

This pocket calendar has a listing of all state employee holidays including full, skeleton, and optional holidays; along with TSEU dates for COPE meetings, Lobby Day, mini-Lobby Days and more!

A limited supply of our calendars will be available in late December/early January. Call any TSEU office to reserve yours!

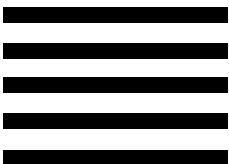
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