



TEXAS STATE EMPLOYEES UNION UPDATE



Vol. 36, No. 2 COMMUNICATIONS WORKERS OF AMERICA, LOCAL 6186 / AFL-CIO May 2017

As the 2017 Legislative session comes to a close. . .

. . . there is still time for things to

**change,
but here's
where
we are
NOW:**



The Texas State Legislature's decisions have major impacts on every aspect of being a state employee or retiree. From our pensions and pay checks to staffing levels and workloads - the Legislative session is where we stand to win or lose on our issues every two years. The '17 Legislative session will end in June, and assuming there is no Special Session called by the Governor, what's decided there will determine our working conditions, our pay, and our ability to deliver quality state services to the millions of Texans who depend on us.

Throughout this Legislative session, thousands of TSEU members have been active in fighting for our issues. Whether it was by attending one of our Mini-Lobby Days (pictured throughout this UPDATE) or our 'main' Lobby Day, held this past April 12 (see pages 5, 6), or by sending in a pay raise postcard, visiting their representative's office, testifying on a bill, or calling their legislator on one of our issues - TSEU members have been active in the fight for good jobs, a secure retirement, and quality state services every day of this Legislative Session!



The 'state' of the State Budget

The state's budget plan for the next two years is crucial for state workers, retirees, and state services. If we are going to win an across-the-board pay raise, it must be in the budget. If our pensions and health care benefits are going to be fully funded, it will be through the budget. If we want our workloads to go down and staffing levels in our agencies and universities to go up, we must win more funding in the budget.

Heading into the final month of the 2017 legislative session, legislators from both the House and the Senate will be debating the final version of the budget in a conference committee with just five state representatives and five state senators on it. They are Rep. John Zerwas (Chair; R-Fort Bend), Rep. Oscar Longoria (Vice-Chair; D-Mission), Rep. Trent Ashby (R-Lufkin), Rep. Sara Davis (R-Houston) and Rep. Larry Gonzalez (R-Round Rock). On the Senate side, the conferees include Sen. Jane Nelson (Chair, R-Flower Mound), Sen. Juan Hinojosa (Vice-Chair; D-Corpus Christi), Sen. Joan Huffman (R-Houston), Sen. Charles Schwertner (R-Georgetown), and Sen. Lois Kolkhorst (R-Brenham).

The conference committee will be meeting throughout May to reconcile the differences between the House and Senate budgets. The House budget spends \$218.1 billion and includes \$2.5 billion from the Rainy Day Fund. The Senate version of the budget spends \$217.7 billion but includes an accounting trick to delay a \$2.5 billion payment to the Transportation fund instead of tapping the Rainy Day fund.

Both versions of the budget fully fund health care and retirement benefits for state employees and retirees. However, neither the House nor Senate budgets include an across-the-board pay raise for state workers.

To address the crisis in Child Protective Services, both the House and Senate budgets increase funding to DFPS by \$430 million. Both budgets neglect to fund Medicaid cost growth which is estimated to be \$1.75 billion in state revenue. The Senate budget also includes \$1 billion to renovate state hospitals.

All in all, the more than \$5 billion in tax cuts passed in the 2015 legislative session are having a negative impact on state employees and state services. While the legislature is increasing funding to address critical needs in CPS and state hospitals, other state agencies and universities have been neglected. Pay remains low and workloads remain high in most state agencies, and tuition continues to skyrocket in our universities. For the most part, the Legislature is refusing to tap into the \$12 billion Rainy Day fund to finance the unmet needs of our state. Instead, lawmakers are seeking to cut more taxes for wealthy businesses, setting Texas up for an even tighter budget crisis in 2019.

It's up to TSEU members to organize and mobilize to put pressure on legislators during the final month of the 2017 legislative session so that we can win fair pay, secure benefits, and quality state services.

The 85th Texas Legislature: WHERE WE STAND continued from cover

TSEU PRIORITY BILL SUMMARY

As of this printing, this is where things stood with the key bills TSEU is either fighting for or against this session. To look up any bill and see its current status, go to www.legis.state.tx.us.

PENSIONS/RETIREMENT

- **SB 1750 by Paul Bettencourt**, creates a study of switching new employees in the ERS and TRS pensions to a 401-K style defined contribution plan. The bill is awaiting a hearing in Senate State Affairs Committee.

❖ **TSEU OPPOSES**

- **SB 1751 by Paul Bettencourt**, switches new employees in the ERS and TRS pensions to a 401-K style defined contribution plan. This bill is awaiting a hearing in Senate State Affairs.

❖ **TSEU OPPOSES**

- **HB 265 by Ana Hernandez**, Allows one of three elected seats to the ERS Board of Trustees to be held by a retiree. This bill passed the full House and is now headed to the Senate for consideration. ❖ **TSEU SUPPORTS**



ROC-Retiree Caucus | MINI LOBBY DAY, MARCH 29



[IN ATTENDANCE] Tina Belmares (Alamo); Linda Hernandez, Susan Rial (Arlington); Richard Wright, Ben Armendariz, Tom Herrera, Judy Holloway, Paula Everett, Janie Aguilar, Hank Leithner, Barbara Fetonte, Danny Fetonte, Jim Tourtelott, Reuben Leslie, Will Rogers, Lupe Gomez, Susan Bradley, Vicki Clark-Bradley, Amy Mashberg (Austin); Carmen Duron (Corpus Christi); Yoly Griego, Judy Lugo (El Paso); Crystal Womack (Ft. Worth); Rosalinda Egge, Brenda Atkins, Jerry Wald, David Wald, Karen Charleston (Houston); Steve Manson (Hurst); Miguel Torres (Lubbock); Chris Boyle, Angela Khan, Mary Esther Escobedo (San Antonio); and Debra Coleman (Somerville).

KEY CAUCUS ISSUES:

- winning a pension increase for all TRS and ERS retirees
- stopping conversion of our pensions to 401(k)-style defined contribution plans

- **HB 397 by Alma Allen**, Provides an immediate 10% cost-of-living adjustment (COLA) and a 4% annual COLA for TRS retirees. This bill was heard in the House Pensions Committee and is awaiting a vote. ❖TSEU SUPPORTS
- **HB 398 by Alma Allen**, Provides an immediate 10% cost-of-living adjustment (COLA) and a 4% annual COLA for ERS retirees. This bill was heard in the House Pensions Committee and is awaiting a vote. ❖TSEU SUPPORTS
- **HB 2218 By Roberto Alonzo**, Allows TJJD employees to be included in the LECO 20-year retirement plan once the ERS main fund and the LECOS retirement fund are financially sound. This bill has been heard in the House Pensions Committee and is awaiting a vote from committee members. ❖TSEU SUPPORTS



- **HB 1014 by Roberto Alonzo**, Allows one of three elected seats to the ERS Board of Trustees to be held by a retiree. This bill has passed the full House and is now headed to the Senate for consideration. ❖TSEU SUPPORTS
- **HB 2810 by Sergio Munoz**, Includes overtime pay in the calculation of retirement benefits for members of ERS. Awaiting a hearing in the House Pensions Committee. ❖TSEU SUPPORTS
- **HB 3949 by Roberto Alonzo**, Increases the number of TRS Board seats from 9 to 12, One of the seats must be held by either a retiree or current employee of a state university. This bill has been heard by the House Pensions Committee and is awaiting a vote by the committee. ❖TSEU SUPPORTS

UNION ORGANIZING RIGHTS

- **SB 13 by Sen Joan Huffman, (HB 510 companion - Rep Sarah Davis)** Strips away the right of state employees and retirees to deduct union dues from their paycheck or annuity check. SB 13 has passed the full Senate and is awaiting be referred to a house committee. *Companion bill: HB 510 by Sara Davis is awaiting a hearing in House State Affairs.* ❖TSEU OPPOSES



TJJD Caucus | MINI LOBBY DAY, FEBRUARY 22



[IN ATTENDANCE] David Dow (Corpus Christi), Nora Conroy (Giddings)

KEY CAUCUS ISSUES:

- Winning 20-year retirement for TJJD staff
- Increasing staffing to reduce workloads
- Increase use of halfway houses to reduce need for large facilities

STATE EMPLOYEE LAYOFFS/RIFS

- **SB 1055 by Donald Huffines**, Bars re-employment assistance for laid-off state employees. This bill is a awaiting a hearing in Senate Business and Commerce Committee. ❖TSEU OPPOSES

HIRING FREEZE

- **HB 3362 by Kyle Biedermann**, Extends governor's hiring freeze in state agencies and universities through 2019. Awaiting a hearing in the House Appropriations Committee ❖TSEU OPPOSES

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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	
<p>Membership dues and effective date of payroll deduction: the 1st day of _____, 20____ (MONTH)</p> <p><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 \$_____</p> <p>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.</p> <p>_____</p> <p>EMPLOYEE SIGNATURE DATE</p> <p>I agree to comply with the rules adopted by the Comptroller concerning deductions for membership dues.</p>	

UNIVERSITIES

- **SB 18 by Kel Seliger**, Eliminates “tuition set asides,” that provide financial assistance to low-income university students. This bill has passed the Senate and is waiting to be referred to a House Committee. ❖**TSEU OPPOSES**
- **SB 19 by Kel Seliger**, Freezes the tuition charged at state universities through 2022. This bill has passed the Senate and is waiting to be referred to a House Committee. ❖**TSEU SUPPORTS**
- **SB 249 by Charles Schwertner**, requires a study of the affordability of and access to state universities. This bill has passed the Senate and is waiting to be referred to a House Committee. ❖**TSEU SUPPORTS**
- **SB 250 by Charles Schwertner**, Limits the amount a public university can increase tuition to the rate of inflation, unless it receives student approval. This bill is awaiting a vote in the Senate Higher Education Committee. ❖**TSEU SUPPORTS**
- **SB 543 by Kel Seliger**, Sets performance standards (such as graduation rates) that each institution of higher education must meet in order to raise tuition by more than 3% per year. This bill was passed by the Senate Higher Education Committee and is headed to the full Senate for vote. ❖**TSEU OPPOSES**



STUDENT LOANS

- **HB 2750 by Gina Hinojosa (SB 1060 companion – Sen. Royce West)** Requires public employers to provide info to employees regarding the Public Service Loan Forgiveness Program. This bill was passed by the full House. *Companion bill: SB 1060 Sen Royce West has been heard in Senate Business and Commerce and is awaiting a vote by the committee.* ❖**TSEU SUPPORTS**

STATE HOSPITALS

- **SB 1923 by Charles Schwertner**, Provides funding to renovate state hospitals. This bill has passed the full senate and is waiting to be referred to a house committee. ❖**TSEU SUPPORTS**

STATE SUPPORTED LIVING CENTERS

- **HB 3409 by Stan Lambert, (SB 547 companion by Sen Lois Kolkhorst)**, Allows SSLC’s to provide services to the community, heard in House Human Services Committee and awaiting a vote there. *Companion bill: SB 547 by Lois Kolkhorst, this bill was voted favorably from the Senate Human Services Committee and is headed to the full Senate.* ❖**TSEU SUPPORTS**
- **SB 602 by Chuy Hinojosa**, Develops a State Supported Living Center Restructuring Commission to recommend which state supported Living centers should be closed. This bill was passed by the full Senate and is headed to the House Human Services Committee. ❖**TSEU OPPOSES**

University Caucus | MINI LOBBY DAY, FEBRUARY 8



[IN ATTENDANCE] *George Sheffield, UNT/HHS - Retired; Vanocur Edwards, UT Austin; Will Wise, UT Austin; Selfa Chew, UTEP; Kathryn Kenefick, UT Austin; Chau Ngo, UT Austin; Bonnie Taylor, UTHSCSA; John St Lawrence, UT Austin; Teresa Jaramillo, UTRGV; Keith Daniels, UH Clear Lake; Jeanine Hanohano, UT MD Anderson; Karen Charleston, PVAMU – Retired; Gwen Logan, OAG (with Karen); Elias Cantu Jr, UTSW; Louis Henry, UTSW Joshua Hatton, UTA; Angie Hernandez, UTHSCSA*

KEY CAUCUS ISSUES:

- Including university staff in any state-funded pay raises
- Stopping the privatization of state universities
- Stopping budget cuts to state universities and cuts to student financial aid
- Restoring higher ed. seat on the TRS Board of Trustees

SSLC/St HOSP Caucus | MINI LOBBY DAY, MARCH 8



[IN ATTENDANCE] *Diana Spain, Jim Pearson (Austin State Hospital); Stacy Offord, Teri Newsom (Austin SSLC); Debra Coleman (Brenham SSLC); Carmen Duron (Corpus Christi SSLC); Kris Ruuska, Gary Chase, George Sheffield (Denton SSLC); Jane Polk-Sinski (Kerrville State Hospital); Marie Hollis, Charlotte Jeffries, Yolanda White (Lufkin SSLC); Arthur Valdez, Juan Ramirez (San Antonio State Hospital); David Veith (San Antonio SSLC); and Ron Haight (Terrell State Hospital).*

KEY CAUCUS ISSUES:

- Stopping closures of SSLC's
- Winning high risk duty pay for direct care staff
- Winning increased funding for infrastructure repairs
- Winning funding for Peer Support positions
- Winning a career ladder for all positions

WEDNESDAY, APRIL 12 | STATE CAPITOL | WE WERE THERE!

LOBBY DAY '17



his past Wednesday, April 12th, hundreds of union members, family and supporters marched, rallied, and met with our elected leaders for 2017 State Employee Lobby Day. **Attendees from almost 40 different state agencies and public universities (including retirees) and from more than 80 Texas communities were represented.**

Our march and rally, which kicked off an afternoon of lobbying our legislators in the Capitol, tested the idea that to get attention you need to make some noise! What didn't need testing was the power of face-to-face meetings with legislators and staff. TSEU members know that decision makers need to hear from the people who make the state of Texas work. Lobby Day allows legislators to see and hear first-hand, the commitment we have to our jobs and the services we provide. TSEU members met with the offices of 28 State Senators and 130 State Representatives all in that afternoon!

Between a raucous march and rally, plus an afternoon of meetings (not to mention bus rides from out-of-town for most), it was a long day for everyone, but well worth it. A "job well done" to all who made it to the rally, the march, or were there for the whole day! If you work with or know somebody who went, ask them about their experience - and plan to join us on the bus in 2019!





Key issues TSEU members pushed at Lobby Day:

- End hiring freeze - understaffing hurts ALL Texans
- Keep payroll deduction of union dues - don't limit our rights or economic freedom
- An across-the-board, state employee pay raise
- Pension increases for all ERS and TRS retirees
- Invest in the future of Texas - stop higher education cuts
- Do not convert pensions to defined contribution plans



What is the future of DFPS?

For over a year, DFPS has been in the public spotlight because of a number of developments. TSEU members have been leading the fight for better pay and caseload standards as the most critical steps needed to improve services. Because TSEU members have been constantly pushing for real pay raises and lower caseloads, we've finally seen decision makers adopt an emergency pay raise for some staff, and take initial steps to bring caseloads to safe levels. Not surprisingly, the targeted emergency pay raise has already significantly reduced turnover rates for those employees who received it. While there is still a long way to go to win real pay raises for ALL DFPS employees and to actually bring caseloads down to safe levels, other proposed "fixes" would privatize critical services we provide.

Caseload standards bill passes committee vote

On April 25th, the House Human Services Committee voted in favor of HB 482, by Rep. Walle. The bill, long fought for by TSEU members, directs funding to DFPS to work toward ensuring the average caseload for specified workers and Statewide Intake does not exceed the levels listed below. The bill does not "cap" caseloads, but directs agency leaders to bring caseloads for all workers to specific safe levels. If passed by the full House, it would then have to pass a Senate committee and a vote by the full Senate. The Governor would have to sign it before it would become law.

- APS In Home-22
- CCL-INV- 17
- CCL-INSPC- 64
- CPS- FAD- 20
- CPS- CVS- 20
- CPS- FBSS- 10
- CPS INV-15
- SWI Hold Time- 5min

Privatization proposals move forward

Some legislators have offered other tried and failed solutions to improve services in our agency. Both major "CPS Reform" bills- Senate Bill 11 and House Bill 6- would outsource case management for all children and families following an investigation. Supporters of privatization have pointed to the Community Based Care model in Florida as the system Texas should move towards. This privatized model has been in place for nearly a decade, and performs worse than Texas on many key Federal performance measures. Foster children are less safe in Florida placements, are more likely to switch placements, and are more likely to re-enter foster care according to a 2016 Federal Review. Despite the poor performance of Florida private contractors, and Federal demands to make improvements to the child welfare system there, Texas legislators continue championing this Florida model to "fix" our agency.

The push to privatize much of CPS has overlapped debate and discussion related to the need to lower caseloads. ACH and other private agencies have publicly stated that they could not perform case management duties unless they were funded enough to bring caseloads to safer levels. Supporters of privatization have had mixed responses, ranging from denying the caseload crisis exists to ensuring private agencies they would secure funding to bring down their caseloads. Current budget proposals would increase funding for private contractors, but this could be directed towards "overhead" instead of lowering caseloads or providing services.

FAMILY PROTECTIVE SERVICES

- **HB 6 by James Frank**, Implements Community Based Foster care throughout the state, transferring the duties of CPS conservatorship caseworkers to private contractors. This bill was passed by the House Human Services Committee and is now headed to the full House. ❖ **TSEU OPPOSES**
- **HB 39 by Gene Wu**, exempts CPS caseworkers and DFPS investigators from having their personal contact information available to the public, determines caseloads based on the risk scores of the children assigned, adds trauma care training and support for caseworkers and creates a best practices for child care services cases. This bill also develops a risk of harm assessment for the children to be used relating to caseworker assignments, parental access to the child and caseload limits for caseworkers while creating a plan for emergency placements. This bill has been heard in the House Human Services Committee and is awaiting a vote by that committee. ❖ **TSEU SUPPORTS**
- **HB 482 by Armando Walle**, sets caseload standards for CPS positions such as investigators, caseworkers, and child care licensing inspectors, and reduces call times for Statewide Intake. This bill was passed by the House Health and Human Services Committee and is headed to the full House. ❖ **TSEU SUPPORTS**
- **HB 2401 by Mary Gonzales**, Provides supplemental pay for certain bilingual DFPS employees. This bill is awaiting a hearing in the House Human Services Committee. ❖ **TSEU SUPPORTS**
- **HB 2717 by Mary Gonzales**, Requires DFPS to have funds available to pay employee overtime before authorizing it. Awaiting a hearing in the House Human services Committee. ❖ **TSEU SUPPORTS**
- **SB 11 by Charles Schwertner**, Among other things, this bill implements Community based care and privatizes CPS case management for foster care. This bill has passed the full Senate and has been heard by the House Human Services Committee. SB 11 is awaiting a vote by the House Human Services Committee. ❖ **TSEU OPPOSES** the parts of the bill that privatize CPS case management.

FPS Caucus | MINI LOBBY DAY, FEBRUARY 15



[IN ATTENDANCE] April Cumberbatch (Arlington); Derek Brozowski (Austin); Priscilla Flores, Socorro Mercado, Joanna Duran (El Paso); Ashley Flint (Greenville); Stacy Russell (Hondo); Milini Reed, Shametta Benson, Cynthia Wilderness, Sheryl Ross, Christie Fleming (Houston); April Young-Lowry (Huntsville); Jill Peterson (Kerrville); Maleeta Watson (Rosenberg); Yvette Sherman (San Angelo); Vanessa Campanella, Maria Rakowitz, Sonia Samples, San Juana Rodriguez, Christina Gonzalez, Annette Ramos (San Antonio); and Viola Waters, Helen Velasquez (Victoria).

KEY CAUCUS ISSUES:

- Increasing staffing levels and lowering caseloads
- Stopping all privatization attempts

HOLIDAY LEAVE

- **HB 2657 by Donna Howard**, Expands the definition of an “Optional holiday” to include any religious holiday. Awaiting a hearing in the House State Affairs Committee. ❖**TSEU SUPPORTS**



TSEU members testifying for HB1615 Career Ladder Bill [L-R] Anthony Brown- HHSC, Dan Butler- TSBVI, Miranda Chandler- DSHS, Jorge Gonzalez- OAG, Rep. Roberto Alonzo, David Veith- SASSLC, Jennifer Garza- HHSC, Joanne Day- DSHS,

PAY RAISES

- **HB 1615 By Roberto Alonzo**, Develops a salary career ladder for agency employees making less than \$75,000. This bill has been heard in the House State Affairs Committee and is awaiting a vote. *Companion bill: SB 571 – Sen. Jose Menendez is awaiting a hearing in the Senate Business & Commerce Committee.* ❖**TSEU SUPPORTS**

TWC Caucus | MINI LOBBY DAY, FEBRUARY 9

[IN ATTENDANCE] *Johnny Riojas (San Antonio), Samm Almaguer, Anita Edens (Houston), Barbara Fetonte (Austin)*



KEY CAUCUS ISSUES:

- Career ladder for all positions
- Full funding for all TWC positions, (including vocational rehabilitation)
- Holding workforce development boards accountable

TDCJ Caucus | MINI LOBBY DAY, MARCH 22

[IN ATTENDANCE] *Micah Haley, Jackie Dickerson, Derek Webb (Dallas); Daphne Brown-Jack (Houston) Amador Lopez (San Antonio)*



KEY CAUCUS ISSUES:

- Raising staffing levels to reduce caseloads
- Career ladder for clerical/support staff



Human Services Caucus | MINI LOBBY DAY, MARCH 1

[IN ATTENDANCE] *Eric Vormelker, Charles Shedd (Austin); Laura Kendrick (Bryan); TK Foster, Kim Jackson, Rodney Brown (Dallas); Yoly Griego, Judy Lugo (El Paso); Mirna Canady (Grand Prairie); Ilesa Daniels, Jennifer Garza, Anthony Brown (Houston); Grace Weil (Longview); Evana Treviño, Antonio Ovalle (McAllen); Yolanda Alaniz, Michael Franco (Odessa); and Joan Barasch (San Antonio).*

KEY CAUCUS ISSUES:

- Stopping privatization and increasing contracting oversight
- Increase staffing levels to reduce workloads
- Winning a career ladder for all job positions

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There's no sugar-coating it:

OUR UNION IS UNDER ATTACK!

Anti-state worker and anti-union groups are trying to strip state employees and retirees of our 1ST Amendment rights by busting our union. In the 2017 legislative session, Senate Bill 13 by Joan Huffman, if passed, will ban all state workers and retirees from every agency and university from voluntarily paying our union membership dues through payroll deduction.

Don't wait for the bill to pass- **TAKE ACTION NOW!**

This is the second legislative session in a row we have seen these attacks. The legislators and big money groups that are pushing this attack hope to silence the voice of hardworking state employees and push an agenda bent on privatization and cuts to employee benefits and state services. Since these attacks began in 2015, TSEU members have been working to ensure the union maintains its strength should payroll deduction for dues be banned. To date, almost half of all TSEU members have filled out the 'UNBREAKABLE' form (see below). By doing this, these members have pre-authorized a switch to a bank draft collection of their dues should payroll deduction be no longer available.

Those in power hope that union resources and time will be spent on this fight rather than fighting for the pay and benefits we deserve or for the services we provide - let's show them that these attempts at distraction **WILL NOT WORK!** Fill out your Unbreakable Form today and then let's get to work on the **REAL** issues: our pay, benefits and the services we provide!



Doing my part to make TSEU

NAME _____

MAILING ADDRESS _____

CITY / STATE / ZIP _____

HOME PHONE _____

WORK PHONE _____

CELL PHONE _____

EMAIL _____

AGENCY/UNIVERSITY _____

FACILITY / LOCATION / DEPT _____

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 below, in the same monthly dues amount as then on file with TSEU. (Initial box at right)

INITIAL

BANK NAME _____

BANK ADDRESS _____

ROUTING # _____

ACCOUNT # _____

CHECKING SAVINGS

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

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

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.

ORGANIZING SPOTLIGHT

Union membership at Texas State triples to over 100 members!

Texas State University has garnered national attention for the multitude of political and social justice concerns being addressed by faculty, staff and students since the November 2016 election. TSEU members on campus have built on this organizing momentum and educated their coworkers on the need to build a stronger union to take on the extreme, anti-public university agenda coming out of the State Legislature and Governor's office. As a result, TSEU membership has tripled since October 2016, reaching 100 members for the first time ever at the university. Members have tabled and mobilized fellow university workers at events



[LOBBY DAY] Ben Weiner, Stella Silva (standing), Claudia Trevino, Bailey Verschole, Margaret Garry, Ben Seanor, Sherri Benn



[L-R] Bailey Verschole, Burel Ford, Stella Silva, Shannon Fitzpatrick



[L-R] Claudia Trevino, Tabitha Williams, Wendy Davis, Bailey Verschole, Ben Weiner, Taylor Jones

hosting Wendy Davis and Angela Davis (pictured at left). Texas State members also showed up in strength to TSEU's Lobby Day (above) and made their voices heard in the capitol. An organizing committee has also formed to keep building the momentum for the fights ahead.

PRIVATE SECTOR ORGANIZING

LVN's at Wimberley rehab center go union!



Right Step Committee members [L-R] Jennifer Salazar, Jace Felton, Lee Schluter, and Veronica Peña.

In March, Licensed Vocational Nurses working at the Right Step drug and alcohol addiction treatment center in Wimberley, Texas voted to form a union with CWA Local 6186 as their representative. The LVN's at the private facility formed an organizing committee and worked for months to get their coworkers on board and win an official union election overseen by the National Labor Relations Board.

The nurses formed a union to have a voice on the job when it came to staffing levels, safety on the job, client care, and winning back benefits that were cut when

Elements Behavioral Health, Inc. recently took over the facility. Elements is a national corporation with facilities across Texas and the country. The Right Step union committee, which includes Jace Felton and Lee Schluter, is now negotiating their first collective bargaining agreement with the company.

TSEU's private sector spring steward training session held

Private sector union members of our local recently got together for Steward Training to discuss and learn about their rights and responsibilities as union activists on the job and what it means to be a part of the broader movement for worker rights and social justice.

[L-R] Kevin Cochran (KLRU), Jace Felton and Lee Schluter (Right Step), and Chantal Erie (WAP).



TSEU EXECUTIVE BOARD

- Judy Lugo (HHSC-Retired, El Paso) President
- Seth Hutchinson (TSEU Austin) Vice President
- Joanne Day (DSHS, Austin) Secretary
- Anthony Brown (DADS, Houston) Treasurer
- Joe Angulo (UTPA-Retired, Edinburg) Region 1
- Arthur Valdez (DSHS-Retired, San Antonio) Reg. 2
- Yvette Sherman (FPS-Retired, San Angelo) Reg. 3
- Micah Haley (TDCJ, Dallas) Region 4
- Yolanda White (DADS, Lufkin) Region 5
- Debra Coleman (DADS-Retired, Brenham) Reg. 6
- Samm Almaguer (TWC, Houston) Region 7
- Anne Lewis (UT-Austin) Region 8

TSEU STAFF AND OFFICES

CENTRAL TEXAS 512.448-4225

1700 South 1st Street
Austin, TX 78704

- Seth Hutchinson, Organizing Coordinator
- Ron Day, Lead Organizer
- Alex Moir, Organizer
- Jennifer McCaig, Organizer
- Taylor Jones, Organizer
- Harrison Hiner, Legislative Director
- Debbie Haun, Office Manager
- John Behr, IT
- Rachel Telles, Membership Office
- Chris Knapp, Publications

SOUTH TEXAS 210.354-2900

454 Soledad, Suite R-200
San Antonio, TX 78205

- Santos Hernandez, Organizer
- Arthur Valdez, Organizer
- Linda Wilson, Organizer
- Mary Mosley, Organizer

SOUTHEAST TEXAS 713.661-9030

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- Amy Zachmeyer, Organizer
- Willie Mae Bolar, Organizer
- Michael Young, Organizer

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- Joe Montemayor, Asst. Organizing Coordinator
- Anitra Patterson, Organizer
- Keith Stenson, Organizer
- Margaret Banks, Organizer

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- Missy Benavidez, Organizer
- Taylor Jones, Organizer

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- Santos Hernandez, Organizer
- Keith Stenson, Organizer
- Jennifer McCaig, Organizer
- Alex Moir, Organizer

You can always find us online at:
www.cwa-tseu.org
www.facebook.com/CWA.TSEU





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LOBBY DAY '17 | SPECIAL ISSUE

TSEU UPDATE

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TSEU President honored for service, activism

In March, TSEU President Judy Lugo was presented with the Communications Workers of America (CWA) Bridge Award at the bi-annual Public, Health Care, and Education Workers (PHEW) Conference. Recipients of the union's Bridge Award are those who have shown dedication and hard work to the idea of building bridges between the labor movement, our communities, and the broader movement for social justice.

◀ CWA PHEW Vice President Brooks Sunkett presenting the Bridge Award to TSEU President Judy Lugo