



# TEXAS STATE EMPLOYEES UNION UPDATE



VOL 36, NO. 4

COMMUNICATIONS WORKERS OF AMERICA, LOCAL 6186 / AFL-CIO

OCT 2017



## UNION MEMBERS ARE MAKING TSEU UNBREAKABLE

*Union busters at the Capitol did their best, BUT WE BEAT THEM AGAIN!  
Now it's time to make our union even stronger so we can end their efforts to  
silence our voice. Do your part and help make TSEU UNBREAKABLE today!*

**see story on page 1 - if you have not already done so, fill out the Unbreakable form on page 2**



We are on the clock  
and can't  
afford to delay

The only  
course  
forward  
is to make  
our union

**UNBREAKABLE!**

For the last three legislative sessions (two regular sessions and one special), TSEU members have had to fight off intense attacks on our right to organize a strong union. Once in 2015 and twice this year, our union was forced to put time, energy, and resources into stopping bills that would have barred state workers from joining our union through payroll deduction of membership dues. As a member-driven organization entirely funded by member dues, the union had no choice but to put the maximum effort into fighting off these attacks. Defeat would have delivered a crippling blow to our movement.

By organizing and mobilizing thousands of state workers into action to defend our rights and by working in coalition with other labor unions, TSEU was victorious in winning each of these battles. It was a very close call each time, and we should all hold our heads high for the work we did in stopping these attacks.

Unfortunately, each battle was a diversion from our other critical fights. While we were defeating attacks on payroll deduction, TSEU members weren't able to win on other fights like pay raises for state workers or cost-of-living increases for retirees. Union members were forced to divert time, energy, and resources away from other critical fights because we were forced to fight for our very right to exist as a union, over and over again.

The politicians and their big-money backers who have aligned against us the last three sessions are not going away. They are already setting their sights on the upcoming elections and beyond, planning their strategy for the next legislative session where they hope to deliver the fatal blow to TSEU. We will be there to fight them and their agenda every step of the way. But each time we are forced to scramble and fight for our union's existence, we are losing ground on other critical issues. Our pensions are under increasing assault. State employee pay is stagnant. Retirees haven't received a COLA in 16 years. Workloads are skyrocketing while state funding is being cut.

That is why we must take the issue of payroll deduction off the table. We must use the time we have won for ourselves to make our union invulnerable to these kinds of attacks. By continuing and increasing our Unbreakable campaign, we can enter the next legislative session secure in the knowledge that losing payroll deduction WILL NOT STOP US! We will be able to move forward and devote our full power to the critical fights we must win for good state jobs and good state services.



*The TSEU Executive Board*

**The TSEU Executive Board has voted to work to make our union Unbreakable by taking the following three steps:**

1. All new members will be asked to pay dues through bank draft or an alternative method instead of through payroll deduction.
2. All current members now paying dues through payroll deduction will be asked to pre-authorize and provide account information so that everyone's membership will be ready to switch to bank draft when necessary.
3. All new and current members will be asked to join COPE- our union's political action fund.

With every TSEU member working together to make this happen, we will make our union Unbreakable for the fights ahead!





# 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 CITY/STATE \_\_\_\_\_

ROUTING # \_\_\_\_\_

ACCOUNT # \_\_\_\_\_

CHECKING  SAVINGS

## OPTIONAL: JOIN CWA-COPE HERE!

*YES, I want to help build our political power by joining CWA COPE. in addition to my monthly membership dues, 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      PLATINUM QUORUM      TRIPLE QUORUM      OTHER

[ ] \$5.00 [ ] \$10.00      [ ] \$20.00      [ ] \$30.00      [ ] \_\_\_\_\_

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.**



With coordination from American Income Life, TSEU staff and members in Houston collect Hurricane Harvey donations of non-perishable items to give to members in need.



## Helping our union brothers and sisters during their time of need

*On behalf of the members and staff of TSEU, we hope that all those union brothers and sisters effected by Hurricane Harvey, as well as any extended family or friends, are on the road to full recovery. Our thoughts and well wishes are with you. Please know you do not have to go through this alone. If you are still in need of assistance, please contact the Houston TSEU office at 713.661.9030.*

During the recent devastation left by Hurricane Harvey, TSEU members helped to play an active role in coming to the assistance of fellow union members and the general public.

For almost a month following the hurricane, groups of union members went out to remove debris, clean houses and to help with other efforts in the Houston and Golden Triangle areas.

Countless other union members made financial contributions to the CWA Hurricane Harvey Solidarity Fund, the Tx AFL-CIO Workers' Relief Fund, as well as other relief organizations. The CWA and AFL-CIO funds were both used for direct financial assistance to union members whose homes were flooded and for rebuilding efforts in the affected areas. Thanks to all who gave. These organizations are still taking donations. For more information go to: [www.actionnetwork.org/fundraising/cwa-hurricane-harvey-relief-fund](http://www.actionnetwork.org/fundraising/cwa-hurricane-harvey-relief-fund) OR <http://www.texasaflcio.org/donate>

A special thanks goes out to our friends at American Income Life for helping to conduct a food drive for TSEU members as well as to those members who contributed. AIL employees gathered non-perishable items from across the Houston Area, and TSEU provided the food to members in need through the Houston Office.



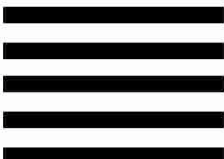
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# At HHSC offices, Governor Abbott and Hurricane Harvey create **THE PERFECT STORM**

In February, Governor Greg Abbott called for a 7-month hiring freeze in most state agencies, including HHSC eligibility offices where Texans in need can apply for Food Stamps (SNAP), TANF, and Medicaid benefits. With no new eligibility workers being hired or trained to replace any employees who left the agency, HHSC offices already straining under heavy workloads are being slammed by the huge numbers of Texans in need of emergency D-SNAP (disaster SNAP) benefits. From the start of the hiring freeze to July of this year, HHSC lost nearly 600 eligibility workers

**From the start of the hiring freeze to July of this year, HHSC lost nearly 600 eligibility workers statewide who were not replaced.**

statewide who were not replaced. That represents an 11% reduction in eligibility staff. To compound the problems for front-line workers and drive morale even lower, lawmakers refused to provide any employee pay raises for the 2018-2019 biennium, and agency leaders eliminated the employee grievance procedure without warning in May.

## **FIRST WE GOT A FREEZE, THEN WE GOT A HURRICANE!**

Although the Governor's hiring freeze officially ended on September 1st, new staff won't be trained and ready to work for months. Meanwhile, those 600 missing eligibility workers mean it's on the shoulders of the rest of us in HHSC to meet the bigger level of need. The staffing crisis created by the Governor's hiring freeze has left our agency ill-prepared to deal with the urgent need of Harvey's victims. In an email announcement, agency leaders announced mandatory overtime for all eligibility workers around the state to fill the gap.

Many eligibility offices in the Gulf Coast region have been damaged or closed since the storm hit. This has forced the applicants still in those areas to rely on eligibility workers in other parts of the state to work their cases. And many of the workers in those flooded offices have to pull the double duty of rebuilding their homes while working the newly mandated overtime hours in recently formed temporary offices.

Union members are calling on Governor Abbott to work with Texas lawmakers to tap the Rainy Day Fund to immediately fill the 600 vacancies in eligibility offices and provide emergency pay raises to keep tenured staff from quitting the agency

**The staffing crisis created by the Governor's hiring freeze has left our agency ill-prepared to deal with the urgent need of Harvey's victims. In an email announcement, agency leaders announced mandatory overtime for all eligibility workers around the state to fill the gap.**

### **CALL YOUR STATE SENATOR AND STATE REPRESENTATIVE TODAY AND TELL THEM:**

Hello, my name is \_\_\_\_\_ and I'm a constituent.

I'm calling to ask Senator/ Representative \_\_\_\_\_ to work with Governor Abbott to tap the Rainy Day Fund to hire 600 eligibility staff in HHSC to fill vacancies and to give a pay raise to current staff.

The recent hiring freeze has created a staffing crisis in HHSC and thousands of Texans suffering from Hurricane Harvey need help now. Thank you.



Find contact information for your State Representative, Senator by entering your home address at: [www.fyi.legis.state.tx.us](http://www.fyi.legis.state.tx.us)

*Even before waters had receded, lines of Texans in need of emergency D-SNAP benefits like the one below began forming at HHSC offices in Houston, the Golden Triangle, and other areas effected by Hurrican Harvey. ⚡*





## TSEU Statewide Caucus Meetings

Our sector caucus meetings bring activists from all parts of Texas to Austin to review caucus goals, set organizing plans and goals, and to address new issues. During our most recent round of meetings, almost 100 activists participated. Caucuses generally hold statewide meetings twice a year. Contact your TSEU office or organizer to get more active in your agency, university or retiree caucus.



**DFPS CAUCUS [AUGUST 5]** In attendance: Courtney Tiffany; Vanessa Brown; Suzanne Davis; Amanda Petts; Sonia Samples; Derek Brozowski; Michael Edwards; Louis Ackerman; Marsi Patronella; Heather Barefield; Angel Lopez; Katherine Arredondo; Claudia Canales Esquivel; Eunice De Leon



**PAROLE CAUCUS [AUGUST 12]** In attendance: Latoya Eaden, Lyla Woods, Jaunita Golston, Matthew Comeau, Micah Haley, Lillie Cooper, Jackie Dickerson



**HHSC CAUCUS [AUGUST 19]** In attendance: Christina Vargas, Antonio Ovalle, Evana Trevino, Grace Weil, Albert Zepeda, Michael Franco, Yoly Griego, Judy Lugo, Leticia Quintanilla, Anthony Brown, Ilesa Daniels, Jennifer Garza, Joan Barasch, Elias Cantu



**SSIC-STATE HOSPITAL CAUCUS [SATURDAY, SEPTEMBER 9]** In attendance: Jim Pearson and Diana Spain (Austin State Hospital), Arthur Valdez and Paul Eisenhauer (San Antonio State Hospital), Carmen Duron (Corpus Christi State Supported Living Center) and Martyselda Sosa Broselow.



## KEEPING OUR UNION UNBREAKABLE! Union members hold phone banks

A large part of our 'UNBREAKABLE' campaign involves educating fellow TSEU members on the importance of maintaining TSEU's ability to function in the event payroll deduction is removed as an option for joining TSEU; something we fended off in the last regular and special legislative session. We know these attacks will happen again, so as a union, we need to be prepared. TSEU members are calling on fellow members to sign the 'Unbreakable' form which will switch your dues to a bank draft if payroll deduction is ever eliminated. You can use the Unbreakable form on page 2 or go to [www.tseu-cwa/unbreakable](http://www.tseu-cwa/unbreakable) to fill out our online version. Do it TODAY!



[ABOVE, L-R] In Dallas, Sue Anne Ruth; Antonio Ovalle in Edinburg; Kathryn Kenefick (foreground) and Jaimie Haider in Austin; and in Edinburg, Mary De Luna

## Picnics, potlucks ▶

[R-L] Brownsville DFPS members hold potluck luncheon. TSEU members at Rio Grande State Center show their TSEU pride! TSEU staff and activists address employees at Rusk State Hospital. TSEU welcomes its newest members at: Terrell State Hospital, Lufkin State Supported Living Center and Denton State Supported Living Center.



**TWC CAUCUS [SEPTEMBER 16]** In attendance: Barbara Fetonte, Alex Moir, Charmagne Coston, Mickey Fetonte, John Riojas



## ✦ Labor Day 2017 Celebrations

The highlight of the TSEU social calendar, our annual Labor Day parties were held in Austin, with a 'pre' Labor Day event taking place in Dallas the week earlier which also capped off the North Texas COPE tour. Unfortunately, we were forced to cancel our scheduled Labor Day events in Houston and the Valley due to weather conditions.

Our Labor Day parties allow TSEU members to meet and interact with elected officials in a relaxed atmosphere. Pictured at left, friend of state services and state employees, State Rep Gina Hinojosa, addresses the crowd at our Austin Labor day Party; while State Representative and TSEU ally Roberto Alonzo addressed attendees at the Dallas party.



Want to develop your skills as a TSEU activist?

**COME TO THE NEXT ORGANIZING SCHOOL!**

Organizing Schools are a great way to not only develop skills as a union activist, but also to gain a deeper understanding of our union and the broader labor and social justice movement. Organizing Schools will typically run for four hours and can be hosted anywhere 5 to 15 members are interested in attending. Contact your TSEU organizer if you are interested in attending an organizing school in your area!

▲ [ABOVE] The University of Texas and Texas State University Organizing Committees recently hosted a joint Organizing School.



## COPE Tour rolls through DFW

The COPE Tour is a series of events to build on our political momentum coming out of the Legislative Session. Now our focus will be on electing more pro-state employee/state services legislators. At tour stops, TSEU Political Organizer Tyler Sheldon gives a review of the regular and special legislative Sessions and discusses plans to strengthen our political muscle for the upcoming 2018 election and the next legislative session in 2019. The tour has already rolled through El Paso, North Texas, and San Antonio; upcoming tour dates are at right.

▲ [ABOVE, LEFT] TSEU Political Organizer Tyler Sheldon shares an important message with Gainsville TJJD/TSEU member Faith Francis [ABOVE, RIGHT] as fellow members take part in the COPE informational picnic held on campus. ▶ [RIGHT] Denton-area members and family take part in a special COPE citywide mixer.



### COPE TOUR DATES

- October 10-13  
Houston/Southeast
- October 17-20  
Corpus Christi area
- October 24-27  
Rio Grande Valley
- October 31 - Nov 3  
Austin/Central
- November 6-9  
Ft Worth/Tarrant Cnty
- November 14-17  
Lubbock



**CAUCUS [SEPT 23]** Keith Daniels, Uquay Baker, Jessica Soukup, Rereau, Greg Moses, Karen Charleston, Yoly Griego, Dale Wilkerson, Judy Lugo, Joshua Hatton, Anne Lewis, Mario Venegas, Michael Nettesheim, Casey Butler, Matthew Chovanec, Georgios Stratis



**ROC-RETIREE CAUCUS [SEPT 30]** Arthur Valdez, Steve Manson, George Sheffield, Tina Belmares, Jose Belmares, Paul Tucke, Angie Khan, Edna Wiley, Judy Lugo, Rickie Ehle, Susan Bradley, Anitra Patterson, Jose Rocha, Jim Tourtelott, Danny Fetonte, Carmen Duron, Miguel Torres, Yolanda Delgado, Yoly Griego, Janice Zitelman, Joe Angulo, Linda Wilson, Mary Ward, Judy Holloway, Barbara Fetonte, Will Rogers, Amy Mashberg, Paula Everett, Tom Herrera

### UPCOMING:

**TJJD CAUCUS MEETING  
SATURDAY, NOVEMBER 4  
TSEU AUSTIN OFFICE**

Contact your local office or organizer or call the Austin TSEU office at 512.448.4225 to RSVP for this meeting!

# ERS Board moves the goalposts for retiree COLA - TRS may follow

In September, the Board of Trustees of the Employees Retirement System voted 4-2 to lower the pension fund's 30-year "expected rate of return" from 8% to 7.5%. The measure passed despite Board members receiving more than 900 emails apiece from state employees and retirees opposed to the change, a letter calling for a delay in the vote from State Rep. Gina Hinojosa, and the testimony of union members from across the state who came to speak against the vote in person. TSEU-ROC members Diana Spain, Amy Mashberg, Janie Aguilar (Austin); Jerry Wald, Daphine Brown-Jack (Houston) attended and spoke against the proposal.

Initially, the Board had discussed lowering the expected rate of return to as low as 7%. The fact that it was lowered by half the proposed amount is because of the mobilized pressure that TSEU members brought to bear on the ERS Board. ERS Board member and TSEU activist Ilesa Daniels cast her vote against the proposed change, along with one other board member who wanted to see the rate lowered even further. If one additional ERS Board member had voted against the measure, it would have failed.

The expected rate of return is an estimate of how much money the pension fund's investments will earn in the future. This is a critical figure which helps ERS figure out how much money it will have to pay current and future state retirees.

Before the vote, ERS was 75% funded, and the pension was projected to be 100% funded in 35 years. After the expected rate of return was lowered to 7.5%, the pension fund was suddenly considered 67% funded and is now projected to run out of funds in just a few decades. That suddenly bleak outlook for ERS means the fund will need a lot more money from the Legislature to shore it up. On top of that, current retirees are now even further away from receiving a desperately needed cost-of-living increase. Many anti-pension lawmakers will certainly use the situation to call for doing away with state employee pensions and switching new state workers into risky 401(k)'s.

The ERS Board took up the issue of the assumed rate of return on the advice of their actuaries who said the 8% expected rate of return was unrealistic. However, over the last 30 years ERS averaged a rate of return on investments of 8.3%, exceeding their 8% assumed rate of return. And in the current year, ERS is on pace to be well above the 8% mark.



*l-r* Jerry Wald- Houston ROC; Ilesa Daniels- TSEU member on ERS Board; Daphine Brown-Jack- Houston ROC. Wald and Brown-Jack both testified against the ERS proposal.

## TRS may follow suit in 2018

The Teacher Retirement System (TRS) is now also looking at lowering their expected rate of return. Doing so would have just as negative an impact on university retirement plans. TSEU members are working with TRS Board member and union activist, Karen Charleston to push back on the proposed change. The TRS Board of Trustees is set to vote on the proposed changes at their meeting on February 14th-16th, 2018. If you are interested in attending the TRS Board meeting and speaking against the proposed change, please contact Seth Hutchinson at 512-448-4225 or [shutchinson@cwa-tseu.org](mailto:shutchinson@cwa-tseu.org).

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## Region 2, Bexar County targeted for privatization TSEU MEMBERS FIGHTING BACK!

On Wednesday, September 20<sup>th</sup>, DFPS announced that all of Region 2 and Bexar County are the proposed catchment areas for the privatization of most CPS services and programs under the "Community Based Care" model, or CBC, approved by legislators earlier this year. The CBC model calls for the privatization of all case management services for children in care, limiting DFPS to indirect oversight of foster homes and children in state custody. Children would not have a CPS caseworker. Instead, their case would be managed and decisions would be made by the private SSCC or a subcontractor.

The CBC model is an expansion of the Foster Care Redesign model, in which a Single Source Continuum Contractor (SSCC) is responsible for finding placements and providing services to children in state custody. In the 6 years since Foster Care Redesign was approved by legislators, only 7 out of 254 counties have actually implemented the model. In Region 3B, negotiations are on-going to convert the only current SSCC contract with OCOK / ACH to include the privatization of case management services.

This latest announcement is at least the third time that DFPS has announced that the 30 counties in Region 2 would be privatized. In 2014, the Redesign experiment failed when the SSCC, Providence, walked away from the contract because they lost \$2 million in one year. Earlier this year, DFPS announced contract negotiations with an SSCC were cancelled when it was revealed that a top negotiator for DFPS was married to a board member of the potential contractor.

### WHAT'S NEXT?

- In their announcement, DFPS states that request for applications will be made for Region 2 this month, and for Bexar County in November. The final version of Senate Bill 11, which established the CBC model, calls for the further expansion of privatization in one region in 2018 and two more regions in 2019.

### IT'S NOT A DONE DEAL!

- Contracting out services and case management for children that the State of Texas is responsible for is a risky experiment that has already failed in other states. TSEU members are already at work to educate and involve more elected officials about the reality of privatization, and what it means for the communities we serve.





# TEXAS STATE EMPLOYEES UNION / CWA

1700 South 1<sup>st</sup> Street, Austin, Texas 78704 / (512) 448-4225 / www.cwa-tseu.org



<b>SECTION A: FOR CURRENT TSEU MEMBERS ONLY</b>	
<p><i>I authorize the Texas State Employees Union/CWA 6186 to commence and continue deducting my monthly TSEU dues from the bank or credit union account identified below, in the same monthly dues amount as then on file with TSEU, in the event that dues deduction from my salary, wages, or annuity becomes prohibited by law. I will inform TSEU of bank account changes or changes in employment status. (initial at right)</i></p>	<div style="border: 1px solid black; width: 40px; height: 40px; margin: 0 auto;"></div> <p style="font-size: 8px; margin: 0;">INITIAL</p>

<b>SECTION B: EMPLOYEE INFORMATION</b>			
NAME (LAST, FIRST, MI)			
SOCIAL SECURITY OR EMPLOYEE ID NUMBER		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	SHIFT	

N     U     RR    ORG: \_\_\_\_\_

<b>SECTION C: MEMBERSHIP AND AUTHORIZATION</b>			
<p><b>I authorize TSEU to draft my account for my dues each month in the amount indicated until further notice:</b></p>			
<p> <input type="checkbox"/> \$16.00 salary below \$20,000            <input type="checkbox"/> \$19.00 salary \$20,000-\$25,000            <input type="checkbox"/> other - \$ _____  <input type="checkbox"/> \$22.00 salary \$25,000-\$30,000            <input type="checkbox"/> \$25.00 salary over \$30,000            <input type="checkbox"/> \$11.00 part time            <input type="checkbox"/> \$9.00 retiree       </p>			
BANK NAME / BANK CITY    ACCOUNT NUMBER    ROUTING NUMBER			<input type="checkbox"/> CHECKING <input type="checkbox"/> SAVINGS
DRAFT BEGINS: MONTH/YEAR _____			
SIGNATURE _____			DATE _____
<div style="border: 1px dashed black; padding: 5px;"> <p><b>[OPTIONAL] I also authorize a voluntary monthly contribution in the amount indicated to CWA-COPE to be withdrawn from the bank account identified above.</b></p> <p style="font-size: 8px;">COPE participants get a special prize at each contribution level - contact TSEU for details</p> <p> <input type="checkbox"/> \$5.00              <input type="checkbox"/> \$10.00              <input type="checkbox"/> \$20.00              <input type="checkbox"/> \$30.00              <input type="checkbox"/> other \$ _____         </p> </div>			
			<div style="border: 1px solid black; width: 40px; height: 40px; margin: 0 auto;"></div> <p style="font-size: 8px; margin: 0;">INITIAL</p>

**TSEU EXECUTIVE BOARD**

# ELECTION 2017

Those listed at right are the candidates in this year's TSEU Executive Board election. This election consists of the FOUR statewide positions along with FOUR of the EIGHT regional positions. The Executive Board will nominate candidates for any unfilled seats. They will then need to be ratified by members; these are for the Region 3, 4, 6, and 8 representatives. Ballots have been mailed to all TSEU members in good standing. Please contact the Austin TSEU office if you have not received a ballot by October 15. The ballot return deadline is TUESDAY, NOVEMBER 14. Ballots must be returned by mail and be received in the TSEU Elections Committee post office box by 5:00pm. Postage-paid envelopes will accompany the ballots. We strongly urge all members to participate in this election.



**CANDIDATE FOR: TSEU PRESIDENT**

**ANTHONY BROWN** - As one of the most senior members of the Executive Board, I would like to use my knowledge that I learned from being the Treasurer and guide our local to build an even stronger local by using innovative and new ideas. We need strong and knowledgeable leadership to guide us against the attacks and privatization attempts and for jobs with justice. If elected I will call on members and activists to partner with me for your knowledge, ideas and expertise to work towards having quality state services and quality jobs we all can be proud of.



**CANDIDATE FOR: TSEU VICE-PRESIDENT**

**SETH HUTCHINSON** - I am running for re-election as TSEU Vice-President because I strongly believe in this union and our commitment to social justice. I am proud of TSEU's long history of victories for state workers and state services. I have worked very hard, ever since I joined TSEU 12 years ago, to help build our movement by signing up new members, working with activists, and developing new leaders. I believe that we must keep our focus on organizing the thousands of unorganized state workers and retirees in Texas if we are really going to win on our issues.



**CANDIDATE FOR: TSEU SECRETARY**

**JOANNE DAY** - I work at the DSHS laboratory in Austin as a Microbiologist on the Arbovirus Surveillance Team. I have been a state worker and a member of TSEU since 1990. I have been an active member at the DSHS main campus for a number of years. I have served as the Secretary for the past 10 years. I am excited to be on the Executive Board and hope to keep serving as Secretary of our Union. Please support me and your union by becoming more active. Start here and vote for me.



**CANDIDATE FOR: TSEU TREASURER**

**SAMM ALMAGUER** - I am running for the position of Treasurer because I think that I can serve my union during this challenging period. I have been a member and an activist since 1989. During this time, our union has faced many challenges that we have successfully met head on. The attacks on our union now, we will meet head on, and together, we will come through. I want to be part of the team that makes it happen. If I am fortunate to be elected, I will proudly serve.

Watch your mail for this envelope, it contains your election ballot along with voting and mailing instructions. Contact the Austin TSEU office for replacement ballots.



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**CANDIDATE FOR: REGION ONE REPRESENTATIVE**

**ALBERT ZEPEDA** - I've been a member for 20 years and fully support the mission and goals of TSEU. I feel that our union is strong and effective otherwise our political enemies would not be targeting us with anti-union bills. I'll do my best to help our union continue to be successful in protecting all state employees and our clients. As I was growing up, my parents were union members at their workplace and they instilled in me a desire to fight for the greater good. I understand the task is great but I am committed to serve in whatever capacity necessary.



**CANDIDATE FOR: REGION TWO REPRESENTATIVE**

**ARTHUR VALDEZ** - I am running for re-election for the TSEU Executive Board, Region II. I have decided this will be my final term. TSEU and state employees have been under attack for several of the past legislative sessions. The solution is this union needs to grow. Our organizers are terrific, but they can't be everywhere at all times. You need to ask your co-workers to join us in the fight. I am asking you to be more involved by voting, attending meetings and joining COPE. Email or call me for applications. So I am humbly asking for your vote for re-election. Thanks.



**CANDIDATE FOR: REGION FIVE REPRESENTATIVE**

**YOLANDA WHITE** - I joined TSEU 10 years ago and became active on day one. We've won many important victories but our fight continues. We faced one of our toughest legislative sessions, they attacked our right to pay dues through payroll deduction. We fought back! I went to work to explain and sign up members for our Unbreakable campaign. We must continue to grow our membership, because we know they'll be back during the next session. I am committed to my brothers and sisters who stand in solidarity with me to continue learning, fighting, and helping grow our union. Solidarity Forever!



**CANDIDATE FOR: REGION SEVEN REPRESENTATIVE**

**DEBRA COLEMAN** - I am a retiree of Brenham State Supported Living Center, I have been a member of Texas State Employees Union for 20 years. I have worked with the union as an Executive Board member for several terms. I continue the fight for fair wages both for active employees as well as retirees like myself. Also respect in the workplace. Please vote for me as an Executive Board member, Region 7 of the Texas State Employees Union. Thank you for your support.



**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 Almaguer (TWC, Houston) Region 6
- Samra Coleman (DADS-Retired, Brenham) Reg. 7
- Anne Lewis (UT-Austin) Region 8

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- Alex Moir, Organizer
- Taylor Jones, Organizer
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- Keith Stenson, Organizer
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**VALLEY 956.428-0251**

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**WEST TEXAS 806.741-0044**

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

You can always find us online at:  
[www.cwa-tseu.org](http://www.cwa-tseu.org)  
[www.facebook.com/CWA.TSEU](https://www.facebook.com/CWA.TSEU)



**CWA/JOE BEIRNE SCHOLARSHIP**

**ELIGIBILITY:** TSEU members, spouses, children and grandchildren. Applicants must be high school graduates who will graduate during the year in which they apply. Undergraduate students returning to schooling may also apply.

**DEADLINE:** Applications are due April. Application available at: [www.cwa-union.org](http://www.cwa-union.org).

**UNION PLUS SCHOLARSHIP**

**ELIGIBILITY:** TSEU members, their spouses and their dependent children, with one year of continuous union membership. The one year membership minimum must be satisfied by May 31, 2018.

**DEADLINE:** Applications are due on January 31, 2018. Their online application is available at: [www.unionplus.org](http://www.unionplus.org).

**TEXAS AFL-CIO SCHOLARSHIP**

**ELIGIBILITY:** TSEU members or children. Applicants must be high school seniors planning to attend a university, college or technical institute in the summer or fall term.

**DEADLINE:** Applications will be available at the Austin TSEU office; application requires union officer signature. Deadline is January 31, 2018.





# TEXAS STATE EMPLOYEES UNION

Communications Workers of America  
1700 South 1<sup>st</sup> Street  
Austin, TX 78704

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**1** We can not afford to delay, the way forward is to make TSEU: ▶



**3** Union provides Hurricane Harvey relief



**4** First we got a freeze, then we got a hurricane! At HHSC offices, Gov. Abbott and Hurricane Harvey create the perfect storm



**5**

TSEU in action: Caucus meetings, phone banks, Labor Day and more, **PAGES 5-6**

◀ [LEFT] State Rep and longtime TSEU member and ally Roberto Alonzo addresses the Dallas 'pre' Labor Day party.

The ERS Board moves the goalposts for retiree COLA, TRS may follow suit, **PAGE 7**



Reg 2 targeted for privatization - TSEU members fighting back! **PAGE 7**



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◀ [left] Already a member, make TSEU 'Unbreakable' with the form on page 2. Want to join, fill out the form on page 8. After filling out the appropriate form, tear it out, fold it into thirds using our Business Reply Mail stamp, seal with tape and drop it in the mail. Do it today!



## Host a TSEU film screening! New documentary features TSEU

**T**SEU members are hosting screenings of the new film 'A Strike and an Uprising (in Texas)' around the state to both educate and organize. Created by TSEU activist and documentary filmmaker Anne Lewis, the movie tells the story of two powerful moments in Texas labor history through eyewitness accounts. The first moment is the Pecan Shellers' Strike in San Antonio in the 1930's. The second event is the successful organizing drive by TSEU members at Stephen F. Austin University in Nacogdoches to stop the racism, sexism, and inhuman working conditions impacting campus workers in the 1980's.

The film offers a great opportunity to educate and activate state workers on the need for a stronger union to win the struggles of today. If you are interested in organizing a screening at your workplace or in your city, contact TSEU organizer Taylor Jones at 512-448-4225 or [tjones@cwa-tseu.org](mailto:tjones@cwa-tseu.org).

