



TEXAS STATE EMPLOYEES UNION UPDATE



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COMMUNICATIONS WORKERS OF AMERICA, LOCAL 6186 / AFL-CIO

JUNE 2018



O R G A N I Z E

The money's there, we need our share!

Texas is a wealthy state. But you wouldn't know it from looking at the condition of state services, higher education, and the state employees who deliver those services. As state employees and retirees, we see it every day- the high turnover, increasing workloads, stagnant pay, and the chipping away of our health care and retirement benefits.

In fact, if you were just looking at how Texas public services are functioning right now, you'd be forgiven for thinking we were in the middle of another Great Recession. But we aren't, and the state's latest budget numbers prove it.

Big budgets, tight fists

Comptroller Glenn Hegar recently reported that the state had collected an extra \$1.3 billion in sales tax revenue in fiscal year 2018 above what was budgeted for, and we're projected to collect another extra \$1.3 billion in FY 2019. What's more, the state's "Rainy Day Fund" (it's official name is the Economic Stabilization Fund) already has more than \$10 billion in it. And it's projected to have \$11.2 billion by the time the State Legislature begins writing the 2020-2021 budget in January.

That's a big pile of money that state leaders refused to tap into during the last legislative session. The Texas Constitution allows lawmakers to use that fund for any purpose, even to pay for basic state services and fair compensation for public employees. Their refusal to actually spend the money the state has collected from taxpayers on services for taxpayers has gotten us to the situation we're in now. And it's not a pretty sight.

A growing crisis

State employee turnover is now at a 17-year high. Many current retirees haven't seen an increase in their monthly pension since 2001. We've seen a 17% decline in the buying power of state employee salaries in the last 20 years. Meanwhile, agencies providing critical state services like health care, public safety, and a social safety net are severely understaffed.

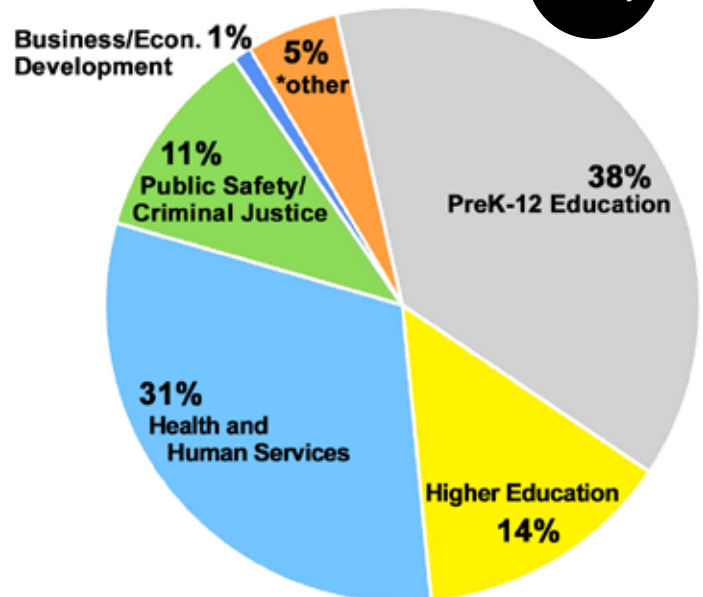
In past decades, Texas lawmakers would regularly tap into our Rainy Day Fund to meet budget shortfalls to keep our state going. But now it seems today's lawmakers are asleep at the wheel while Texans are suffering. In the midst of budget surpluses and billions in taxpayer money, lawmakers are refusing to put that money back into the services that taxpayers depend on.



While the state budget swells

2018-19 STATE BUDGET General Revenue: \$107 billion

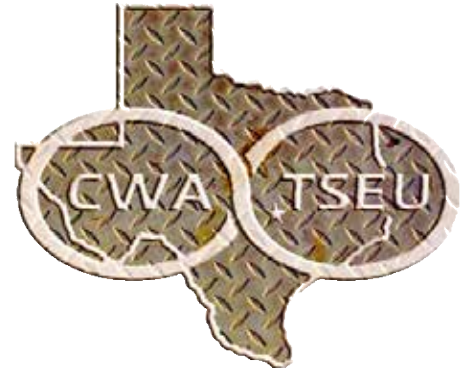
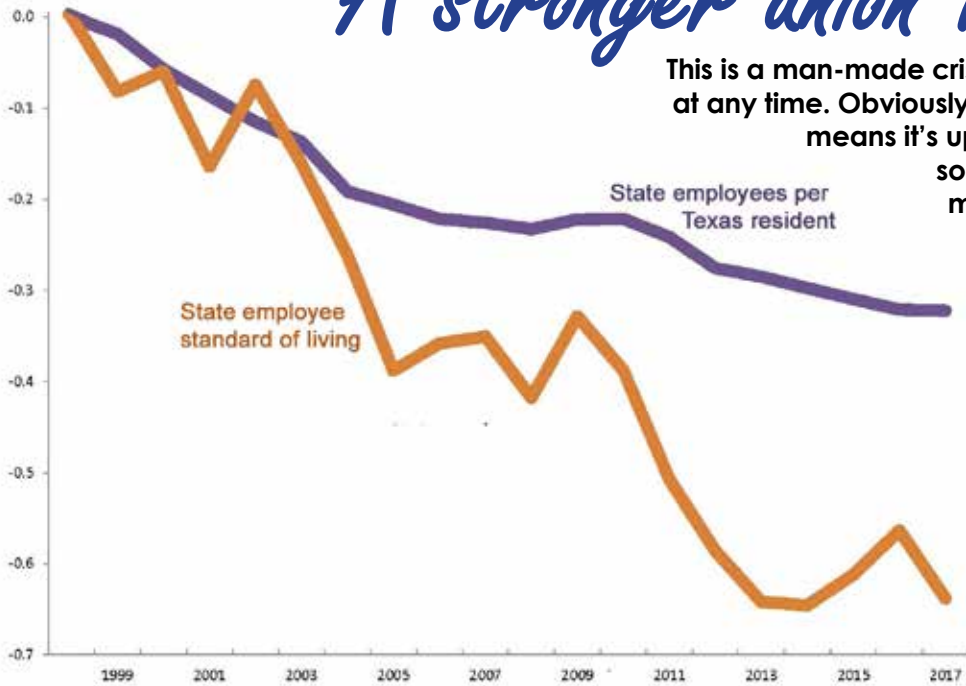
How the state spends its money:



*5% other: General Government, Natural Resources, Judiciary, Regulatory, and Legislative agencies

A stronger union IS the solution

This is a man-made crisis that can be solved by state leaders at any time. Obviously, too many of them don't want to. That means it's up to us to organize and build our union so that we have the power to MAKE lawmakers take action and solve this crisis!



state employees lose ground!

Take THREE steps NOW to turn this fight around and win in 2019!

Join TSEU or ask a coworker or fellow retiree to join the union today!

Use the application on page 6, or go to cwa-tseu.org/join-tseu to sign up online today.

Make your membership Unbreakable!

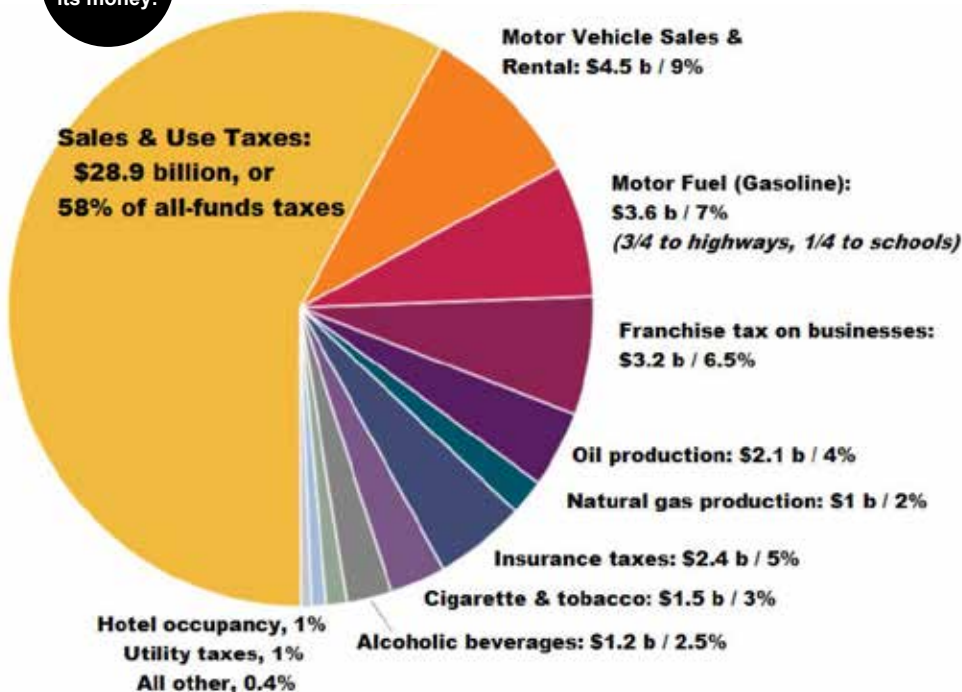
We can't win any fights if we don't have a union. Make sure politicians can't stop you from being a member. Use the application on page 6 to fill out the Unbreakable authorization or go to www.cwa-tseu.org/Unbreakable and fill out the online form.

Join COPE - our union's political action fund.

If politicians won't listen to us, we need to un-elect them. Join COPE and build our union's political power. Use the application on page 6 to sign-up for COPE.

Where the state gets its money:

STATE TAX REVENUE by source Total: \$49,643,421,639



In 2018-2019, taxes are expected to provide half of state revenue; federal funds, one-third; and the rest will be non-tax revenue (lottery, fees, fines, penalties, and investment income)

A look back at the Primaries and Runoffs - Our results and the November outlook

TSEU members and COPE committees were busy this primary season. Across the state, COPE members began meeting with candidates in key primary districts as early as November to discuss state employee and retiree issues. TSEU members then endorsed and worked with these candidates to win their primary elections and secure their names in the general election coming up in November. At phone banks and block walks our members increased voter turnout and name recognition for our candidates.



TSEU's Tyler Sheldon and Anitra Patterson present SD 16 candidate Nathan Johnson (center) with a COPE campaign contribution.

Some TSEU-backed candidates didn't fare as well, however. Rita Lucido defeated Fran Watson to run against union-busting State Senator Joan Huffman in SD 17, Erin Zwiener defeated Rebecca Bell-Metereau to challenge Ken Strange for HD 45. State Rep. Tomas Uresti also lost his runoff to Leo Pacheco, who will face a general election challenger in November in San Antonio's HD 118. TSEU also lost two long-time allies in the State House primaries- Reps. Roberto Alonzo (HD 104) and Rene Oliveira (HD 37). Their advocacy and service on behalf of state workers will be missed in the Legislature.

On the Republican side of the runoffs, Speaker of the House Joe Straus and his allies were the clear victors. Speaker Straus and his allies in the House have often been voices of reason in the face of extreme, anti-worker positions taken by the House Freedom Caucus, Empower Texans, Gov. Greg Abbott and Lt. Gov. Dan Patrick. Straus-backed Steve Allison defeated empower Texans candidate Matt Beebe in HD 121 to fill his seat; Cody Harris defeated Thomas McNutt (who was backed by Gov. Abbot) to replace Rep. Byron Cook in HD 8; the more moderate Reggie Smith defeated Brent Lawson to run for HD 62; in HD 13 Ben Leman defeated Jill Wolfskill who had pledged to join the House Freedom Caucus if elected; Keith Bell defeated Empower Texans-endorsed Stuart Spitzer in HD 4 to replace Lance Gooden.

The primary results overall bode well for state employee/retiree prospects in the upcoming general elections in November and the next legislative session, despite the loss of several key allies in the House. The work that TSEU activists did in the primaries paid off, and we must continue building our union's political power through COPE so that we can win on our issues in 2019! **If you have not already done so, JOIN COPE- see form on page 6!**

In the North Texas State Senate races, TSEU-endorsed candidates Beverly Powell (SD 10) and Nathan Johnson (SD 16) won their primaries. On the State House side, our members worked tirelessly to defend State Rep. Mary Gonzalez in HD 75 in El Paso. With TSEU support, Rep. Gonzalez pulled out a big win with 70% of the vote. TSEU-backed State Reps. Eric Johnson, Phillip Cortez, and Ina Minjarez also won their primaries. TSEU-endorsed challengers Terry Meza (HD 105), Joanna Cattanach (HD 108), Rhett Bowers (HD 113), and Julie Johnson (HD 115) were victorious as well.



Rio Grande State Center/TSEU members block-walk for Rene Oliveira

After hearing from TSEU members, TRS stalls vote. . . AGAIN.

ORGANIZING WORKS

Due to the overwhelming amount of communication received from TSEU members, the TRS Board of Trustees has once again postponed their vote to lower the rate of return until their next meeting in July. TSEU members began organizing last fall to oppose the unnecessary devaluation of their TRS pension fund by sending emails, collecting petition signatures, and testifying at Board of Trustees meetings. As a result, the TRS Board of Trustees has twice postponed the vote to adopt the recommendations made by an experience study (conducted 3 years prematurely) to lower the expected rate of return from 8% to 7.25%.

Seven TSEU members attended the April 20th TRS Board meeting to address the board and provide member comment, four of whom are actively paying into TRS: Lauren Goodley (TSU-San Marcos), Anne Lewis, Michael Schmidt (UT Austin), Angie Lopez (UTHSC- San Antonio) as well as 3 ROC activists: Judy Holloway, Angie Khan, and Thomas Kreneck who are currently relying on the continued solvency of their TRS pensions. Occupying the entire first hour of the meeting, they urged the board members to protect their pensions and reject any recommendations made to degrade the health of the fund.

continues next page

did you know?

TRS is among the highest-performing defined benefits pension funds in the country and has consistently outperformed all anticipated returns. There has been a growing trend over the past 30 years to diminish and/or eliminate defined-benefit pension plans. It is up to us to protect these plans from being slowly devalued until they are so underfunded they can easily be turned into 401(k)-style defined contribution (DC) plans.

Defined benefit plans vs. defined contribution plans

Defined benefit plans (like those of ERS and TRS) guarantee a basic income to workers for as long as they live. Unlike DC plans that only pay for as long as there's money in the account, retirees with DB plans can never outlive their pensions. DC plans are a bad deal for workers because they shift the entire burden and risk of saving for retirement away from the employer and onto the individual employee. They also line the pockets of Wall Street because they come with high fees for handling so many individual retirement accounts. This makes them a bad deal for taxpayers, as well as employees. In the last few legislative sessions, TSEU members have fought hard to defeat several bills intended to convert ERS and TRS into risky, 401k-like, DC plans.

So, what is the “rate of return” and why is it so important?

The rate of return is used to reflect the expected health of the pension fund – particularly if it will have enough funds to provide promised benefits to retirees. The formula used to determine this status depends on employment, retirement, mortality, and stock market trends and projections for a 30 year period.

State law requires TRS' actuaries to conduct such an “experience study” only once every 5 years – to determine how much is needed in contributions to keep the fund solvent. The last study made in 2015 indicated that an 8% rate of return was reasonable and according to the 2017 report, TRS achieved well over 12% in returns. Despite this, the 2017 study recommends lowering the rate of return to 7.25%. The Board of Trustees has argued that a lowered rate of return will incentivize the state legislature to increase state contributions to the fund. However, there is no historical evidence of the state having ever contributed more towards a lower-performing fund.

Such a drastic decline in the TRS expected rate of return will instead make the fund suddenly appear in much worse financial health than is true. In fact, it would bolster the claims of anti-pension groups that funds like TRS are heading for bankruptcy. Anti-pension groups like the John and Laura Arnold Foundation hope to push lawmakers to abandon traditional pensions like TRS in favor of DC plans. On top of making TRS appear unhealthy, lowering the expected rate of return also has the immediate effect of making it harder for TRS to provide a long overdue cost of living increase for current retirees.



At UTHSCSA, TSEU members Regina Whitener, Angie Khan and Angie Lopez collect signatures on the TSEU petition to the TRS Board of Trustees.

What's next?

While it is a tremendous feat to have stalled the TRS Board vote, very soon the Board will meet again on whether or not to accept the recommendations of this politically-timed study and lower the assumed rate of return below 8%. If they vote to lower it, the health and sustainability of our pension will take a huge step backward, and the possibility of losing our defined benefit pension plans will increase. If you would like to join other TSEU members in addressing the TRS Board of Trustees at the July 26-27 meeting in Austin, please contact Taylor Jones at 512-448-4225 or tjones@cwa-tseu.org. Your voice and presence is very much needed.



TSEU members (foreground) prepare to address the TRS Board at the April 20th meeting in Austin.

KEEP THE PRESSURE ON -What to do now:

- 1. Sign up a new member!** Use the form on page 6 of this Update or go online to www.cwa-tseu.org/about-tseu/join-tseu/
- 2. Sign and share the online petition:** <https://cwa-tseu.org/trspetition/>
- 3. Send an email TODAY to the TRS Board:** trcomments@trs.texas.gov
Urge them to protect our pensions by rejecting any recommendation made by the 2017 experience study to lower TRS' assumed rate of return. TRS is currently the healthiest pension fund in the country and has consistently outperformed all expected returns. Tell them there's no reason to make this change - it will only hurt current and future retirees.



Keeping our union UNBREAKABLE!

During this past legislative session, Governor Abbott tried and failed to pass a bill to strip state workers of union membership by barring union dues deduction out of our paychecks. Governor Abbott and his allies in the Legislature hoped to silence state workers by destroying our union so that they could then pursue their agenda of privatizing state services and busting our pensions.

Didn't we win this fight already?

- The Senate version of the bill, SB 7, passed the full Senate within the first week of the session, despite the testimony of dozens of state workers, retirees, teachers, police, and firefighters. In the House, SB 7 had a very different reception as it was never even given a formal hearing and later died in committee. Stopping this bill was a major victory for our union, but the fight is far from over. Gov. Abbott, Lt. Gov. Patrick, and the Tea Party are gathering strength in the State House to again try to take away our right to organize with payroll deduction.

What do we need to do now?

- Members need to put a bank account on file with the union, so we never have to worry about threats to take away State Employees' voices! These attacks happen because our efforts at the capitol are working! That's why we must continue building our Unbreakable campaign, as well as our political work through COPE, as urgently as possible.

How about a small dose of reality?

- The anger over payroll deduction is nothing but a tactic by anti-union lawmakers to distract and weaken Union power, while trying to cut pay, privatize services, and to give away our pensions to Wall Street. Elected officials will keep trying to use the dues issue to drain our union resources next legislative session. We must adapt and become Unbreakable to push back on this threat to our ability to continue to win as a union. You can help make Texas State Employees Union Unbreakable by putting a bank account on file. Use the form at right and return it today!

Why attack public employee unions?

- TSEU members and other public sector unions have fought off privatization attempts and efforts to eliminate our pensions. This means lost profits for potential private contractors and others seeking to make money from public services and the Texans who depend on those services. By weakening public employee unions, politicians are opening the door for corporate profiteers and turning their backs on regular Texans.

DON'T LET THEM WIN!

- TSEU has been preparing for the possible elimination of payroll deduction since 2015 through our Unbreakable campaign. By putting a bank account on file with the union, you will be doing your part to ensure that Gov. Abbott and Lt Gov. Patrick do not silence our voice.

If you have not already locked in your TSEU membership, fill out the form at right, fold it and seal with tape and use the Business Reply Mail stamp to return it to TSEU. You can also fill out an online version of the form at: cwa-tseu.org/unbreakable. If you are currently paying your dues through payroll deduction, bank account dues won't take effect unless legislation passes that cuts off payroll deduction. After you have filled out your form, ask fellow TSEU members to fill one out too.

BUILDING OUR MOVEMENT

Use the TSEU membership form at right to keep TSEU unbreakable, to join the union or to sign-up a co-worker, OR to start a CWA-COPE contribution!

KEEP TSEU UNBREAKABLE (current members only)

- initial box in SECTION A

NEW MEMBERS

- Fill out SECTION B as completely as possible

KEEP TSEU UNBREAKABLE (current members only)

- Fill out SECTION B as completely as possible

Fill out Unbreakable form at: cwa-tseu.org/unbreakable
Join TSEU online at: cwa-tseu.org/jointseu

NEW MEMBERS

- In SECTION C, indicate your dues amount. Also, include your bank information, sign and date.

KEEP TSEU UNBREAKABLE (current members only)

- In SECTION C, include your bank information, sign and date. This will authorize a switch to bank draft for dues collection should payroll deduction be removed.

JOIN CWA-COPE! (current and new members)

- Choose contribution level and initial the form. Supply bank details if not already indicated; this information will be used to draft your monthly contribution.



TEXAS STATE EMPLOYEES UNION / CWA

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



SECTION A: FOR CURRENT TSEU MEMBERS ONLY

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)

INITIAL

SECTION B: EMPLOYEE INFORMATION

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: _____

SECTION C: MEMBERSHIP AND AUTHORIZATION

I authorize TSEU to draft my account for my dues each month in the amount indicated until further notice:

- \$16.00 salary below \$20,000 \$19.00 salary \$20,000-\$25,000 other - \$ _____
- \$22.00 salary \$25,000-\$30,000 \$25.00 salary over \$30,000 \$11.00 part time \$9.00 retiree

BANK NAME / BANK CITY ACCOUNT NUMBER ROUTING NUMBER

CHECKING SAVINGS

DRAFT BEGINS: MONTH/YEAR _____

SIGNATURE _____

DATE _____

[OPTIONAL] I also authorize a voluntary monthly contribution in the amount indicated to CWA-COPE to be withdrawn from the bank account identified above.

COPE participants get a special prize at each contribution level - contact TSEU for details

- \$5.00 \$10.00 \$20.00 \$30.00 other \$ _____

INITIAL





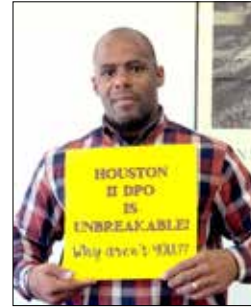
Parole Weeks of Action huge success!

TSEU members in Parole have been seeing huge successes in their work across the state. How are they doing this? By blending a mix of traditional organizing basics and new technology! Union members in Parole are taking a two-step approach with building union power in our agency- asking coworkers to join the union and fill out the union's Workload Survey.



Working through Zoom calls and face-to-face caucus meetings, Parole union leaders developed a workload survey and laid plans for Weeks of Action in April.

The goal was two-fold- grow the union and get real data on caseloads, workloads, and pay in our agency that we can then take to lawmakers to push for lower caseloads, more staff, and better pay. Thanks to the hard work of members across the state, the survey and Weeks of Action proved to be a monumental success.



Workload Survey cwa-tseu.org/caucuses/tdcj-parole/

Available online or as a download from the TSEU website, over 250 surveys have been completed since February! It takes less than five minutes to finish and provides your union with vital information needed to help build our campaign for a REAL pay raise and more staff to get the job done; so if you haven't taken the survey, do so today! Don't forget to share it with coworkers, as well!

With the Parole Weeks of Action in April, union activists put our organizing work into high gear. By talking to their coworkers about the Workload Survey, inviting them to meetings and events, and asking them to join the union, 24 new Parole members joined the union in April and 13 in May!

Our work doesn't end there. Activists will be coming together for more Zoom calls and caucus meetings to make plans for summer actions. To get involved in this work, contact your organizer or Amy Zachmeyer at azachmeyer@cwa-tseu.org or 713-661-9030 to find out how you can strengthen your union to win big in the 2019 legislative session!



FOLD IN THIRDS - SEAL WITH TAPE - SEND IT IN!

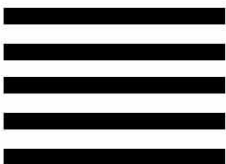


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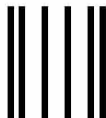
TEXAS STATE EMPLOYEES UNION/CWA

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UNION ACTIVISTS TO HHSC LEADERS: Bring back our grievance procedure!

In May of 2017, the Health and Human Services Commission announced eliminating access to the employee grievance procedure for all state workers in HHSC, DADS, DSHS, and DFPS, except those who work at a state hospital or state supported living center. This change reverses the long-established right of state employees to challenge unjust terminations and demotions. Without a grievance procedure, tens of thousands of state workers are vulnerable to being unfairly fired or disciplined with no way to dispute it.

Union activists in HHSC agencies have been busy gathering petition signatures and meeting with legislators locally to push for the grievance policy to be restored. This past May, Deputy Director Chris Adams agreed to meet with HHSC union leaders to hear our concerns. Joanne Day (Austin DSHS), Albert Zepeda (Brownsville HHSC), Antonio Ovalle (McAllen HHSC), and Joan Barasch (San Antonio HHSC) were in attendance along with the Chief Counsel for Health and Human Services. The union delegation used the opportunity to inform agency leaders how their policy decisions have negatively affected local offices, particularly when it comes to morale and turnover. Members asked for full restoration of lost benefits, including the recent changes made to the eligibility requirements for merit raises and the extended sick leave pool.

The agency leaders explained their decision to cut employee benefits by pointing out that legally they “aren’t required to provide these benefits.” This response makes it very clear that the only solution to restoring our benefits is through organizing more members into our union so we can change the laws in the 2019 legislative session!



TSEU Human Services leaders Joanne Day, Albert Zepeda, Antonio Ovalle and Joan Barasch with Deputy Commissioner Chris Adams and Chief Counsel Karen Ray

AUGUST 19-31 ‘Enough Is Enough’ HHSC Week of Action

This summer, Human Services Caucus members across Texas will be holding the “Enough is Enough” Week of Action. The goal is to have local actions to sign up new members, educate workers on the issues, and mobilize to restore our rights. These weeks are to coincide with meetings with local elected officials asking specifically for their willingness to author a worker protection bill. The “Enough is Enough Blitz” is scheduled for August 19-31. To get involved, please talk to your organizer, email jmontemayor@cwa-tseu.org or call the Austin TSEU office at 512-448-4225.



TJJD union activists Cora Bennett (Mart), Mary Henry (Giddings), Faith Francis (Gainesville)

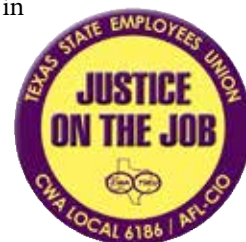
Union leaders discuss staffing and closure concerns with new TJJD head

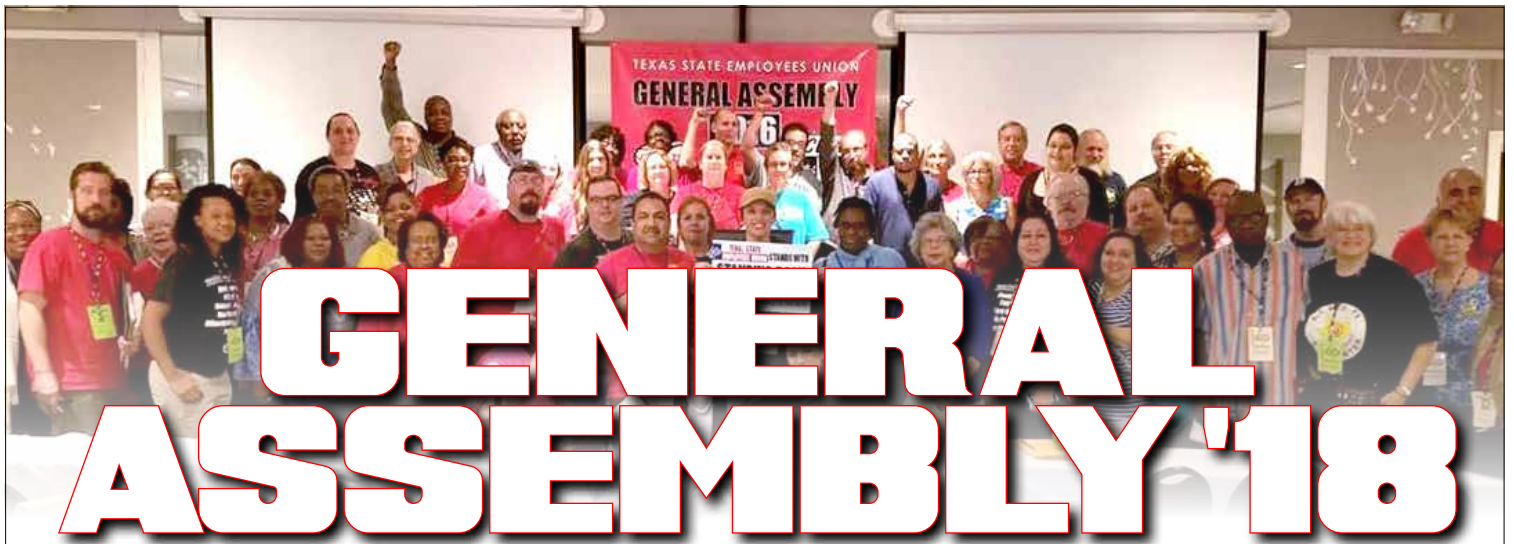
This past April, TJJD union activists Cora Bennett (Mart - Case Manager), Mary Henry (Giddings - Admissions), Faith Francis (Gainesville - JCO IV) met with our agency’s new Executive Director, Camille Cain, and some of her top staff. The delegation of union leaders arranged the meeting with Ms. Cain to discuss the key issues affecting TJJD and all its employees.

Topping the list of issues to address is how we can address the high turnover, staff shortages, long hours, and high workloads that plague our agency. Along those lines, union members in attendance asked Ms. Cain to include a request for a pay raise for all TJJD staff in the agency’s next budget request to the Legislature. Members also shared with Ms. Cain, information on the union’s proposal for a Case Manager career ladder and including TJJD staff in the 20-year LECO retirement plan. Both measures, if put into effect, would go a long way towards reducing workloads and forced overtimes. The agency would be better able to attract and keep staff.

Union leaders also raised the issue of closures with Ms. Cain, and stressed the real need for TJJD to exist in order to deal with those youth offenders who can’t be helped by county programs but who shouldn’t be placed in adult prison. Ms. Cain agreed on the need for TJJD to continue serving that population, but indicated she thought the Legislature might decide to further shrink the size of the agency with closures in the coming years. The union leaders present made it clear we would be opposing any moves to close facilities.

We will continue to grow our union in TJJD so that we can stop closures and turn our agency around so that we can serve the people of Texas! Contact Seth Hutchinson at 512-448-4225 or shutchinson@cwa-tseu.org to learn about how you can get more involved!





SEPTEMBER 21-23 | AUSTIN, TEXAS | BE THERE!

WE WON'T BACK DOWN!

The TSEU General Assembly is a statewide meeting of elected delegates and other TSEU members and families. Held every even-numbered year, the General Assembly considers and adopts the broad strategic plans that guide decision-making in TSEU for the next two years. These plans are contained in the Organizing Program and Political Program, which also contain specific legislative goals for the upcoming session of the Texas Legislature. The General Assembly makes decisions and adopts positions on various specific questions, including election of TSEU candidates for the ERS and TRS boards. All members present can participate in debates, discussions, and meetings; the final vote on issues is restricted to elected delegates*. Finally, the General Assembly is the best opportunity for TSEU members from across Texas to meet one another, renew friendships, and enjoy the companionship of fellow TSEU members and families. Contact any TSEU office or organizer for details!

***GENERAL ASSEMBLY DELEGATES** will be elected on the basis of one per 50 members, based on May 2018 membership. We are accepting nominations for delegate positions. If you would like to be a delegate or wish to nominate a fellow TSEU member, contact your nearest TSEU office

TSEU's General Assembly marks the beginning of the mobilization campaign to win specific victories. The enthusiasm and determination that begins HERE allows union members to go back out to our homes ready to take on the organizing and mobilizing required to win!



HELP DESIGN OUR OFFICIAL LOGO: GENERAL ASSEMBLY '18 LOGO CONTEST

This logo/design will appear on all General Assembly materials, including the event t-shirt, and on a future UPDATE cover. Designs should reflect the theme "We Won't Back Down". The winner will be recognized during the General Assembly Awards Banquet. Printer-ready artwork is great, but we are looking for (and will acknowledge work of) designs or concepts at any level or ability - no matter how 'rough' your artwork, send it along! **DEADLINE IS FRIDAY, JULY 13.** For more details contact Chris Knapp at the TSEU Austin office (512.448.4225 or cknapp@cwa-tseu.org).

- For consideration, provide an 8½ x 11 sample. Mail your design to the Austin TSEU office or email to Chris Knapp at: cknapp@cwa-tseu.org
- It must include the words: 'TSEU General Assembly', 'Austin Texas, September 21-23', 'We Won't Back Down'
- Use no more than two colors. It will be printed on a red t-shirt. Designs subject to minor changes.



SEEKING VOLUNTEERS Are you TSEU's candidate in the next ERS Board election?

The Employees Retirement System maintains and controls the retirement plan for all state agency employees and the health care plan that covers all agency AND university employees (except those in the UT and A&M systems). The ERS is governed by a six-person Board of Trustees. Three trustees are elected by agency employees and retirees while the other three are appointed. Candidates for the ERS Board elected positions must be active employees of a Texas state agency that is NOT already represented on the ERS Board. The Board already includes representatives from DPS and HHSC (DARS, DSHS, and DADS).

After the successful election in 2015 of TSEU member Ilesa Daniels to the board, we now have the ability to double the voice of front-line state workers with a win in the 2019 election. We have power in our numbers and influence among co-workers at our jobs - our union turned out the vote for Ilesa, and we can do it again!

TSEU has run a candidate in every election since 1989, and next year will be no different. The TSEU candidate will be selected by the General Assembly. The Executive Board will recommend a candidate after screening by the TSEU ERS screening committee.

If you want to be TSEU's ERS candidate:

- Write a letter stating why you would be a good candidate. Please detail any organizing or mobilizing campaigns you have participated in, including past ERS campaigns. List your agency, location, job title, years of services, and years as a TSEU member.
- Send your letter to:
TSEU ERS Campaign Committee
1700 South 1st Street / Austin, TX 78704
- Letter must be received by Friday, July 13.

Follow TSEU on Facebook! facebook.com/CWA.TSEU



As our ever-changing world becomes increasingly more dependent on social media to keep up, we realize the beneficial role it can play in connecting TSEU. Not only a way to see and post pictures of fellow members, it's also a way to get the word out about urgent actions or upcoming union events and to share important news in timely manner; BUT, it only works if YOU are part of it! Link to our Facebook page from the icon on the TSEU website or go to facebook.com/CWA.TSEU and LIKE us today!

TSEU BUMPER STICKERS: In the parking lot or on the road, get recognized as a TSEU member! Contact any TSEU office for supplies!



TSEU EXECUTIVE BOARD

- Anthony Brown (HHSC, Houston) President
- Seth Hutchinson (TSEU Austin) Vice President
- Joanne Day (DSHS, Austin) Secretary
- Samm Almaguer (TWC, Houston) Treasurer
- Albert Zepeda (HHSC Brownsville) 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 (HHSC, Lufkin) Region 5
- Gwen Logan (OAG Rosenberg) Region 6
- Debra Coleman (DADS-Retired, Brenham) Reg. 7
- Anne Lewis (UT-Austin) Region 8

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- Ron Day, Lead Organizer
- Alex Moir, Organizer
- Taylor Jones, Organizer
- Amanda Weems, Organizer
- Tyler Sheldon, Political Organizer
- Debbie Haun, Office Manager
- John Behr, IT
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- Elias Cantu, Organizer
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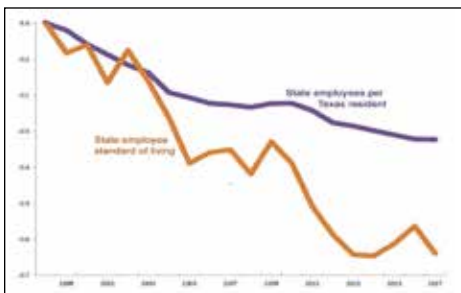
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1 While the state budget swells state employees lose ground!

The money is there - we need our share! How we can turn this fight around and win in 2019!



3 After hearing from members, TRS stall vote... Again!

ORGANIZING WORKS! TSEU members give testimony during recent TRS meeting; vow to keep up the pressure!



7 TDCJ-Parole/TSEU weeks of action, a huge success!

TSEU calls attention to issues at parole. Staffing and pay take center stage in recent Week of Action at the agency.



9 Your call to General Assembly BE THERE - Sept 21-23/Austin

It's the largest gathering of organized state employees in the nation! Don't miss your chance to be part of history!

Inside this issue:

- **PAGES 1, 2**
How the state SPENDS its money AND where the state GETS its money (in graph form)
- **PAGE 3**
Primary and runoff election results
- **PAGE 5**
Keep TSEU UNBREAKABLE
- **PAGE 6**
TSEU membership application
Join the union, fill out unbreakable authorization or join COPE, all on the same form
- **PAGE 8**
Union activists address HHSC leaders: *Bring back our grievance procedure*
TJJD members talk staffing and closures with new agency head
- **PAGE 9**
MEMBER CONTEST: Help design the General Assembly 2019 logo
- **PAGE 10**
Seeking volunteers to be TSEU's candidate in the ERS Board election.

