



TEXAS STATE EMPLOYEES UNION UPDATE



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COMMUNICATIONS WORKERS OF AMERICA, LOCAL 6186 / AFL-CIO

NOVEMBER 2020



▲ For the first time in TSEU's 40-year history, General Assembly wasn't held in-person.

INSIDE: Get a wrap up of TSEU's first-ever, entirely online convention - including 2021-22 Legislative goals.

THE TIMES THEY ARE A-CHANGIN'

ELECTION 2020



Election work supporting our TSEU-endorsed candidates will largely be ▲ limited to working the phones and online candidate forums and townhalls.

INSIDE: TSEU election endorsements and ways you can get involved!



◀ Plans for Lobby Day 2021 include car caravans, area press conferences, and other calls to action!

Overcoming New Challenges to BUILDING our Movement!

A MESSAGE FROM TSEU PRESIDENT JUDY LUGO:

In my many years as a state employee, I've seen a lot of things, but nothing like we are experiencing with fighting through COVID-19. We still get reports of infections to our lowest paid Union Sisters and Brothers, and when we file requests for agency infection numbers; the State claims they are not tracking this information. We have Universities reopening knowing infection rates in counties are increasing. We have a Governor who refused to act until this epidemic was already out of control and state leadership whose solution to this COVID seems to be cutting the funding of frontline state workers. Our fights are real, and the time has never been greater for us to strengthen ourselves and organize against these attacks.

As state workers and retirees, we deserve a decent standard of living and fair pay, we deserve affordable health care, we deserve a secure retirement, we deserve justice on the job! These are not impossible to achieve. The belief that we can work together, and win is what unites us. Our Political program states: We will be part of a movement to take back Texas for the working men and women who create the wealth of our state, for the children who are our future, for the elders who worked for what we have, for the Texans with disabilities who should share fully in our society.

As we head into these next few months, we know we face some major challenges, but we also have major opportunities: We have a real shot at flipping the Texas House.

We also have commitments from both sides of the aisle to file legislation on: pay raises, restoration of our grievance procedure, fully funding our pension, letting retirees serve on the ERS Board. However this only happens if we step up and put in work to grow and elect pro-union legislators.



WE BEAT THIS CRISIS JUST LIKE ANY OTHER: **WE ORGANIZE!**

WHAT WE MEAN WHEN WE SAY "ORGANIZED"

- ‡ **ORGANIZED MEANS** a strong majority of the employees are members of an organization that is their collective voice. It means that the organization has strength through membership to influence decision-making at every level.
- ‡ **ORGANIZED MEANS** TSEU has the power in the state Capitol to push through adequate funding for quality services, fair pay for state workers and retirees, a secure retirement, affordable health care, and measures to keep workers safe on the job.
- ‡ **ORGANIZED MEANS** TSEU has the power in state agencies and universities to give frontline workers a real voice in policy issues and to assure fair treatment on the job.
- ‡ **ORGANIZED MEANS** more employees are taking part in building solutions to problems than standing on the sidelines waiting to see what happens, not the other way around.
- ‡ **ORGANIZED MEANS** TSEU becomes THE voice of state employees and retirees in Texas.

WHY WE ARE ORGANIZING

The obvious problems in state agencies and universities are many and immense: budget cuts, privatization, low pay, unaffordable health care, to name a few. These issues will only be magnified by the continued response to the COVID-19 health crisis. Every year we find ourselves fighting all-out defensive battles on these core issues. We will never catch up if we keep fighting defensive battles. We need the power to change the landscape. **Our real #1 issue is that our agencies and universities are not organized.** We need the power of a majority presence in our agencies and universities to win the victories we need and deserve.

We need to change the way Texas handles state services and the way it treats the workers who provide them. Decades of downsizing and privatization have to be replaced by full funding. State leaders need to make quality services and state workers their top priority. The decision-makers (legislators, agency and university heads, etc.) will not make this change until they have to. TSEU can play a major role in changing the political landscape of Texas when we truly become THE voice of state workers.

We must look at organizing in a new way. We must look past minority presence and slow increases in our workplaces to the day when we are the majority! We can, and do, win when minorities of workers are organized, but we need the power of a majority presence to turn things around. We don't have to slowly tackle each problem that comes our way. We can take on the core problem: that we work in an unorganized workplace. We can solve the problem by getting our coworkers and fellow retirees to join TSEU.

WHERE WE STAND:

Over 87% of TSEU members work in 15 agencies and universities. Our level of organization in these institutions ranges from 28% in Parole to 18% in HHSC, TJJJ, and SSLC's to less than 5% in some institutions. We have the greatest ability to affect policy and solve problems in the agencies and universities that are the most organized. As the TSEU voice becomes THE voice of state employees and retirees, the TSEU voice carries more authority.



Our ability to organize co-workers face-to-face has been severely limited in the age of COVID-19. Despite the obvious hurdles of maintaining social distancing, our work in the field will continue even as we expand our online outreach via social media channels and other outlets. TSEU activists and organizers are committed to maintaining the health and safety of all state workers and will abide by all recommended practices while in public or on state facilities. If you have been itching to get out and help build your union, contact your nearest TSEU organizer or office today!

UTEP Union members mobilize to reverse discriminatory ADA parking policies

TSEU activists and UTEP professors Dr. Selfa Chew and Dr. Aurelia Lorena Murga have been instrumental in building support for the initiative. The TSEU UTEP ADA Parking Organizing Committee meets every other week via Zoom to coordinate the pressure campaign. As of now, an online petition drafted by the OC has reached nearly 2000 signatures through coordinated outreach to student groups, professors, and local disability justice activists. Campaigning on social media, particularly Twitter and Facebook, has built broad campus and community support for the mobilization. The petition has already attracted the attention of local media, including KTSM and El Diario De El Paso, and OC members are continuing media outreach. In addition, TSEU members are working with the UTEP Faculty Senate, Student Government Association, Graduate Student Assembly, Staff Council, and Parking and Transportation Office to extend free ADA permits to all disabled students and employees.

Currently, staff members pay upwards of \$525 to access ADA parking on campus for one academic year. Students pay upwards of \$250 per academic year. These prices are significantly higher than at any other UT system institution despite El Paso's lower cost of living. Disabled community members are often unable to find parking in the inner campus and are forced to walk—or wheel—up steep hills simply to access their own classroom or workplace. Disabled veterans at UTEP currently access ADA parking free of charge.

So far, university administrators have maintained that parking permits are so expensive to pay for the costs of parking lots. But their lackluster response only raises more questions: Why are disabled employees and students being made to pay simply to access the campus where they study and work? Why are free passes extended to disabled veterans but not to other disabled UTEP workers and students? And why are UTEP's parking passes pricier than any other UT system campus despite a lower cost of living in El Paso? The UTEP ADA Parking OC—and the broad coalition of student groups, employees, and community disability justice activists we've built—will continue to mount pressure until UTEP becomes the accessible university our community deserves.

School f/t Blind members express concerns over COVID protocols

Union members at The Texas School for the Blind and Visually Impaired (TSBVI) in Austin have been organizing, being concerned about the unique nature of their school and how the Coronavirus may hinder their work.

TSBVI Administration has gone to great lengths to insure the safety of the campus population. Even so, the unique nature of TSBVI and the school population (many students travel a great distance from all across Texas to live full-time on campus) makes in-person instruction potentially a far greater risk to the health and safety of their students and staff. It is almost impossible for teachers and instructors not to touch or not be in close contact with students with visual disabilities.

Since August, TSEU members have been researching varying approaches from schools for the visually impaired in other states and countries, meeting once a week to discuss strategies, timelines, define allies, discuss next steps, and debrief their efforts.

Members used a petition ([link here](#)) to gauge the concerns of the campus, leading to a Town Hall with TSBVI Administration to air the concerns of members and non-members. This event was attended by 170 people. Realizing the need to air their concerns with the Texas Education Agency, on September 24th Union members met with Mr. Matt Montano, Deputy Director of Special Programs for the TEA. Mr. Montano learned of the unique experiences working with the visually impaired. On October 28th TSEU members will meet once again with Mr. Montano to give and receive progress reports on their work to safely teach the students at TSBVI.





WE'RE UNION, WE'RE STRONG WE VOTE!



PRESIDENTIAL TICKET

- Joe Biden / Kamala Harris



TEXAS SENATE

- MJ Hegar



US CONGRESS

- Wendy Davis



US CONGRESS

- Lloyd Doggett

The 87th Texas Legislative session (starting in less than 90 days) will be one of the most important sessions for state employees and the services we provide in decades. The future of worker rights, state services, pay raises, pensions, and voter representation will all be on the table.

WE MUST ELECT ALLIES THAT WILL FIGHT FOR US!

- **HOW WE GOT HERE:** Throughout the year, TSEU area COPE committees have met with and screened candidates around the state to ensure that we endorse and support candidates that will truly fight for state workers and retirees. The work our members have put in during this process is commendable.
- **GET INVOLVED:** This election cycle will look different than those in the past, but that in no way diminishes the impact that we can have when we work together! Sign up for volunteer opportunities and see what TSEU is doing on our election website: <https://cwa-tseu.org/election-2020/>

PHONE BANKS: We will be meeting for phone banking and other election work on zoom every Tuesday and Thursday evening at 6:00pm from now until election day. We will also be hosting a weekly COPE update every Saturday at 10:30am. Please email TSEU Legislative Director Tyler Sheldon at tsheldon@cwa-tseu.org to RSVP for election work, meetings and to receive the zoom links to join us online.

SAN ANTONIO



- **SD 19 Rep. Roland Gutierrez**
- SD 26 Sen. José Menéndez
- HD 116 Rep. Trey Martinez Fischer
- HD 117 Rep. Philip Cortez
- HD 118 Rep. Leo Pacheco
- HD 120 Rep. Barbara Gervin-Hawkins



- **HD 121 Celina Montoya**
- HD 123 Rep. Diego Bernal
- HD 124 Rep. Ina Minjarez
- HD 125 Rep. Ray Lopez

SOUTH TEXAS

- SD 20 Sen. Juan "Chuy" Hinojosa
- SD 21 Sen. Judith Zaffirini
- HD Rep. Ryan Guillen
- HD 34 Rep. Abel Herrero
- HD 35 Rep. Oscar Longoria
- HD 36 Rep. Sergio Munoz
- HD 37 Amber Medina
- HD 38 Rep. Eddie Lucio III
- HD 39 Rep. Armando Martinez
- HD 40 Rep. Terry Canales
- HD 41 Rep. Bobby Guerra

Those listed in BLUE with a candidate pictured are **TSEU FOCUS RACES**

HOUSTON

- SD 6 Sen. Carol Alvarado
- SD 13 Sen. Borris Miles



- **HD 26 L. Sarah DeMerchant**
- HD 27 Rep. Ron Reynolds



- **HD 28 Eliz Markowitz**
- HD 131 Rep. Alma Allen



- **HD 132 Rep. Gina Calanni**



- **HD 134 Ann Johnson**
- HD 135 Rep. Jon Rosenthal
- HD 137 Rep. Gene Wu



- **HD 138 Akilah Bacy**
- HD 139 Rep. Jarvis Johnson
- HD 140 Rep. Armando Walle
- HD 141 Rep. Senfronia Thompson
- HD 143 Rep. Ana Hernandez
- HD 144 Rep. Mary Ann Perez
- HD 145 Rep. Christina Morales
- HD 146 Rep. Shawn Thierry
- HD 147 Rep. Garnet Coleman
- HD 148 Penny Shaw
- HD 149 Rep. Hubert Vo

WEST TEXAS

- SD 29 Rep. César Blanco
- HD 75 Rep. Mary Gonzalez
- HD 77 Rep. Lina Ortega
- HD 78 Rep. Joe Moody
- HD 79 Rep. Art Fierro
- HD Rep. Tracy King

DFW/NORTH TEXAS



- **HD 64 Angela Brewer**



- **HD 65 Rep. Michelle Beckley**



- **HD 66 Sharon Hirsch**



- **HD 67 Lorenzo Sanchez**
- HD 90 Rep. Ramon Romero Jr.



- **HD 92 Jeff Whitfield**



- **HD 93 Lydia Bean**



- **HD 94 Alisa Simmons**
- HD 95 Rep. Nicole Collier



- **HD 96 Joe Drago**



- **HD 97 Elizabeth Beck**
- HD 101 Rep. Chris Turner
- HD 102 Rep. Ana-Maria Ramos
- HD 103 Rep. Rafael Anchia
- HD 04 Rep. Jessica González
- HD 105 Rep. Terry Meza
- HD 107 Rep. Victoria Neave



- **HD 108 Joanna Cattanach**
- HD 109 Rep. Carl Sherman Sr.
- HD 110 Rep. Toni Rose
- HD 111 Rep. Yvonne Davis



- **HD 112 Brandy Chambers**



- **HD 113 Rep. Rhetta Andrews Bowers**



- **HD 114 Rep. John Turner**



- **HD 115 Rep. Julie Johnson**

AUSTIN/CENTRAL TEXAS



- **HD 45 Rep. Erin Zwiener**
- HD 46 Rep. Sheryl Cole



- **HD 47 Rep. Vikki Goodwin**
- HD 48 Rep. Donna Howard
- HD 49 Rep. Gina Hinojosa
- HD 50 Rep. Celia Israel
- HD 51 Rep. Eddie Rodriguez



- **HD 52 Rep. James Talarico**
- HD 54 Likeithia "Keke" Williams



- **HD 136 Rep. John Bucy**



Laying the foundation for state employee VICTORY

TSEU GENERAL

Every two years, the TSEU General Assembly brings together elected delegates from every part of Texas to adopt our union's political/legislative and organizing programs and to make the decisions that will guide us for the next two years.

Like many aspects of our lives these days, social distancing measures because of the COVID-19 health crisis resulted in some changes to our usual General Assembly. Our weekend-long, in-person convention was replaced by three separate online meetings held on Saturday, September 12th, 19th and 26th. More than 150 TSEU members participated in this year's General Assembly. Setting aside time for one weekend can be difficult; finding time on three consecutive weekends shows a level of commitment that is greatly appreciated and admired - THANKS DELEGATES!



Setting the agenda, making goals, preparing upcoming mobilization

[SEPTEMBER 12] The morning session of the first day of General Assembly gave sector caucuses a chance to meet and adopt legislative goals specific to their issues; a summary of those and TSEU's overall legislative agenda are listed below. Caucus meetings also gave members a chance to review the 2021-22 Legislative and Organizing Programs and offer suggested changes.

During the evening session, TSEU Treasure Samm Almaguer gave the TSEU

Treasures' Report prior to hearing from our keynote speaker for the night, US Congressional candidate Wendy Davis. This was followed by a series of TSEU workshops and other trainings - including seminars on organizing, election work/COPE, digital training - and an informal happy hour.

[SEPTEMBER 19] Our second weekend of General Assembly consisted of geographic caucus meetings. In these meetings, we planned upcoming mobilizations (including Lobby Day), looked at organizing goals and took commitments for election work.

NARROWING OUR FOCUS

CAUCUS LEGISLATIVE GOALS

TJJD CAUCUS

- Take steps to prevent agency turnover including: Opposing closures of TJJD facilities and privatization, full funding, hiring additional staff to cover workloads and shift standards.
- Include Youth Development Coaches and other hazardous positions in the LECOSRF 20-year retirement plan.
- Allow for Justice on the job: hazard pay, PPE, and other safety measures, a cross-agency CAPPs review and feedback that does not penalize individual agencies.
- Transparency in agency and facility re-organization with due process.

R.O.C. RETIREE CAUCUS

- Enact pension increases for ERS and TRS that reflect the cost of living since 2001 by making an immediate cash infusion; fully fund the state pension system; provide ongoing cost of living increases.
- Oppose any conversion to defined contribution plans for pensions or healthcare.
- Continue payroll deduction of union dues for ERS retirees and active state employees.
- Allow retirees who worked for the State of Texas to serve on the ERS Board, including trustees already serving to continue on the Board after they retire.

DFPS CAUCUS

- The agency MUST stop staff turnover and retain staff by funding healthcare benefits, across the board pay raises for all staff, payment of all overtime compensation, compensation for bilingual and interpretive staff, compensation for level of education, establishing a career ladder for all staff, job parity for APS, SWI, and support staff, and continuing to fund retirement benefits.
- Restore needed funding for client services and stop the privatization of FPS programs protecting children and adults.
- Adopt the same caseload standards as recommended by the NAEYC, NAAPSA, CWLA, and TDPRS. Decrease wait time at Statewide intake to an average of 5 minutes

HHSC CAUCUS

- Oppose and roll back privatization and closures of human services offices and programs while increasing oversight and accountability of current HHSC contracts.
- Maintain and increase staffing to deal with both existing and projected growth and enact an across-the-board career ladder in order to stop turnover.
- Demand the state provide the tools and flexibility to complete our work: safe and sanitary work environments, adequate training and support for all employees, including Management and Support Staff, realistic work expectations, and an effective grievance procedure.
- Create comprehensive plans to prepare for future emergencies that include telework.

in 2021

ASSEMBLY

TSEU's convention goes ONLINE!

During the evening session, current ERS Board member Illesa Daniels introduced our 2020 ERS Board of Trustees candidate, Neika Clark, and discussed the importance of our pension system. Neika also addressed attendees. Following, CWA District 6 Vice President Claude Cummings (always a crowd favorite) gave a brief speech after being introduced by Judy Graves. That evening's session ended with a Town Hall event hosted by our COPE committee. In attendance was HD 108 candidate, Joanna Cattanaach; SD 19 candidate, Rep. Roland Gutierrez; HD 138 candidate Akilah Bacy and HD 52 candidate, Rep. James Talarico.



[l-r] CWA Dist 6 Vice President Claude Cummings and CWA Public Sector VP Margret Cook addressed this years attendees.

[SEPTEMBER 26] On our final morning of General Assembly, we had the presentation of agency/university and geographic caucus goals. As is custom with every General Assembly, we also had a remembrance of all those members no longer with us. Before adjourning, delegates watched a short film of our last Lobby Day in 2019 created by TSEU Board Member Anne Lewis (UT Austin). We discussed our next Lobby Day coming up on Wednesday, April 7, and made plans to mobilize thousands to attend. With that, General Assembly 2020 was called to a close. While we would have preferred to be in-person, for our first, entirely online General Assembly, we accomplished our union's business; thanks again to all who attended!

HEARING FROM THE CANDIDATES GUESTS/SPEAKERS



[TOP] US Congressional candidate Wendy Davis, our opening weekend key-note speaker.

[MIDDLE] HD 108 candidate, Joanna Cattanaach and SD 19 candidate, Rep Roland Gutierrez; [BOTTOM] HD 52 candidate, Rep. James Talarico and HD 138 candidate Akilah Bacy. All four participated in our second weekend's event, a candidate forum.



UNIVERSITY CAUCUS

- Restore state funding of each university/health science center to minimum 25%, and use the rainy-day fund to preserve university jobs and services.
- All university/health science center employees—including part-time, adjunct, and graduate-workers—should receive the same benefits as other state employees, such as a pension, years of service accrual, across the board pay raises, and in every way be considered state workers.
- Repeal HB 3015; re-regulate tuition for all students, and offer full tuition reimbursement for all student workers.
- Provide full healthcare, including gender-affirming care, for university/health science center employees working 50% or more, and expand Medicaid to protect part-time workers

SSLC/ST HOSP. CAUCUS

- High risk duty pay for ALL public sector workers serving special populations
- Public sector facilities serving special populations will maintain sufficient staffing levels to eliminate the need for mandatory overtime
- Mandate that each facility be equipped with adequate essential PPE equipment and Infection Control Protocols to safeguard all facility workers in accordance with current CDC guidelines.

AMALGAMATED CAUCUS

- Ensure better access to state agencies to protect speech and assembly rights for state employees.
- Career ladders created for all state employees.
- Preserve longevity pay.

TDCJ-PAROLE CAUCUS

- Reduce the turnover rates by enacting a \$6000 across the board pay raise for all TDCJ Parole staff
- Reduce turnover by hiring additional staff to bring parole officers to a legislated 60:1 caseload.
- TDCJ clerical staff is our front line of defense and need to be paid fairly for the work that they do.

TWC CAUCUS

- Hazard pay and personal protective equipment for workers required to report to work in person provided by TWC
- Set up career ladder based on classification and years of service and include all state agency and university workers in across the board pay raises
- Stop further privatization because it promotes inefficiencies, fraud, and cost overruns

OVERALL STATE EMPLOYEE LEGISLATIVE GOALS

- Fair pay for all state employees! Fund a minimum \$6,000/year or \$500/month pay raise for every state employee.
- Ensure quality, affordable health care and secure pensions for state employees, retirees, and their dependents, including domestic partners, regardless of gender.
- Oppose and reverse privatization.
- Fully fund all state agencies and universities.
- Preserve and expand state employees' rights to justice on the job

FOR ERS BOARD OF TRUSTEES

Neika CLARK

TAKING A STAND for our Pensions and Health Care

The Employees Retirement System of Texas (or ERS) controls the pension plan for about 146,000 agency employees and about 104,000 retirees. It also runs the health care plan for employees, dependents, and retirees of state agencies and of state universities outside the UT and A&M systems. The ERS Board makes the final decisions in the operation of these plans. The board is made up of six members: three are elected directly by active employees and retirees. One of these positions comes up for election every other year. The other three positions are appointed by the Governor, the Speaker of the Texas House, and the Chief Justice of the Texas Supreme Court. After the successful election in 2015 of long-time TSEU activist Ilesa Daniels (now the Board Chair) to the ERS Board, we now have the sad task of replacing her after six productive years of service. We are calling on all frontline state workers to step up and help with a win in the 2021 election.

We have the power in our numbers and influence among co-workers at our jobs; Union members turned out the vote in 2015 for Ilesa, AND WE CAN DO IT AGAIN!

VOTE NEIKA CLARK FOR ERS BOARD OF TRUSTEES!

“I want to fight for our benefits, I want to fight for our pension! I need you to help me fight for these rights by voting for me for the ERS Board of Trustees and asking all your coworkers and fellow retirees to vote for me as well. Together, we can protect and improve our benefits!”



PLATFORM:

- **KEEPING OUR ERS FUNDS STRONG:** Neika will push for increased state contributions to our health care plans and pension fund and support continued responsible investing to strengthen our pension fund.
- **FIGHTING FOR WHAT WE DESERVE:** She will oppose attempts to convert our pension plan to a 401(k) style plan and new high-deductible, consumer-driven health plans that undermine our benefits.
- **A COST OF LIVING RAISE FOR RETIREES:** Neika believes state employees should retire with dignity. That means cost of living increases that actually keep up with the rising cost of living. ERS retirees have not seen a COLA since 2001. That's way too long!
- **LISTENING TO THE NEEDS OF WORKERS:** Accessible to assist any employee with health care and/or pension issues, Neika will be THE voice of front-line state employees on the Board.

BACKGROUND:

- 22 year experience as a state employee
- Training Specialist with Community Care Services and Eligibility
- TSEU member and activist for over 20 years

ENDORSED BY:

- Texas State Employees Union, CWA 6186
- Current ERS Board Chair: ILESA DANIELS,
- Former ERS Board members: YOLY GRIEGO

More information and ERS Election Work sign-up form can be found at: cwa-tseu.org/ers-board-election21/



TEXAS STATE EMPLOYEES UNION / CWA

1700 South 1st Street, Austin, Texas 78704 (512) 448-4225

T.I.N. No. 15102561097-001



SECTION A: AGENCY USE ONLY			
AGENCY NAME	AGENCY#	UNIT#	FIRST ACTIVE DUTY DATE

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



N UPG RR ORG: _____

SECTION C: MEMBERSHIP AND AUTHORIZATION	
Membership dues and effective date of payroll deduction: the 1 st day of _____, 20____ (MONTH)	
<input type="checkbox"/> \$17.00 salary below \$20,000	<input type="checkbox"/> \$21.00 salary \$20,000-\$25,000
<input type="checkbox"/> \$28.00 salary \$30,000-\$40,000	<input type="checkbox"/> \$30.00 salary \$40,000-\$50,000
<input type="checkbox"/> \$13.00 part time	<input type="checkbox"/> \$25.00 salary \$25,000-\$30,000
<input type="checkbox"/> other - \$ _____	<input type="checkbox"/> \$32.00 salary over \$50,000
AUTHORIZATION: I authorize the monthly deduction from my salary or wages for membership dues to TSEU. I understand that I may revoke this authorization at any time by written notice.	
_____ EMPLOYEE SIGNATURE	_____ DATE
I agree to comply with the rules adopted by the Comptroller concerning deductions for membership dues.	

I want to build our political power by joining COPE!



I authorize TSEU to draft my account monthly for the amount that I have indicated and to forward these funds to CWA COPE.

HELP MAKE SURE OUR UNION IS UNBREAKABLE!

If dues deduction from my salary/wages becomes prohibited by law, I hereby authorize TSEU to commence and continue deducting monthly TSEU dues from the bank or credit union account identified here, in the same monthly dues amount as then on file with TSEU.

INITIAL

NAME _____ SOCIAL SECURITY # _____

MAILING ADDRESS (STREET/PO BOX, CITY, STATE, ZIP) _____

(_____) HOME PHONE (_____) WORK PHONE

EMAIL _____ AGENCY, UNIVERSITY, ORGANIZATION _____

MONTHLY DEDUCTION (CHECK ONE): COPE CLUB [] \$5.00 [] \$10.00 PLATINUM QUORUM [] \$20.00 TRIPLE QUORUM [] \$30.00 OTHER AMOUNT []
[] I'm using this form to make my union UNBREAKABLE

BANK NAME _____ BANK ADDRESS _____

ROUTING # _____ ACCOUNT # _____

DRAFT FROM (CHECK ONE) [] CHECKING [] SAVINGS DRAFT BEGINS MONTH OF _____, 20____

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.

SIGNATURE _____ DATE _____



State employees and state services are under constant attack, and COPE is one way to build the political power to fight back. Politics affects our lives every day. Budget cuts, privatization, and our own salaries and health care are all controlled by the Texas Legislature and other elected officials. Money counts in politics. Candidates must win elections before they can help make laws. Grass-roots volunteer work is very important in winning elections, and so are other forms of campaigning that cost money for a candidate. Wealthy corporations and individuals give lots of money to get their friends elected. We need more of our friends in elected offices. We state employees can not afford large individual contributions. We do not control vast corporate treasuries that can give thousands of dollars at a time. But we can make our voice heard by pooling many small contributions so they have a large impact. CWA-COPE allows us to gain a stronger voice in the political process.

JOIN COPE and HELP MAKE YOUR UNION UNBREAKABLE!

WHEN YOU SIGN UP TO JOIN COPE, MAKE YOUR TSEU MEMBERSHIP UNBREAKABLE AT THE SAME TIME! Be sure to initial the box on the form above and in the event something happens to your ability to pay dues through payroll deduction, the banking information supplied for COPE will be used to draft your dues as well. ALSO, if you don't want to join COPE (or are already a member), but still want to make your membership UNBREAKABLE, fill out the entire form, but instead of selecting a monthly deduction amount, mark the spot next to "I'm using this form to make my union UNBREAKABLE".



FOLD IN THIRDS - SEAL WITH TAPE - SEND IT INI



TEXAS STATE EMPLOYEES UNION/CWA
1700 S 1ST ST
AUSTIN TX 78704-9965

POSTAGE WILL BE PAID BY ADDRESSEE



NO POSTAGE
NECESSARY
IF MAILED
IN THE
UNITED STATES



TSEU EXECUTIVE BOARD ELECTION

Those listed below are candidates for TSEU Executive Board. This election will consist of the four statewide positions and seven of the eight regional positions. The Executive Board will nominate candidates for the Region 7 seat who will then need to be ratified by members. Ballots will be mailed to all TSEU members in good standing. We urge all members to participate in this election. More details coming soon.

JUDY LUGO FOR TSEU PRESIDENT

no statement provided at the time of printing



JOE MONTEMAYOR FOR TSEU VICE PRESIDENT

My name is Joe Montemayor and I am seeking reelection for TSEU Vice President. I joined TSEU 12 years ago to fight for social and economic justice in the Reddest of the Red States! I want to make TSEU a powerhouse in Texas Politics and win real victories for my Union Sisters and Brothers sacrificing to survive.



JOANNE DAY - FOR SECRETARY

I work at the DSHS Laboratory in Austin on the Arbovirus-Entomology Team. I have been a state employee and proud TSEU Member since 1999. I am seeking reelection for TSEU Secretary. I hope that you will vote for me and allow me to continue my service to our Union. I first got active to help myself and my coworkers get tools and funding that we need to provide the best services to the citizens of Texas I urge you to do the same and get involved.



SAMM ALMAGUER - FOR TREASURER

My name is Samm Almaguer and I am running for reelection to TSEU's Treasurers position. I signed up because all the issues the union was fighting for were the issues that I was concerned about: caseloads, pay raises, pensions, and health care. The union is front and center leading the struggle.



ALBERT ZEPEDA - FOR REGION 1

My name is Albert Zepeda and I am running for reelection to TSEU's E board. 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. I understand the task is great but I am committed to serve.



ARTHUR VALDEZ - FOR REGION 2

My name is Arthur Valdez and I am running for reelection to TSEU's Eboard. I joined TSEU to fight back against plans to close or privatize State Hospitals, and also to because we need for state employee pay raises. Every state employee should join the union because the attacks on state employees, our health care and pensions, and attacks on state services are real. There is strength in numbers.



YVETTE SHERMAN - FOR REGION 3

My name is Yvette Sherman and I am running for reelection to TSEU's Eboard. I knew workers needed a voice with our legislature. Too often, the legislature minimizes the vital contributions state employees make. I joined to help stop privatization of our state services as it's been proven to be ineffectual and that state employees do these jobs better than the private sector.



RODNEY BROWN - FOR REGION 4

no statement provided at the time of printing



YOLANDA WHITE - FOR REG. 5

My name is Yolanda White and I am running for reelection to TSEU's Eboard. I joined to fight for better pay, but quickly learned the union was about SO much more than just our pay. Organizing gives TSEU members a stronger voice and more power to make change. Our numbers have power – I am proud to be a member of this union!



GWEN THOMAS - FOR REGION 6

I joined the union to fight for state workers who are underpaid and over worked. I want to be the voice of those who need someone who is on the front lines as well as a state worker to bring attention to disparities around the state against us. In Solidarity. We will all ban together to fight these injustices.



ILESA DANIELS - FOR REGION 6

I am a 30 year veteran of the State. I have worked these years for HHSC. I have been a proud member of TSEU during much of this time. I am seeking election to TSEU Region 6 Executive board because I believe in the work my union does. I have been active for years attending Caucus Meetings, Mini Lobby Day, Lobby Day, General Assembly, COPE meetings. I am also seeking this position to bring about Change. I have past ERS Board experience that I feel qualifies me for this position. Thanks for your time and consideration. I look forward to this election.



REGION 7 (CANDIDATES STILL NEEDED)

ANNE LEWIS CANDIDATE - FOR REGION 8

My name is Anne Lewis and I am running for reelection to TSEU's Eboard. We need to fight for the public good. There's such an attack on the things that are really important – education, health-care, the environment, meaningful work. If we care about these things, we need to join in solidarity with working people across the state for positive change!



TSEU EXECUTIVE BOARD

- Judy Lugo (HHSC, El Paso, retired) President
- Joe Montemayor (TSEU Austin/DFW) 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-Retired, 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

TSEU STAFF AND OFFICES

CENTRAL TEXAS - 512.448-4225 1700 South 1st St Austin, TX 78704

- Joe Montemayor, Organizing Coordinator
- Ron Day, Lead Organizer
- Alex Moir, Organizer
- Sol Weiner, Organizer
- Aviv Rau, Organizer
- Amanda Cavazos Weems, Organizer
- Tyler Sheldon, Political Organizer
- Margaret Allen, Office Manager
- John Behr, IT
- Rachel Telles, Membership Office
- Chris Knapp, Publications

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- Amanda Cavazos Weems, Organizer
- Sol Weiner, Organizer

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- Willie Mae Bolar, Organizer
- Steven Stokes, Organizer
- Gloria Jeffery, Organizer

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- Joe Montemayor, Organizing Coordinator
- Michele Goodwin, Organizer

WEST TEXAS - 806.741-0044 2002 Avenue J Lubbock, TX 79405

- Aviv Rau, Organizer
- Alex Moir, Organizer

Find us online at: www.cwa-tseu.org
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LOBBY DAY 2021

CARAVAN & CALL TO ACTION | APRIL 7

Lobby Day is our chance to take a stand for the future of Texas and for our jobs. It is a critical part of our ongoing fight for economic and social justice for state workers and all Texans. On Wednesday, April 7th, TSEU is calling for a massive show of strength to tell the legislature that we will fight to restore funding for public services, to protect state employee benefits and to win a real across-the-board raise. Everything is at stake: our jobs, our pensions, our health care, our pay and the services we provide. We need you to be there!

Like many aspects of our lives these days, the COVID-19 pandemic has changed the way we would normally put on Lobby Day. Introducing: Lobby Day, with a twist! Since we all can't gather together, we will hold area car caravan parades and press conferences in the following TSEU strongholds: Austin, Houston, Dallas, San Antonio, The Valley, El Paso. Our goal is to rally hundreds around the state, gather media attention and kick-off an April Lobbying Month! If you don't live in one of these areas, that's ok, we will have other ways for some of our rural areas to make their presence known on Lobby Day!

More information and link to purchase your Lobby Day ticket on EventBrite can be found here:

<https://cwa-tseu.org/lobby-day-2021/>