



TEXAS STATE EMPLOYEES UNION

UPDATE



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COMMUNICATIONS WORKERS OF AMERICA, LOCAL 6186 / AFL-CIO

AUGUST 2021



THE FIGHT CONTINUES

ORGANIZING AND MOBILIZING TO KEEP ON WINNING

The 87th Texas Legislative Session has ended but our fight is far from over!

A MESSAGE FROM TSEU PRESIDENT JUDY LUGO

Despite the need to address our state grid, record high turnover of most state employees, and COVID-19; legislators chose to waste this session with partisan bills that do nothing to remedy the very real problems working people are facing.

Despite thousands of bills being filed, legislators failed to deal with the most important issues facing state employees and retirees. TSEU's bills targeting low pay, HB 1376, HB 3307, HB 815 all failed to get enough votes to pass both chambers of the legislature. This year, the Legislature seemed only concerned with law enforcement salary increases. State troopers and maximum-security prison guards were the only state employees fortunate enough to get the well needed bump in pay. While we applaud any pay and benefit increase for Public Workers, thousands of state employees were left in the cold in 2021.

We are now left with a decision- give up or keep fighting for what we need? Every special session called by Gov. Abbott is another opportunity for us to win real victories and hold legislators accountable!


TSEU needs members to step up and get involved!

During the next few months TSEU's COPE, Organizing Committees, and Caucuses will be leading the battle for our jobs, our benefits, and for the services we provide. State workers are 100% not done fighting! We will make our presence both physically and digitally known at the Capitol! Whether it is showing up in person or taking part in phone calls or digital mobilizations, TSEU members must be relentless these next few months to demonstrate that we are not satisfied, and we are not giving up!

As your President, I am asking all TSEU members to step up and get involved! We are going to utilize social media as well as conduct multiple in person mobilizations to get attention on our issues and make all State Employee voices heard. We need to be vocal and public! We need to encourage our coworkers to take part, join, and be just as vocal and public!

Let's remind elected leaders of who we are and show them that thousands of state, university and retired workers are going to hold them accountable.

I look forward to working side by side with you over the next few months.



We are NOT done fighting Restore Article X funding!

At the end of the 87th Legislative Session, House Democrats walked out of the legislative session, preventing the Texas House from reaching the 2/3 needed to make a quorum and proceed with business. This procedural tactic resulted in the GOP sponsored Election bill failing to pass.

In an attempt to intimidate and dissuade House Democrats from breaking quorum again during a special session, Governor Abbott vetoed Article X (10) of the Budget. Article X funds the legislative branch and support agencies such as the Legislative Budget board and the State Auditors office. This threat did not stop the Democratic House members from yet again breaking quorum and spending the first called session in Washington DC lobbying Congress to pass a national voting rights act. On Thursday, August 5th, the day before the first called legislative session ended, TSEU and allies held an informational picket in front of the Governor's mansion, demanding the restoration of Article X funds before over 2000 state employees lose their pay and benefits.

Partial Victory!

The pressure worked. Elected officials used their power within the Legislative Budget Board to extend the funding for Article X another month. Although the extension is a huge victory, We must continue to pressure the Governor to permanently restore the funding and stop using the livelihoods of our state employees as a political bargaining chip. The Second Called session began on Aug 7th and finally reached a quorum in mid-August.



POST SESSION GOALS and

With more Special Sessions coming up, we need to keep up the pressure on elected officials to address real issues affecting state employees and retirees.

\$5600.00

Hero Pay for all State Employees who worked through COVID-19, putting themselves and others at risk.

\$2500.00 bonus for all State Retirees out of General Revenue.

The 2021 Special Sessions

What is a Special Session?

A special session is a 30-day session called by the Governor outside of the normal 140-day session that occurs every other year. The main difference between a Special Session and a Regular Session is that the Governor has sole discretion on what is discussed. The Governor will lay out what the legislature may address in his call. The Governor may add more items throughout the session if he sees fit and may also call as many special sessions as he would like. All bills passed by the legislature during a special session must fit (at least loosely) under the items placed on the call.

On July 8th the legislature went back to work for the first called special session. After attempts to negotiate and reach some sort of compromise on the GOP backed election bill failed, the Democrats collectively broke quorum on July 12th and spent the remainder of the month in Washington DC where they lobbied the US Congress to pass a national voting rights act that would supersede the proposed Texas bills. This proposed elections legislation at hand would outlaw local voting options intended to expand voting access, further restrict the voting-by-mail process and bolster access for partisan poll watchers, among several other changes to state elections. However without a quorum nothing was able to be passed in the first special session.

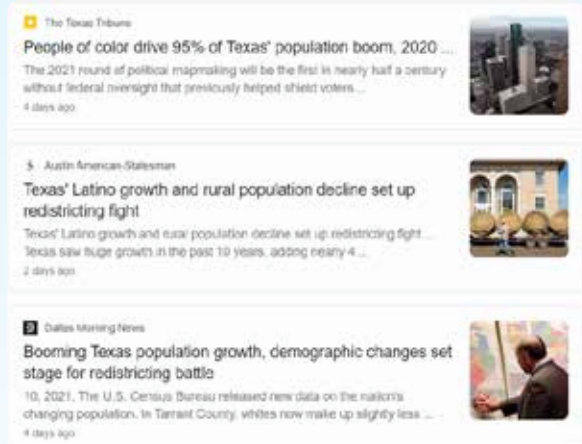
This action is far from a victory, and Governor Abbot has not given up. On August 7th, another special session was called immediately and began. Democrats again blocked a quorum in the House for the third time this year as the Legislature kicked off its second special legislative session. When as of Aug. 17th, the Texas House had still not reached a Quorum, all tools at the disposal of the GOP began being utilized and a quorum was reached later that week.

GOP tools to force legislation

- Governor Abbott decided to withhold funding for the legislative branch by vetoing Article X of the State Budget. This veto would cut the salaries and benefits of some 2,000 employees within the legislative branch, which is funded by the section of the budget called Article X. It would leave untouched the \$7,200 annual salaries of state legislators, who are guaranteed pay by the Texas Constitution.
- Texas House Speaker Dade Phelan signed civil arrest warrants for 52 House Democrats who were missing from the state Capitol as he aimed to regain the quorum needed for the chamber to begin moving legislation during the second special session.
- Governor Abbott has also vowed to call Special session after Special session until his priorities such as Voter Suppression, Social Media Censorship, Bail Reform, local preemption and Transgender Athletics are addressed.

Why state employees need to care about redistricting!

Every 10 years the Census is conducted to determine the population change of each state. This can result in States gaining additional representation in the US Congress. Based on the early data of the census Texas will be receiving 2 additional congressional seats. This means that the Texas legislature will be redrawing congressional maps in order to accommodate the new districts. Typically, new maps including State Senate and House districts would be redrawn during the legislative session. However due to the delay of the census during the pandemic, the detailed data needed won't be available until September, which will result in a special session. Although the number of State legislative districts remains the same the census data will show population growth and decline in each district and the districts will have to be redrawn to reflect these population changes. Redrawing districts to favor the majority political party is called Gerrymandering. Although it is illegal for the legislature to use discrimination in drawing lines based on sex or race the Supreme Court has upheld that using party affiliation is allowed. This means that during the special session this fall there will be an attempt made by the Republican party to recover some of their lost seats from the 2018 election by simply picking new voters and drawing new lines.



UNFINISHED BUSINESS!

Additional funding for pay and staffing to fix DFPS's Children Without Placement crisis.

Support legislators in their fight to preserve voting rights for all Texans.

Fight for a long overdue \$6000.00 across the board pay raise for all state employees and state university workers.

Restore the state pension benefits (for future workers) stripped by Senate Bill 321.

With the rise of the COVID-Delta variant, continue to fight for safe working conditions and protection for workers.

Get involved today and make a difference in your Union! OUR MEMBERS ARE OUR STRENGTH!



The fight to save pensions

As the 87th Legislative Session began, TSEU and other state employee organizations were hopeful that the legislature would fulfil their promises from 2019 and address the unfunded liability of the Employee Retirement System, (ERS,) similar to what they did with TRS. The House Pensions Committee's Interim Report echoed that sentiment and made no mention of plan changes being on the table. As the House Appropriation and Senate Finance Committees began meeting it still seemed as though the intention was to simply increase funding to the ERS.

Senate Bill 321 "The Plan"

That all changed when The Senate Finance Committee (Chaired by North Texas Senator Jane Nelson) stripped out the increased funding that had been approved by the Article II working group. In mid-April, Republican leadership rushed to introduce and pass a huge change to the Texas Employee Retirement System (ERS) that will shortchange most future state employees. This change was in the form of Senate Bill 321, which converts ERS to a cash balance plan for new state employees (Hired after September 2022), most of whom will receive a benefit cut under this system. Senator Joan Huffman authored this bill in the Senate, with Senators Bettencourt, Nelson, Springer, and Perry co-authoring. Sen. Huffman framed this bill as a logical adjustment to the state employee retirement plan and said that SB 321 was necessary to strengthen ERS, which is currently underfunded. In addition to the cash balance transformation, the bill also included \$350 million in increased annual funding for ERS, which would have gotten the fund to a "tread water" level, but was still far from TSEU's goal of fully funding ERS within 31 years.

Concessions

With initial pressure campaigns Sen. Huffman offered to increase the funding to \$510 million with an amendment to make the bill more appealing. It is important to note that the \$510 million in increased ERS funding should have been handled separately from the cash balance proposal. Tying increased funding to an overhaul of ERS was unnecessary, and was viewed as disingenuous by TSEU and our labor allies. The lawmakers behind SB 321 hoped to pass it quickly and smoothly. They sought support from Democrats to make the cash balance plan seem like a reasonable policy change with bipartisan support. The increased funding for ERS was intended to sweeten the deal and make state employees supportive of SB 321, even though it shortchanges future employees. Some organizations, like the Texas Public Employees Association and AFSCME Texas Retirees, supported SB 321 because the bill included increased funding for ERS. However, TSEU members were not willing to settle for a plan that would sell out future employees.

TSEU Push-Back!

TSEU members voiced concerns that they wanted strong public services and good state jobs not just for themselves, but for the next generation of workers too. For this reason, TSEU strongly opposed the cash balance proposal in SB 321. A letter writing, and phone call mobilization took place building up to committee hearings. TSEU and its allies were successful in generating over 20,000 emails to Representatives and Senators. This mobilization proceeded in filling up voicemails, and inboxes of Legislators. These tactics resulted in impactfully testimony, more transparency, and helped to delay a House floor vote on the bill until May 25th, which was the deadline for Senate bills to have their "second reading" vote in the House. Unfortunately, the bill passed at 10pm, only two hours before the midnight deadline. Rep. Greg Bonnen (of League City) was the sponsor of SB 321 in the House. He and Senator Huffman feeling the heat, pushed to suspend the rules and rushed the legislative process several times. It was a tough battle, but the war is far from over.

FROM INCEPTION TO PASSAGE: SB 321 TIMELINE

FRIDAY, 4/16

TSEU and other organizations were briefed for the first time on the new cash balance proposal for the committee substitute of SB 321.

MONDAY, 4/19

Considered in Senate Finance Committee hearing at 10am. Voted out of committee on the same day.

WEDNESDAY, 4/28:

Passed 2nd reading in the Senate, 20 to 11. Democrats Sen. Lucio, Jr. and Sen. Hinojosa voted "Yea" with the Republicans. RULES SUSPENDED to take 3rd reading vote on the same day. Passed 3rd reading.

MONDAY, 5/3:

Introduced in the House and referred to the House Appropriations Committee. RULES SUSPENDED to schedule it for a public hearing at 7:30am on 5/4/21.

TUESDAY, 5/4:

Considered in House Appropriations Committee hearing. 22 people testified against it, 4 testified in support. Hearing started at 7:30am and resumed in the evening from about 5:30pm until 8:30pm.

FRIDAY, 5/7:

Reported favorably from Appropriations, with 14 Republicans voting in favor and 12 Democrats voting against.

WED, 5/19:

Sent to Calendars Committee.

SIDE BY SIDE COMPARISON

THE FORMER ERS PENSION PLAN

HOW IT WORKS

Retirees are guaranteed a lifetime monthly annuity that is determined by a formula. That formula is based off of the employee's highest earning years as a state employee and how many years they worked. Contributions and investment earnings from the financial markets go into one large fund, which is managed by ERS. The retiree gets the pension amount determined by the formula regardless of economic conditions. The fund's administrators are responsible for making sure that the fund can pay for retirees' pensions, and the legislature may contribute extra money to the fund if it is needed. ERS/TRS are defined benefit plans.

WHERE THE MONEY COMES FROM

The employee will contribute 9.5% of their paycheck each month. The State will also contribute 10% each month. The fund manager (ERS) is responsible for investing these funds. The fund is large enough to "ride out" poor stock market years, and individual employees are not affected by these poor market years. The state may add additional funds on an as-needed basis to meet the required benefits for retirees.

HOW THE MONTHLY AMOUNT IS DETERMINED

A retiree's monthly annuity is defined by this formula: $2.3\% \times (\text{years of service}) \times (\text{an average of your 3-5 years of highest salaries})$. The 3-5 years depends on what year you began working with the state. The bottom line is that you have a defined benefit each month, regardless of how the stock market performs. Pension systems always give retirees a lifetime annuity.

THE NEW CASH BALANCE ERS PLAN

HOW IT WORKS

Retirees will receive a monthly annuity, but there is not a set formula. The annuity is dependent upon the "cash balance" that they have when they retire, which is highly variable. The "cash balance" is based off of money that they contributed each month from their paycheck, and how much it grew from investment. A lot of factors affect the amount in the "cash balance." Two big factors are your salary in the first several years of employment, as well as how early you started working for the state. For example, employees who work for 20 years starting at a young age will see greater returns than those who work for 20 years starting at an older age. The stock market will also have an impact on how much your "cash balance" grows.

WHERE THE MONEY COMES FROM:

The employee will contribute 6% of their paycheck each month. The State will also contribute money to the fund. The money goes into an overall account, but the employee is only entitled to a specific "cash balance" amount that is reserved for them. The fund manager (ERS) is responsible for investing these funds. The proposed ERS cash balance plan will provide a minimum 4% gain each year to each employee's "cash balance." When ERS overall investment returns are between 4% and 7%, employees will receive half of these returns, with the other half staying with ERS cover the unfunded liabilities and the cost of retirees who retire under the old ERS plan. Any investment returns over 7% remain completely with ERS.

HOW THE MONTHLY AMOUNT IS DETERMINED

A retiree's monthly annuity depends on the size of the retiree's cash balance. The amount an employee earns in their first several years of employment has a big impact on how large their cash balance will be when they retire. The last several years of employment have less impact, so employees who started out with high salaries in their early years will fare the best. Another big factor is how many years the cash balance was left to grow in the fund. Stock market performance also affects the size of the cash balance. The State will match the retiree's cash balance at 150% to increase the size of their annuity. The current proposed plan includes a lifetime annuity, but there is no guarantee that this won't be removed in later legislative sessions.

TUESDAY, 5/25:

Passed 2nd reading in the House with NO LAYOUT EXPLANATION AND NO DISCUSSION on a VOICE VOTE at 10pm.

WEDNESDAY, 5/26:

Passed 3rd reading in the House after some discussion, debate, and one added amendment by Rep. Bonnen. 81 Yeas and 65 Nays. Democrats Rep. Gervin-Hawkins and Rep. Longoria voted "Yea" with the Republicans.

SATURDAY, 5/29:

The Senate refuses to accept the House-amended version of SB 321 and calls for a conference committee on the bill.

SATURDAY, 5/29:

Conference committee settles on a new version of the bill, with Bonnen's amendment removed. Senate approves it.

SUNDAY, 5/30:

House Democrats walk out in protest of SB 7, the controversial "election security" bill at 10pm, preventing the House from voting on the conference committee version of SB 321.

SUNDAY, 5/30:

The Senate essentially rewinds the clock to vote on the House-amended version of SB 321 from 5/26. With both bodies having passed SB 321, it is headed to the Governor's desk to be signed in to law.



Sacrifices made during COVID should be recognized with HERO PAY



Our fight for a pay raise is far from over. The Governor's agenda for the second special session includes the allocation federal funds from the American Rescue Act. One possible use of this federal funding is Hero Pay. This is an increase in pay that can be backdated from the Emergency Declaration made on March 13th 2020 and be given to thousands of State Employees. By Federal estimates our Legislature could request Hero Pay of an additional \$2.00 an hour, beginning from March 13, 2020 to September 13, 2021 which is 18 months that would equate roughly to \$5,500 per eligible state employee.

HERO Pay: How much would it be?

- An amount up to \$13/hour in addition to wages, not to exceed \$25,000 per eligible worker
- Permitted 'and encouraged' to offer retrospective premium pay
- Hero pay cannot increase workers' total pay above 150% of the greater of the state or county average annual wage, without specific justification for responding to the needs of those workers

HERO Pay: Who would get it?

Money is authorized to provide Hero Pay to essential workers who "have not received compensation for the heightened risks they have faced and continue to face." The funds are available to a broad range of essential workers who were forced to be physically present at their jobs. This funding also prioritizes thousands of lower income workers, including:

- Most staff at State Supported Living Centers and State Hospitals
- Public safety staff (including workers at TJJD and parole officers)
- Social service workers and Human Services staff (including DFPS caseworkers and other positions unable to telework)
- Custodial and food service workers

Federal rules however, prohibit these funds to benefit workers who were fortunate enough to be able to telework, limiting some eligibility.



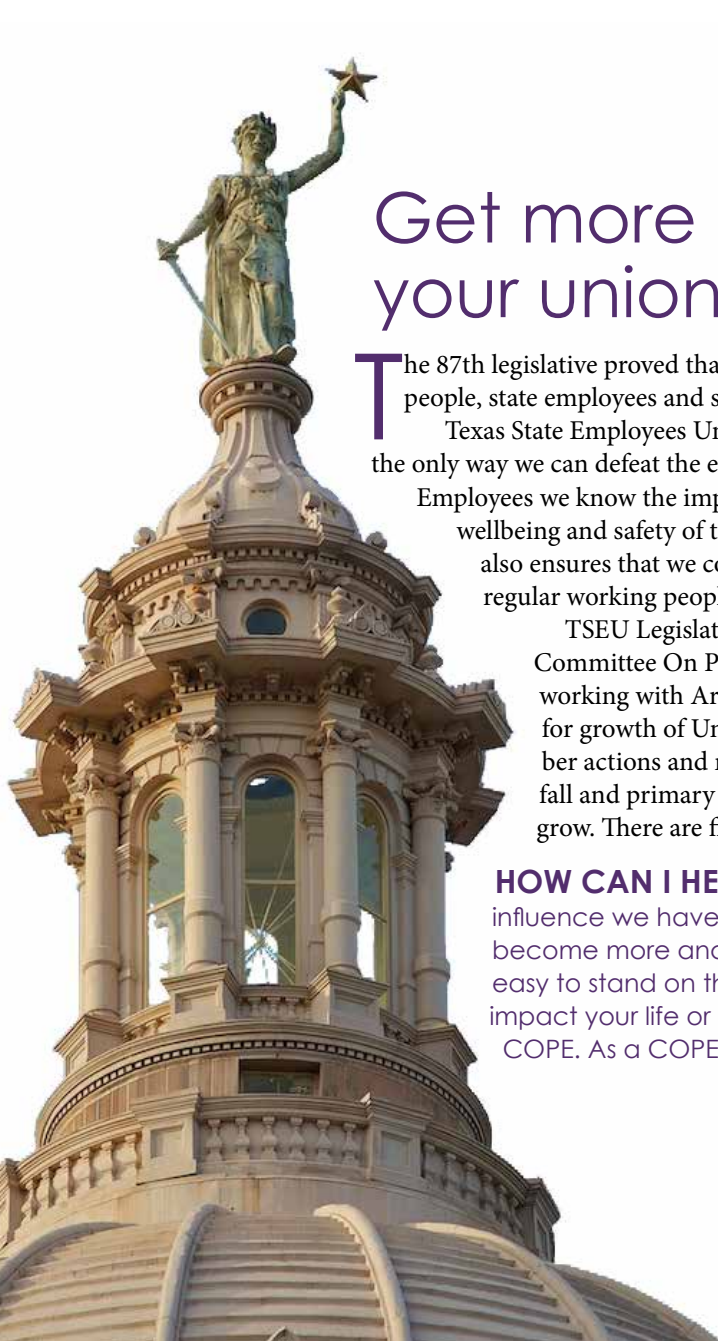
COPE is one way to build the political power to FIGHT BACK. Politics affects our lives every day. Budget cuts, privatization, and our own salaries and health care are all controlled by the Texas Legislature and other elected officials. Money counts in politics. Candidates must win elections before they can help make laws. Grass-roots volunteer work is important in winning elections, and so are other forms of campaigning that cost money. Wealthy corporations and individuals give lots of money to get their friends elected.

WITH COPE WE HAVE HOPE!

We need more of our friends in elected offices. As state employees, we can't afford large individual contributions. 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.

HELP LEVEL THE POLITICAL PLAYING FIELD - JOIN COPE TODAY





Get more politically involved with your union! **THE 2021 COPE TOUR**

The 87th legislative proved that our state leadership will continue to promote blatant attacks on working people, state employees and state services. They are using every trick they know to silence our voices. Texas State Employees Union is shifting our focus on work to build our political muscle. This is the only way we can defeat the extremist agenda that is being forced upon the people of Texas. As State Employees we know the impact that a well-funded and fully staffed State Service can have on the wellbeing and safety of the most vulnerable. COPE is not only a way we can grow our Union but it also ensures that we continue to influence the direction Texas takes in the elections. With COPE, regular working people can really make a difference.

TSEU Legislative Director Tyler Sheldon will be sneaking away from Austin to host Committee On Political Education (COPE) events around the State. Organizers will be working with Area organizing committees to identify key offices that have an opportunity for growth of Union Membership and in COPE. The COPE tour will also consist of member actions and meetings with legislators in the Area. With a special session in the summer/fall and primary elections in the spring we must take advantage of this time to regroup and grow. There are fights coming that we can't afford to lose.

HOW CAN I HELP BUILD COPE? The more members contributing the more influence we have. Politics is impossible to ignore. Over the last couple years it has become more and more clear that elections have consequences. In the past it was easy to stand on the sidelines and believe that who got elected wouldn't directly impact your life or career. Use this increased awareness to get your co-workers to join COPE. As a COPE member you have a chance to elect your boss. Build that power!



THE COMMITTEE ON POLITICAL EDUCATION

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 [] \$20.00 [] \$30.00 [] _____
 [] 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 _____




THE GOOD THE BAD & THE UGLY

Bills of the 87th Texas Legislative Session

UPDATED - UPDATED - UPDATED - UPDATED

THE GOOD

- HB917 by Rep Ana Hernandez and Sen Eddie Lucio II**
Allows a Retiree to run for the ERS Board-
Status: **Signed by Governor! MAJOR TSEU VICTORY**
- HB 1076 by Rep Terry Meza**
Studies the long term effect of tuition regulation
Status: Bill died, No hearing given in Higher Ed
- HB1376/SB1410 Rep Toni Rose/Sen Roland Gutierrez**
Would provide high injury risk pay to SSLC/SH employees
Status: Bill died, No hearing given in House Human Services or Senate State Affairs
- HB2063 Rep Ordaz Perez**
Establishes a state employee family leave pool-
Status: Received hearing in Senate State Affairs - PASSED
- HB264/SB1302 Rep Phillip Cortez/Sen Cesar Blanco**
Restores grievance procedure for HHSC and DFPS
Status: Bill died, No hearing given in House Human Services or Senate Human Services
- HB 3307 Re Ana Hernandez**
Establishes a \$15hr minimum wage for SSLC employees
Status: Bill died, No hearing given
- HB3393 Rep Terry Meza**
Includes TJJD officers in LECOSRF 20yr retirement plan
Status: Bill died, No hearing given in House Pensions
- HB3427/SB2056 Rep Ryan Guillen/Sen Jose Menendez-**
Creates a salary career ladder for all state employees-
Status: Bill died, No hearing given in House State Affairs
- SB2138 Sen Cesar Blanco**
Removes disability parking fees from state universities
Status: Bill died, No hearing given in Senate Higher Ed
- HB815 Rep Vikki Goodwin**
Increases longevity pay
Status: Bill died, No hearing given in House State Affairs
- SB44/HB1345 Sen Judith Zaffrini/Rep Jeff Leach**
Provides leave for State employees that volunteer for disaster relief
Status: **SENT TO GOVERNOR!**

THE BAD

- HB1437 Rep Gary Gates**
Converts ERS to a Hybrid retirement plan
Status: Bill died, No hearing in House Pensions
- HB1438 Rep Gary Gates**
Converts ERs to a Cash Balance plan- Status: Bill died, No Hearing in House Pensions
- HB1028 Rep Gary Gates**
Converts ERS to a defined contribution plan- Status: Bill died, No hearing in House Pensions
- HB4534 Rep Gary Gates**
Studies ERS to determine alternative plans- Status: Passed house, pending in senate- Dead in Senate
- HB 1516/SB 657 Rep Tan Parker Sen Drew Springer**
Performs an efficiency Audit on TANF program including outsourcing as an option- Status: Passed house, pending in Senate- PASSED
- HB577 Rep Phil Stephenson**
Studies using life insurance to generate alternative revenue for TRS-
Status: Bill died, No hearing in House Pensions
- HB571 Rep Gary Gates**
Bundles health care and directs State Employees to lowest cost surgery centers-
Status: Bill died, Did not pass house by deadline
- HB2374/SB1577 Rep Sanford Sen Lois Kolkhorst**
Performs an efficiency Audit on DFPS program including outsourcing as an option- Status: Passed house and Senate- Sent to Gov
- HB1/SB1 Rep Greg Bonnen/Sen Joan Huffman**
The State Budget- will not include an across the board pay raise for state employees.

THE UGLY

- SB321 Sen Joan Huffman Rep Greg Bonnen**
Converts the ERS defined benefit plan to a Cash Balance plan, includes \$510 mil a year to pay off ERS unfunded liability in 34 years
Status: Passed Senate, Passed 80-66 by House floor vote
- HB3691 Rep James Frank**
Expands community based care privatization of DFPS statewide
Status: Passed House, pending in Senate- DEAD?
- SB1896 Sen Lois Kolkhorst Rep James Frank**
Expands community based care privatization of DFPS statewide - Status: with major differences between House and Senate, will need CC
- SB1660 Sen Paul Bettencourt**
Removes the ability of public sector unions to collect dues by payroll deductions
Status: Bill died, No hearing in Senate State Affairs.



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 1st day of _____, 20__ <div style="text-align: right;">(MONTH)</div>	
<input type="checkbox"/> \$17.00 salary below \$20,000	<input type="checkbox"/> \$21.00 salary \$20,000-\$25,000
<input type="checkbox"/> \$25.00 salary \$25,000-\$30,000	<input type="checkbox"/> \$32.00 salary over \$50,000
<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"/> other - \$ _____
<p>AUTHORIZATION: I understand that I cannot be compelled to be a member of a state employee organization or to pay dues to a state employee organization as a condition of employment with the state. While I am free to join a state employee organization, I understand that I may change or cancel this authorization at any time by providing written notice to my employer. I voluntarily authorize a monthly payroll deduction in the amount shown above from my salary or wages for membership fees to the state employee organization listed above and agree to comply with the comptroller's rules concerning this deduction. I agree that my name, social security number, personal contact information, and the amount of my payroll deduction for membership fees may be provided to the state employee organization listed above only for the purpose of informing the state employee organization about the payroll deduction.</p>	
SIGNATURE	DATE
<p><i>I agree to comply with the rules adopted by the Comptroller concerning deductions for dues and will submit this application to HR to establish the deduction and provide a copy to TSEU.</i></p>	












Recognizing the **CHAMPS** and the **CHUMPS** of the 87th Texas State Legislature



87th Texas State Legislature **STATE EMPLOYEE LEGISLATIVE CHAMPS**

- **REP. MICHELLE BECKLEY**
Filed a budget amendment to raise pay for SSLCs and State Hospitals, provided support during SB 321 fight. 
- **REP. DONNA HOWARD**
Filed \$6,000 across-the-board pay raise budget rider. Provided support during SB 321 fight. 
- **REP. ERIN ZWIENER**
Provided support during SB 321 fight. 
- **REP. VIKKI GOODWIN**
Filed HB 815 to increase longevity pay 
- **REP. MARY GONZALEZ**
As Vice-chair of House Appropriations, gave a voice to state employees. Provided support during SB 321 fight 
- **REP. PHILIP CORTEZ**
Filed HB 264, for a HHS grievance procedure 
- **REP. ANA HERNANDEZ**
Filed HB 917, for a retiree on the ERS Board, and HB 3307, \$15 minimum wage for SSLC and State Hospitals. 
- **REP. TONI ROSE**
Filed HB 1376, hazard duty pay bill. 
- **SEN. CESAR BLANCO**
Filed SB 1302, for a HHS grievance procedure, and SB 2138, on parking fees for disabled staff and students at universities. 

- **REP. TERRY MEZA**
Filed HB 3393, to get TJJJ employees in LECOSRF. Provided support during SB 321 fight. 
- **REP. CELIA ISRAEL**
Filed Provided support during the SB 321 fight. 
- **REP. CHRIS TURNER**
Provided support during SB 321 fight 
- **REP. JOHN BUCY**
Provided support during SB 321 fight. 
- **REP. RYAN GUILLEN**
Filed HB 3427, salary career ladder bill. 
- **SEN. JOSE MENENDEZ**
Filed SB 2056, salary career ladder bill. 
- **SEN. ROLAND GUTIERREZ**
Filed SB 1410, hazard duty pay bill. 
- **REP. ARMANDO WALLE**
Filed HB 4479, for caseload limits for CPS and APS. 
- **REP. ALMA ALLEN**
Filed HB 1847, ERS Cost of Living Adjustment bill. 



87th Texas State Legislature STATE EMPLOYEE LEGISLATIVE CHUMPS

• **SEN. JOAN HUFFMAN**

Author of SB 321, to convert employees hired after 9/1/22 to a cash balance retirement plan



• **SEN. EDDIE LUCIO, JR.**

(HB 917) Voted for SB 321, the cash balance bill. Voted for SJR1 in 2nd special session to change quorum requirements from 2/3 to 50%.



• **REP. GREG BONNEN**

Sponsor of SB 321, the ERS cash balance bill. As Chair of House Appropriations, did not advocate for state employees.



• **SEN. CHUY HINOJOSA**

Voted for SB 321, the cash balance bill.



• **REP. JAMES FRANK**

As Chair of House Health and Human Services, denied a hearing on bills that would help state employees.



• **REP. BARBARA GERVIN-HAWKINS**

Co-sponsored SB321 to convert employees hired after 9/1/22 to a cash balance retirement plan



• **SEN. JANE NELSON**

As Chair of Senate Finance, did not advocate for state employees.



• **REP. OSCAR LONGORIA**

Voted for SB 321. Refused to break quorum and remained in Austin to help Republicans gain a quorum to pass election bill



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
- Rodney Brown (Dallas) Region 4
- Yolanda White (HHSC, Lufkin SSLC) Region 5
- Ilesa Daniels (HHSC, Houston) Region 6
- Freddie Greer (HHSC, Mexia SSLC) Reg. 7
- Anne Lewis (UT-Austin) Region 8

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 - Alex Moir, Organizer
 - Sol Weiner, Organizer
 - Aviv Rau, Organizer
 - Amanda Cavazos Weems, Organizer
 - Tyler Sheldon, Legislative Director
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 - Alex Moir, Organizer
 - Francisco Santillan, Organizer

Find us online at: www.cwa-tseu.org
OR facebook.com/CWA.TSEU

TSEU Executive Board holds Summer meeting, swears in new members

[TOP-BOTTOM, L-R] Arthur Valdez, Region 2; Joe Montemayor, Vice President; Joanne Day, Secretary [NEXT ROW DOWN] Yolanda White, Region 5; Anne Lewis, Region 8; Ilesa Daniels, Region 6 [NEXT ROW DOWN] Albert Zepeda, Region 1; Judy Lugo, President; Yvette Sherman, Region 3 [NEXT ROW DOWN] Rodney Brown, Region 4; Samm Almaguer, Treasurer; (not pictured: Freddie Greer, Region 7)





TEXAS STATE EMPLOYEES UNION

Communications Workers of America
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ORGANIZING/MOBILIZING SPOTLIGHT



UT Health San Antonio TSEU members launch PAY RAISE campaign, sign up 13

At UT Health-San Antonio, members worked together to kick-off a campus-wide pay raise campaign. With additional organizing/mobilizing events being planned, members have already signed up 13 of their co-workers this August while calling attention to employee pay.

TSEU members are urging UT Health San Antonio President William L. Henrich to approve a flat amount, across-the-board pay raise for every campus worker at the university. They point out that UT Health clinical, staff, and faculty employees are essential workers. They have been and remain on the front lines during this global pandemic as the community relies on the critical research, education, and services the university provides.

Moreover, TSEU members say, merit pay cannot replace across-the-board pay raises. In fact, some of the lowest-paid workers in Texas are currently employed at academic and health science universities, making just over \$20,000 for full-time work. Members say that if goal for UT Health-San Antonio is to attract and retain employees of the highest quality, it must support all campus workers who make the institution a top tier medical university.



TSEU/UT Health San Antonio activists Braulio Amezaga (LEFT) and Janelle Braxton (RIGHT) help sign up new member Leonore Alvarado.

TSEU members are asking their co-workers to stand with them in signing the pay raise petition and to join TSEU. Employees have stated that low pay is a critical issue at the university. TSEU members plan to meet with President Henrich to present the signatures to him and ask him to act.

The petition to UT Health San Antonio President William L. Henrich is on TSEU's Action network: actionnetwork.org/petitions/petition-for-a-pay-raise-for-university-workers-at-ut-health-san-antonio