



VOL. 39/NO. 2

TEXAS STATE EMPLOYEES UNION UPDATE

COMMUNICATIONS WORKERS OF AMERICA, LOCAL 6186 / AFL-CIO



JUNE 2020

KEEPING TEXAS WORKING WHILE BUILDING OUR UNION!

ORGANIZING AND MOBILIZING IN THE AGE OF COVID-19

ELECTION 2020

A look back at the
Texas primaries

⬆️ UP YOUR INVOLVEMENT

Digital Organizing Committees,
Organizing Schools and More

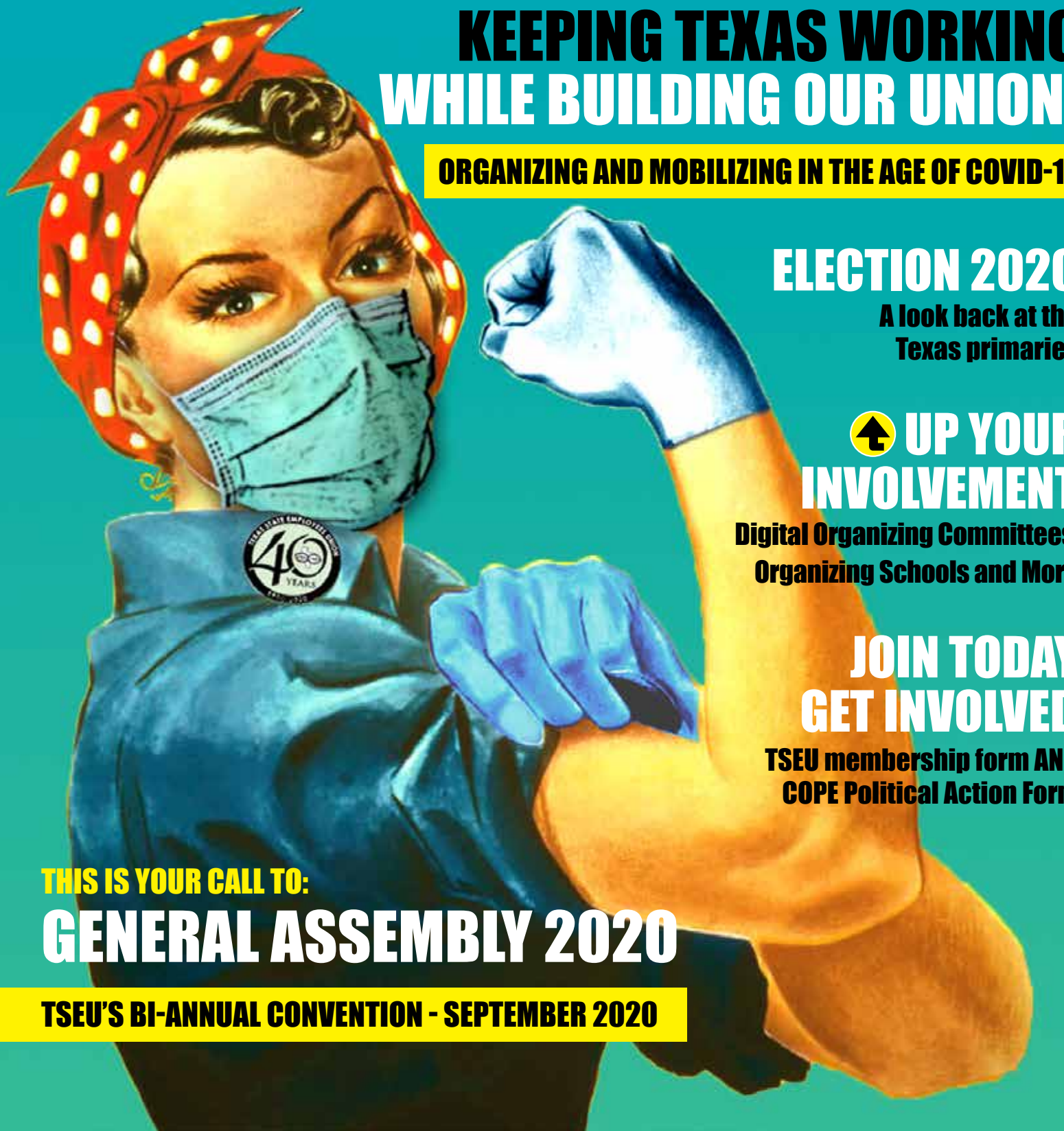
JOIN TODAY GET INVOLVED

TSEU membership form AND
COPE Political Action Form

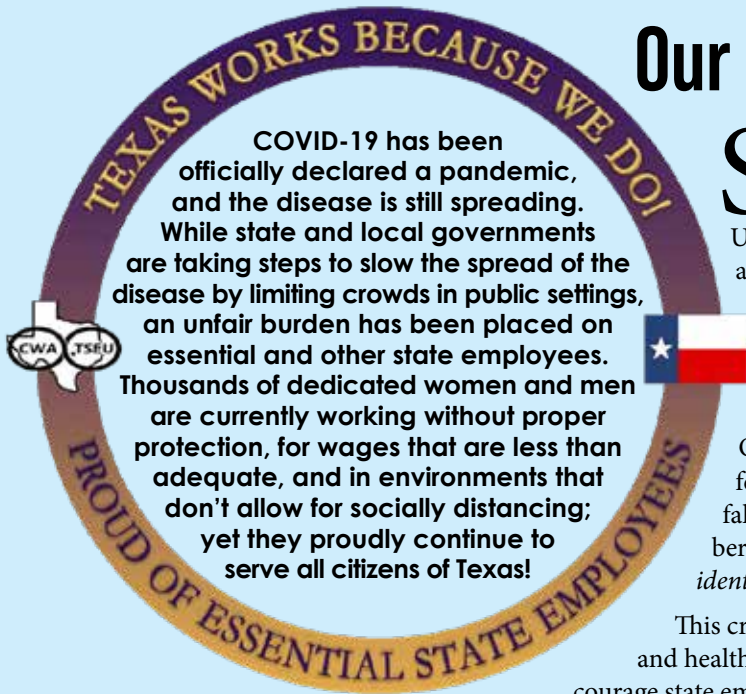
THIS IS YOUR CALL TO:

GENERAL ASSEMBLY 2020

TSEU'S BI-ANNUAL CONVENTION - SEPTEMBER 2020



Our Jobs, Our Union and COVID19



State Employees are essential, and millions rely on them to stay, safe, educated and fed during this time of crisis. The Texas State Employees Union is working nonstop to protect the health and safety of all workers, including workers on the front lines of this public health emergency. We have organized, educated, and mobilized our members to fight for safety on the job, hazard pay and transparency. However, we are not finished with these fights!



On April 22nd, Texas House Speaker Dennis Bonnen reached out to fellow state leaders to initiate conversations about the state's economic fallout from the coronavirus pandemic, suggesting that the lower chamber would like to discuss a directive to all state agencies "to immediately identify and execute 5% budgetary savings".

This crisis has also exposed the shortcomings of our pay, worker protection and health care systems. We cannot afford to allow cost considerations to discourage state employees from taking the necessary actions to protect public health.

The following should be addressed by our elected leaders now:

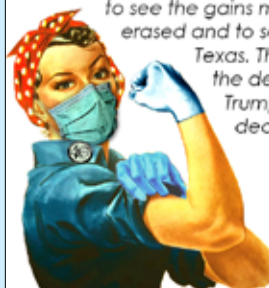
- Workers should not incur ANY additional costs for doing what is recommended or required for their health and well-being.
- Our pay should be adequate to not have to augment it with excessive overtime or to not feel the need to work while sick.
- The state must make all COVID infections publicly known in order to assess the risk of going into work or visiting a state office.
- Hazard Duty Pay should be retro-active and made available to every front-line state worker (more below).

TSEU statement on re-opening Texas
MAY 6, 2020



A message from the TSEU President | re: Re-opening Texas

"We acknowledge that people are anxious to get back to a more open society and economy. We are also aware that Governor Abbott is faced with very difficult decisions and pressure from people with different interests concerning re-opening Texas. Bearing this in mind, it would be tragic to see the gains made against this pandemic in the past few weeks erased and to see increased numbers of cases and deaths across Texas. The Texas State Employees Union urges rolling back the decision to partially re-open Texas before President Trump's recommended threshold of "14 days infection decline of COVID-19" has been met."



Judy Lugo
JUDY LUGO, PRESIDENT - TEXAS STATE EMPLOYEES UNION



Thank essential employees BY PAYING US MORE! HAZARD DUTY PAY NOW!

State employees are risking their health and well being every day to keep vital services functioning during the COVID-19 outbreak. We need legislators to act now to address coronavirus inspired turnover by frontline state employees - turnover that's growing after the confirmation of the first COVID-19 death of a state employee over two months ago. Private sector employers across the country (such as Costco, Amazon, Whole Foods, HEB, Lowe's, Target, Starbucks and more) have already recognized the need to increase compensation for their employees by \$2-3hr. ***This would equate to a \$500 a month raise for salaried state employees.** The federal government has allocated emergency funding of over \$11 billion to Texas, \$8 billion to the state itself and the remainder divided among counties with a population over 500,000. A fourth round of federal relief could see additional funding for state relief in the next month.

**A \$500/month raise for all state employees would cost about \$900 million*



New attacks on Texas public sector unions may loom on the horizon

Opinions on recent court decision underscore the need to make our union:



On May 31, 2020, Texas Attorney General Ken Paxton issued an OPINION that: the state of Texas should no longer automatically collect union dues for public employees. Instead, public employers must have proof of consent directly from employees before the state can collect union dues. The opinion goes on to state that dues form should be worded to reflect the Supreme Court decision of Janus v. AFSCME. The suggested language is as follows:

I recognize that I have a 1st Amendment right to associate, including the right not to associate. My rights provide that I am not compelled to be a member of a labor organization. I am not compelled to pay a labor organization any money as a condition of employment, and I do not have to sign this consent form. However, I am waiving this right and consent to union membership.

This is a retaliation for a series of victories TSEU has had in the Texas legislature defending the right of state employees to have the freedom to pay union dues from their paychecks. By organizing and mobilizing thousands of state workers and by working in coalition with other labor unions, TSEU was victorious in each of these battles. It was a very close call every time, and we should all hold our heads high for the work we did stopping these attacks. Also standing strong against any privatization attempts, TSEU has been on the frontlines in fights for work place safety; for our pensions and healthcare; and for social justice and civil rights.

If agency commissioners choose to adhere to the Attorney General's decision, all current TSEU members could be un-enrolled and made to rejoin TSEU along with caveats such as changes to membership forms as noted above. As a member-driven organization entirely funded by member dues, this would weaken our union before the upcoming elections and would require a shift in the focus of our attention to membership concerns and red tape instead of advocacy and offensive mobilizations. A united, politically involved, organized state employee workforce is the worst nightmare for politicians like Ken Paxton.



Texas AG Ken Paxton in a recent court photo.

When the union is under attack, we stand up and fight back!



We cannot wait around to be attacked; therefore we must take the threat of "Membership Purging" off the table. To make our union invulnerable to these kinds of threats, we are restarting our TSEU UNBREAKABLE campaign. By making your membership 'unbreakable', you are pre-authorizing a switch to bank draft collection of membership dues in the event that ANY state agency decides to purge union members by refusing to collect dues through payroll deduction.

You can fill out your UNBREAKABLE form online at: www.cwa-tseu.org/unbreakable. We also encourage all members to join our political action committee COPE. On the form found on page 4 of this UPDATE, you can make your membership UNBREAKABLE by authorizing TSEU to use the COPE banking information indicated on that form.



Make your union membership UNBREAKABLE and get a TSEU 40-Year Strong water bottle

While supplies last, fill out an Unbreakable form and receive the 'TSEU 40-year Strong' water bottle. If you already have an account on file, you can still get a bottle by signing up a new member! Contact any TSEU office or your organizer for more information and details!



Fighting COVID through political channels

This year has shown more than ever how important it is to elect legislators that will fight for and support state employees and the services we provide our communities. We have seen how some legislators can step up in the face of a crisis and do everything in their power to support state employees working on the frontlines providing services to all Texans.

- **APRIL 1ST** - At the urging and pressure of State Rep. Donna Howard, Texas announces they will utilize the Families First Act to give paid sick time and protect state employees who contract COVID 19
- **APRIL 6TH** - Senators Royce West and Jose Menendez publicly endorse efforts of TSEU and demand Governor Abbott increase resources to help with COVID efforts and to protect state jobs
- **APRIL 9TH** Senators Lucio, Zaffirini, Menendez, Rodriguez, Powell, Watson and Nathan Johnson join Senators West and Menendez in publicly endorsing efforts of TSEU and demand Governor Abbott increase resources to help with COVID efforts
- **APRIL 29TH** Representative James Talrico holds a press conference announcing a joint letter to the Governor with 63 bi-partisan representatives. The letter's demands borrowed language from TSEU E-Board statement released on March 27, 2020



Rep. Howard



Rep. Talrico



The last few months have also shown we need more allies in office. The COVID-19 crisis has challenged us all. The economic impact of the pandemic, on top of a drop in oil production/prices will add yet another challenge to the 2021 legislative session. Budget cuts are already being proposed because of the decline in state revenue. While our fights seem tough, we have no choice but to organize and build our political muscle with COPE.

Electing State Employee Allies THE 2020 PRIMARIES

In the primary elections held in February, TSEU had some major victories! Joanna Cattanach HD108 in Dallas and Rep. Michelle Beckley HD65 in Carrollton both secured their nominations. However, our primary fights are not finished yet. There are three runoff races that TSEU is deeply involved in, which means we must keep pushing for long time TSEU ally Roland Gutierrez in SD19, Akilah Bacý in HD 138, and Lorraine Birabil in HD 100. **Runoffs are scheduled for July 14th, with early vote running from June 29th to July 10th.**



TSEU-endorsed candidate Joanna Cattanach (front row, 2nd from left)



Endorsed candidate Michelle Beckley (left) at TSEU blockwalking event

In the Austin area, there is also a special election to fill Senator Kirk Watson's resigned seat in SD14. TSEU members will be screening candidates in that race shortly. Once the

runoffs are over, we will begin to shift our focus to November and the General Election! The 2020 election will have a major impact on the makeup of the legislature next session, with major changes in leadership possible. Below are some of the key races TSEU will be doing work in. Many of these were narrow victories in the last election and will be a fight again. Contact any TSEU office to find out about election work events!



TSEU-endorsed candidate Akilah Bacý (front row, 2nd from left) with Houston members. Akilah will be in a runoff

- SD 19 Pete Flores (R)
- HD 28 Eliz Markowitz
- HD 45 Erin Zwiener (in runoff)
- HD 47 Vikki Goodwin (in runoff)
- HD 52 James Talarico
- HD 64 Andela Brewer
- HD 65 Michelle Beckley
- HD 66 Sharon Hirsch
- HD 92 Jeff Whitfield
- HD 93 Lydia Bean
- HD 94 Elisa Simmons
- HD 96 Joe Drago
- HD 97 Elizabeth Beck
- HD 102 Ana Maria Ramos
- HD 105 Terry Meza
- HD 108 Joanna Cattanach
- HD 112 Brandy Chambers
- HD 113 Rhetta Bowers
- HD 114 John Turner
- HD 115 Julie Johnson
- HD 121 Celina Montoya
- HD 126 Natali Hurtado
- HD 132 Gina Calanni
- HD 135 Jon Rosenthal
- HD 136 John Bucy

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): \$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 _____



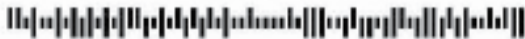
State employees and state services are under constant attack, and COPE is one way to build the political power to fight back. Politics affects our lives every day. Budget cuts, privatization, and our own salaries and health care are all controlled by the Texas Legislature and other elected officials. 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 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 -----



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TEXAS STATE EMPLOYEES UNION/CWA

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UNITED STATES





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



THE #1 ISSUE: Organizing a stronger union with the power to WIN!

We must have more state employees and retirees in our union to stop the attacks on public services and public employees

State employees don't need anyone to tell them that working for the state of Texas is difficult. Low pay, ever-climbing health care costs, the erosion of pension benefits, privatization, impossible workloads, and the overwhelming needs of Texans impacted by the COVID-19 crisis are just some of the major issues that front-line state workers see every day on the job.



What every state employee does

need to hear is how we're going to solve these problems: by organizing a strong union of tens of thousands of state workers. TSEU has won major victories over the years, and those were achieved because thousands of state workers and retirees stood together and mobilized with one voice. But the majority of state workers and retirees are still not organized in our union. They remain on the sidelines while TSEU members do the heavy lifting, and that will remain the case until they join the union.

Battles loom in 2021

Elected officials are increasing their threats to state employees and state services, while the services we provide are more important than ever to every Texan. We will have to fight tooth and nail to improve our pay, healthcare and pension benefits, working conditions and justice on the job while elected leaders look to slash state services in response to the economic fallout of the COVID-19 crisis. We can also expect legislators and privateers to exploit the opportunity to push through privatization schemes with empty promises to save the state money. We're going to need more of our colleagues, coworkers, and fellow retirees signed up in the union if we want to win. That's how TSEU has won in the past, and that's what we need to do now.

The fights are winnable

Even though the Texas economy has been impacted by the COVID-19 crisis and the oil and gas downturn, Texas isn't broke. With a growing population and a growing demand for state services, we see the increased need in our communities every day as front line state employees. Texas can and must use its resources to provide a basic social safety net for Texans in need, to protect public health and safety, to provide affordable higher education, and to protect its most vulnerable citizens. State employees are THE central factor in all of these issues. We provide the services. We work year after year with sub-standard pay and unrealistic workloads. We are the ones who can lead the way to improving state services in these unprecedented times.

Individually, all we can do is keep working while we hope for the best. But when we unite, we can move mountains. We - state workers organized into the Texas State Employees Union - have been able to stop legislative attempts to privatize state services. We've stopped furloughs and pay cuts. We've stopped the attempts to convert our defined benefit pension plans into 401(k)'s.

By organizing majorities at our agencies and universities, we will move beyond fighting desperate battles to save services and jobs. We will go on the help create a new environment in Texas.



No one joins the union unless approached and asked to join.

The more people who are asked to join the more people who will.

To get hundreds to join the union you must have hundreds asking.

You can't get hundreds asking without strong organizing committees.

You cannot have strong organizing committees unless people meet regularly, make plans, work with lists, chart, take assignments and report.

ORGANIZING IS ASKING - the basics of building our union!

There are no shortcuts to this basic work. Everyone can get started building our union by taking the membership form in this UPDATE and asking a coworker to join today!



UP YOUR INVOLVEMENT

AUSTIN, TX | SEPTEMBER 11 - 13

GENERAL ASSEMBLY



The TSEU General Assembly is a statewide meeting of elected delegates along with other members, special invited guests and family. Held every even-numbered year, the General Assembly adopts the broad strategic plans that guide decision-making in TSEU for the next 2 years. These plans are contained in the Organizing Program and Political Program, which also detail retiree, state agency, and university-specific goals for the upcoming session of the Texas Legislature.

The General Assembly also makes decisions and adopts positions on specific issues like the selection of TSEU candidates for the ERS and TRS boards.

All members in good standing are invited and encouraged to participate in debates, discussions, and meetings; however, final votes on issues are limited to elected TSEU member delegates (*information about GA delegates is below*).

Finally, the General Assembly is a lot of fun! It's one of the best opportunities for members from across the state to meet one another, renew friendships, and enjoy the companionship of fellow union members. WE HOPE TO SEE YOU THERE!



BE A DELEGATE TO THE 2020 TSEU GENERAL ASSEMBLY

The best way to be at General Assembly is to be a delegate! Delegates are elected on the basis of one delegate per 50 members and could represent specific locations, an agency or university, cities, or regions (*for details about YOUR delegate group, contact your nearest TSEU office or organizer*). We are now accepting nominations for all delegate spots. If you want to be a delegate or to nominate a fellow member, the nominee must be a current TSEU member in good standing (as of MONTH 20XX and on current dues schedule).

Nominations can be made by contacting any TSEU office or your organizer and will be accepted from now until Friday, MONTH XX at 5:00pm.



**E-BOARD
ELECTION
TIMELINE****WEDNESDAY,
SEPTEMBER 6**
Nomination
deadline**FRIDAY,
SEPTEMBER 22**
TSEU Update
with candidate
information**FRIDAY,
SEPTEMBER 29**
Ballots in the mail
to members**TUESDAY,
NOVEMBER 14**
Ballot deadline**TUE-WED,
NOVEMBER 14-15**
Election
Committee
counts ballots**THURSDAY,
NOVEMBER 16**
runoff ballots out
(if needed)**SUNDAY,
DECEMBER 31**
runoff deadline
(if needed)

Want to play a larger role in the direction of our union?

Run for a seat on the TSEU Executive Board!

The Executive Board (or E-Board, for short) is the governing body for our union. It is made up of four positions - President, Vice President, Secretary, and Treasurer - which are elected at-large by the state-wide membership; and eight regional members, elected by membership from within that TSEU region. You can contact the Austin TSEU office for region maps or for more information about the Board, duties of Board members or the election/nomination process.

Qualifications to run for an Executive Board seat:

- Must be a member of CWA Local 6186 in good standing.
- Must be an employee or retiree from a unit organized by CWA Local 6186; including public and private sector units and multi-employer organizing units, but not associate members.
- Those seeking nomination for a regional board seat must work in that region.

Nominating procedure:

- Those seeking office must send a nominating petition signed by at least five members in good standing.
- If running for a regional seat, all members signing the petition must be from locations in that region. All signatures must be accompanied by clearly legible printed names.
- Petition must include the name, work location, and office for which the nominee is running.
(PLEASE NOTE: There is no form for the petition: it can be on plain paper.)

To be included with nominating petition:

- A signed statement they will accept the position and serve if elected.
- A clear 2"x2" photograph, preferably passport type, suitable for publication
- A statement of 100 words or less describing why they are seeking office. The statement will be published as sent, and cut off at 100 words.

Submitting a nominating petition:

- All nominations must be sent by U. S. Mail to the TSEU election committee post office box.
- Nominations must be received by 5:00pm on Wednesday, September 6.
- Send nominations to: TSEU Election Committee / P.O. Box 42409 / Austin, TX 78704-0041

Want to develop your skills as a TSEU activist or be more active in your union?

TSEU Organizing School

Organizing Schools are a great way to not only develop skills as a union activist, but also to gain a deeper understanding of our union and the broader labor and social justice movement. At our organizing schools, we take a historical perspective of our past campaigns, including our victories as well as our losses. We'll discuss the history of TSEU and the public sector labor movement in Texas and across the nation. Most importantly, attendees will learn how to effectively organize our workplaces and how to build our union.

Organizing schools will typically run for four hours and include lunch. They can be hosted anywhere 5 to 15 members are interested in attending. Contact your TSEU organizer if you are interested in attending an organizing school in your area!

Local Organizing Committees

The Texas State Employees Union is founded on developing an outlook of unity between workers. Our goals are to breakdown the many divisions between state workers, breakdown the divisions based on geography, and around age, race, sex and sexual orientation. Because these divisions distract from our #1 issue of not being organized. With more members participating in TSEU, the bigger our strength and the bigger our victories. We accomplish this by building our Organizing Committees! These groups of Union Leaders are meeting regularly and committed to growth and social justice. Join them improve working conditions, pay, pension, and workloads!

Currently, we are having meetings via ZOOM in: Austin, Abilene, San Antonio, Houston, Corpus Christi, Dallas, Denton, East TX, The Pan Handle, San Angelo, El Paso, The Rio Grande Valley, Wichita Falls, Terrell. For additional details or to start a local Committee Email jmon-temayor@cwa-tseu.org.

TSEU members are ready to fight the decrease in the ERS rate of return!



On Wednesday, May 2nd, 2020 the Employment Retirement System Board held a meeting during which they voted (4-1) to lower the expected rate of return (ERR) on investments from 7.5% to 7%. This change will have a lasting impact on our ability to win a long overdue increase to the Cost of Living Adjustment (COLA). After hearing from the Investment Advisory Committee's recommendations and the testimony of dozens of TSEU (ROC) members, the Board quickly voted to lower the Expected Rate of Return.

WHAT DOES THIS MEAN?

The Expected Rate of Return is a tool used to reflect the expected health of the pension fund – especially 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. The more accurately our rate is set the more sound the ERS funds look.

This drastic change in the Expected Rate of Return will make

the fund appear to be in much worse financial health than it really is. It will also bolster the claims of anti-pension groups that funds like ERS are heading for bankruptcy. These anti-pension groups continue to push lawmakers to abandon traditional pension like ERS in favor of Direct Contribution (DC) plans.

WHAT DO WE DO NOW?

- **We organize and mobilize!** TSEU sisters and brothers will be putting pressure on the 2021 legislature before, during and after the next session to fully fund ERS at 7%. It is estimated that the pension funds (including the Teacher Retirement System) will need \$1 billion to fully fund the systems and provide a much needed COLA for retirees!
- **We get out the vote!** During election 2020, we'll be working to elect Texas Senate and House candidates that support and will work for state employees, retirees, and the People of Texas!
- **We get a seat at the table - LITERALLY!** TSEU will be seeking a union candidate for the ERS Board and will fight and campaign to make their election a success!



Let's *DOUBLE* our voice on the ERS Board of Trustees!

Seeking volunteers to be TSEU's ERS Board candidate!

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 elected positions on the ERS Board must be active employees of a Texas state agency that is NOT already represented on the ERS Board. The Board already includes representatives from TxDoT and HHSC (includes DFPS, DARS, DSHS, and DADS).

After the successful election in 2015 of TSEU member Ilesa Daniels (now the Board Chair) to the board, we now have the ability to double the voice of frontline state workers with a win in the 2021 election. We have the power in our numbers and influence among co-workers at our jobs; our union turned out the vote in 2015 for Ilesa, and we can do it again! TSEU has run a candidate in every ERS Board election since 1989 and this time around 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 candidate screening committee.

If you are interested in being TSEU's candidate to the ERS Board of Trustees:

- Write a letter stating why you would be a good candidate. Detail any organizing/mobilizing campaigns you have participated in, including past ERS campaigns; as well as relevant experience or education that would serve you as an ERS Board member. List your agency, location, job title, years of service 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 MONTH XX.

TSEU MEMBER-ONLY BENEFITS

Build an unbreakable state employee movement while enjoying these member benefits!

Carry the card that works as hard as you!



Multiple credit card options

Whether you prefer cash rewards or a low intro APR, all of these credit cards have competitive rates, U.S.-based phone customer service and more.



American Income Life, special member benefit

Members receive benefits for accidental death or loss of limb: \$3000 member, \$500 spouse, \$250 child. Additional insurance is available to TSEU members at a reduced rate.

Benefits offered through UnionPlus

DISCOUNTS

- AT&T
- Consumer Reports Digital
- Flower and Gift Discounts

HOUSE AND HOME

- Mortgage Program
- Real Estate Rewards
- Save My Home Hotline
- Moving Discounts

HEALTH

- Dental, Vision Discounts
- Prescription Discounts
- Medical Bill Negotiation
- Health Discounts

AUTO PROGRAMS

- Auto Buying Service
- Goodyear Tire & Service
- Motor Club

MONEY AND CREDIT

- Credit Card
- Credit Counseling

ENTERTAINMENT AND TRAVEL

- Car and Truck Rentals
- Entertainment Discounts
- Travel Center

LEGAL AND EDUCATION

- Legal Service
- Scholarships

INSURANCE DEALS

- Auto, Home Insurance
- Life Insurance
- Accidental Death Insurance
- Pet Insurance

Information about these and other TSEU member-only benefits can be found by calling your nearest TSEU office or organizer or our main office in Austin at (512) 448-4225.

Educational scholarships

Union Plus Scholarship Program

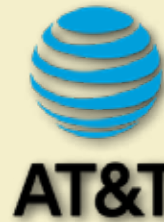
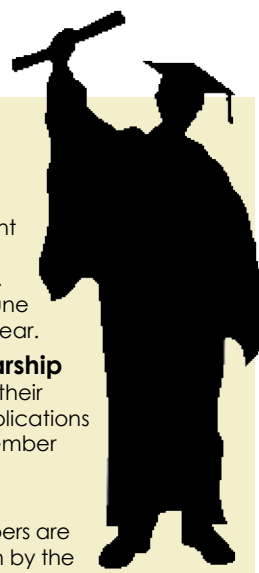
All members, their spouses and dependent children may apply. At least one year of continuous union membership is required. Applications are available starting mid-June and are due in January of the following year.

CWA Joe Beirne Foundation Scholarship

Eligible for the awards are members and their spouses, children and grandchildren. Applications are accepted during the months of November through April.

Texas AFL-CIO Scholarship

Members or high school children of members are eligible. This application requires validation by the Austin TSEU office. Applications accepted November-January.



Exclusive wireless savings

Members can save 15% on the monthly service charge of qualified wireless plans and 20% on select accessories from AT&T.

Union Strength, Union Solidarity

AT&T employs over 150,000 members of the Communications Workers of America.



TSEU EXECUTIVE BOARD

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 Aviv Rau, Organizer
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Aviv Rau, Organizer
 Alex Moir, Organizer



ROC STARS: Activist members of the Retiree Organizing Committee (ROC) are known as our ROC STARS; who despite no longer working at state agencies or universities, they continue fighting and building a stronger union in retirement!



George Sheffield worked at The Denton State Supported Living Center for 38 years. Since retirement, he has been instrumental in establishing and serving on the Denton Citywide Organizing Committee, The TSEU-Denton Jazz Festival Committee, and the Community Council at the Denton SSLC. George is also a community leader who is an advocate for the Developmentally Disabled. On top of this, he still finds time to organize: regularly leafleting, tabling and talking with new workers. His efforts have contributed to the addition of hundreds of new TSEU members.

For volunteer organizing opportunities do not hesitate to contact your local union office. **ALSO, don't forget to let your TSEU organizer know if you plan on retiring in 2020 or 2021!**



TEXAS STATE EMPLOYEES UNION

Communications Workers of America
1700 South 1st Street
Austin, TX 78704

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Failed privatization experiment to end in El Paso



Pictured here, El Paso TSEU activists in action over the past year. [ABOVE] Organizing committee members hold a candidate screening with Elisa Tamayo [BOTTOM LEFT] Pay Raise Rally [RIGHT] TSEU El Paso Holiday Party

In early June, DFPS announced the end of the Family Based Safety Services privatization pilot. In May 2018, HomeSafe (a collaboration between Pathways and Family Services of El Paso) took over all responsibilities for Family Based Safety Services, including case management. Almost immediately, the ability of the private contractor to meet the needs of families came into question. DFPS reviews also indicated that HomeSafe was failing to meet performance benchmarks. TSEU members worked with legislators from the El Paso area to bring these critical issues to light and to seek answers from DFPS. TSEU members and our allies in the Capitol made a difference! We know privatization is not the answer to improving our agency, and TSEU members will continue fighting to stop the expansion of privatization in our agency.

