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**Important Deadlines**  
*Resolutions, SLB, Board  
nominations and more....*

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# Co-Worker

The official Publication of the Tennessee State Employees Association

VOLUME 32

January/February 2015

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## We have our winners

Just before Christmas, after months of recruiting, TSEA surprised the two winners of our Target:Pay Raise membership campaign with \$5,000 each!

### Where our winners are from



Jeff Nicholson, works at Indian Mountain State Park in Jellico and Jeremy Gates works at Charles Bass Correctional Complex in Nashville

TSEA President Bryan Merritt and Executive Director John Summers travelled to Jellico and Nashville in mid-December to surprise our grand prize winners at work.

Congratulations to both of our winners and thank you to everyone for supporting TSEA and your fellow state employees.



President Merritt, Executive Director Summers and TPR Winner Jeff Nicholson



President Merritt, Executive Director Summers, and TPR Winner Jeremy Gates

## 2015's campaign

Didn't win this year??? We have good news. Due to popular demand, we have decided to run our Target: Pay Raise membership campaign again this year!



...And, we are starting where we left off.

That means every member who has recruited someone, as well as every recruit since November 1, 2014 through the end of October 2015 will automatically be entered for a chance to win a once-in-a-lifetime vacation as a part of our 2015 Target: Pay Raise Membership Campaign!

That means YOU could be the next Jeff Nicholson or Jeremy Gates!

Don't you want to be one of the winners in the picture next time? Recruit at least one member between now and the end of October 2015 and, as part of our 2015 Target: Pay Raise membership campaign you will be entered into the drawing to win the Grand Prize of either a \$5,000 trip of a lifetime, or \$5,000 in cash!

So get out there and recruit, and you could be our next big winner!

Visit the TSEA website for more details or contact Membership Director Tommy Francis.

## State proposes closure of Greene Valley

**NASHVILLE** - Earlier this month, the Department of Intellectual and Developmental Disabilities (DIDD) announced a plan that would close Greene Valley Development Center (GVDC) in 2016.

The State of Tennessee is looking to reach an agreement on the exit plan for the

Clover Bottom Settlement Agreement, which started several years ago. As a result, the State has scheduled the closure of GVDC in Greenville. DIDD's hopes this will allow them to exit the settlement agreement.

The hearing that will determine the facilities fate is scheduled for Wednesday,

Jan 21 in Nashville.

"Greene Valley currently houses 96 clients who are deemed to be the most medically fragile in the state. I have personally visited this facility and my heart goes out to each and every resident. Most of them rely entirely on the kindness of the staff there," TSEA President Bryan Merritt said. "I know beyond any doubt that the employees there are second to none. As a matter of fact,

this is the only facility in Tennessee to have a performance track record that allowed them to previously exit the Clover Bottom settlement agreement."

The Plaintiffs in the suit are the United States of America and People First of Tennessee, Inc., and the Defendant is the State of Tennessee, while the Parent Guardian Associations of Clover Bottom Developmental Center and

Greene Valley Developmental Center are interveners. The closure of GVDC was requested by People First and agreed upon by the State, however the PGA and the United States DO NOT require this action.

TSEA has met with area legislators to discuss the proposed closure and offer support to the residents and staff of GVDC. Senator Steve Southerland, as well as Rep-

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Become a TSEA  
Legislative Advocate

★ ★ ★

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## Co-Worker

January/February 2015 Edition

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# Calendar of Events

## January

**22 Thursday**  
Knoxville Legislative Dinner

**23 Friday**  
Board of Directors Meeting  
(Knoxville)

**29 Thursday**  
Memphis Legislative Dinner

## February

**5 Thursday**  
Tri-Cities Legislative Dinner

**12 Thursday**  
Jackson Legislative Dinner

**16 Monday**  
President's Day Holiday

**19 Thursday**  
Nashville Legislative Dinner

**20 Friday**  
RA Planning/Awards Committee Meeting  
Board of Directors Meeting

**26 Thursday**  
Chattanooga Legislative Dinner

## March

**2 Monday**  
Board nominations - Deadline

**5 Thursday**  
Cookeville Legislative Dinner

**13 Friday**  
Constitution & Bylaw Proposals -  
Deadline

**20 Friday**  
Board of Director's Meeting

**27 Friday**  
Resolution Proposals - Deadline

## April

**2 Thursday**  
Scholarship Applications -  
Deadline

**3 Friday**  
Good Friday Holiday Observed

**7 Tuesday**  
TEAM Administrative Committee Meeting

*Questions?*  
*Contact the TSEA office @*  
*(615) 256-4533,*  
*Toll FREE @ 800-251-8732,*  
*or by email: info@tseaonline.org*

# Field Rep Visits

Please take a look at the upcoming recruitment dates listed below and bring your coworkers by to visit Gayle, Tommy, Terry, or Lisa to see what TSEA can do for them.

*All dates are subject to change.*

## East Tennessee

MONDAY, JANUARY 26TH

### Knox County

Department of Children Services  
11:30 AM to 1:30 PM  
2600 Western Avenue  
Knoxville

TUESDAY, JANUARY 27TH

10:00 AM to 4:00 PM  
Pellissippi State Office Building  
7175 Strawberry Plains Pike  
Knoxville

WEDNESDAY, JANUARY 28TH

### Bradley County

Bradley County DCS  
11:30 AM to 2:00 PM  
2703 Ralph Buckner Blvd.  
Cleveland

TRC  
2:30 PM to 4:00 PM  
3059 Overlook Drive NE, Suite 8  
Cleveland

## Middle Tennessee

TUESDAY, JANUARY 27TH

### Davidson County

TRICOR  
9:00 AM to 10:30 AM  
240 Great Circle Rd Suite 310  
Nashville

WEDNESDAY, JANUARY 28TH

Air National Guard  
9:00 AM to 10:00 AM  
Break Room  
240 Knapp Road  
Nashville

THURSDAY, JANUARY 29TH

DHS Plaza Tower  
9:00 AM to 3:30 PM  
Plaza Tower Lobby  
200 Athens Way  
Nashville  
MONDAY, FEBRUARY 2ND

Woodland Hills YDC  
2:00 PM  
Training Room  
3965 Stewarts Lane  
Nashville

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**Co-Worker**



# TSEA Strong

One of the questions I have been asked time and time again by our members over the past six months since becoming Executive Director is, "How do we make TSEA politically stronger as an organization?"

With the legislature back in session and the Governor getting ready to present his budget in the next few weeks, I wanted to give you some of my thoughts on the question.

## First, register to vote.

Our individual right to vote is our most important political asset in our democracy. If you don't vote, you don't count.

Equally important, you need to participate in our endorsement process and then vote for our endorsed candidates. There is strength in numbers. We want that strength to have an impact in elections. We want legislators to want our support for their re-election campaigns.

## Second, attend our Legislative Dinner in your area.

All politics is local. We wanted



**Thinking Forward**  
John Summers

to make it as easy as possible for as many TSEA members as possible to participate. We've scheduled every Legislative Dinner within an hour's drive.

There's something special about breaking bread with another person. The dinner gives you an opportunity to sit down with your legislator, for you to get to know them better, and have an opportunity to discuss issues affecting state employees in a setting of hospitality.

## Third, become a TSEA Advocate (see article below).

This is a new program we're beginning this session. As an Advocate, we are asking you to

be a contact with YOUR Senator or YOUR Representative when an important issue comes up in a committee or on the floor. It can be by e-mail, by text, or by telephone.

Legislators need to know there are state employees, their voters, back home watching what they do in Nashville. So when your TSEA lobbyists come speak to them in Nashville, they know we are speaking for you.

We'll e-mail you when an issue comes up. You then e-mail, text, or call your legislator. It's that simple.

You, in effect, become part of our lobbying effort, but where it counts most—from home.

## Fourth, join the TEAM Capital Club.

TEAM has re-structured our Capital Club to make it more effective. We're asking members to *voluntarily* contribute something above and beyond our normal TEAM contribution.

People can give what they feel they can afford to give monthly by credit or debit card. Contribution levels begin at \$5 and go up to \$25 per month.

These funds will be used in political emergencies, like a privatization fight, or Greene Valley, or given to political candidates, or used to target a particular candidate. Whatever is needed at the time.

## Fifth, sign up for the TSEA Backup Plan.

For the past few years, legislators hostile to state employees have filed legislation to eliminate TSEA by eliminating our dues check-off.

This is a new program as well. It's simple and costs you nothing.

We're asking you to give us a credit or debit card number that we can keep on file here at the TSEA office. If the legislature ever decides to eliminate our dues check-off, we will then automatically shift your monthly dues to your credit or debit card.

The TSEA Backup Plan is a guarantee that TSEA will always be here to help you.

## Sixth, sign up a new TSEA member once a quarter.

Our membership is our strength. With more and more state employees retiring every year or leaving state service, we must

continually recruit new members.

One new member a month, that's just four members per year. But those four would mean a lot to our recruitment efforts. And you'll get four chances to win our 2015 Target Pay Raise Membership award.

So there's my recommendations as to how we can make **TSEA Strong**. It's not an exhaustive list. There are other things that can be done. But if a core group of our membership would do just these six simple things, it would have a tremendous impact on our legislative effectiveness.

At RA next June, I intend on recognizing those members who have made **TSEA Strong** this year. I hope your name will be on that list.

### TSEA STRONG

1. Register to vote. And then vote for TEAM's endorsed candidates.
2. Attend our Legislative Dinner in your area.
3. Become a TSEA Advocate.
4. Join the Capitol Club.
5. Sign up for the TSEA Backup Plan.
6. Sign up a new member each quarter.

### In My Corner

It's great we are now in 2015 and we are alive and well. I hope each and every one of you had a fabulous Christmas, full of good times and great memories with family and friends. We are quickly headed into the new Legislative session, and there are many growing concerns for state employees.

We have learned from the budget hearings that many changes are in store. The biggest item was the scheduled closure of Charles Bass Prison Annex in Nashville. While we have concerns over the future use of Trousdale County facility by the Department of Correction, we also have a huge



Bryan Merritt

interest in how the employees of Bass will be handled. Part of the argument from TDOC for closing the facility is the shortage of employees available to staff the positions. In discussions with TDOC, we agreed there has to be some way to address the pay inequality of Correctional Officers when compared to county and other agencies. We

need to end the practice of becoming the training ground for other agencies. When I recently spoke with the Governor concerning the closure, I wanted him to know that TSEA would work directly with TDOC to monitor the placement of our members. He was in agreement this was certainly appropriate.

There were many Departments facing reductions of positions in addition to TDOC. Human Services has plans to reduce over 300 positions, with the hope that all will come about without layoffs due to the hiring freeze in place since last year and by absorbing vacated positions. Other largely affected were DCS, Safety, State Parks, and IT staffing, while nearly every

department lost some positions. January 2nd was a day I will always remember. I got the horrible call that people had feared for years. As part of a federal lawsuit, the Greene Valley Developmental Center was being offered up as part of the agreement to end the lawsuit. My heart is heavy for the severely disabled, as I have heard of the struggles my Father's family took on trying to find care for his twin brother, who was disabled from birth. He was served back in the 1950's and 1960's when mental health facilities took on a very different face. Although I never met him before his passing, I have heard of the hardships involved in trying to place your confidence in strangers to care for someone who can be hard to

love. I have visited GVDC on many occasions and am proud of the work they do. They were the only facility to come out of the federal suit based on their performance. I hope diligence will be done in developing the plan for these 96 residents, as many are completely at the mercy of their caregivers. Greene County would also be losing over 600 jobs, and I know the impact that will have on the employees.

State employees have a tremendous burden placed on them by the continuous shrinking of front-line workforce in light of increasing demands. Please know that I think about all of you every day and TSEA is working around the clock to better serve you.

## Be a Legislative Advocate

*TSEA is looking to build a team of our most active members*

**By Randy Stamps**  
TSEA Government Affairs Director  
randy.stamps@tseasonline.org

As we prepare for the upcoming legislative session, we hope you will join our **Legislative Advocate Team**. Our goal is to have 10 TSEA members in every state house district to

serve as an advocate for our issues with legislators.

During the legislative session, there will be times when we need key legislators to hear from one of their constituents that can articulate TSEA's position on legislation. The status of legislation we support or oppose can change rapidly.

Legislative Advocate members will agree to be prepared to explain the basis of

our stance on particular legislation, and at the same time, hear the concerns of their individual legislator.

You will never be asked to contact a legislator if you feel the particular legislation is overly sensitive to your job situation. In fact, we hope many of our Legislative Advocate members will be retirees who have the ability to speak freely and boldly about state employee issues without concern about adverse conse-

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## 2015 TSEA Legislative Agenda

- Cost of living adjustment to salaries of state employees
- Bi-annual access to work site location, home addresses, personal emails of all state employees
- Fight against privatization of state services
- Require a study committee or detailed report to

legislative committees of the implementation issues, unintended consequences, and challenges facing the TEAM Act.

- Legislation requiring legislative review of privatization contracts including cost comparison between the actual cost of the contract and cost of the same services by state employees.



# Regional Legislative Dinners - Mark Your Calendars

## Knoxville - Thursday, January 22nd

Pellissippi State Community College Cafeteria  
10915 Hardin Valley Road  
Knoxville, TN 37983

## Memphis - Thursday, January 29th

Southwest Tennessee Community College Macon Cove Campus  
Bert Bornblum Library  
5983 Macon Cove, Memphis TN 38134

## Tri-Cities - Thursday, February 5th

Northeast State Student Commons  
2425 Highway 75  
Blountville, TN 37617

## Jackson - Thursday, February 12th

Festivities Event Center  
2625 North Highland Avenue  
Jackson, TN 38305

## Nashville - Thursday, February 19th

*New Location*  
*To Be Announced*  
Nashville, TN

## Chattanooga - Thursday, February 26th

Eastgate Town Center  
5600 Brainerd Road  
Chattanooga, TN 37411

## Cookeville - Thursday, March 5th

Upper Cumberland Human Resource Agency  
580 South Jefferson Avenue  
Cookeville, TN 38501

*Attendees are asked to be at the event site by 5:45PM for a brief meeting to explain our goals for the evening.*

*Dinner with legislators will begin at 7:00PM*

## Regional Legislative Dinners are around the corner!

**NASHVILLE** - This year's new Regional Legislative Dinner program will provide opportunities for more of our members to spend time with their local legislators.

Dinners will build on the success of the "Regional Legislative Days" held in 2013, and will be held in seven different locations across our state. Locations are listed below. **Please RSVP today and place the date of your regional dinner on your calendar.** The cost of the dinner will be covered

by TSEA.

Legislators will be seated with TSEA members from their areas – this setting will allow you to establish or re-establish a relationship with your House and Senate members. It will also allow detailed discussions about issues affecting state employees to occur without the distractions that are often present during visits that take place on Capitol Hill on Lobby Day.

The timing of the dinners will also allow you to spend time with your leg-

islators before the busiest portion of the legislative session begins, therefore maximizing our impact on legislation. It is important that we lay out our agenda and concerns early, and if possible, receive a commitment from legislators that they will support us on key issues.

If you have any questions, please contact TSEA Government Affairs Director Randy Stamps. Be sure to RSVP today - we hope to see you all there!

## Have you RSVP'd?

RSVP your attendance to a regional legislative dinner by contacting TSEA today. Include your name and the location of the legislative dinner you will attend in your message or email.

**info@tseaonline.org**  
**(615) 256-4533**

### ["GVDC" from page 7]

representatives David Hawk and Jeremy Faison have visited the facility with TSEA since the proposed closure was announced to discuss options, attempting to keep the facility open, or at least the possibility of delaying the closure.

Representative Hawk spoke to the Greeneville Sun of his dissatisfaction with the proposal, stating that, "Greene Valley has been the shining light in the whole developmental and intellectual disabilities system. I get emotional. I take it personally because we care for people the right way at Greene Valley. We always have. I feel like we're somewhat of a sacrificial lamb."

This is not the first time GVDC has been targeted for closure. In 2006, the facility was exempted from the lawsuit over Clover Bottom on the basis of performance and quality of services provided. Yet just 4 years later, in 2010, the Bredesen Administration and DIDDs attempted to eliminate 228 positions at the facility through the budget process.

This most recent effort to close

GVDC has raised a number of concerns from TSEA and other interested parties regarding the consequences of the closure.

As of the writing of this article, the state has not proposed a detailed plan to transfer the 96 severely and profoundly intellectually disabled residents to community homes.

In addition, laying off more than 600 employees in Greeneville would raise the county's unemployment to over 10 percent, fourth highest in the state.

The state also has a waiting list of more than 7,000 citizens with intellectual disabilities waiting for some type of long-term program.

The state continues to close facilities that are already built like Greene Valley Developmental Center, which are capable of providing needed services to many of the families on the waiting list, in exchange for building new facilities (community homes) to service those who are already being served. This plan doesn't address the list.

## Greene Valley Closure Concerns

### The Residents

- The state has not produced a detailed plan about transitioning the Greene Valley residents into group homes.
- Many of the 96 residents at GVDC require constant 24/7 medical attention and are severely disabled.
- In 2006, Greene Valley was dismissed from the portion of the lawsuit dealing with institutional conditions.
- The workers at GVDC have worked with the facility's residents for so long that they have become surrogate family members. For many of the residents, closing the facility would be the equivalent of kicking residents out of their homes and taking their families away.
- According to recent reports, deaths among people with intellectual disabilities released from institutions have doubled in Tennessee since 2009, though the total population has only increased by 11%.

### The Disabled Community

- There are 7100+ residents with intellectual disabilities waiting for a

long-term program in Tennessee.

- The state is closing facilities that are already built, capable of providing needed services to these families, in exchange for building new facilities to service those who are already being served. This plan doesn't address the list.
- There is no list for residents with developmental disabilities in Tennessee, and therefore little options for service. Some estimates have the number of residents with developmental disabilities at 44,000 in Tennessee.

### The Greeneville Community

- Greeneville's unemployment is currently 7.9%. If the 600+ employees at Greene Valley are laid off, that county's unemployment rate will immediately rise to over 10%, 4th highest in the state.

### Greene Valley Employees

- 619 state workers stand to lose their jobs if Greene Valley is closed.
- Greeneville is a rural community with little other industry, making work difficult to find; 10% unemployment will devastate this community.



# State Budget Hearings

By **Amanda Clelland**  
*TSEA Communications Coordinator*  
[amanda.clelland@tseonline.org](mailto:amanda.clelland@tseonline.org)

Governor Haslam held budget hearings for fiscal year 2015-16 with department heads in late November and early December 2014. Haslam requested earlier in 2014 that all Departments plan for 7% budget cuts, but stated throughout the budget hearing process that he is hopeful cuts that large will not be necessary.

Below are brief department by department summaries of the FY2015-2016 budget hearings.

Presentations are listed in alphabetical order.

## Agriculture

Commissioner Julius Johnson started his reduction presentation by stating that the department's employee level is at a "critical mass" in order to maintain services. He presented a 15 point reduction program, including reducing equity in a handful of divisions, 21 position reductions: Animal Health Technician (1 vacant), Administrative Support (1 vacant), Museum Education support (1 filled), Livestock grading to be downgraded from full time to part time (5 filled), Agricultural Crime Unit (3 filled), elimination of the Forestry Tree Improvement Program (4 filled), Division of Forestry positions (6 vacant) and reducing the use of seasonal forestry employees.

Commissioner Johnson also proposes to add 3 positions to the Meteorology Laboratory.

## Commerce & Insurance

Reductions include abolishing the position of Assistant Director of Consumer Affairs, billing all administrative overhead to the divisions generating current services revenue or inter-departmental revenue, and changing the billing methodology to create reductions in the operational expenditures of the Fire Service and Codes Enforcement Academy.

## Correction

TDOC recommended the closure of the Charles Bass Correctional Facility, as well as abolishing 233 positions. Under this plan, TDOC states staff at Charles Bass can be transferred to other area prisons. Commissioner Scho-

field is confident the department can place every employee affected by the closure of Charles Bass.

Additional reductions are found in the continued implementation of the department's 28-Day Work Cycle and more accurate tracking of overtime pay for correctional officers. The Commissioner also stated that the department will be renegotiating current contracts in State Prosecutions as another way to save money.

The Commissioner also updated the Governor on a CCA prison in Trousdale County which is currently being built. The 2500+ bed facility is expected to open in early 2016 and the department plans to contract with the facility and add 2 state-funded positions to their roll.

## DCS

Commissioner Jim Henry's budget proposal responds to the ongoing concerns over child, staff, and public safety in and around the department's Youth Development Centers (YDCs).

Henry's proposed staff reductions amount to 90 positions (131 reductions, 41 additions). It is unclear how many of those positions are currently vacant.

The Commissioner's proposal includes \$33 million to increase the staff-to-inmate ratio from 16:1 to 12:1. The proposal also includes hiring additional therapists to work with the student residents of YDCs, increasing security measures, and the transfer of some teens from the YDCs to local residential facilities, which would take advantage of some available federal funding.

## DHS

Commissioner Raquel Hatter's budget proposal included a \$9.6 million reduction in funds that currently support the administration of the SNAP program.

Hatter then moved to address the positions affected by last year's administrative changes to the TennCare application process. The Commissioner proposes eliminating the 313 affected positions; of those, over 180 positions are either currently vacant or expected to be vacant in the next year due to upcoming retire-

ments.

## Education

7% reduction proposal includes reductions of approximately \$28 million. No state employee positions were targeted in the proposal.

## Environment & Conservation

Budget items include the addition of eight new positions: Park Ranger positions at Burgess Falls (2) and at South Cumberland Park (1), additional tech assistants in the Office of Energy Programs (2), and an equipment operator in the West Tennessee River Basin Authority (1).

The department introduced the closing of revenue-generating park operations as a reduction option as it did in FY14-15, although it was not taken to satisfy that budget. This reduction would affect 129 filled & 5 vacant positions.

## F&A

7% reduction proposal includes a net reduction of 46 positions (adding 3 positions in the Edison division, and eliminating 49 positions, some within the OIR division). Department leadership stated that a number of these positions are currently vacant. We do not know the number of vacant vs filled positions.

## Financial Institutions

TDFI's budget presentation was just a general department update for the Governor.

## General Services

No reductions in positions. The budget proposal includes the addition of 6 positions to expand services in the Empower TN program, as well as Portfolio Management, Real Estate Compliance, and Business Relations divisions of DGS. Proposal includes reductions in the Books from Birth program and the restructuring of facility management services operational costs.

## Health

Commissioner John Dreyzehner's proposal includes a request for \$7.6 million in additional funding from the state, as well as adding 32 positions in response to Tennessee's status as one of the bottom 10 unhealthiest states in the nation.

His plan reduces the budget by \$9.8 million by replacing general fund state ap-

propriations with available federal and other funds, third-party billing implementation and fees, reductions in contracts, eliminating the hemophilia and chronic renal disease program, reduction of operational costs.

## Higher Education Commission

No direct mention of reductions in the presentation.

## Human Resources

No reductions in positions. 7% reductions include reducing expenditures – travel, memberships, subscriptions, printing, purchasing and communication, reducing excess benefits in department, reducing funding for the Learning Pyramid Certification Initiative, eliminating funding for the mediation program, and reducing administrative law judge expenditures.

## Intellectual & Developmental Disabilities

Commissioner Payne's 7% reduction proposal includes eliminating 129 positions from the department, including 69 positions at the state's developmental centers and intermediate care facilities and 20 positions from the department's regional offices. Other affected positions include reductions within state clinical services, the Protection from Harm program, and the department's central office.

## Labor

7% reduction proposal includes a net reduction of 18 positions (adding 4 positions and eliminating 22, 19 of which are vacant).

## Mental Health

To keep in line with Governor Haslam's 7% reduction request, Department of Mental Health Commissioner Doug Varney's budget proposal reduces the budget by \$8.1 million by eliminating a number of programs including the Assisted Outpatient Therapy Program, Juvenile Court Screenings, adolescent outpatient substance abuse services, and peer support centers.

Only 7 vacant positions currently in the department's central office are to be eliminated under his plan.

## Military

Major General Max Haston presented the department's budget, with no staff reduc-

tions proposed. All proposed reductions are to occur in administrative operational expenses, training, and supplies.

## Revenue

7% reduction proposal includes the elimination of 32 positions, 17 of which are currently vacant. The remaining 15 filled positions have been submitted as reductions in association with an audit in previous years as a savings measure.

## Safety

7% reduction proposal includes eliminating 115 positions, including 73 troopers and 30 part-time employees at driver license centers.

## TBI

No reductions in positions. 7% reduction proposal reduces the operational expenses associated with travel, supplies, equipment, and training.

## TennCare

No positions targeted for reduction. Commissioner Gordon proposed a number of reductions, largely in benefits and reimbursements, and grants.

## TDOT

Commissioner Schroer stated that TDOT is not reducing their budget by 7% as requested by the Governor because the department's budget is already dedicated and allocated. According to Schroer, the department has reached its limit of what it can do without hiring more employees. He praised the department for its work developing existing employees in so doing preventing additional outside contracting. The Commissioner also praised TDOT employees for participating in the GED program where applicable and for continuing their education under the maintenance and engineering cross training program.

## Tourism

The Department of Tourism's budget reflects a reduction of \$762,600 in marketing activities. The proposal did not include the reduction of any positions

## VA

No position reductions. 7% reduction proposal includes reducing administrative, field, and cemetery operation expenses.



# Legal Services: Sign documents the correct way to protect your rights

By Jonathan Stephens  
TSEA Staff Attorney  
jonathan.stephens@tseaonline.org

As a state employee, you are often asked to sign documents such as timesheets, delivery receipts, work orders, etc. You may also be asked to sign documents that contain statements to which you do not agree. Typically, these kinds of documents are disciplinary actions, job plans, and performance evaluations. This article will guide you to deal with requests by your supervisor to sign this kind of document.

First, it is important that you read the entire document carefully. Take as much time as you need to read the document. Ask your supervisor for additional time to read it, if necessary. You should not be rushed into signing a document just to satisfy a supervisor's schedule. Of course, make sure you understand what the document says. Ask your supervisor to explain any language that you do not understand. If you believe some information is not correct, ask the supervisor to change it. If you and your supervisor make any changes to the document, both of you should initial the changes. If the supervisor will not change the language, follow the recommendations set out below in this article.

Secondly, carefully read the acknowledgement statement commonly found at the end of document where you sign. Usually, the statement will only contain language that the employee has received the document as indicated by the employee's signature. The statement should not contain language that the employee agrees with the facts in the document or any terms and conditions set out in the document, but read the acknowledgement statement carefully to be sure it says that you only received the document and not that you agree with everything stated in the document. Again, if you disagree with the acknowledgement statement, ask your supervisor to change it. Do not rely on the supervisor's oral statement that, "it's ok, it doesn't mean anything" or words to that affect. If

the supervisor will not change the offending language in the acknowledgement statement, here is your remedy.

These are some recommendations for signing a document that has language with which you do not agree or you just feel uncomfortable signing:

1. [Your signature], as to receipt only, but I do not agree with the facts contained in this document.
2. [Your signature]. I acknowledge that I received this document, but I do not agree with the facts (terms, conditions, etc.) contained herein.
3. [Your signature], as to receipt only, but not the facts contained herein.

In the event that your supervisor will not allow you to place additional comments on the document with your signature, you should take the following steps. Immediately draft and send an email to your immediate supervisor and all staff in your chain of command. The email should set out the reasons why you disagree with the facts, terms, conditions, or other statements in the document you were asked to sign. If you have documentation that supports your position why the document is not correct, attach them to your email. Also, send your email with a 'delivery receipt' and a 'read receipt.' This process will serve as your documentation that you did not agree with document presented to you for a signature. You may also want to print a hard copy of your email for your own records.

Finally, get a copy of the document and all attachments once it has been signed by all parties. In the case of disciplinary actions, carefully note your appeal rights and the period of time you have to file an appeal of the disciplinary action.

Remember, blatant refusal to sign or acknowledge receipt of a document could result in disciplinary action for insubordination. Follow the recommendations above and protect your rights.

## Legal Services: Good News

1. Our member from Department of Children's Services received a written warning, after requesting a review the decision was overturned.
2. The Department of Children's Services terminated a member, after their hearing the decision was reduced to a 5 day suspension with back pay and benefits.
3. A member with the Department of Correction was terminated, however after negotiations it was decided to let our member resign and remove the termination from their record.
4. The Department of Human Services issued a written warning, our member

requested a review and the warning was overturned.

5. The Department of Mental Health and Substance Abuse Services issued a written warning, our member requested a review and it was reduced to an oral warning.

*As you can see, it pays to be a member of TSEA! To find out more about what TSEA's Legal Services department can do for you, contact your TSEA field rep or call the TSEA office toll-FREE at 1-800-251-8732.*

*And remember, we can only help if you are a member!*

## REMINDER: New State Jobs and Promotional Vacancies posted every Wednesday

Among the many changes under the TEAM Act were changes to the hiring process, and the way new jobs and promotional vacancies are made available for consideration.

DOHR posts vacancies weekly - every Wednesday - on the State's job board, NeoGov. The TEAM Act dictates that vacancies must be posted for a MINIMUM of 7 days, but DOHR may extend the posting as necessary to attract more applicants (DOHR Policy 12-022).

TSEA encourages interested state employees to check DOHR's website weekly for new vacancies and promotional opportunities.

The state's job board website is located at:  
[tn.gov/dohr/employment/applicant.shtml](http://tn.gov/dohr/employment/applicant.shtml)

## Project TEAMWork Reminder

The first interim reviews for the 2014-2015 Performance Management Cycle will be due on **January 31st**.

As part of our on-going efforts to monitor the implementation of the TEAM Act and work with the Department of Human Resources to improve the employee performance management system, we want to hear from you on how things are going.

It is important that Project TEAMWork hears from you about your Performance Evaluations, Interim Reviews, and Individual Performance Plans when there is a problem with the process and also when it is working!

Let us know by visiting our website:

[tseaonline.org/issues/team-act/project-teamwork/](http://tseaonline.org/issues/team-act/project-teamwork/)

## Trying to reach TSEA after hours?

If you've called TSEA after 4:30 p.m. central time, or over the weekend, you've been sent to our after hours system. Here is how to navigate that system.

After calling TSEA @ (615) 256-4533 or Toll-FREE 800-251-TSEA (8732) you will hear a recorded message.

During or after the recorded message, you can dial the extension of the staff person you are trying to reach or "0" for a staff directory.

If the staff person is no longer in the office or away from their desk, your call will be sent to the staff member's voicemail.

A complete staff directory can be found on p. 11 of this Co-Worker, or on the TSEA website at [www.tseaonline.org](http://www.tseaonline.org)

# Compensation & Benefits: Good News

1. Assisted a member in DOT with a 3 month overdue longevity check. Employee had been out on Lost Time Pay for a work injury several times during the year and this was not updated in Edison. Staff contacted DOT HR to request adjustment and longevity was paid on off-cycle payroll.
2. Assisted a DHS member regarding a leave and attendance issue that began February 2014. After months of e-mails and telephone calls, the member's leave balance with finally corrected.
3. Assisted a DOM member who received a letter notifying him of his transfer to the Standard Plan in 2015 because Healthways stated his wife had not completed and submitted her biometric screening on time. The member's spouse did, however, complete this and had proof. Staff contacted Benefits Administration (BA). Employee and spouse will remain in the PFH plan.
4. Assisted a DOH member with very complicated and involved issues regarding retirement and retiree insurance eligibility. Member had received inaccurate information in previous years and wanted to avoid further problems. A retirement estimate was prepared for the fall of 2015 and BA was contacted to confirm the member now meets all retiree insurance eligibility requirements.
5. Assisted a DIDDS member with a reclassification which had been promised several months earlier. C&B staff provided HR with the necessary proof that the member's reclassification had been approved months before, and the agency officially reclassified the position.
6. Assisted a DOT member who plans to retire in September 2015 when he will complete 34 years of service. An estimate was prepared, questions were answered and forms were provided. With his sick leave balance of over 4,000 hours the member will retire with over 36 ½ years of service.
7. Assisted a DOA member who received a letter notifying him of his transfer to the Standard Plan in 2015 because Healthways didn't receive a biometric screening on his wife. However, his wife could submit proof she had complied. BA was contacted on member's behalf, research was conducted, and member and spouse were re-installed in PFH for 2015.
8. Assisted a DMH&SAS member with a four month overdue longevity check. Member had recently been out of work on Lost Time Pay and her time had not been updated in Edison. Staff contacted HR and member received her longevity through supplemental payroll.
9. Assisted a DIDDS member who plans to retire the end of January 2015, run her annual leave out on payroll through early April, and retire with more than 42 years of service including 6 months of sick leave. An estimate was prepared, forms provided, and questions answered.

## PARTNERS FOR HEALTH

### REMINDER

2015 Partnership PPO members have to complete their Well-Being Assessment (WBA) between January 1<sup>st</sup> and March 15<sup>th</sup>

If you are contacted by a health coach in 2015 you must complete a biometric screening by July 15, 2015

*To find out more about what TSEA's Compensation & Benefits department can do for you, contact your TSEA field rep or call the TSEA office toll-FREE at 1-800-251-8732 or (615) 256-4533.*

*Or email Gwen Tuttle or Gayle Robb at:  
gwen.tuttle@tseaonline.org,  
gayle.robbs@tseaonline.org*

## 2015 Enhancements for your ParTNers Employee Assistance Program

By John Allen

ParTNers for Health  
Employee Assistance Program  
Director of Behavioral Health Services

Your ParTNers Employee Assistance Program (EAP), [www.HERE4TN.com](http://www.HERE4TN.com), continues to expand and enhance our member experience so that you have multiple means of accessing support and services. We understand that you lead a busy life and we want to make your program both comprehensive and easy to access. Your ParTNers EAP website has been re-designed to offer you the ability to actively engage in your emotional health as well as reach the EAP in new ways. Starting in January, you will enjoy a number of key changes:

- **Enhanced Website** with more visual design and intuitive navigation. When you log in, you will find engaging photos and icons to help navigate to the information you are seeking.
- **Mobile friendly.** The website is now mobile friendly and can be accessed through any mobile device.
- **Personalized** - Once you register, you will have the ability to create a profile that will enable the site to provide more personalized information.
- **Information in your in-box.** Registered members will now be able to opt in to receive educational emotional health information directly in your email.
- **One click provider search.** Our provider search is now prominently located on the welcome page. You can search and view provider specific profiles to find the most appropriate providers for your needs.

In addition, your ParTNers EAP continues to look for new ways to improve your experience in seeking help. The enhanced website is designed to provide access to programs and services that enhance your well-being. A few of these enhancements include:

### Live Chat

We have enhanced the Live Chat function available on the member website. Live Chat enables you to communicate with a specialist who can answer general questions about your program benefits or help find a provider or locate community resources. You may also chat with a clinical specialist about any emotional wellness concerns you have including depression, stress, and family/life issues.

### Online Confidential Care

Through the website, you can now easily access self-guided, self-driven and self-paced online cognitive behavioral therapy programs.

These programs provide immediate access, and have been proven to help you learn new skills to better manage your life. The programs are available at any time, day or night; all within the comfort and privacy of your own home or wherever you choose to access care. There are five online modules which provide support for:

- **Depression** – a four session program for mild to moderate depression that helps identify signs and symptoms of depression, challenge negative thoughts, manage relapse and encourage enjoyable activities.
- **Substance use** – a nine week program for those suffering from alcohol, substance use and depres-

sion. This program promotes long-lasting, skill-based changes in behavior and thinking.

- **Anxiety and phobias** – a nine step program offers ways to understand anxiety and phobias. This program also offers ways to live with and manage anxiety and phobias.
- **Insomnia and sleep issues** – a six week program for sleep problems and insomnia. This program provides different ways to break harmful thought patterns that can interfere with sleep.
- **Obsessive compulsive disorder (OCD)** – a nine session program that provides interactive videos and exercises to manage OCD.

**Prefer to access care in a face to face setting and you work in the downtown Nashville area?** Good news – the new ParTNers Health and Wellness Center, located on the 3rd floor of the TN Tower, now has an onsite EAP counselor! The sessions are one-on-one and completely confidential. To make an appointment, call 615-741-1709.

Your Employee Assistance Program (EAP) is a confidential counseling service that can help you and your family successfully cope with life's many challenges. EAP services are available at no cost and include up to 5 sessions, per separate incident, for you and your eligible dependents.

The EAP assists with managing stress, anxiety, relationships, job or work stress, parenting, alcohol and drugs, legal issues, financial concerns and so much more!

**Contact EAP 24/7 and toll free:  
1.855.437.3486 or [www.HERE4TN.com](http://www.HERE4TN.com)**



# IMPORTANT TSEA DEADLINES

**CONSTITUTION & BYLAWS  
DEADLINE  
FRIDAY, MARCH 13, 2015,  
4:30 pm**

**RESOLUTIONS DEADLINE  
FRIDAY, MARCH 27, 2015,  
4:30 pm**

Constitution and Bylaws or Resolution proposals may be mailed, faxed or emailed to the office. They must be typed and in final format and be received by the deadline date.

For questions about these proposals, please contact LaTanya McAdoo at the TSEA office at 1-800-251-8732 or by email to [latanya.mcadoo@tseasonline.org](mailto:latanya.mcadoo@tseasonline.org)

**CHAPTER AWARD  
NOMINATIONS  
MONDAY, APRIL 27, 2015,  
4:30 pm**

All award nominations must be typed when submitted. Nomination forms are available from the TSEA office and can be sent to you via email.

Chapters may mail or Fax ALL nominations to:

**Tennessee State Employees Association  
Awards & RA Planning Committee  
C/O Linda Darden  
627 Woodland Street, Nashville,  
TN 37206  
(Fax) 615-242-6329**

**Chapter awards include:**  
Gems of Excellence  
Chapter Membership Award  
Cora Redmond Award  
Humanitarian Award  
Newsletter Award  
Chapter Outstanding Member Recognition  
Hall of Fame Award  
Rising Star Award

For additional information about TSEA Chapter Awards, please contact Linda Darden at the TSEA office by phone 1-800-251-8732 or by email [linda.darden@tseasonline.org](mailto:linda.darden@tseasonline.org).

**SICK LEAVE BANK  
NOMINATIONS  
(West Region)  
THURSDAY, APRIL 9, 2015  
- 4:30 pm**

The Sick Leave Board of Trustees sets policy and reviews appeals of bank members who are denied days from the bank.

Nominations may not be accepted from the Department of Health (East TN Representative Dr. Alisa Cade) or the Depart-

ment of Finance & Administration (Middle TN Representative Cynthia Minnick), as these departments already hold positions.

All nominations must be members in good standing of the TSEA for at least one (1) full year immediately preceding the April 9 deadline; must be in writing; must be signed by the nominees; must include the nominees department and chapter, and must include the signatures of 25 TSEA members. A photo and information about the candidates will be printed in the Co-Worker prior to the election.

For nominating petitions or with questions, please contact LaTanya McAdoo at the TSEA office at 1-800-251-8732 or by email to [latanya.mcadoo@tseasonline.org](mailto:latanya.mcadoo@tseasonline.org).

**2015 TSEA SCHOLARSHIP  
AWARDS  
THURSDAY, APRIL 2, 2015**

Tennessee State Employees Association will award scholarships to eligible high school seniors, college freshmen, sophomores, and juniors who are:

1. Dependent children of TSEA members (regular or retired),
2. or regular or retired TSEA members themselves, or
3. Dependent children of full-time TSEA employees

Also, you must plan to enroll in the fall as a full-time student in an accredited and approved college, university or technical school. In addition, applicants must have a minimum ACT score of 20 or a minimum score of 940 on the SAT.

The parent of the dependent child or the TSEA member must have been a member for at least one year as of April 1 of the year in which the scholarships are awarded and announced.

To request an application please contact the TSEA office at 1-800-251-8732 or by emailing your request to TSEA at [junie.rolens@tseasonline.org](mailto:junie.rolens@tseasonline.org).

Completed applications must be post-marked or received by Thursday April 2 to:

**TSEA Scholarship Program  
ISTS  
1321 Murfreesboro Road, Suite 800  
Nashville, TN 37217**

To contact ISTS regarding your submitted application:

Phone:  
(615) 777-3750 or (855) 670-4787

Email for questions:  
[contactus@applyists.com](mailto:contactus@applyists.com)

Applicant materials:  
[info@applyists.com](mailto:info@applyists.com)

# BOARD OF DIRECTOR NOMINATIONS MONDAY, MARCH 2, 2015

The deadline for receiving nominating petitions for election to the TSEA Board of Directors is **4:30 pm on Monday, March 2**, which by policy is at least 60 days prior to mailing of the election ballots.

Positions up for election for a two-year term of office in 2015 are the **Vice Presidents (East, Middle, and West)** and the odd-numbered **District board seats (Districts 1, 3, 5, 7, 9 and 11)**. The chapters represented by these District Board seats are:

<b>DISTRICT 1 CHAPTERS</b> Hatchie River (Haywood, Lauderdale, Tipton) Pioneer (Crockett, Gibson) Reelfoot (Dyer, Lake, Obion) WHBC (Benton, Carroll, Henry, Weakley)  Current Board Member: Bettye Kirkpatrick	<b>DISTRICT 7 CHAPTERS</b> David Crockett (Lawrence) Giles/Lincoln (Giles, Lincoln) Maury/Marshall (Marshall, Maury) Rutherford County (Rutherford) South 40 (Hickman, Lewis, Perry) Three Rivers (Bedford, Coffee, Moore) Tims Ford (Franklin) Wayne (Wayne) Williamson (Williamson)  Current Board Member: Gary Anderson
<b>DISTRICT 3 CHAPTERS</b> CHAD (Chester, Decatur, Henderson) Fayette (Fayette) Forked Deer (Madison) Southwest (Hardeman, Hardin, McNairy)  Current Board Member: Betty Davis	<b>DISTRICT 9 CHAPTERS</b> Caney Fork (Cannon, DeKalb, Grundy, Warren) Fall Creek Falls (Bledsoe, Sequatchie, Van Buren) Hamilton (Hamilton) Hiwassee (Bradley, McMinn, Meigs, Polk) Marion (Marion)  Current Board Member: Steve Thomas
<b>DISTRICT 5 CHAPTER</b> Davidson (Davidson)  Current Board Member: Martha Wettemann	<b>DISTRICT 11 CHAPTERS</b> Appalachian (Carter, Johnson, Unicoi, Washington) East Tennessee State University Northeast (Sullivan) Greene (Greene)  Current Board Member: Chan Humbert

The TSEA Board is the policy making and governing body of the Association. All Board members are required to be active or retired members of TSEA.

For election to the position of Vice President or one of the District board seats, nominees must be a member in good standing of TSEA and have been a member for at least one full year by the deadline for receiving nominations.

The TSEA Constitution states that if elected to a Board seat, members may not hold another elected office in the Association, either at the state or local chapter level.

The Vice Presidents and District Directors are elected by and from the chapter members in their respective regions and/or board districts. The President, Secretary and Treasurer are elected by the statewide membership.

*Bylaws Article 2, Section 4 – Voting states, “In the event only one qualified nominee is presented as required in Section 2 of this article, said nominee shall be deemed elected and the position shall not be included on any ballot mailed to members.”*

Also by the March 2 deadline, candidates are to provide a photograph and complete a bio form of information to include in the Co-Worker that will be mailed prior to the May deadline for mailing ballots.

Ballots for the election will be counted by the Election Certification Committee of TSEA on Monday, June 1, 2015 at the TSEA Office.

## The TSEA Constitution & Bylaws requires that nominations must:

1. be submitted to the TSEA Executive Director in writing
2. be signed by the nominee
3. include 25 valid signatures of TSEA members
4. state the position desired

## Mail in by May 2

1. nomination petition
2. questionnaire
3. photograph

Nominating petitions and bio forms are available through the TSEA office.



Lt. Gov. Ron Ramsey
TSEA's Newest Member

TSEA President Bryan Merritt recently met with Lt. Gov. Ron Ramsey to discuss some recent issues that are critical to our members.

While they were together, Lt. Gov. Ramsey signed his membership application to join TSEA!

"I have supported state employees and TSEA since the beginning," said Ramsey. "You are the workforce that keeps Tennessee moving. I am proud of you and the jobs that you do."

President Merritt said of Ramsey, "It's an honor when you have the working relationship with someone in Leadership who values what you do. I applaud him in making really tough decisions about issues affecting Tennessee, and being open to discussion with us on our issues. It's real tough."

TSEA welcomes Lt. Governor Ron Ramsey to the growing number of legislators who have joined the association in support of state employees.



["Advocates" from page 3]

quences or retaliation in the work place.

TSEA staff members are most effective when legislators know we are the voice of actual voters from their districts. Your voice, as a member and a constituent, will strengthen our lobbying efforts on Capitol Hill and help us in our fight to protect your benefits, your jobs, and secure a the raise you deserve for all of your hard work.

Once you agree to serve as a Legislative Advocate, we will provide contact information for your legislators and steps for effective communication.

To join our Legislative Advocate Team or with questions about serving in this vital role, please contact Randy Stamps at 615-584-3880, or randy.stamps@tseonline.org

Have a co-worker who wants to join TSEA? Have them fill out the application below and send by mail to: TSEA, 627 Woodland St., Nashville, TN, 37206 or by Fax to: 615-242-6329
Please complete form and mail
Tennessee State Employees Association
Membership Application
Membership dues deduction authorization. Please Print.
Name Social Security Number
Department Job Title
Facility or location
I, the undersigned, hereby authorize the State of Tennessee to deduct, from my pay, membership dues each month and pay such dues to the Tennessee State Employees Association, which is a qualified state employee association.
I, the undersigned, understand that this authorization is to become effective immediately. I understand that I may revoke this authorization by written notification at any time. Any deductions made from my compensation within thirty (30) days of the effective date of this authorization shall be refunded by the association if revocation is made within such thirty (30) day period. I also understand that the amount of membership dues deduction may increase or decrease if the association approves an increase or decrease in dues in accordance with its bylaws and rules of procedure. Upon notification to me by the association of an increase or decrease in dues, I understand that I will again have an opportunity to revoke this authorization and receive a refund equal to one month's dues if revocation is made within a thirty (30) day period from the date of notification. I understand that my membership payroll deduction will continue until after the association receives my written notification of cancellation.
Your membership is valid only as long as deductions are being withheld from your pay. If your dues deductions cease for any reason, complete another application form and mail to TSEA for reinstatement. Upon retirement maintain your membership in TSEA by deductions through the TCRS.
Signature Date
Social Security Number Last name First name MI
Work e-mail address Home e-mail address
Home address
City ST Zip Code Home Phone
Work Facility Work Phone Extension
Work Address Fax Number
Work City ST Zip Code 5-Digit Dept. # 8-Digit Employee ID#
Gender: Male Female Birth year Hire Date (month and year)
Home County Work County
Mark one: Payroll deduction Cash membership - available on 6 or 12 month basis. (Dues enclosed.)
I wish to be a member in the chapter where (choose one): I live. I work.
9.132% of your monthly dues will go toward political action to help elect lawmakers who value public services and the employees who provide those services. If you prefer that percentage to go instead toward other government relations activities, please check this box.
Signature Date
Recruiter signature Last four digits of SS#

Ask TSEA
Based on this member's inquiry, we have decided to re-launch the Ask TSEA feature.
NASHVILLE - Years ago, TSEA used to publish a piece in the paper that offered members an opportunity to submit questions to TSEA. After we reviewed the questions, we would publish the answers that might benefit other state employees.
Recently a member contacted us to ask why we no longer run the "Ask TSEA" Q&A piece in the paper.
While the FAQ page on our website answers many of the most common questions we receive from our members, if you have a question that would benefit other state employees, and is not answered by our FAQ's, you can Ask TSEA.
Please submit your question to editor@tseonline.org.
If you do not have an email address, write to:
Ask TSEA
627 Woodland St.
Nashville, TN 37206
If we decide to publish the answer to your question, we will identify you as a TSEA member but will not use your name or specific worksite. We may however, publish your department in order to help other members who may be experiencing a similar issue.
And as always, TSEA is available for our members Monday through Friday from 8:00 AM to 4:30 PM CST to answer any urgent and or specific questions you may have.

# Chapter Meetings

**Warioto**  
Monday, January 26th  
6:00 PM  
(Dinner at 5:30 PM)  
O' Charley's  
674 North Riverside Drive  
Clarksville  
Chapter will provide meals for the first 10 members to RSVP  
All other attendees will be Dutch Treat  
Topic: Ringing in a better New Year  
For more information and to RSVP by January 12th, call:  
April Smith-Moore  
(931) 220-5415

**Greene County**  
Friday, January 30th  
12:30 PM  
Greene Valley Developmental Center  
Staff Development Classroom 5  
Pizza will be provided by the Chapter  
Topic: Legislative Session updates and Lobby Day/  
Regional Legislative Dinners  
For more information, call:  
Bernice Jozsa  
(423) 787-6873

**Smoky Mountain**  
Monday, February 2nd  
12:00 PM  
LaCaretta Mexican Restaurant  
241 Forks of the River Parkway  
Sevierville  
Lunch is a Dutch Treat  
Topic: Legislative Updates and Regional Legislative Dinner/  
Lobby Day  
For more information, call:  
Dawn Whitley  
(865) 654-6391

**Memphis Higher Education**  
Monday, February 2nd  
5:00 PM  
(Refreshments served at 4:45 PM)  
Junior League of Memphis  
3475 Central Avenue  
Memphis  
Topic: TBR answers to Higher Education Committee questions and review of Regional Legislative Meeting  
REMINDER: All tickets and fund-raising monies are due at the meeting for the drawing of the Keurig raffle  
All Higher Education members of TSEA are welcome and encouraged to attend this meeting  
For more information, call:  
Regina Cade  
(901) 485-1486  
rmcade@bellsouth.net

**Lakeway**  
Monday, February 2nd  
6:00 PM  
Sagebrush  
2323 Morris Blvd  
Morristown  
Dinner is a Dutch Treat  
Topic: Regional Legislative

Dinner/Lobby Day  
For more information, call:  
Lisa Moffett  
(423) 571-0094

**Forked Deer**  
Tuesday, February 3rd  
6:00 PM  
(Officers Meeting 5:30 PM)  
Lowell Thomas State Office Building  
225 Martin Luther King Dr  
Jackson  
Topics: Stress Management Seminar by Beauti-Control Consultants and DOHR Power Point Presentation on the Mediation Program (sent by Staff Attorney – Melanie Grainger)  
Door Prizes  
For more information, call:  
Debra Harston  
(731) 426-6170

**Rutherford County**  
Tuesday, February 3rd  
6:30 PM  
(Dinner at 6:00 PM)  
Gondolier Italian Restaurant  
219 NW Broad Street  
Murfreesboro  
Chapter will provide member's meal  
Guest Speaker: TSEA Field Representative Terry Carroll  
Topic: Review of Chapter Constitution & Bylaws  
For more information, call:  
Dana Garrett  
(615) 217-0017

**Pioneer**  
Thursday, February 5th  
11:30 AM  
Trenton DCS Office  
802 Gibson Road  
Trenton  
No lunch will be provided  
Topic: General Updates, Legislative Session & RA  
For more information, call:  
Carrissa Coleman  
(731) 222-0225

**French Broad**  
Friday, February 6th  
12:00 PM  
Mountain View Youth Development Center  
809 Peal Lane  
Dandridge  
Pizza will be provided by the Chapter  
Guest Speakers: TSEA East TN Vice President James Ruth and TSEA Field Representative Lisa Moffett  
Topic: Discussion of Lobby Day and Legislative Session  
For more information, call:  
Don Powell  
(423) 277-3611  
or (865) 397-0174 x141

**David Crockett**  
Tuesday, February 10th  
6:30 PM  
Lawrence County Health Department

2379 Buffalo Road  
Lawrenceburg  
Lite Refreshments will be available  
Guest Speaker: Jeff Hughes, State Employee Member of the State Insurance Committee  
Door Prizes for Lucky Members!  
For more information, call:  
Henry Phillips  
(931) 244-6059

**Davidson County**  
Tuesday, February 17th  
5:30 PM  
Goodwill Career Solutions Center  
932 Herman Street  
Nashville  
Topic: Upcoming Nashville Regional Legislative Dinner on Thursday, February 19th  
For more information, call:  
Cheryl McCormick  
(615) 867-7075

**Tealeaf**  
Tuesday, February 17th  
6:00 PM  
Department of Human Services  
224 4th Avenue, Suite 102  
Dayton  
Topic: Legislative Session updates and Lobby Day/  
Regional Legislative Dinners  
For more information, call:  
Mary Runyan  
(423) 618-6853

**Shelby County**  
Wednesday, February 18th  
5:30 PM  
Benjamin L. Hooks Library  
Conference Room B & C  
3030 Poplar Ave  
Memphis  
Guest Speaker: Carrie Patterson, EAP Representative  
Topic: Workshop on Managing your stress for health, wellness, and financial well-being; Open nominations for election of chapter officers  
Door Prizes  
For more information, call:  
Calvin Lewis  
(901) 212-4621

**Williamson County**  
Friday, February 20th  
12:00 PM  
Copper Kettle  
901 Columbia Avenue  
Franklin  
Chapter provides Members' lunch  
Guest Speaker: TSEA Field Representative Terry Carroll  
Topic: Legislative Updates and Review of Chapter Constitution & Bylaws  
For more information, contact:  
Leanne Frutiger  
(615) 599-9181

**Knox/UT**  
Tuesday, February 24th  
6:00 PM  
Chick-Fil-A  
4944 Kingston Pike  
Knoxville  
Dinner is a Dutch Treat  
Topic: Lobby Day Recap and Legislative Update

For more information, call:  
Betty Beal  
(865) 622-1679

**Three Rivers**  
Tuesday, February 24th  
6:00 PM  
Oak Restaurant  
947 Interstate Drive  
Manchester  
Chapter will provide Member's meal  
Guest Speaker: TSEA Field Representative Terry Carroll  
Topic: Legislative Updates and Review of Chapter Constitution & ByLaws  
For more information, contact:  
Ted Johnson  
(931) 455-0282

**South Forty**  
Thursday, February 26th  
7:00 PM  
(Dinner at 6:00 PM)  
Fish Camp Restaurant  
406 Highway 100  
Centerville  
Dinner is a Dutch Treat  
Guest Speaker: TSEA Field Representative Terry Carroll  
Topic: Legislative Updates and Review of Chapter Constitution & Bylaws  
For more information, call:  
Bruce Roberts  
(931) 296-2512

**Campbell/Scott**  
Monday, March 2nd  
6:00 PM  
El Rey's Mexican Restaurant  
201 Howard Baker Highway  
Pioneer  
Dinner is a Dutch Treat  
Topic: Legislative Session Update  
Guest Speaker: TSEA Field Representative Lisa Moffett  
For more information, call:  
Lisa Moffett  
(423) 571-0094

**Giles/Lincoln**  
Monday, March 2nd  
6:00 PM  
Legends Roadhouse  
1520 West College Street  
Pulaski  
Dinner is a Dutch Treat  
Guest Speaker: TSEA Field Representative Terry Carroll  
Topic: Legislative Updates and Review of Chapter Constitution & Bylaws  
Door Prizes  
For more information, contact:  
Barbara Bledsoe  
(931) 363-4640

**Anderson County**  
Tuesday, March 3rd  
5:30 PM  
Los Caballeros Mexican Restaurant  
1115 North Charles G Seivers Blvd.  
Clinton  
Dinner is a Dutch Treat  
Topics: Regional Lobby Day Wrap Up, Lobby Day Preparations, Constitution & Bylaws, RA Award Nominations  
Guest Speaker: TSEA Field

Representative Lisa Moffett  
For more information, call:  
Tabatha Ehlert  
(865) 659-9118  
AndersonTSEA@yahoo.com

**Fall Creek Falls**  
Tuesday, March 3rd  
7:00 PM  
(Dinner at 6:00 PM)  
Fall Creek Falls Inn  
2536 Lakeside Drive  
Pikeville, TN  
Chapter will pay for drinks, Dinner is Dutch Treat  
Topic: Regional Legislative Dinners and Legislative Updates  
Guest Speaker: TSEA Field Representative Terry Carroll  
For more information, call:  
Fannie Oakes  
(423) 881-3802

**Marion County**  
Thursday, March 5th  
6:00 PM  
Raphael's Italian Restaurant  
4725 Main Street  
Jasper  
Chapter will provide Members' meal  
Topic: Legislative Session Recaps and Medicaid Expansion  
Door Prizes  
For more information, call:  
Ingrid Long  
(423) 942-2238 x108

**Norris Lake**  
Thursday, March 12th  
6:30 PM  
Hardees  
2825 Maynardville Highway  
Maynardville  
Dinner is a Dutch Treat  
Guest Speaker: TSEA Field Representative Lisa Moffett  
Topic: Legislative Updates  
For more information, contact:  
Vicky Anders  
(865) 216-7924

**ETSU**  
Monday, March 16th  
5:30 PM  
Logan's Roadhouse  
3112 Browns Mill Road  
Johnson City  
Dinner is a Dutch Treat  
Guest Speaker: TSEA Field Representative Lisa Moffett  
Topic: Legislative Updates  
For more information, contact:  
Carolyn Bond  
(423) 439-4234 or  
(423) 282-6318 after 5PM

**Maury/Marshall**  
Thursday, March 19th  
5:30 PM  
Bethel Chapel AME  
1125 South Glade Street  
Columbia  
Guest Speaker: TSEA Field Representative Terry Carroll  
Topic: Legislative Updates and Review of Chapter Constitution & Bylaws  
For more information, contact:  
Yolanda Neal  
(931) 632-0255



["Visits" from page 2]

TUESDAY, FEBRUARY 3RD

FSP

9:00 AM to 12:00 PM

Employees Break Room

221 Stewarts Ferry Pike

Nashville

WEDNESDAY, FEBRUARY 4TH

Dept of Military Service

9:00 AM

Break Room

3041 Sidco Drive Central

Office

Nashville

## West Tennessee

THURSDAY, JANUARY 22ND

McKenzie Service Center

9:00 AM to 1:00 PM

157 Main Street South

McKenzie

TDOT District 41

2:30 PM

15600 North Highland

McKenzie

# Higher Ed Committee meets with TBR Chancellor John Morgan

By Lisa Moffett  
TSEA East Tennessee  
Field Representative  
lisa@tseonline.org

NASHVILLE - The Tennessee State Employees Association Higher Education Committee and TSEA President Bryan Merritt recently met with Tennessee Board of Regents Chancellor John Morgan. This was the first time the TSEA Higher Education committee had a opportunity to visit with Chancellor Morgan. TSEA Executive Director John Summers and other TSEA Staff attended the meeting as well.

Many of the committee members were visiting TBR Central office for the first time and was pleased with the open dialogue with Chancellor Morgan and TBR Govt. Affairs Leaders David Gregory and Ginger Houser.

Several topics of discussion were initiated for discussion by members of the committee including pay raises and other pertinent higher duration concerns.

Chancellor Morgan spoke at length about the evolving of institutions in the TBR system in regards to funding resources. With the recent funding changes and Tennessee Promise and no hopes of additional state dollars. TBR schools are having to think and work out of the box to meet their financial needs. TBR is moving toward a format of empowering each institution to be innovative in many areas including obtaining additional funding resources. They are encouraging the innovation while also holding each TBR school accountable.

A special thank you to Chancellor Morgan for making time to hear the concerns of our higher education members. We look forward to continuing our working relationship with Chancellor Morgan and TBR.



## TSEA Staff Directory

### Executive Director's Office

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Accountant II  
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### Legal Services Division

*If you need assistance with a disciplinary action, appeal, or mediation*

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Susan O'Bryan  
Paralegal  
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susan.obryan@tseonline.org

### Compensation & Benefits Division

*If you are having issues with your compensation, insurance and other benefits, or have a question regarding retirement options*

Gwen Tuttle  
Compensation and Benefits Manager  
Ext. 232  
gwen.tuttle@tseonline.org

Gayle Robb  
Compensation and Benefits Representative  
Ext. 229  
gayle.robbs@tseonline.org

### Reception/General Information

Junie Rolens  
Receptionist  
junie.rolens@tseonline.org

## We Need Your Home Email!



**Want to stay up-to-date on the issues?** Legislative developments, administrative proposals, endorsed candidates, volunteer opportunities, election issues? We cannot email updates concerning elections to your work emails, so we need your home email address.

**Still want to receive Chapter Meeting Notices by Mail?** As part of balancing the budget in tough economic times, the TSEA Board of Directors adopted a budget that included the removal of mailing of individual Chapter notices.

We ask that you please take a moment to update your contact information through the TSEA website at [www.tseonline.org](http://www.tseonline.org), or call the office at (615) 256-4533 so you can be sure to receive the most up-to-date information about your local TSEA chapter and the issues that affect state employees.

# Joining TSEA is now easier than ever

We've recently made it much easier to join TSEA! If you missed one of our Field Representatives at your worksite or you've run out of applications for your coworkers, there's no need to worry!

Visit our website at [www.tseaonline.org](http://www.tseaonline.org) and look for this button on the right sidebar:



Once you click on that button, you are taken to a secure online membership application.

You can share the link to this application with any co-workers you have who aren't TSEA members, and they can sign up instantly online!

- Then, all a potential member has to do is:
1. Fill out our online membership application
  2. List YOUR name as the recruiter, and,
  3. Hit "submit!"

It is that simple!

## Do you have this bumper sticker?



The bumper sticker (pictured above), that says you vote TSEA, was not just about one election. It is a constant reminder to our elected officials that we are out here, and we vote, and we vote together.

Because, it really doesn't matter if you are a Democrat or a Republican, or another party - when it comes to state employee issues, you are TSEA, and you've got to vote TSEA.

When we vote together, that is when we have a real impact. That's especially true in primary elections where less than 100 votes often determines the outcome of the race.

So, if you don't have an "I Vote TSEA" bumper sticker, email the TSEA office at [info@tseaonline.org](mailto:info@tseaonline.org) and we will send you one. If you do have one, and you haven't yet put it on your car, you can place it on the bottom left side (driver's side) of your rear windshield - so it is both at eye level for the driver behind you and is easy for to remove in the future.

Now let's see those bumper stickers! If you have this sticker on your car, or see it on someone else's car, post a picture to our Facebook or Twitter page with the hashtag #IVoteTSEA

# DO YOU WANT A PAY RAISE?

## HELP TSEA GET YOU ONE!

Governor Haslam has publicly stated that giving Tennessee's teachers a pay raise is a priority. TSEA believes giving our state employees a pay raise should be a priority of Governor Haslam's as well.

Let's show Gov. Haslam you believe you deserve a raise too. Sign TSEA's Target Pay Raise petition today.



We want every state employee to sign our petition before we present it to Gov. Haslam and the members of the General Assembly.

**Want a pay raise? Then join TSEA in asking for one.**

**I believe all state employees deserve a pay raise for all the hard work we do on behalf of the citizens of Tennessee.**

Signed,

NAME

HOME EMAIL



## WAIT!!

Before you sign the petition, make a copy for a co-worker to sign!  
**WE WANT ALL 40,000 STATE EMPLOYEES TO SIGN THIS PETITION!**

After signing this petition, cut it out and mail it back to TSEA at: I Want A Pay Raise, 627 Woodland St., Nashville, TN 37206.

Prefer to sign online? Visit our website at [tseaonline.org](http://tseaonline.org) and click on the button that says, "Want a payraise? Sign our Petition"

**Got a cellphone?**  
**Text TSEA to 22828 to**  
**sign up for TSEA emails!**

The Co-Worker is published by the Tennessee State Employees Association with the intent to advise and inform Association membership. The TSEA Executive Director has reviewed and approved this issue and is the final authority on its content.

Co-Worker