**ON THE INTERNET**
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@tseaonline

TSEA
TENNESSEE STATE EMPLOYEES ASSOCIATION
Celebrating 40 years
1974 - 2014

***Want a payraise?***
*Help TSEA ask by signing our petition on the back cover*
***see page 16***


# Co-Worker

*The official Publication of the Tennessee State Employees Association*

VOLUME 31 | November/December 2014


# TEAM Endorsed candidates successful on election day

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

**NASHVILLE** - This year's state election results presented less dramatic changes than in recent elections cycles, yet Republicans added to their super majorities in both the State House and Senate. The makeup of the House now stands at 73 Republicans and 26 Democrats, while the Senate stands at 28 Republicans and 5 Democrats.

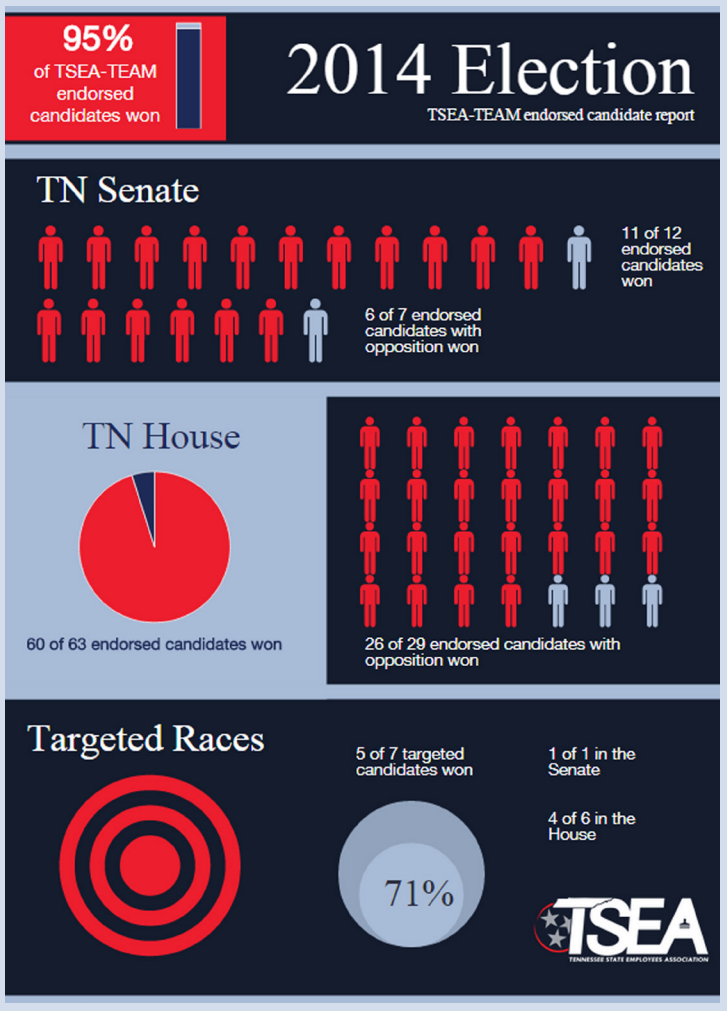
The bipartisan nature of TSEA was again reflected in both our endorsements and the money contributed to candidates of both parties. TEAM, the political action arm of TSEA, made endorsements throughout the year based on interviews by local members and the voting records of incumbent members of the General Assembly. This year, TEAM endorsed a total of 75 candidates, 71 of whom were victorious on Election Day, giving us an overall success rate of 95%.

A few key races were targeted, meaning certain legislators with strong records of supporting TSEA were given larger donations, as well as direct grass-roots help. These races were also targeted because in most cases, the seats were heavily contested. In fact, one of our endorsed targeted candidates, Rep. David Shepard of Dickson, won by a mere 16 vote margin! In those targeted races, TEAM achieved a 71% success rate.

Thank you for your support of TSEA and TEAM.

TEAM
TENNESSEE EMPLOYEES ACTION MOVEMENT

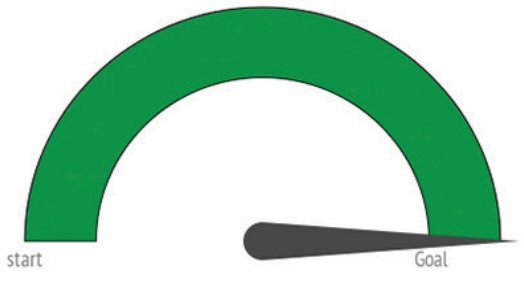
For the complete list of winning endorsed candidates, turn to page 3.




# We Did It!

We are excited to announce that we were able to reach our 1,000 member goal for our Target: Pay Raise campaign. It was hard work, but with your help we were able to add 1,055 new members to our association during this campaign. We will have two winners for the $5,000 trip/cash giveaway that will be announced the first week of December - one will be a new member and the other will be a current member who recruited at least one new member.

Join us in welcoming all those new members who are now part of the TSEA family!




**100% OF THE WAY!**

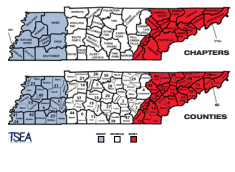
# We Need Your Home Email!

Want to stay up-to-date on TEAM issues? Endorsed candidates, volunteer opportunities, election issues? We cannot email updates concerning elections to your work emails, so **we need your home email addresses.**

On page 6, you will find a form that you can cut out and mail back to the TSEA Office to update your contact information. We ask that you please take a moment to fill this out and drop it in the mail so you can be sure to receive the most up-to-date information about the issues that affect state employees.

## INSIDE


| | | | |
|---|---|---|---|
| E.D. Report | Page 3 | 2015 Dental/Vision rates | Page 11 |
| TEAM Candidate Winners | Page 3 | Chapter Meetings | Page 12 |
| Regional Legislative Dinners | Page 5 | Payraise Petition | Page 16 |


***Field Districts Reorganized***
★ ★ ★ **Page 9**

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TSEA
TENNESSEE STATE EMPLOYEES ASSOCIATION

**Co-Worker**
November/December 2014 Edition

### Officers

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**District 6**
**Constance Smith-Burwell, Nashville**
Davidson County *(Davidson)*

**District 7**
**Gary Anderson, Waynesboro**
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)*

**District 8**
**Justan Spurling, Wartburg**
Campbell/Scott *(Campbell, Scott)*
Cumberland Plateau *(Cumberland, Fentress)*
Morgan County *(Morgan)*
Roane *(Roane)*; Tealeaf *(Rhea)*
Upper Cumberland *(Clay, Jackson, Overton, Pickett, Putnam, White)*

**District 9**
**Steve Thomas, Cleveland**
Caney Fork *(Cannon, DeKalb, Grundy, Warren)*
Fall Creek Falls *(Bledsoe, Sequatchie, Van Buren)*
Hamilton County *(Hamilton)*
Hiwassee *(Bradley, McMinn, Meigs, Polk)*
Marion *(Marion)*

**District 10**
**Betty Hardin, Knoxville**
Anderson *(Anderson)*
Knox/UT *(Knox)*
Norris Lake *(Claiborne, Union)*

**District 11**
**Chan Bergquist-Humbert, Greeneville**
Appalachian *(Carter, Johnson, Unicoi, Washington)*
East Tennessee State Univ.
Greene *(Greene)*
Northeast *(Sullivan)*

**District 12**
**Dena Taylor, Maryville**
Foothills *(Blount, Loudon, Monroe)*
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**Co-Worker**
627 Woodland St., Nashville, TN 37206
(615) 256-4533 • 1-800-251-TSEA
tseaonline.org

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# Calendar of Events

## November

**27-28 Thursday-Friday**
Thanksgiving Day Holiday

## December

**5 Friday**
Board Meeting and
Holiday Dinner

**24-25 Wednesday-Thursday**
Christmas Eve/Christmas Day

## January

**1 Thursday**
New Year's Day

**13 Tuesday**
109th General Assembly
Convenes

**19 Monday**
Martin Luther King Jr Holiday

**22 Thursday**
Knoxville Legislative Dinner

**23 Friday**
Board 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

*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

### Sevier County

THURSDAY, NOVEMBER 13th

Tennessee Department of Veterans Affairs
1:00 pm
1124 Blanton Drive, Suite 101
Sevierville

### Knox County

FRIDAY, NOVEMBER 21st

East Center of Regional Excellence
2:30 pm
2761 Island Home Blvd
Knoxville

MONDAY, DECEMBER 1st

TEMA
11:00 am
803 North Concord Street
Knoxville

WEDNESDAY, JANUARY 7th

Tennessee Department of Veterans Affairs
8:00 am
601 South Concord Street, Suite 108
Knoxville

### Sullivan County

THURSDAY, DECEMBER 4th

DCS
8:30 am
2192 Feathers Chapel Road
Blountville

### Washington County

FRIDAY, DECEMBER 5th

Department of Education
10:00 am - 11:30 am
TEIS 196 Freckles Court
Johnson City

## Middle Tennessee

### Davidson County

MONDAY, NOVEMBER 10th

School for the Blind - Atrium
12:45 PM - 3:30 PM
10:00 PM - 11:30 PM
115 Stewarts Ferry Pike
Nashville

▶CONTINUED ON P13

# The priority of membership



**Thinking Forward**
John Summers

When I was hired as Executive Director, I knew that membership was a challenge, it is for most every non-profit association. But every day I realize a little more the importance of membership to TSEA.

TSEA's budget income is derived almost exclusively from our membership. So literally our strength IS our membership.

Our ability to represent you politically, our ability to provide services, our ability to represent your legal rights--everything we do is based on our membership. That's why when asked what our top three priorities are at TSEA, my answer is membership, membership, and membership. One of the first actions I took upon becoming Executive Director was initiating the Target Pay Raise membership campaign.

We set a lofty goal of 1,000 new members. We've worked hard and it's paid off. We've met our goal! Two very lucky TSEA members, one new and one not as new, will win $5,000 trips from TSEA in our drawing in December. Nice presents for Christmas!

TSEA's membership has now grown to over 14,000 members, our highest level in almost four years. But with more and more TSEA members retiring or simply leaving state government due to a more difficult work environment, membership recruitment has to be an on-going priority.

As a result, we're re-organizing our field staff and putting more emphasis on recruitment. We're going to be making more site visits, particularly in our larger work locations.

We're also going to launch another Target Pay Raise campaign for 2015.

Don't misunderstand me, working to secure a pay raise for all state employees is our priority goal for the coming session. Protecting the rights of state employees is as much a priority today as it was yesterday. But having a strong, growing membership base is critical to TSEA's ability to provide those services our members need.

Everything we do is about making TSEA a stronger, more effective voice for state employees. But growing our membership is fundamental to how effective we will be.

Ask a co-worker to join TSEA today. Because without TSEA, state employees will have no voice.

## In My Corner



**Bryan Merritt**

One of the things that TSEA has always done well is to assist members in the resolution of their Departmental Issues. We applaud our trained staff who have years of experience in helping with worksite issues on the fine job that they do. This is one of the important advantages of being a TSEA member.

Since I have been President, the communication of worksite issues has been overwhelming. We have had to be proactive in working with some of these issues.

For example, you gave us good communication about Dept. of Correction's intent to change the work hours of their frontline staff. We gathered facts, studied the issue, and listened to the concerns of our members. Then we met with the Commissioner and spoke of your concerns. He agreed to evaluate the program 90 days after the implementation and if it did not accomplish the goals they needed, he would back the plan up. Having no legal recourse to object to implementation, we felt that was a good outcome for our members.

Since then, we have had a lot of distressing concerns pouring out of DCS. Historically, there are a lot of issues with case loads and management in Protective Services. We receive a lot of complaints about disciplinary actions and the relocation of staff. There is a lot of talk about case load size and reasonable expectations. One DCS facility has had 2 client deaths, another has had 3 escapes involving multiple juvenile offenders. We have scheduled a meeting with Commissioner Henry, in hopes of bringing our security concerns to light, as well as mandatory overtime, inadequate staffing, and employee safety.

Many of you have conveyed issues to us that may be equally important, but perhaps more specific to a worksite or unit. Please remember to use our Project TEAMwork form as much as possible. This form opens up an issue and gives us a tracking mechanism to follow up with. It is available on our website.

As I attend chapter meetings and events, I am hearing of unfair ratings with job plans in the recent performance cycle. We have language from the Team Act that directs us to communicate regularly with DOHR, to convey the needs of the employees. Please send your concerns in to Project Teamwork so we can continue these meetings.

I take worksite and departmental issues very seriously. We continue to correspond with DHS regarding their downsizing and are prepared to address the possible layoffs of DOT workers lacking a GED. I am proud to be your President, contact me at bryantsea@gmail.com. Let us know how we can continue to make your job the best it can be.z

# Congratulations TEAM-endorsed candidate winners!

## Senate

Sen. Steve Southerland - District 1 •
Sen. Rusty Crowe - District 3 •
Sen. Mike Bell - District 5 •
Sen. Bill Ketron - District 13 •
Rep. Paul Bailey - District 15
Sen. Thelma Harper - District 19
Jeff Yarbro - District 21
Kerry Roberts - District 25
Lee Harris - District 29
Sara Kyle - District 30 *
Sen. Reginald Tate - District 33 •

## House

Rep. Timothy Hill – District 3 •
Rep. David Hawk – District 5
Rep. Micah Van Huss – District 6 •
Rep. Matthew Hill – District 7 •
Rep. Art Swann – District 8 •
Rep. Mike Harrison – District 9 •
Rep. Tillman Goins – District 10 •
Rep. Jeremy Faison – District 11
Rep. Dale Carr – District 12 •
Rep. Joe Armstrong – District 15
Rep. Bill Dunn – District 16 •
Rep. Andrew Farmer – District 17 •
Rep. Bob Ramsey – District 20
Rep. Jimmy Matlock – District 21
Rep. John Forgety - District 23 •
Rep. Kevin Brooks – District 24 •
Rep. Cameron Sexton – District 25
Rep. Joann Favors – District 28 •
Rep. Kent Calfee – District 32
Rep. Dennis Powers – District 36
Rep. Kelly Keisling – District 38 •
Rep. David Alexander – District 39
Rep. John Mark Windle – District 41 •
Rep. Ryan Williams – District 42
Kevin Dunlap - District 43
Rep. Mark Pody – District 46
Rep. Judd Matheny – District 47 •
Rep. Bo Mitchell – District 50 *
Rep. Bill Beck – District 51
Rep. Mike Stewart - District 52 •
Rep. Jason Powell – District 53 *
Rep. Brenda Gilmore – District 54
Rep. Harold Love Jr. – District 58 •
Rep. Sherry Jones – District 59 •
Rep. Darren Jernigan – District 60 *
Rep. Charles Sargent - District 61 •
Rep. Sheila Butt – District 64
Rep. Joe Pitts – District 67
Rep. David Shepard – District 69 *
Rep. Steve McDaniel – District 72 •
Rep. Andrew Holt – District 76
Rep. Bill Sanderson – District 77 •
Rep. Johnny Shaw – District 80 •
Rep. Debra Moody – District 81 •
Rep. Craig Fitzhugh – District 82 •
Rep. Joe Towns – District 84 •
Rep. Johnnie Turner – District 85 •
Rep. Barbara Cooper - District 86
Rep. Karen Camper – District 87 •
Rep. Larry Miller – District 88
Rep. Roger Kane – District 89 •
Rep. John DeBerry – District 90 •
Rep. Raumesh Akbari – District 91
Rep. Billy Spivey – District 92
Rep. G.A. Hardaway – District 93
Leigh Wilburn – District 94 •
Rep. Curry Todd – District 95 •
Rep. Jim Coley – District 97 •
Rep. Antonio Parkinson – District 98 •
Rep. Ron Lollar – District 99 •

*•Unopposed Races, *Targeted Races*

# TEAM increases efforts this year

## Boots on the ground, calls to voters, and direct mail to members impact legislative races

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

**NASHVILLE** - This year, our political efforts were enhanced by organized volunteer events and professional voter contact phone calls.

In both the August Primary and the November General Election, over 130 feet were on the ground in support of our endorsed candidates. This resulted in over 225 man hours of direct voter contact. These numbers do not include the hours by individual members helping on their own initiative. The result is a coalition of legislators that will support our TSEA agenda because we supported them.



**TSEA members prepare to knock on doors for Rep. Darren Jernigan**



**TSEA members volunteering in July for Rep. Charles Sargent in Williamson County**

After a successful door-to-door effort for House Finance Chairman Charles Sargent in July, TEAM organized or coordinated door-to-door efforts for Rep. Darren Jernigan and Bo Mitchell in Nashville. Several Chapters also gathered in Knoxville in support of Rep. Gloria Johnson. Rep. Bo Mitchell was re-elected by 330 votes out of nearly 18,000 votes cast. Rep. Jernigan won by just over 1,000 votes however, Rep. Johnson narrowly lost her re-election bid by 183 votes.

In addition to those efforts, in key districts TEAM, our Political Action Committee generated thousands of live calls that determined which voters were supportive of our candidates. Those calls were followed by more live calls to urge supportive voters to cast early votes or Election Day votes for our endorsed candidates. In one such district, Rep. David Shepard was re-elected by just 16 votes.

***"The strength of the team is each individual member. The strength of each member is the team." --Phil Jackson, 11-time NBA Champion coach***



**TSEA members volunteering for Rep. Gloria Johnson in Knoxville**

Finally, every member of TSEA with a phone number on record in our office received an automated call from Executive Director John Summers, urging them to vote on Election Day. We would like to extend a very special thank you to all those who attended our door-to-door efforts and who helped to support these endorsed candidates over the past few months – your hard work has truly made an impact.

# Be an advocate for TSEA

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

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

As we prepare for the upcoming legislative session, we hope you will join our Legislative Advocate Team program. 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 boldly about state employee issues without concern about adverse consequences 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. Once you agree to serve as a Legislative Advocate, we will provide contact information for your legislators and steps for effective communication.

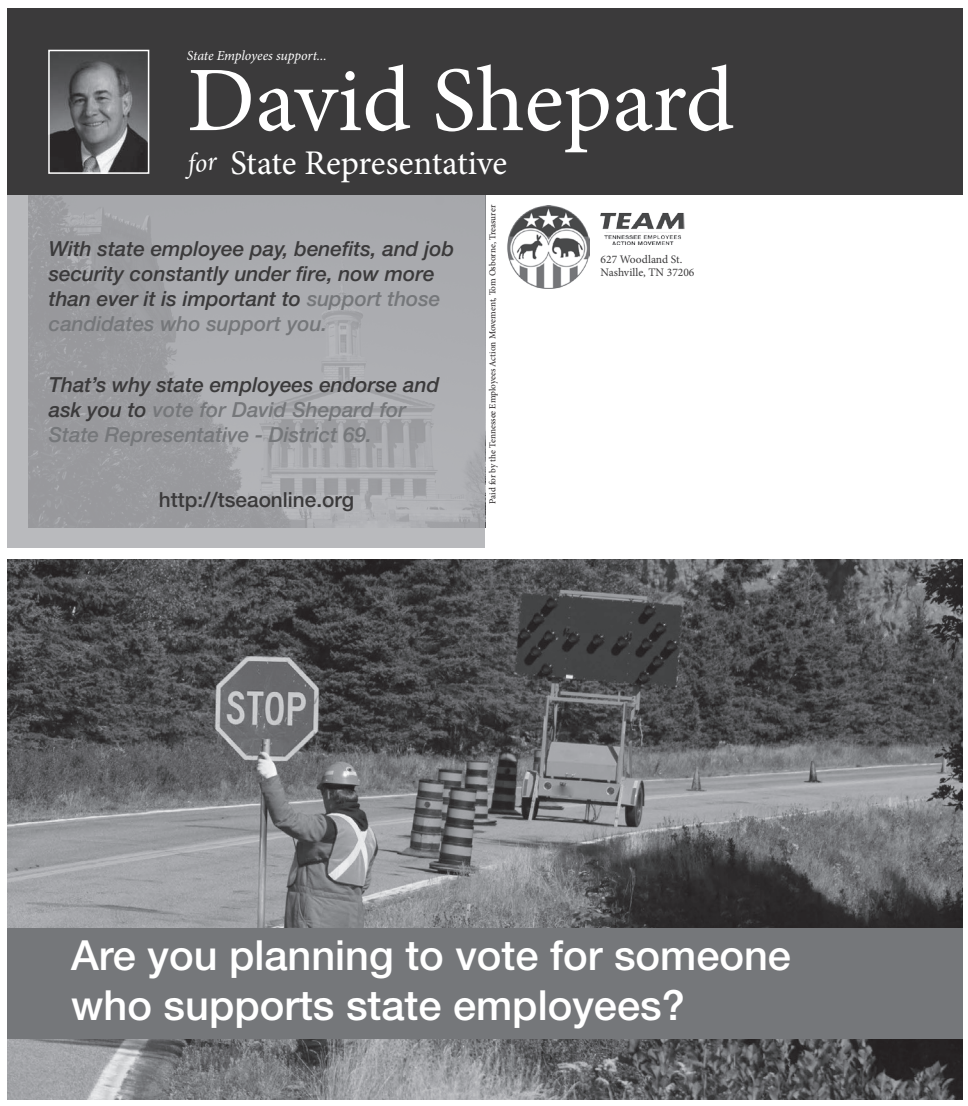
**Please contact Randy Stamps at 615-584-3880 or randy.stamps@tseaonline** to join our Legislative Advocate team or with questions about serving in this vital role.

*Since some of you are not in the legislative districts of our targeted races, below is an example of the TEAM mailings we sent to TSEA members in these districts.*

*These mailers were a clear demonstration to legislators and candidates of TSEA/TEAM's support. (full color version on p8.)*

*Representative David Shepard, listed below, won his race by just 16 votes!*

*State employees made the difference.*



# Regional Legislative Dinners

**NASHVILLE** - The TSEA Board has approved a new Regional Legislative Dinner program to provide opportunities for more of our members to spend time with their local legislators. These dinners will build on the success of the "Regional Legislative Days" held in 2013. Dinners will be held in seven different locations across our state. Exact locations will be announced soon, but the dates and cities for each region are listed in the box to the right of this article. Please place the date of your regional dinner on your calendar now and plan to join us. Cost of the dinner will be covered by TSEA.

TSEA members will be asked to be at the event site by 5:45 p.m. for a brief meeting to explain our goals for the evening. Dinner with local legislators will begin at 6:30 p.m. 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 allow you to spend time with your legislators 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.

### Regional Legislative Dinner Calendar

| | |
|---|---|
| **Knoxville** | Thursday, January 22 |
| **Memphis** | Thursday, January 29 |
| **Tri-Cities** | Thursday, February 5 |
| **Jackson** | Thursday, February 12 |
| **Nashville** | Thursday, February 19 |
| **Chattanooga** | Thursday, February 26 |
| **Cookeville** | Thursday, March 5 |

*All locations TBD*

# State Cuts Services Into The Bone

*The following editorial first appeared in The Tennessean*

We could have seen it coming, when Gov. Bill Haslam last week announced plans to cut 7 percent across the board from state spending in the upcoming budget year.

Gov. Haslam has cut departmental budgets and laid off state workers in each of his four years in office. His administration has done this in years when revenues were up, and in years when revenues were down — as was the case, by $300 million, this past year.

This makes us wonder: What is the real endgame for the Haslam administration?

The governor might say it is simply a matter of balancing the budget, which is required under the Tennessee Constitution, and maintaining Tennessee's strong bond ratings — both admirable goals.

But where does that leave the state's other major commitments to serve its most vulnerable citizens — children, low-income families, the elderly and people with disabilities?

Why, to name two examples, should the Department of Intellectual and Developmental Disabilities and Department of Children's Services have to undergo the same cuts as other state agencies when they already are so understaffed and so underfunded that they cannot fulfill their duties? Thousands of disabled Tennesseans have been on a waiting list to receive DIDD assistance for years. DCS lacks the staff and facilities to ensure its juvenile offenders are not a threat to youth-center personnel, neighbors or to themselves.

Meanwhile, hundreds of Tennesseans who may be eligible for TennCare health coverage cannot get screening for enrollment because TennCare officials say they cannot provide staff to help the applicants. The lawsuits that have resulted from TennCare laxity cost the state millions to fight in court. Is that where the savings from cutting social services and laying off employees are going — to a TennCare legal defense fund? At least, the savings should be applied directly to the government programs that represent a matter of life or death.

Back to the endgame question, however. It is interesting, in light of what is happening in the state of Kansas.

Kansas is not Tennessee, although it is experiencing a similar shortfall in revenue, more than $300 million over the past several months. The difference there is what has happened to state programs since Gov. Sam Brownback and the legislature pushed through a 26 percent cut in the income tax. As a result, the state is struggling to fund education and social programs — and it is spending its reserves at a rate that would put it $240 million in the red by July 2016. Brownback's theory is that the tax cut will encourage job creation, thus creating new taxpayers. His experimentation is causing real hardship for Kansans.

The point for us in Tennessee is that state leaders cannot cut their way out of trouble, any more than governors in high-tax states can spend their way out of trouble. Tennessee continues to cut services, even though as Senate Finance Chairman Randy McNally said last week, all of the fat in state government "is gone now."

Haslam and his staffers should not assume everyone shares their dream of a diminished state government. Just because voters talk more about low taxes than they do about social services, it does not mean that those things are not important to them.

Should Tennessee raise taxes or adopt an income tax? Not necessarily. But the governor and legislature should not pounce on every opportunity, however small, to reduce state revenues. And when it is necessary to cut budgets, they should do so judiciously. There are some state agencies — Commerce and Insurance and Tourist Development come to mind — that could absorb deeper cuts in order for DIDD and DCS to begin to meet their very vital obligations.

# Project TEAMWork

Remember, you can still use Project TEAMWork to let TSEA know how the Performance Management process is going!

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 - how did your final evaluation and interim reviews go? How is the new system working or not working?

Let us know by visiting our website at:

http://tseaonline.org/issues/team-act/project-teamwork/

# Letter to Editor about Woodland Hills, as printed in the Tennessean

**By John Summers**
*TSEA Executive Director*
*john.summers@tseaonline.org*

On behalf of the Tennessee State Employees Association, I would like to thank the Tennessean for its sound editorial from Oct. 1 titled "DCS must change its Woodland Hills policies."

We agree that the problems at Woodland Hills Youth Development Center are not the fault of facility staff, but are the result of decisions being made at higher levels. It is alarming that DCS' attempts to defuse the situation have seen only temporary results and, unfortunately, the youths at WHYDC seem to have become emboldened by their recent breakouts.

We remain extremely concerned for the safety of the staff and those living in the Bordeaux neighborhood. They are all understandably afraid and deserve a renewed effort to permanently secure that facility.

It is our sincere hope that Commissioner Jim Henry and Gov. Bill Haslam will take any and all necessary steps to calm this crisis before someone is seriously injured or worse. We understand budgets are tight, but every employee regardless of budget concerns deserves to have a reasonable expectation of personal safety in their workplace, and citizens living near these facilities deserve to feel safe in their homes.

# Employee Self-Service Portal

**By Ashley Fuqua**
*DOHR Legislative Liaison*
*and Public Information Officer*
*ashley.n.fuqua@tn.gov*

State Employees, you now have a way to record your building location, education, certifications or licenses, awards, trainings, and career development information in the Edison Employee Self-Service portal.

This allows the Department of Human Resources to easily access information regarding talent across the state and allows you to identify your strengths and celebrate your accomplishments.

This portal of Edison was expanded in August 2014 and information was sent to all employees along with a training guide.

While entering this information is voluntary, it provides departmental leadership an easier way to identify resources and meet needs while aiding in talent management and retention and allows for emergency planning and preparedness.

*If you have system questions, please contact the Edison Help Desk at 1-866-376-0104 or 615-741-HELP (4357).*

# Members, we really need your HOME email address

Here's why,
If there is a campaign we need to focus on during an election, or a privatization battle to fight, or some other important issue to rally around, we cannot send those emails to your tn.gov work email address. unfortunately, for many of you we only have your work email address on file.

**WE MUST HAVE YOUR HOME EMAIL TO COMMUNICATE IMPORTANT AND SENSITIVE INFORMATION TO YOU.**

Please take a moment to ensure we have your HOME email on file by filling out the form to the right, cutting it out, and mailing it back to us @ TSEA

## 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.

If you think you might miss out on being notified, please **fill out this information card, check the box under "Don't have access to email," then cut out and mail the form back to us.** You will then be set up to receive chapter notices by U.S. Mail.

▶ **You may also call the TSEA office at 1-800-251-8732 and give your information over the phone.**

We will continue to publish the meeting dates in the Co-Worker and send out our email blasts, along with Facebook and Twitter messages.

Name _____

Home Email _____

Address _____

City _____

Member number (last four of SS#) _____

Chapter _____

**Don't have access to email?**

☐ Check this box to receive your chapter notices and important updates by U.S. mail.

*After entering information in the box above, cut out the box and mail to:*

**TSEA**
**627 Woodland St.**
**Nashville, TN 37206**

# Protect yourself; protect your job

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

You may have heard something about being pro-active with your health or finances, but not necessarily with your job. You may be wondering why it is important in my job and how do I do it.

Here's an common situation: I get telephone calls from members on a fairly regular basis in which the member tells me that he or she has a 'feeling' that they are going to be fired. I ask them why they 'feel' they will be fired, and the member cannot give a specific reason. Unfortunately, there is really nothing I can do to help this member until a supervisor takes some action to discipline the employee. This, however, does not necessarily mean that the employee is wrong. Each one of you knows how your workplace runs on a daily basis. This means that you probably have a pretty good 'feeling' when things are not running smoothly. This 'feeling' also applies to interactions with your supervisor. You know when your supervisor suddenly starts treating you differently.

So, you may ask, why do I need to become pro-active in my job. The reason you need to do this is because a battle may be brewing. Your supervisor needs to build a case against you to support any disciplinary action from a warning to a termination. The supervisor also knows that a hearing officer will want to see a history or 'paper trail' that documents your substandard work performance. This may include the supervisor's written observations of your work as well as time and attendance sheets, work product by you and other documentation of your performance. If you have a 'feeling' that your supervisor is observing your work unusually closely, this may be a sign that he/she is preparing for a disciplinary action.

Now here's how to be pro-active. You have the opportunity to document your work, as well. A hearing officer will also be interested in your personal observations about the workplace and your supervisor's actions. Here's the key: WRITE IT DOWN. If you observe something that you think is unusual in your supervisor's interaction with you, make a note of it during your break, lunch or after work in your personal log or journal. Do not make personal entries of this kind in state property such as a telephone, computer or other state issued property such as a desk calendar issued by management. The reason you need to write it down the same day or soon thereafter is that memories fade, but notes do not. If a disciplinary action arises months after the incident, you can still rely on the notes you jotted down at or near the time of the incident. Be aware that even your personal notes may be subpoenaed prior to some hearings so make accurate and specific notes, but refrain from inflammatory statements and inappropriate language. If co-workers are witnesses to certain behavior, make a note of their identity for later reference.

Finally, don't give your supervisor a reason to discipline you. Observe time and attendance rules, produce a good work product and interact with fellow employees in a harmonious manner.

Remember: Forewarned is Forearmed!

# Employee Rights is now Legal Services

TSEA has changed the name of the Employee Rights division to Legal Services.

The change comes as an effort to better identify the duties and services provided by this department. The services offered by TSEA's Legal Services division will not change.

TSEA members will continue to have full access to the professional representation they have come to expect and depend upon from this division and our association.

## Legal Services: Good News

Here are a few examples of how TSEA's Legal Services staff have recently helped members:

• A member with the Department of Correction was terminated. We attended the Step 1 hearing and the commissioner found the termination inappropriate. It was then modified to a two day suspension with back pay.

• A member with the Department of Intellectual and Developmental Disabilities appealed the termination. It was overturned and modified to a two day suspension with back pay awarded.

• The Department of Correction dismissed a member. The member appealed it and after their hearing, it was reduced to a five day suspension with back pay.

• Another member with the Department of Correction was terminated. After the appeal hearing, the termination was modified to a written warning with back pay.

• The Department of Correction gave a member a one day suspension. After the appeal hearing, it was reduced to a written warning and the member was reimbursed back pay for one day.

• A member with the Department of Correction appealed a termination. After the hearing, the dismissal was modified to a ten day suspension with back pay.

As you can see, it pays to be a member of TSEA! To find out more about what TSEA 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!

# Comp and Benefits: Good News

Here are a few examples of how TSEA's Compensation and Benefits staff have recently helped members:

• Assisted DHS employee with plans to retire in October of this year. Discussed use of leave balances, final longevity payment, insurance, and provided employee with retirement estimate. Employee selected the Social Security Leveling plan as she will not be eligible for early Social Security benefits for about a decade.

• Assisted a DOH retired member who received her first partial month retirement benefit. She wanted a copy of her paycheck stub. Staff explained that TCRS has implemented Concord, a new computer system in recent years and retirees can now access their account online. Guided her to the TCRS website where she can register to set up her retiree online account.

• Assisted DCS member with plans to retire due to poor health. Helped him establish retirement credit for 11 months he was on temporary total disability (TTD) benefits for a work injury and getting paid for an overdue longevity check. Member needed help with the required forms. He had significant leave and will retire with over 30 years of service. He is considering Social Security Leveling.

• Assisted DCS member who contacted TSEA when she was denied leave previously requested. After phone calls to DCS HR employee was allowed to take leave. However, agency has implemented a 'no leave' policy for October and November due to a December audit.

• DLWFD members contacted TSEA on the second day the temperature in their building was 88 degrees. They were allowed to go home but had to use annual leave. The night of the 3rd day repairs were to be done; however equipment complications prevented this. Through TSEA efforts employees were given administrative leave on the 4th day and repairs were completed on the 5th day.

• A member of DLWFD contacted staff after he received a mail order prescription at home though he fills his prescriptions at a local pharmacy. Through multiple phone calls and emails, staff discovered the member's doctor mistakenly sent an electronic prescription to Caremark. Through our efforts the member was able to fill the same prescription at his pharmacy and was not charged twice.

• A DCS member contacted staff with a concern regarding prior service credit for TCRS. She is considering retiring early next year. Member was previously employed in a local Community Health Agency. Through phone calls to her county and TCRS it was determined that the time worked as a contract employee with a CHA was not creditable service toward her state retirement.

As you can see, it pays to be a member of TSEA! To find out more about what TSEA 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!

# 2015 ParTNers For Health Changes

Actually, not a great deal is changing next year. But there are a few important things we want to make sure you are aware of:

• Health Insurance Premiums will NOT increase in 2015
• There is a slight increase in Dental insurance premiums as we related to you in a previous issue of the Co-Worker, along with a slight increase in Vision insurance premiums
• Your medical copay out-of-pocket maximum will be combined with your co-insurance out-of-pocket maximum in 2015 for both PPO plans
• Pharmacy out-of-pocket maximums are changing from an individual maximum of $3,750 to a single maximum of $2,500 or family maximum or $5,000 in 2015
• The above changes will result in a lower out of pocket maximum amount for all employees next year
• Partnership PPO members, including covered spouses, must complete a Well-Being Assessment (WBA) online by March 15, 2015.
• If a Partners For Health (PFH) member receives a call from a health coach in 2015, you must also complete a biometric screening and fully participate in health coaching
• As always, employees and their covered spouses are required to keep their personal contact information updated at all times

# Medicare Supplement Changes

## Enrollment Eligibility Criteria for 2015

The Tennessee Plan is the state's Medicare Supplement, offered to retirees who are 65 years of age or older when they retire. The retiree must have a minimum of 15 years of service before the state will pay any portion of the premium and premium levels are based on years of service. The retiree's eligible dependents are also able to enroll at full premium cost.

Benefits Administration brought to the attention of State Group Insurance Committee members at a meeting earlier this year that when the plan document for the Tennessee Plan was written, language was included that unintentionally allowed a retiree's dependent, already enrolled in Medicare Part A, to enroll in the state's Medicare Supplement Plan even if the retiree is not enrolled in the plan.

In an effort to be consistent with eligibility criteria in all other insurance plans that BA administers (such as medical, dental, vision, etc), that do not allow dependents to be enrolled unless the employee first enrolls, BA requested that language in the Tennessee Plan be revised to require that a retiree must first be enrolled in the supplement plan in order for their dependent to enroll. The committee approved this change which will be effective January 1, 2015.

The 465 dependents currently enrolled in the Tennessee Plan whose retiree is not enrolled will be allowed to remain until their coverage ends under normal termination rules.

# Trying to reach TSEA after hours?

If you've called TSEA after 4:30 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. 14 of this Co-Worker, or on the TSEA website @ tseaonline.org.

# Christmas and New Years' Holiday schedule

As most employees have heard by now, in addition to Christmas Day, December 25th, state office buildings will be closed on Christmas Eve, December 24th. And, in addition to New Year's Day on January 1st, 2015 state office buildings will be closed on New Year's Eve, December 31st.



# Photos from around the State




Shelby County Chapter Member Onuwah Biles, at a recent TSEA visit to the DHS Jackson Avenue Office



MVYDC Superintendent Steve Houston, TSEA President Bryan Merritt, and DCS Deputy Commissioner Monica Middlebrooks



TSEA Executive Director Summers presents Outstanding Service Award to former TSEA President Dr. Phil Morson




Davidson County Chapter members prepare for door-to-door canvassing for Rep. Darren Jernigan




Davidson Co. members, Executive Director Summers, and Gov't Affairs Director Randy Stamps campaigning for Rep. Jernigan




TSEA members from East Tennessee campaigning for Rep. Gloria Johnson with ED Summers and GAD Stamps

# On the Road for State Employees

TSEA is constantly on the road working for state employees throughout Tennessee, and we want everyone to know about it!

This latest initiative is part of an overall effort aimed at increasing our association's visibility throughout the state. Remember, the more members we have, the stronger we become, the more we can do for state employees.

So if you see a TSEA vehicle at your worksite, be sure to bring a co-worker down to say hello. And keep an eye out for contests on our Facebook and Twitter pages, where we will be giving away prizes for TSEA vehicle sightings.













# Candidate Mailers

Below is a full color example of the candidate mailers TEAM sent out to our endorsed candidates in targeted races. Our targeted candidates included Rep. Darren Jernigan, Rep. Gloria Johnson, Sara Kyle, Rep. Bo Mitchell, Rep. Jason Powell, Rep. David Shepard, and Rep. John Tidwell. 5 of 7 targeted candidates won; Rep. Shepard won his race by only 16 votes!






# In Memoriam: TSEA remembers former leaders Bob Henry and Tom Spillman

TSEA is saddened to announce the passing of two former TSEA Presidents, Bob Henry and Tom Spillman.



**President Bob Henry's portrait that hangs in the TSEA Board Room**

Bob Henry passed away in August at his home in Bolivar after a lengthy illness.

Bob worked for the Department of Mental Health at Western Mental Health Institute as the Director of Pastoral Services. He held degrees from DePaw University and Erskine Theological Seminary, and also served as President of the Regional Interfaith Association in Jackson, TN.

Henry joined TSEA in 1978 and served as Forked Deer Chapter President for two years before successfully running for TSEA President in 1980. Over the 10 years he presided over TSEA as President, Henry worked with the TSEA Board and Staff to guide the association through its numerous battles with then-Governor Lamar Alexander. Under Henry, the association weathered Alexander's attack on TSEA's payroll deduction status, and later the association was able to establish the Access Law. Upon his retirement from the Board of Directors in June 1990, Henry was honored for his service to the State of Tennessee and Tennessee's state employees by then-Governor Ned McWherter.

Henry's guidance from 1980-1990 and his contributions to the foundation and continued success of TSEA are unparalleled. TSEA's thoughts and prayers are with Bob Henry's family.

Tom Spillman passed away in late October in Nashville.



**President Tom Spillman's portrait that hangs in the TSEA Board Room**

Tom Spillman was the sixth President of the Tennessee State Employees Association, serving from 1990-1994.

Spillman joined the association in 1981. He worked for the Department of Health and Environment until he retired in 2008.

During his tenure as President, Spillman worked closely with Governor Ned McWherter and Executive Director Linda McCarty to bring to life a number of important benefits that state employees continue to enjoy to this day, such as the 25% tuition discount for state employees and their dependents at state colleges and universities, and establishing vesting rights in TCRS after 5 years of enrollment.

"Tom always did his best for the Association and today we are experiencing a great loss," TSEA President Bryan Merritt said. "He was a fine man, and truly an asset to TSEA. Tom was a wealth of knowledge and always made state employees a priority. We ask that you please remember his family today."

Before being elected president, Tom served in many leadership roles within TSEA including Middle Tennessee Vice President, TSEA Board member, Davidson County Board member, Chair of the Legislative Committee, and member of the Membership Committee. He was named Recruiter of the Year in 1989, and was a founding member of TEAM's Capitol Club.

Spillman also served state employees as an elected representative to the State Group Insurance Committee, where he was very vocal about state employees' health benefits, and as an elected member of the Tennessee Consolidated Retirement System's Board of Trustees.

TSEA will never forget the contributions these men made to our association and state government. Our hearts go out to their families during this difficult time.

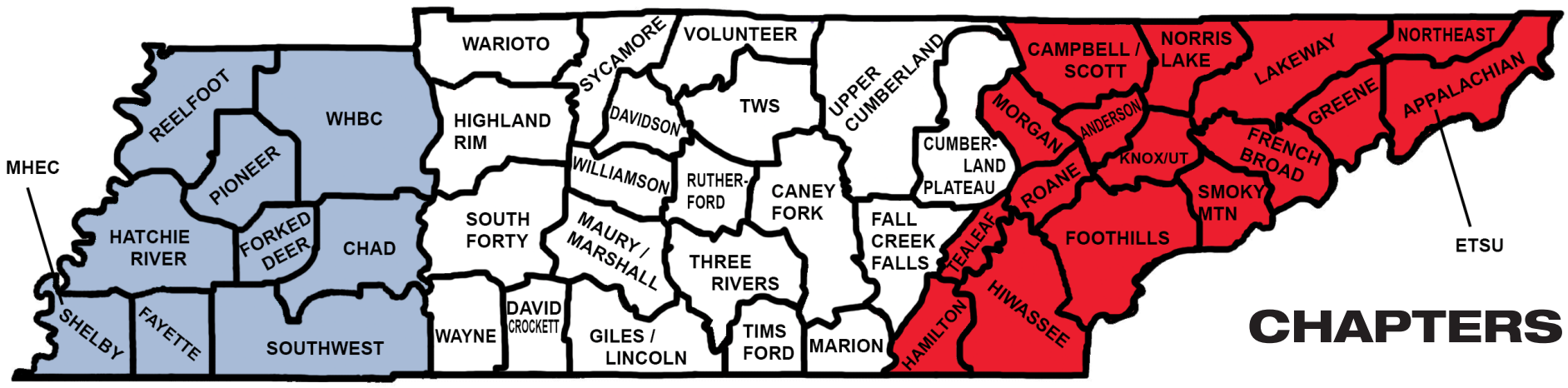
# TSEA Reorganizes Field Districts

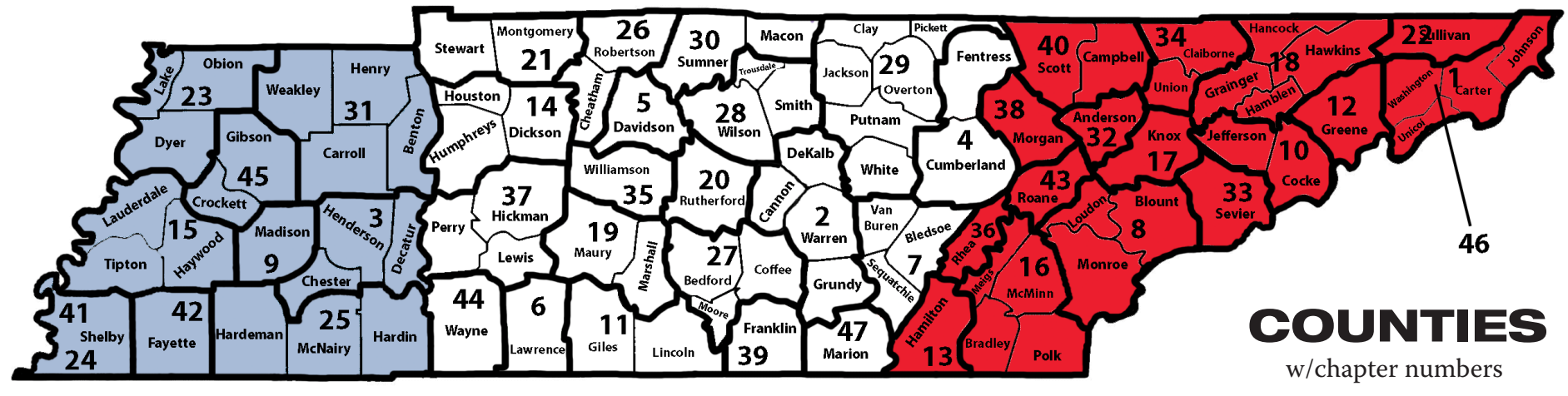
TSEA has implemented the following changes as of November 1 to our membership division:

The existing five field districts will be reorganized into three districts representing basically the three grand divisions of the state: east, middle, and west, see map below.

| | |
|---|---|
| **East** | Lisa Moffett (Areas in Red) |
| **Middle** | Terry Carroll (Areas in White) |
| **West** | Gayle Williams (Areas in blue) |

As Membership Director, Tommy Francis will be responsible for membership recruitment across the entire state as well as managing our Field Reps.



# TSEA Scholarship Program

Next year many sons and daughters of TSEA members, or TSEA members themselves, will be entering college in Fall 2015. TSEA offers a great benefit by providing 21 - $750 scholarship awards annually to dependent children of active or retired TSEA members or to the TSEA member.

Scholarship application materials are available by request from the TSEA office beginning January 2 of each year. Your membership status must first be verified through the TSEA office by calling (800) 251-8732 or (615) 256-4533, or by sending your written request. Be sure to include a phone number where a staff member can contact you if necessary. Once your membership status is verified, you will be provided with information on how to apply.

**Here are the criteria to apply for award scholarships:**

## Eligibility

Tennessee State Employees Association Scholarships are open to 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

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. For the dependent child of a TSEA employee to be eligible, the employee must have been employed with TSEA for at least one year and still be employed as of April 1 of the year the scholarship is awarded and announced.

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.

**Your completed application must be postmarked or received by Thursday April 2 to:**

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

**To contact ISTS:**
Phone: (615) 777-3750 or (855) 670-4787
Email for questions: contactus@applyists.com
Applicant materials: info@applyists.com

## Awards

Tennessee State Employees Association will award up to **21 scholarships of $750** each year. There is one award made in each of the 12 Board Districts and 3 awards for each of the grand divisions of the state (East, Middle and West), for a total of 21 scholarships to be awarded. A listing of the counties included in each board district is shown below. Awards are not renewable; however, non-winning students can reapply each year as long as they continue to meet the eligibility requirements.

The scholarships will be applied to educational expenses at accredited, nonprofit two or four-year colleges/universities in the United States. A student may transfer from one institution to another and retain the award.

## Winner Selection

A Selection Committee comprised of educators who have no connection with Tennessee State Employees Association will evaluate the applications and select the winners. The use of this independent committee is designed to ensure the impartiality and confidentiality of the selection process. In evaluating the applicants, the committee will consider the applicants' community involvement, extracurricular activities and academic achievements or records. The college GPA is also considered if the applicant is already enrolled in an institution.

## Responsibilities of Recipients

Recipient responsibilities include enrolling as full-time undergraduates in the fall of the year in which the scholarships are awarded and continuing in school for the entire academic year without interruption, barring illness, emergency, or military service. Scholarship recipients are responsible for delivering their scholarship checks to the proper office at their institution.

## Program Administration

To assure complete impartiality in selection of winners and to maintain a high level of professionalism, the program is administered by International Scholarship and Tuition Services, Inc., a firm that specializes in managing sponsored scholarship programs. **All documents must arrive in the same package for the submission to be considered complete.**

**Incomplete applications will not be considered. If your materials are considered incomplete, you will be notified by ISTS in advance of the April deadline, which provides you time to complete the process.**

**To check the status of your submitted application:**

Allow two weeks after submitting all of the information for processing. Then go to **aim.applyists.net** and login using the applicant email address provided on the application.

**Remember the deadline is Thursday, April 2, 2015.**

To request an application you may contact the TSEA office at
1-800-251-8732 or
(615) 256-4533
or by emailing your request to TSEA at:
junie.rolens@tseaonline.org.

*For more information, including Board/Scholarship district information, visit the TSEA website @ www.tseaonline.org*

# IMPORTANT TSEA DATES

## 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@tseaonline.org

## Chapter Award Nominations deadline: 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@tseaonline.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 Department 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@tseaonline.org.

# 2015 Member Dental and Vision plan rates

*All rates effective January 1, 2015. Members with the Dental Insurance will see the rate increase on their December payroll deduction since December's deduction pays for the month of January and the members with the Vision Insurance will see the increase in January. Contact Federated Marketing with questions @ 1-800-880-6542, or contact TSEA @ 615-256-4533, or Toll-FREE 1-800-251-TSEA (8732).*

## Tennessee State Employees Association
### Dental Plan Options

The Tennessee State Employees Association (TSEA) is offering members the choice of three dental plans marketed by Federated Marketing Inc. and administered by Ameritas Group. Members can cover eligible dependents under the plan.

For questions about the plans or to enroll, please call **800-880-6542**. To enroll in one of these plans, please return the completed enrollment form to:

**Federated Marketing Inc.**
**P.O. Box 5268**
**Evansville, IN 47716**
**Fax 812-477-6575**

**Dental Options Summary**

| | Silver Plan | Gold Plan | Platinum Plan |
|---|---|---|---|
| Deductible | $50/Calendar Year<br>Waived Type 1 | $50/Calendar Year<br>Waived Type 1 | $50/Calendar Year<br>Waived Type 1 |
| Maximum *(per person)* | $1,000/Calendar Year | $1,250/Calendar Year | $1,500/Calendar Year |
| Waiting Period | None | None | None |

**PPO**

All plans include access to Ameritas' PPO network. Plan members are free to receive care from any dentist they choose, however when using one of Ameritas' PPO Dentists, out-of-pocket expenses are generally lower because these providers have agreed to provide dental care at contracted fees; same benefits whether a in or out of panel provider is used.

**Maximum Covered Expense (MCE)**

- The TSEA plans were designed for ease of understanding and use by the plan members. There is no coinsurance involved in these plans.
- TSEA members can select between the three plans. Each plan has its own schedule of Maximum Covered Expenses for each procedure.
- The member is responsible for the difference between the plan's maximum covered expense and the PPO dentist's contracted fee (or for the non-PPO dentist's normal fee).
- To review a complete list of all covered procedures and Maximum Covered Expenses for each plan, members can go online to **TSEAonline.org**

**Monthly Rates** **Effective Date: 1/1/2015** *(Rates are guaranteed to December 31, 2015)*

| | Silver Plan | Gold Plan | Platinum Plan |
|---|---|---|---|
| Member | $28.63 | $36.46 | $46.45 |
| Member + Spouse | $61.27 | $77.33 | $97.78 |
| Member + Children | $66.63 | $85.49 | $109.92 |
| Member + Spouse & Children | $99.27 | $126.37 | $161.23 |

AMERITAS GROUP
We're Ameritas. We're for people.®

## TENNESSEE STATE EMPLOYEES ASSOCIATION
*Eye Care Highlight Sheet*

Ameritas

**Focus® Plan Summary** **Effective Date: 1/1/2015**

| | VSP Choice Network + Affiliates | Out of Network |
|---|---|---|
| **Deductibles** | $10 Exam<br>$15 Eye Glass Lenses or Frames* | $10 Exam<br>$15 Eye Glass Lenses or Frames |
| **Annual Eye Exam** | Covered in full | Up to $45 |
| **Lenses (per pair)** | | |
| Single Vision | Covered in full | Up to $30 |
| Bifocal | Covered in full | Up to $50 |
| Trifocal | Covered in full | Up to $65 |
| Lenticular | Covered in full | Up to $100 |
| Progressive | See lens options | NA |
| **Contacts** | | |
| Fit & Follow Up Exams | 15% discount<br>See Additional Focus Features. | No benefit |
| Elective | Up to $200 | Up to $105 |
| Medically Necessary | Covered in full | Up to $210 |
| **Frames** | $150 | Up to $70 |
| **Frequencies (months)** | | |
| Exam/Lens/Frame | 12/12/24<br>Based on date of service | 12/12/24<br>Based on date of service |

**Deductible applies to a complete pair of glasses or to frames, whichever is selected.*

**Lens Options (member cost)***

| | VSP Choice Network + Affiliates | Out of Network |
|---|---|---|
| **Progressive Lenses** | Up to provider's contracted fee for Lined Bifocal Lenses. The patient is responsible for the difference between the base lens and the Progressive Lens charge. | Up to Lined Bifocal allowance. |
| **Std. Polycarbonate** | Covered in full for dependent children<br>$33 adults | No benefit |
| **Solid Plastic Dye** | $15<br>(except Pink I & II) | No benefit |
| **Plastic Gradient Dye** | $17 | No benefit |
| **Photochromatic Lenses** (Glass & Plastic) | $31-$82 | No benefit |
| **Scratch Resistant Coating** | $17-$33 | No benefit |
| **Anti-Reflective Coating** | $43-$85 | No benefit |
| **Ultraviolet Coating** | $16 | No benefit |

**Lens Option member costs vary by prescription, option chosen and retail locations.*

**Monthly Rates**

| | |
|---|---|
| **Employee Only (EE)** | $8.68 |
| **EE + 1 Dependent** | $15.96 |
| **EE + 2 or more Dependents** | $20.63 |

## Tennessee State Employees Association Dental Plan Options

***Additional features that apply to all plan options:***

**SoundCare℠ Hearing Health Benefits**

| | SoundCare℠ |
|---|---|
| **Coinsurance** | |
| Annual Hearing Exam | 100% |
| Hearing Aid | 50% |
| Hearing Aid Maintenance | 100% |
| **Deductible** | |
| Annual Hearing Exam | $0 |
| Hearing Aid | $0 |
| Hearing Aid Maintenance | $0 |
| **Maximum** *(per benefit period)* | |
| Annual Hearing Exam | Up to $75 |
| Hearing Aids *(for both ears)* | |
| Year One | Up to $200 |
| Year Two | Up to $600 |
| Year Three | Up to $800 |
| **Hearing Aid Maintenance** | Up to $40 |

**Dental Rewards®**

This dental plan includes a valuable feature that allows qualifying plan members to carryover part of their unused annual maximum. A member earns dental rewards by submitting at least one claim for dental expenses incurred during the benefit year, while staying at or under the threshold amount for benefits received for that year. In addition, a person earning dental rewards who submits a claim for services received through the dental PPO network earns an extra reward, called the PPO Bonus. Employees and their covered dependents may accumulate rewards up to the stated maximum carryover amount, and then use those rewards for any covered dental procedures subject to applicable coinsurance and plan provisions. If a plan member doesn't submit a dental claim during a benefit year, all accumulated rewards are lost. But he or she can begin earning rewards again the very next year.

| All Plans (Silver, Gold & Platinum) | | |
|---|---|---|
| Benefit Threshold | $500 | Dental benefits received for the year cannot exceed this amount |
| Annual Carryover Amount | $250 | Dental Rewards amount is added to the following year's maximum |
| Annual PPO Bonus | $100 | Additional bonus is earned if the member sees a PPO Provider |
| Maximum Carryover | $1,000 | Maximum possible accumulation for Dental Rewards and PPO Bonus combine |

**Rx Savings - Extra value for Ameritas plan members**

- Our valued plan members and their covered dependents (even their pets) can save on prescription medications through any Walmart or Sam's Club pharmacy across the nation. This Rx discount is offered at no additional cost, and it is not insurance.
- Members can get over 1,000 generic drug prescriptions at the everyday low price of $4.00, in addition to saving approximately 40% off other generics and 10-15% off most brand-nme prescriptions. They can save even more with convenient home deliver mail-order service.
- To receive the Walmart Rx discount, Ameritas plan members just need to show their original Ameritas ID card. The identifier is the Ameritas logo. It's that easy!
- If members cannot locate their original Ameritas ID card, they are welcome to visit us at ameritasgroup.com and sign into (or create) a secure member account to print off an online-only Rx discount savings ID card.

## TENNESSEE STATE EMPLOYEES ASSOCIATION
*Eye Care Highlight Sheet*

Ameritas

**Additional Focus® Choice Network Features**

| | |
|---|---|
| **Contact Lenses Elective** | Cost of the fitting and evaluation is deducted from the contact allowance. Allowance can be applied to disposables, but the dollar amount must be used all at once (provider will order 3 or 6 month supply). Applies when contacts are chosen in lieu of glasses. Applies to plans without separate contact lens fit & follow up exam allowance. |
| **Additional Glasses** | 20% discount off the retail price on additional pairs of prescription glasses (complete pair). |
| **Frame Discount** | VSP offers a 20% discount off the remaining balance in excess of the frame allowance. |
| **Laser VisionCare** | VSP offers an average discount of 15% on LASIK and PRK. The maximum out-of-pocket per eye for members is $1,800 for LASIK and $2,300 for custom LASIK using Wavefront technology, and $1,500 for PRK. In order to receive the benefit, a VSP provider must coordinate the procedure. |
| **Low Vision** | With prior authorization, 75% of approved amount (up to $1,000 is covered every two years). |

**Rx Savings**

Our valued plan members and their covered dependents (even their pets) can save on prescription medications through any Walmart or Sam's Club pharmacy across the nation. This Rx discount is offered at no additional cost, and it is not insurance.

To receive the Walmart Rx discount, Ameritas plan members just need to visit us at ameritasgroup.com and sign into (or create) a secure member account where they can access and print an online-only Rx discount savings ID card.

**Retail Chain Affiliate Providers Available With Focus Plans**

Effective January 1, 2012, retail chain affiliate providers, which include Costco Optical and Eye Care Centers of America (ECCA), give members added convenience and additional retail choices. Costco Optical has 400 locations across the country, while ECCA manages nearly 400 optical stores in 37 states and DC, including well-known stores such as EyeMasters, Visionworks, Dr. Bizer's VisionWorld, Eye DRx, and Hour Eyes, to name a few. Members enjoy a covered-in-full benefit experience with equivalent frame benefit at any of these retail chain locations.

**Eye Care Plan Member Service**

Focus eye care from Ameritas Group features the money-saving eye care network of VSP. Customer service is available to plan members through VSP's well-trained and helpful service representatives. Call or go online to locate the nearest VSP network provider, view plan benefit information and more.

VSP Call Center: 1-800-877-7195
- Service representative hours: 5 a.m. to 7 p.m. PST Monday through Friday, 6 a.m. to 2:30 p.m. PST Saturday
- Interactive Voice Response available 24/7

Locate a VSP provider at: ameritasgroup.com/member
View plan benefit information at: vsp.com

**This document is a highlight of plan benefits provided by Ameritas Life Insurance Corp. as selected by your employer. It is not a certificate of insurance and does not include exclusions and limitations. For exclusions and limitations, or a complete list of covered procedures, contact your benefits administrator.**

# Chapter Meetings

**Maury/Marshall**
Thursday, November 13th
5:30 PM
Bethel Chapel AME Church
Fellowship Hall
1125 South Glade Street
Columbia
Chapter Holiday Party
For more information, call:
Yolanda Neal
(931) 540-2662 (work) or
(931) 632-0255 (cell)

**Southwest**
Thursday, November 13th
7:00 PM
Dinner @ 6:00 PM
Top O' The River
Restaurant
5831 Highway 57
Michie
Dinner will be provided by the Chapter for members
Door Prizes
**For info, contact:**
C.T. Austin
(731) 689-3006 or
(731) 607-0673

**Williamson County**
Friday, November 14th
12:00 PM
Chili's
3084 Columbia Ave
Franklin
Lunch will be provided by the Chapter for members
Guest Speaker: TSEA Field Representative Terry Carroll
Door Prizes
**For info, contact:**
Leanne Frutiger
(615) 599-9181

**Appalachian Holiday Dinner & Auction Fundraiser**
Saturday, November 15th
5:00 PM
College of Applied Tech.
426 Highway 91
Elizabethton
Bring your family and join us for our favorite meeting of the year, which includes our annual auction fundraiser! Everyone is invited to bring items to donate to the auction.
RSVP with the number of children & adults attending by November 5th:
Cathy Muse
(423) 416-9765 /
clm4177@aol.com
Jan White
(423) 773-9797 /
jankwhite@hotmail.com

**Foothills**
Monday, November 17th
6:30 PM
RJ's Courtyard
3749 Airport Highway
Alcoa
Chapter will pay $10 toward each Member's meal
Guest meals will be Dutch Treat
If you are bringing a guest, please have them bring a $5.00 wrapped gift to play Dirty Santa!
**For info, contact:**
Steve Owenby
(865) 591-4225

**Davidson County**
Tuesday, November 18th
5:30 PM
Goodwill Career Solutions Center
937 Herman Street
Nashville

**Lakeway**
Tuesday, November 18th
6:00 PM
Sagebrush
2323 Morris Blvd
Morristown
Dinner will be provided by the Chapter for members
If you are bringing a guest, please have them bring a $5.00 wrapped gift to play Dirty Santa!
**For info, contact:**
Lisa Moffett
(423) 571-0094

**Shelby County**
Weds., November 19th
5:30 PM
Benjamin Hooks Library
Conference Room C
3030 Poplar Avenue
Memphis
Guest Speaker: Melanie Grainger, Department of Human Resources
Topic: Mediation Process
Door Prizes
**For info, contact:**
Calvin Lewis
(901) 212-4621

**Fayette County**
Thursday, November 20th
5:30 PM
Trustmark Bank
Main Street
Somerville
Immediately following the meeting, the Chapter Holiday Dinner will be held at:
Olympic Steak & Pizza
6250 US 64
Oakland
Dinner will be provided by the Chapter for members
Door Prizes
**For info, contact:**
Helen Jones
(901) 465-8257

**Norris Lake**
Thursday, November 20th
6:30 PM
Angelo's in the Gap
527 Cowlyn Avenue
Cumberland Gap
(Formerly Webb's)
Chapter will pay $10 toward Member's meal
If you are bringing a guest, please have them bring a $5.00 wrapped gift to play Dirty Santa!
**For info, contact:**
Vicky Anders
(865) 216-7924

**ETSU**
Saturday, November 22nd
12:00 - 3:00 PM
Logan's Roadhouse
3112 Browns Mill Road
Johnson City
Dinner will be provided by the Chapter for members
If you bring a guest, please bring a wrapped $5.00 gift to play Dirty Santa!
If you have been saving drink can tabs, please bring them with you; They will be taken to the Ronald McDonald House.
Please RSVP by Tuesday, November 18th
**For info, contact:**
Carolyn Bond
(423) 439-4234 or (423) 282-6318 after 5pm or
Lisa Moffett
(423) 571-0094

**Smoky Mountain**
Monday, December 1st
12:00 PM
Gondolier Italian Restaurant
964 Dolly Parton Parkway
Sevierville
Chapter will pay $10 toward Member's lunch
If you are bringing a guest, please have them bring a $5.00 wrapped gift to play Dirty Santa!
**For info, contact:**
Lisa Moffett
(423) 571-0094

**Memphis Higher Education**
Monday, December 1st
5:00 PM
Dinner @ 5:30 PM
Holiday Inn: University of Memphis
3700 Central Avenue
Memphis
Dinner is a Dutch Treat
Cost is $10 per person (includes Chef Choice buffet and dessert. Drink not included. Tax exempt if you pay in cash.)
Chapter Christmas Party - spouses of TSEA higher education members are welcome to attend!
RSVP by November 24th
**For info, contact:**
Regina Cade - (901) 485-1486 or rmcade@bellsouth.net

**Giles/Lincoln**
Monday, December 1st
6:00 PM
Legends Roadhouse
1520 West College Street
Pulaski
Dinner will be provided by the Chapter for members (Special Holiday Menu)
Sen. Joey Hensley and Rep. Barry Doss have been invited to attend
Door Prizes
**For info, contact:**
Barbara Bledsoe
(931) 363-4640

**Caney Fork Potluck & Annual Toy Drive**
Tuesday, December 2nd
6:00 PM
Warren County Administration Building
201 Locust Street
McMinnville
Chapter will provide the meat; members are asked to bring a dish & unwrapped toy for toy drive
Senators and Representatives for Cannon, DeKalb, and Warren Counties have been invited to attend
**For info, contact:**
Kyle Phillips
(931) 473-0644

**Forked Deer**
Tuesday, December 2nd
6:00 PM
Lowell Thomas State Office Building
225 Martin Luther King Dr
Jackson
Celebrating the Season of Christmas!
First 40 TSEA members to RSVP will eat for FREE - after the first 40 RSVP, meals will be Dutch Treat at $10 each
Guests are welcome to attend this meeting, but their meals are Dutch Treat at $10 each
Guest speaker: TSEA Legal Services Manager JoAnn Davis-Davis
RSVP by November 20th
**For info, contact:**
Debra Harston
(731) 426-6170 or
debra.harston@tn.gov

**Knox/UT**
Tuesday, December 2nd
6:00 PM
Chick-Fil-A
4944 Kingston Pike
Knoxville
Dinner will be provided by the Chapter for members
Christmas Fun & Games!
If you are bringing a guest, please have them bring a $5.00 wrapped gift to play Dirty Santa!
**For info, contact:**
Betty Beal
(865) 622-1679

**Pioneer**
Thursday, December 4th
11:30 AM - 12:30 PM
Wall Street Grill
2721 North Central Avenue
Humboldt
Dinner will be provided by the Chapter for members
Door Prizes
**For info, contact:**
Carrissa Coleman
(731) 222-0225

**Marion County**
Thursday, December 4th
6:00 PM
Western Sizzlin'
Highway 28
Jasper
Dinner will be provided by

▶CONTINUED ON P13

[“Meetings” from page 12]

the Chapter for members
Family members are encouraged to come, but will be responsible for their meal
Reserved Seating! Please RSVP with number attending by November 21st
Please bring a $10.00 gift for our holiday gift exchange
RSVP by November 21st
**For info, contact:**
Ingrid Long
(423) 942-2238

**Reelfoot**
Thursday, December 4th
6:00 PM
Neil's Barbeque
470 Mall Blvd
Dyersburg
Dinner will be provided by the Chapter for members
Topic: Holiday Chapter Meeting and Boosting TSEA Membership
**For info, contact:**
Brad Moss
(731) 446-4933

**Northeast**
Thursday, December 4th
6:30 PM
Rush Street Grill
1229 East Stone Drive
Kingsport
Dinner will be provided by the Chapter for members
If you are bringing a guest, please have them bring a $5.00 wrapped gift to play Dirty Santa!
RSVP by November 26th
**For info, contact:**
Joyce Skinner
(423) 224-1919

**Hamilton County**
Friday, December 5th -
6:00 PM
Golden Corral
1808 Gunbarrel Road
Chattanooga
Dinner will be provided by the Chapter for members
Guest Speaker: TSEA Field Representative Terry Carroll
**For info, contact:**
Clarence Ross
(423) 503-2343

**Tealeaf**
Friday, December 5th
6:00 PM
Bryan College Max Cafe
721 Bryan Drive
Dayton
Chapter will provide Member's meal - Guests are $10.00 per person
Invited Guests: Senator Ken Yager, Representative Ron Travis, TSEA Field Representative Lisa Moffett
Special presentation to Relative Caregiver Program for Chapter Community Project. Bring a can of food to add to food basket, as the Chapter is providing a Christmas dinner for a family in Relative Caregiver Program & a Basket of food from attending members.
Door Prizes
RSVP by December 1st
**For info, contact:**
Mary Runyan
(423) 618-6853

**Campbell/Scott**
Monday, December 8th
6:00 PM
Campbell County Health Department
162 Sharp Perkins Road
Jacksboro
Dinner will be provided by the Chapter for members
Guest meals are $10 each
Please RSVP by Monday, December 1st, so the chapter can plan enough food for everyone attending
If you are bringing a guest, please have them bring a $5.00 wrapped gift to play Dirty Santa!
RSVP by December 1st
**For info, contact:**
Lisa Moffett
(423) 571-0094 or
lisa@tseaonline.org

**David Crockett**
Tuesday, December 9th
7:00 PM
Dinner @ 6:15 PM
Brass Lantern Restaurant
2290 Pulaski Street
Lawrenceburg
Dinner will be provided by the Chapter for members
Any guests attending are Member's responsibility
Invited Guests: State Senator Dr. Joey Hensley, State Representatives David Byrd and Barry Doss
Door Prizes
**For info, contact:**
Henry Phillips
(931) 244-6059

**Tims Ford**
Thursday, December 11th
6:00 PM
Oasis Restaurant
708 South College Street
Winchester
Dinner will be provided by the Chapter for members
Guest Speaker: TSEA Field Representative Terry Carroll
Door Prizes
For more information, call: Wendell Carter – (931) 841-1184

**Hatchie River**
Thursday, December 18th
7:00 PM
Dinner @ 6:00 PM
Olympic Steakhouse
475 Highway 51 North
Ripley
Dinner will be provided by the Chapter for members
Hope to see you there to spread the Christmas joy - remember to wear your red & green!
Door Prizes
**For info, contact:**
Wanda Epps
(731) 738-0202

**French Broad**
Friday, December 12th
11:30 AM
Mountain View Youth Development Center
809 Peal Lane
Dandridge
Annual Christmas Party & Meeting!
Christmas treats and snacks will be provided by the Chapter
Guest Speakers: TSEA East TN Vice President James Ruth and TSEA Field Representative Lisa Moffett
Door Prizes and Gifts
**For info, contact:**
Don Powell
(423) 277-3611 or
(865) 397-0174 x141

**Greene County**
Friday, December 12th
6:30 PM
Ryan's Restaurant
2645 East Andrew Johnson Highway
Greeneville
Chapter Holiday Dinner
Dinner will be provided by the Chapter for members
Guests are welcome to attend and will be Dutch Treat
Members are encouraged to bring an item for the Chinese Auction
Local Legislators have been invited to attend
RSVP by December 5th
**For info, contact:**
Bernice Jozsa
(423) 787-6873

**Upper Cumberland**
Tuesday, December 16th
6:00 PM
Helen's Restaurant
3013 South Grundy Quarels Highway
Gainesboro
Dinner will be provided by the Chapter for members
Topic: Election of Chapter Officers
Door Prizes
**For info, contact:**
Joy Harris-Kaiser
(931) 644-1964

**Shelby County**
Weds., December 17th
5:30 PM
Benjamin L. Hooks Library
Conference Room C
3030 Poplar Ave
Memphis
Dinner will be provided by the Chapter for members
Christmas Party
Door Prizes
**For info, contact:**
Calvin Lewis
(901) 212-4621

**Volunteer**
Weds., December 17th
6:00 PM
Black Eyed Pea
164 East Main Street
Hendersonville
Dinner will be provided by the Chapter for members
Guests are Dutch Treat
Chapter Holiday Party
If bringing a guest, please have them bring a $10 wrapped gift to play Dirty Santa
**For info, contact:**
Christine Stevison
(615) 230-0638 or
christine.stevison@tn.gov

[“Visits” from page 2]

WEDNESDAY,
NOVEMBER 12th

Health Related Boards - Break Room
9:00 AM - 1:00 PM
665 Mainstream Drive
Nashville

**Rutherford County**

TUESDAY,
NOVEMBER 25th

TRC
7:30 AM - 2:00 PM
460 9th Avenue
Smyrna

## West Tennessee

**Shelby County**

MONDAY,
NOVEMBER 17th

Children Services - Conference Room A
9:00 AM - 3:00 PM
1925 South 3rd Street
Memphis

TUESDAY,
NOVEMBER 18th

Department of Environment Field Office - Conference Room 107
9:00 AM
8383 Wolf Lake Drive
Memphis

Department of Human Services - Conference Room B
11:00 am - 4:00 pm
3360 South Third Street
Memphis

WEDNESDAY,
NOVEMBER 19th

Children Services - 5th Floor Conference Room
9:30 AM - 12:00 PM
1991 Corporate Avenue
Memphis

Child Advocacy Center - Basement Training Room
2:00 PM - 4:00 PM
1085 Poplar Street
Memphis

# Are you taking advantage?

In early December, you will be mailed your 2015 sticker for the back of your TSEA Advantage Card and the 2015 directory of member-only discounts available through the TSEA Advantage Program.

Watch for these valuable member-only items!

## Members only discounts include:

**Discounted vision care (includes a hearing health benefit) and dental care programs thru Ameritas**

**Discounted Insurance Programs:**
Hospital Indemnity Plan
Wholesale Priced Term Life Insurance
Group Universal Life Insurance
Discounted rates for auto, home and renters insurance
Disability Income Policy with lower rates
Long-term Care Policy for nursing home, home health and community based care
Cancer-Heart/Stroke Coverage pays in addition to all other insurances
Wellness benefits for cancer which now includes 10 new screenings
Accident insurance for employee, spouse and children
Identity Theft Protection
Pet Insurance

**Purchasing Power products through payroll deduction**
(with an all new expanded product line)

**Discount tickets**
For the Tennessee Aquarium, Regal, Carmike & Malco Theaters, Knoxville Zoo, Memphis Zoo, Nashville Zoo, Music City Total Access and Official Ticket Center of Florida

**Special pricing**
Available on Dell Computers, hotel/motel rates for travel, Sam's Club and Costco membership
discounts

Discounts on new cars and trucks through Freeland Chevrolet

Auto rental discounts from Hertz

Savings on pharmacy items with Rx Savings Card

and,

**Seasonal offers**
Look for the following seasonal attractions beginning Spring 2015: Beech Bend, Dollywood, Six Flags Georgia, Six Flags St. Louis, Holiday World and Nashville Shores

*For additional questions concerning your Advantage benefits, you may visit the TSEA website at www.tseaonline.org or contact TSEA by phone at 1-800-251-8732 or (615) 256-4533.*

## 40th Anniversary Gear Clearance SALE

Didn't make it to RA this year for TSEA's 40th Anniversary? No problem! There is a limited stock of TSEA 40th Anniversary T-Shirts left. When you buy a shirt, we'll throw a Commemorative 40th Year Anniversary Pin in for free while supplies last.

TSEA 40th Anniversary T-Shirt with FREE 40th Anniversary Pin: $10 (+$4 shipping & handling). Contact TSEA to order at 615-256-4533, or Toll FREE 800-251-TSEA(8732)

# TSEA Staff Directory

### Executive Director's Office

John Summers
Executive Director
Ext. 231
john.summers@tseaonline.org

LaTanya McAdoo
Executive Administrative Assistant
Ext. 233
latanya.mcadoo@tseaonline.org

### Membership Division

Tommy Francis
Membership Director
Ext. 223
Cell (615) 739-3009
tommy.francis@tseaonline.org

Linda Cartwright-Darden
Administrative Assistant for Membership
Ext. 225
linda.darden@tseaonline.org

Lisa Hogue-Moffett
Field Representative - East
Cell (423) 571-0094
lisa.moffett@tseaonline.org

Terry Carroll
Field Representative - Middle
Cell (615) 337-6040
terry.carroll@tseaonline.org

Gayle Williams
Field Representative - West
Cell (731) 217-5911
gayle.williams@tseaonline.org

### Government Affairs Division

Randy Stamps
Government Affairs Director
Ext. 240
randy.stamps@tseaonline.org

### Communications Division

Chris Dauphin
Communications Director
Ext. 234
chris.dauphin@tseaonline.org

Amanda Clelland
Communications Coordinator
Ext. 239
amanda.clelland@tseaonline.org

### Legal Services Division

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

Jonathan Stephens
Staff Attorney
Ext. 228
jonathan.stephens@tseaonline.org

Jo Ann Davis-Davis
Legal Services Manager
Ext. 227
joann.davis-davis@tseaonline.org

Anthony Trice
Legal Services Coordinator
Ext. 230
anthony.trice@tseaonline.org

Susan O'Bryan
Paralegal
Ext. 226
susan.obryan@tseaonline.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@tseaonline.org

Gayle Robb
Compensation and Benefits Representative
Ext. 229
gayle.robb@tseaonline.org

### Accounting Division

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Accountant II
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Tim Clo
Accountant I
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### Reception/General Information

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Receptionist
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**UNITED STATES POSTAL SERVICE®** — **Statement of Ownership, Management, and Circulation (All Periodicals Publications Except Requester Publications)**

| 1. Publication Title | 2. Publication Number | 3. Filing Date |
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| Co-Worker | 0 1 0 0 – 7 9 0 | 9/24/2014 |
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7. Complete Mailing Address of Known Office of Publication *(Not printer) (Street, city, county, state, and ZIP+4®)*: TSEA, 627 Woodland St., Nashville, Davidson, TN, 37209 — Contact Person: Chris Dauphin; Telephone *(Include area code)*: 615-256-4533

8. Complete Mailing Address of Headquarters or General Business Office of Publisher *(Not printer)*: TSEA, 627 Woodland St., Nashville, Davidson, TN, 37209

9. Full Names and Complete Mailing Addresses of Publisher, Editor, and Managing Editor *(Do not leave blank)*

Publisher *(Name and complete mailing address)*: TSEA, 627 Woodland St., Nashville, Davidson, TN, 37209

Editor *(Name and complete mailing address)*: Chris Dauphin, 627 Woodland St., Nashville, TN, 37209

Managing Editor *(Name and complete mailing address)*: Chris Dauphin, 627 Woodland St., Nashville, TN, 37209

10. Owner *(Do not leave blank. If the publication is owned by a corporation, give the name and address of the corporation immediately followed by the names and addresses of all stockholders owning or holding 1 percent or more of the total amount of stock. If not owned by a corporation, give the names and addresses of the individual owners. If owned by a partnership or other unincorporated firm, give its name and address as well as those of each individual owner. If the publication is published by a nonprofit organization, give its name and address.)*

| Full Name | Complete Mailing Address |
|---|---|
| Tennessee State Employees Association | 627 Woodland St., Nashville, TN 37209 |

11. Known Bondholders, Mortgagees, and Other Security Holders Owning or Holding 1 Percent or More of Total Amount of Bonds, Mortgages, or Other Securities. If none, check box → ■ None

| Full Name | Complete Mailing Address |
|---|---|
| | |

12. Tax Status *(For completion by nonprofit organizations authorized to mail at nonprofit rates) (Check one)*

The purpose, function, and nonprofit status of this organization and the exempt status for federal income tax purposes:

■ Has Not Changed During Preceding 12 Months

☐ Has Changed During Preceding 12 Months *(Publisher must submit explanation of change with this statement)*

PS Form **3526**, July 2014 *(Page 1 of 4 (see instructions page 4))* PSN: 7530-01-000-9931 **PRIVACY NOTICE:** See our privacy policy on *www.usps.com*.

| 13. Publication Title | 14. Issue Date for Circulation Data Below |
|---|---|
| Co-Worker | Sep/Oct 2014 |

| 15. Extent and Nature of Circulation — Bi-Monthly Newspaper | | | Average No. Copies Each Issue During Preceding 12 Months | No. Copies of Single Issue Published Nearest to Filing Date |
|---|---|---|---|---|
| a. Total Number of Copies *(Net press run)* | | | 14112 | 14349 |
| b. Paid Circulation *(By Mail and Outside the Mail)* | (1) | Mailed Outside-County Paid Subscriptions Stated on PS Form 3541 (Include paid distribution above nominal rate, advertiser's proof copies, and exchange copies) | 13762 | 13999 |
| | (2) | Mailed In-County Paid Subscriptions Stated on PS Form 3541 *(Include paid distribution above nominal rate, advertiser's proof copies, and exchange copies)* | - | - |
| | (3) | Paid Distribution Outside the Mails Including Sales Through Dealers and Carriers, Street Vendors, Counter Sales, and Other Paid Distribution Outside USPS® | - | - |
| | (4) | Paid Distribution by Other Classes of Mail Through the USPS (e.g., First-Class Mail®) | - | - |
| c. Total Paid Distribution *(Sum of 15b (1), (2), (3), and (4))* ▶ | | | 13762 | 13999 |
| d. Free or Nominal Rate Distribution *(By Mail and Outside the Mail)* | (1) | Free or Nominal Rate Outside-County Copies included on PS Form 3541 | - | - |
| | (2) | Free or Nominal Rate In-County Copies Included on PS Form 3541 | - | - |
| | (3) | Free or Nominal Rate Copies Mailed at Other Classes Through the USPS (e.g., First-Class Mail) | - | - |
| | (4) | Free or Nominal Rate Distribution Outside the Mail *(Carriers or other means)* | 282 | 253 |
| e. Total Free or Nominal Rate Distribution *(Sum of 15d (1), (2), (3) and (4))* | | | 282 | 256 |
| f. Total Distribution *(Sum of 15c and 15e)* ▶ | | | 14044 | 14252 |
| g. Copies not Distributed *(See Instructions to Publishers #4 (page #3))* ▶ | | | 68 | 97 |
| h. Total *(Sum of 15f and g)* | | | 14112 | 14349 |
| i. Percent Paid *(15c divided by 15f times 100)* ▶ | | | 98% | 98% |

* If you are claiming electronic copies, go to line 16 on page 3. If you are not claiming electronic copies, skip to line 17 on page 3.

PS Form **3526**, July 2014 *(Page 2 of 4)*

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| 16. Electronic Copy Circulation | Average No. Copies Each Issue During Preceding 12 Months | No. Copies of Single Issue Published Nearest to Filing Date |
|---|---|---|
| a. Paid Electronic Copies ▶ | - | - |
| b. Total Paid Print Copies (Line 15c) + Paid Electronic Copies (Line 16a) ▶ | - | - |
| c. Total Print Distribution (Line 15f) + Paid Electronic Copies (Line 16a) ▶ | - | - |
| d. Percent Paid (Both Print & Electronic Copies) (16b divided by 16c × 100) ▶ | - | - |

■ **I certify that 50% of all my distributed copies (electronic and print) are paid above a nominal price.**

17. Publication of Statement of Ownership

■ If the publication is a general publication, publication of this statement is required. Will be printed in the Nov/Dec 2014 issue of this publication. ☐ Publication not required.

| 18. Signature and Title of Editor, Publisher, Business Manager, or Owner | Date |
|---|---|
| COMMUNICATIONS DIRECTOR | 9/24/2014 |

I certify that all information furnished on this form is true and complete. I understand that anyone who furnishes false or misleading information on this form or who omits material or information requested on the form may be subject to criminal sanctions (including fines and imprisonment) and/or civil sanctions (including civil penalties).

PS Form **3526**, July 2014 *(Page 3 of 4)* **PRIVACY NOTICE:** See our privacy policy on *www.usps.com*.

*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* 8-13

# 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

**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.

Based on this member's inquiry, we have decided to re-launch the Ask TSEA feature.

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, **please submit your question to editor@tseaonline.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 M-F from 8:00 AM to 4:30 PM CST** to answer any urgent and or specific questions you may have.

# 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 and look for this button on the right sidebar:**

CLICK HERE TO JOIN!

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!

# 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:*
**http://www.tn.gov/dohr/employment/applicant.shtml**

# 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.

SIGN OUR PETITION

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

TSEA TENNESSEE STATE EMPLOYEES ASSOCIATION

TARGET: PAY RAISE TSEA

## 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 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.**