

Happy Holidays!



2013 Lobby Day is around the corner!

Information on next year's plans inside...

PAGE 5

ON THE INTERNET

TSEA Website: tseonline.org

Project TEAMWork: TNCivilService.com



TSEA is on facebook! Stop by and visit us today at: <http://facebook.com/tseonline>



TSEA is also on twitter! @tseonline

www.tseonline.org



VOLUME 29

Co-Worker

The official Publication of the Tennessee State Employees Association

Tennessee - November/December 2012



2012 Tennessee State Election Winners

By Sarah Adair

TSEA Government Affairs Director

This year's election was historic in many ways, both on the national front and at the state level.

TEAM, the political action arm of the TSEA, made endorsements in 84 of the 115 state races this year. Out of those endorsements, we picked winning candidates in 81% of races across the state. Please see a list of winners below, with endorsed candidates noted with an asterisk.

Senate and a 64-34 majority in the State House with one Independent. Now the Republican majority has grown to 26-7 in the Senate and 70-28-1 in the House.



*Indicates candidate was endorsed by TEAM - TSEA's PAC

RESULTS

House

- 01 Jon C. Lundberg (R)*
- 02 Tony Shipley (R)*
- 03 Timothy Hill (R)*
- 04 Kent Williams (I)*
- 05 David Hawk (R)*
- 06 Micah Van Huss (R)
- 07 Matthew Hill (R)*
- 08 Art Swann (R)*
- 09 Mike Harrison (R)*
- 10 Tilman Goins (R)
- 11 Jeremy Faison (R)
- 12 Dale Carr (R)
- 13 Gloria Johnson (D)
- 14 Ryan Haynes (R)*
- 15 Joe Armstrong (D)
- 16 Bill Dunn (R)*
- 17 Andrew Farmer (R)
- 18 Steve Hall (R)*
- 19 Harry Brooks (R)*
- 20 Bob Ramsey (R)*

[Election, 7]

TSEA Holds Annual Leadership Training



Shelby County Members address the Board at Leadership about a new Higher Education Chapter

By LaTanya McAdoo

TSEA Executive Administrative Assistant

NASHVILLE - This year, approximately 115 members of the Board of Directors, TEAM Administrative Committee, Chapter Officers and various committees from across the state were in attendance at Leadership University in Nashville. In addition, several chapters brought members to the Leadership training who were interested in serving in leadership capacities at the chapter level. This allowed those members to learn what is required of the positions.

The Higher Education, Retiree, Membership and Contract Study/Privatization committees (all considered

feeder committees) conducted their annual committee business during the afternoon session. The Legislative Committee then met at the conclusion of these feeder committee meetings so as to include any input from those committees that might require legislative or administrative action.

Also, the TEAM Administrative Committee held their Fall meeting. They discussed legislative endorsements, considered additional endorsement recommendations, and reviewed the voter registration project and upcoming elections for November.

During the TSEA Board meeting, Board members ad-

ressed a variety of issues including member attendance at Association meetings, the sale of TSEA's Metro Center property, and the formation of a new chapter for West TN higher education members. Board members also approved an increase in Association mileage reimbursement to 42 cents per mile to accommodate members traveling to and from Association events.

Friday's events concluded with a "Political Involvement" Presentation by TSEA Government Affairs Director Sarah Adair, where she spoke with Chapter Presidents and TEAM Local Coordinators about their roles and their

[Leadership, 15]

INSIDE

E.D. Report
2013 Legislative Agenda
Changes in TDOT

Page 3 Project TEAMWork update
Page 3 Changes in TDOC
Page 4 New Advantage Programs

Page 5
Page 11
Page 16



More pictures from Leadership inside...

★ ★ ★ Page 8-9

PRINTED ON 100% RECYCLED PAPER





Co-Worker

November/December 2012 Edition

OFFICERS

President
Phil Morson

Secretary
Jackie Coleman

Treasurer
Ernest Tisdale, Whiteville

East TN Vice President
Jim Ruth, Knoxville

Middle TN Vice President
Donnie Cole, Winchester

West TN Vice President
Almous Austin, Newbern

Board of Directors

District 1

Bettye Kirkpatrick, Ripley
Hatchie River (*Haywood, Lauderdale, Tipton*)
Pioneer (*Crockett, Gibson*)
Reelfoot (*Dyer, Lake, Obion*)
WHBC (*Benton, Carroll, Henry, Weakley*)

District 2

Karen Douglas-Lewis, Southhaven (MS)
Shelby County (*Shelby*)

District 3

Betty Davis, Finger
CHAD (*Chester, Decatur, Henderson*)
Fayette (*Fayette*)
Forked Deer (*Madison*)
Southwest (*Hardeman, Hardin, McNairy*)

District 4

Terrie Goble, Palmyra
Highland Rim (*Dickson, Houston, Humphrey*)
Sycamore (*Cheatham, Robertson*)
TWS (*Smith, Trousdale, Wilson*)
Volunteer (*Macon, Sumner*)
Warioto (*Montgomery, Stewart*)

District 5

Martha Wettemann, Pleasant View
Davidson County (*Davidson*)

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

Tommy Francis, 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 (*Canon, DeKalb, Grundy, Warren*)
Fall Creek Falls (*Bledsoe, Sewuatchie, Van Buren*)
Hamilton County (*Hamilton*)
Hiwassee (*Bradley, McMinn, Meigs, Polk*)
Marion (*Marion*)

District 10

Betty Hardin, Knoxville
Anderson (*Anderson*)
Knox (*Knox*)
Norris Lake (*Claiborne, Union*)
University of Tennessee

District 11

Bryan Merritt, Erwin
Appalachian (*Carter, Johnson, Unicoi, Washington*)
East Tennessee State Univ.
Lakeway (*Grainger, Hamblen, Hancock, Hawkins*)
Northeast (*Sullivan*)

District 12

Don Burnette, Powder Springs
Foothills (*Blount, Loudon, Monroe*)
French Broad (*Cocke, Jefferson*)
Greene (*Greene*)
Smoky Mountain (*Sevier*)

STAFF

Executive Director
Robert O'Connell

Membership Director
Susan Atwell Wells

Government Affairs Director
Sarah Adair

Communications Director/ Co-Worker Editor
Chris Dauphin

Communications Coordinator
Amanda Clelland

Executive Administrative Assistant
LaTanya Allison McAdoo

Accountant 2
John Cahill

Accountant 1
Tim Clo

Staff Attorney
Jonathan Stephens

Employee Rights Manager
Jo Ann Davis-Davis

Employee Rights Coordinator
Joyce Foley

Administrative Assistant for Employee Rights
Susan O'Bryan

Employee Compensation and Benefits Manager
Gwen Tuttle

Employee Compensation and Benefits Coordinator
Gayle Robb

Administrative Assistant for Membership
Linda Cartwright-Darden

Field Representatives
Lisa Hogue-Moffett - District 1
Terrell Gregory - District 2
Gary Pinson - District 3
Terry Carroll - District 4
Gayle Williams - District 5

Receptionist
Junie Rolens

Postmaster, please send address changes to:
Tennessee State Employees Association
Co-Worker
627 Woodland St., Nashville, TN 37206
(615) 256-4533 • 1-800-251-TSEA
tseonline.org

Co-Worker (ISSN 0891-0723) is published bi-monthly by the Tennessee State Employees Association, 627 Woodland St., Nashville, TN 37206. Periodicals Postage Paid at Nashville, TN. Subscriptions for members are covered in the costs of the dues.

Calendar of Events

November

22 Thursday
Thanksgiving Day Holiday

23 Friday
Columbus Day holiday observed

December

7 Friday
Board Meeting and Holiday Dinner

24 Monday
Christmas Eve Holiday

25 Tuesday
Christmas Day Holiday

31 Monday
New Year's Eve Holiday

January - 2013

1 Tuesday
New Year's Day Holiday

8 Tuesday
108th General Assembly Convenes

21 Monday
M.L. King Jr. Day Holiday

February

15 Friday
Awards/RA Planning Committee Meeting
10:00 am (possibly other committees to meet this day)

18 Monday
President's Day Holiday

March

1 Friday
Board Nominations

5 Tuesday
Deadline to register to attend 2013 Lobby Day (March 26)

Field Rep Visits

TSEA needs your help to grow the organization! The more members we have, the greater our voice is on the issues which most affect state employees. Please take a look at the upcoming recruitment dates listed below and bring your coworkers by to visit Gayle, Gary, Terry, Terrell, or Lisa to see all the great benefits available and what TSEA can do for them. Remember, YOU are strong, but WE are stronger!

All dates are subject to change, please check the TSEA website at www.tseonline.org for the most up to date information.

Gary Pinson
District 3

Wednesday, November 28th
THDA Conference - Embassy Suites Hotel
1:30 PM – 3:30 PM
Briley Parkway
Nashville

Terry Carroll
District 4

Tuesday, November 27th
Dept. of Revenue
8:30 AM
875 Union Street
Shelbyville

Dept. of Human Services - Kitchen
10:00 AM – 11:15 AM
905 Madison Street
Shelbyville

TDOT
11:30 AM
2309 Highway 64 East
Shelbyville

Health Department - Conference Room
1:00 PM
140 Dover Street
Shelbyville

Dept. of Children Services - Small Conference Room
3:00 PM – 4:30 PM
1106 Madison Street
Shelbyville

Wednesday, November 28th
TDOT
7:00 AM
1208 E. Carroll Street
Tullahoma

Dept. of Children Services – Small Conference Room
8:30 AM – 10:30 AM
151 Freeman Street
Tullahoma

TN Correction Academy - Cafeteria
11:00 AM – 1:00 PM
1314 S. Jackson Street
Tullahoma

Probation and Parole
1:30 PM – 3:00 PM
630 Wilson Avenue
Conference Room
Tullahoma

Health Department
3:00 PM
615 Wilson Avenue
Tullahoma



[Visits, 6]

From the Desk of the Executive Director

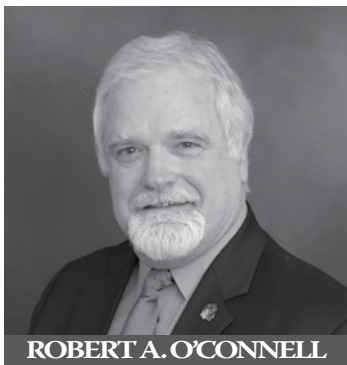
NASHVILLE - As I write this, the election is less than twenty-four hours away.

On the national level, the American people will choose between Barack Obama and Mitt Romney. If Governor Romney is elected, he is expected to roll back the Affordable Healthcare Act. If President Obama is re-elected, important features of that legislation will go into effect during 2014, which, we are told, will have a significant effect on our state budget with millions of dollars being required to meet the mandates of the law.

Closer to home, a new Tennessee General Assembly will be elected. Many candidates TEAM, TSEA's political action committee, has endorsed and for whom we have worked hard will be elected or re-elected. We will continue to have friends on both sides of the aisle.

Political prognosticators are predicting even larger Republican majorities in both houses. Since Republican "super-majorities" are likely to mean even less opposition to Republican Governor Bill Haslam's proposed budgets, TSEA's relationship with the administration will be more important than ever. That relationship has been good from the start. The Governor and important members of his team meet with TSEA leadership frequently and exhibit interest in what we have to say. Of course, that does not always result in state employees getting what we are asking for.

And what will we be asking for in the coming year? Among the most important requests will be a meaningful raise (in the neighborhood of 5%), the final resolution of the salary compression problem, and an ongoing salary policy providing both an annual cost-of-living increase for



all state employees without exception, and merit pay distributed on a truly fair, objective basis.

Also occurring in the days between my writing these words and you reading them will be Governor Haslam's annual budget hearings. The commissioners and leaders of twenty-six departments of state government will be meeting with the governor over four days and making suggestions about what their portions of the governor's proposed budget for 2013-2014 ought to look like. The governor has charged each department with the task of presenting a budget reflecting a 5% cut over the prior budgetary year. This does not mean that the various departments will end up being cut, but rather that the governor wants to know what such cuts would look like if they do become necessary. But Revenue collections continue to improve. In the fiscal year that ended this past June 30, the state actually reported a surplus of \$563.8 million. The administration warns, however, that much of this surplus could be eaten up by the funding demands of the Affordable Healthcare Act if fully implemented. Your TSEA leadership will attend these budget hearings from beginning to end and will report to you what exactly is being proposed by the various departments.

What do we expect to be our most significant challenges of the coming year?

1) Privatization: Ongoing attempts to contract out jobs which are presently being performed by state

employees or which could be performed by state employees are expected to continue. We will be offering legislation to slow down and hopefully stop this trend.

2) Attacks on our pension system: Across the country, state legislatures are rolling out "defined contribution" plans to replace the "defined benefit" plans which have served us well for so many years – the classic case of fixing something that "ain't broke".

3) Further RIFs: More state jobs may be in jeopardy this year, even though the efficient operation of state government and the effective delivery of services to the public have begun to suffer from unwise cuts already made.

4) Legislative attacks on TSEA itself: Following along with anti-labor sentiments sweeping through state legislatures across the country, we can expect legislation to be filed aimed at disrupting our ability to operate. Attacks on state employees' right to have dues sent to TSEA through payroll deduction and attempts to hamstringing our ability to participate in the political process will probably be renewed. We will work to defeat those attacks as we have in the past.

5) TEAM Act implementation: In the coming year, as more of the TEAM Act is implemented, our continued vigilance will be all-important. Our own Project TEAMWORK will continue to be a valuable tool in that monitoring effort.

These challenges are real, but together we have the strength and the will to meet them.

Onward and upward.

2013 Legislative Agenda

1.a. Salary increase of at least 5% for all state employees, without exception, effective July 1, 2013, before any merit pay increases.

1.b. Permanent salary policy establishing an annual salary increase at least equal to that year's increase in the cost of living, before any merit pay increases. Remaining available funds to go to merit pay increases, based on objective, known factors.

1.c. Seek resolution of remaining problem with compression.

2. Retain all rights and benefits presently enjoyed by state employees.

3. Passage of SB 1041 ("State Employees, Not Contractors") Cost benefit analysis will be performed on any proposed contract.

4. Obtaining the names and addresses of state employees who are not TSEA members (to be provided annually by TDHR).

5. Annual increases in the Medicare Supplement payment provided by state.

6. Relief for higher education employees for work-site parking fees.



2013 Administrative Action Agenda

1. Ask Administration to include Death Benefits bill introduced in 2011 in the budget (equalization of death benefits for non-contributory members of State retirement plan)

2. Employee Spouse Tuition Discount (25%) – same as dependents

3. Department of Human Resources to develop a statewide policy dealing with On-Call Pay

4. No reduction-in-force affecting both husband and wife without one spouse receiving a job placement

5. Employee Final Checks Received by Automatic Deposit with separate

checks for accrued time and severance

6. Health Dept.. Weather Policy – consistent county policy for state workers

7. Include signed statement in RIF packet as to date of final payment

8. Higher education performance evaluation appeal process

9. Notice to TSEA of all new employee orientations with opportunity for TSEA to include membership packets

10. Obtain list of all HR training officers and gain permission to contact them at work



Changes in the Department of Transportation

By Sarah Adair
TSEA Government Affairs Director

If you are a TDOT employee, I am sure you have heard about the plans to restructure the department. The first phase of this restructuring will be to merge the construction and maintenance divisions. Like you, TSEA has many questions about these proposed changes.

Early in September, Executive Director Bob O'Connell, Government Affairs Director Sarah Adair, and Employee Rights Manager JoAnn Davis-Davis attended a meeting with Commissioner Schroer and his staff to discuss his plans for TDOT. Then, on September 28th, TSEA's Government Affairs Director Sarah Adair participated in a brief conference call with Commissioner Schroer and several of his high level staffers where a general discussion of the planned changes occurred, and at which time, the Commissioner agreed to TSEA's request to attend the planned bus tour meetings to each regional office. TSEA representatives attended these meetings with the Commissioner where he discussed the changes.

Several items were explained in these meetings, the most important being that the Department was not letting everyone go on October 1st as was rumored out in the field. The commissioner apologized at his regional office for this rumor and wanted everyone to know that it was not his intention to let anyone go. In fact, we were encouraged by a promise by the Commissioner that no one will lose a job out of the new restructuring plan.

Basically, the idea to merge the construction and maintenance division came from the department's top to bottom review, where a group of employees recommended this as an effort to be more efficient. In these divisions, employees are busy at different times of the year, and each area is short on staff, so it only makes sense to combine the duties. Below are a list of the questions that we have asked on your behalf regarding this merger, with the answers given to us from your commissioner. Our objective was to gather accurate information and timelines for all pro-

posed changes and to ensure that all impacted state workers can retain their TDOT jobs and are provided the opportunity to improve their present standard of living.

Q: Will any county shops close as a result of this merger?

A: No, employees will be cross-trained in maintenance and construction, allowing a larger team of employees to work on local projects. Only counties with small numbers of employees (under 10) will be merged, and the shops will remain open with the whole team working between two county shops instead of just one.

Q: How will I get to work because I cannot afford to drive to another county?

A: The Department is still working thru this issue, however it understands this concern and is trying to accommodate everyone. We hope that workers can drive to their own county shop and then all ride together to the other county in a state vehicle.

Q: Why am I re-applying for my job?

A: In this merger, employees will be cross-trained and new job classifications will be created. By creating new classifications, new salary ranges can be set that recognize the additional duties that will be required, as well as the additional qualifications that will be needed. The department is asking that everyone fill out an application so that your HR dept. can determine who has the new qualifications and who needs training or education to be qualified. No one will have to interview for the job, and every employee will be given the opportunity to obtain the new qualifications and move up into this new classification, which will result in a pay raise.

Q: I do not have my GED. Can I be fired?

A: The combo position that is created by this merger will require a GED. TDOT will pay for you to get your GED and will help you with time off if needed to get it. The department wants every employee to use this as an opportunity to better themselves. If the new job requires a GED, then it will pay more. If you get a GED, you will get a raise with this

new classification. No one will be fired for not getting a GED, as there will be one entry level job that will not require a GED. However, the Commissioner wants everyone to try. Many long-term employees may think that they cannot pass this test, but that is not true. We believe they can pass with encouragement and tutoring. It will be a sense of accomplishment and pride for each person that reaches this goal.

Q: What if the new position requires a CLE or higher degree?

A: The department has committed to paying for CLE training and licenses and hopes to bring a training course in-house so that employees are not on a waiting list to be certified. In addition, the department will also help pay for college courses if needed. Any employee that is interested in obtaining a college degree in engineering needs to contact their HR office. It is important that everyone shows some initiative and that the department sees the employees' desire to move up.

Q: If no one is losing their job, then why do we keep hearing that the dept. is going to hire new people?

A: The department plans on bringing construction inspection consulting work back in-house. It has spent millions of dollars on contract labor and lost many wonderful employees to the contract providers. Now, by bringing this function back within state government, the department can save money and actually pay competitive salaries. The commissioner plans on hiring 130-140 new employees to do this inspection work. It will require an engineering degree and PE license. So again, if you are interested in this, please let your HR office know so that you can start earning your education requirements as soon as possible.

Q: Why are we doing this?

A: The department sees this as a way to operate more efficiently, but the most important reason is because your commissioner wants to pay you what you are worth. He came to the State and was shocked at the low salaries that his employees make and promised to help employees make more. Last year Commissioner Schroer demonstrated his commitment to this promise when he gave the Help Truck

be ready to hire by the end of November. Anyone that has one of these jobs and needs some training or education to get the new position will be given 2 to 3 years to become qualified. Others that are already qualified will be moved into these classifications as soon as the classifications are approved and positions awarded to specific shops.

Q: How will I get credit for my years of service if I do not have the education?

A: Your experience and years of service will be valued within



workers a hazardous duty pay raise for the dangerous work they do. He knows that under the existing classifications, he cannot give out raises. But, he knows that he can justify pay raises if he changes the classifications. Pay is based on qualifications and job duties, so if you get a higher credential or take on more responsibility, you will get paid more. He will give you the tools to improve and everything you need to succeed, he just needs you to want to make a change for the better and show a willingness to try.

Q: When will this merger take place and what counties will be impacted?

A: The department is in the process of identifying what counties can be merged together, but the timeline has not been worked out yet. First, employees must be cross-trained on the duties, which includes determining who is eligible to be moved immediately into the new classification. We expect to hear more details on the time frame at the first of the year.

Q: When will I be eligible for the pay raise with this new combo position?

A: The department is presently working on the job specifications for all positions. All jobs need new specifications, which outline exactly what is required to do the job and what the specific job duties are. For the combo classification jobs (construction/maintenance series), the department should

the pay awarded for the position, but you will not be given credit for years of experience instead of all education. In some cases, you will be required to get a GED, regardless of your years of service. In others, your years of service may count towards the position level of pay, or for promotions. We won't have specific answers for this until we have the final criteria for all the jobs and the new classifications approved. It is important to note that if you are not qualified for a new position, you will stay in your present position until you get the proper qualifications. They will not fire you and will give you the time to get the qualifications. Once you are qualified, you will be moved into the new classification and start receiving the new pay rate.

There are still many unanswered questions. We are in constant communication with the HR office for TDOT, so if you have concerns that we have not addressed here, please contact TSEA's JoAnn Davis-Davis so that she can provide you with answers. We will update you further as we find out more information and as the merger is rolled out.

TSEA values our TDOT members and we will continue to advocate for you during this process.



2013 Lobby Day and Committee days

By Sarah Adair
TSEA Government Affairs Director

NASHVILLE - In 2013, TSEA will hold its annual Lobby Day on Tuesday, March 26 but with a new twist! After considering the pros and cons of having one lobby day versus one for each region, the TSEA Board of Directors has voted to have one statewide Lobby Day and add additional "Committee Days" for each grand division.

While it is effective to have our presence on Capitol Hill spread out during the legislative session, it is just as important to have a large group



Members rally outside Legislative Plaza at TSEA's 2012 Lobby Day

show up on a single day and canvass the plaza.

Legislative Committees meet every Tuesday and Wednesday during session, so in 2013 during the

months of February, March, and April, TSEA will provide a one-day bus trip to Nashville for West, Middle, and East TN members. You will have the opportunity to ride

the bus and attend legislative committees based upon the issues that are being voted on each month.

Please note that due to committee schedules; these dates will need to be set a week or two in advance, which may present a challenge because of limited planning time. But it is necessary to schedule this way as we will need to target the dates based on where bills are being heard in the committee system. It is our thought that this will give members another day to make a real impact by coming to Nashville outside of the official 2013 Lobby Day.

Having state employees at legislative plaza every month will allow us ample

time to lobby our legislative agenda, amend the TEAM Act as necessary, and focus on our Budget amendments at the end of session. It will also give you a chance to listen to legislation being discussed in committees and help influence votes on issues early on in committees. You can help lobby members of each committee and visit those from your area on Lobby Day. This new plan will give us flexibility and more visibility on Capitol Hill. We're excited to see you this Spring and look forward to working with you to make TSEA's voice heard!



Project TEAMWork Update

By Amanda Clelland
TSEA Communications Coordinator

Project TEAMWork was created by TSEA to gather the feedback and concerns of all state employees as each section of the TEAM Act is enacted.

- Number of Cases Submitted since July 1, 2012: 106
- Number of DOHR Responses Received since July 1, 2012: 72
- Departments Most Frequently Reporting Issues: DCS, DHS, Revenue

While the Department of Children Services, Department of Human Services, and Department of Revenue are the most common sources of reported issues, we have heard from virtually every department from all across the state. You have shared your observations, concerns, and reported problems that we, in turn, are reporting to the Department of Human Resources. TSEA is also intervening where we are able to make sure the Department of Human Resources is responding.

Please know that we are working directly with the Commissioner and we are in constant contact with the Department so you should be seeing some changes occur as a result of this

Keep in touch with Project TEAMWork to let TSEA know if things are changing, and how they're changing. The more we know, the more we can help.

We know from your calls and emails that many of you are having issues with your Interim Reviews. Be aware that Interim Reviews are not appealable under the TEAM Act. However you have the right to make comments regarding the ratings with which you disagree and to receive a copy of your Interim Reviews. TSEA's Employee Rights Department recommends that you obtain copies of your Interim Reviews, Monthly Conference Reviews, or others as applicable.

Should you experience resistance in obtaining these records or are denied your request, contact our Employee Rights Department at (615) 256-4533 or 1-800-251-8732 immediately for assistance.

Project TEAMWORK
Dedicated to monitoring the implementation of the TEAM Act

To report issues with any phase of implementation of the TEAM Act, you have several options:

- Online: Visit TSEA's website tseaonline.org or www.tncivilservice.com
- Call us Toll FREE 1-888-943-1238, or
- Request a report form from the TSEA office or download the form from our website.

report (new revisions of Job Performance Plans, guidelines to achieve scores of 4 and 5, or increased communication and collaboration between you and your supervisors regarding this new Performance Evaluation process).

Thank You to all of our Campaign Volunteers!

Just as in the August primaries, TSEA members volunteered their time in the recent General Elections. TEAM would like to thank each of you for your efforts. Candidates cannot put a price or value on your time and many have told us that they have won their elections because of the efforts of TSEA members and our high voter turnout.

This year, TEAM gave a special incentive to volunteers: CASH! For every time a member volunteers, we are putting a dollar bill in "the money jar." We have one jar for each region, so to get your name in the drawing please contact your Field Rep or email Sarah Adair with your volunteer time. Sarah will be collecting the names of volunteers until December 1st. On Saturday, December 8th, winners will be drawn at the TEAM meeting. We hope to have all prizes to the winners by December 15th.

If you volunteered and your name is not listed below, please let us know as soon as possible so we can get the cash in the jar and your name in the drawing.

Again, thank you for dedicating your time to our endorsed candidates. Your efforts have not gone unnoticed. We are building stronger relationships with our legislators every day because of you.

- Annie Harden
- April Moore
- Barbara Crum
- Barney McCarver
- Barry Tuck
- Bernice Jozsa
- Betty Davis
- Beverly Coleman
- Brenda Black
- Brenda Pye
- Bryan Merritt
- Carrissa Coleman
- Cassandra Bedford
- Cheryl McCormick
- Christy Parker
- Debbie Fussell
- Debra Harston
- Dianne Woodland
- Donal Jones-Carroll
- Donna Cherry
- Dorinda Coleman
- Doris Shipp
- Evelyn Binkley
- Garland Reaves

[Thank You, 15]



State employees to experience changes but will not lose civil service rights

Article reprinted in its entirety with permission from Bolivar Bulletin-Times.

By **Amelia Carlson**
Bolivar Bulletin-Times
October 3rd, 2012

The Tennessee Excellence Accountability and Management (TEAM) Act, signed by Governor Bill Haslam on April 24, will soon begin to have an effect on state employees.

The changes, as opposed to what many have been told and believe, will not remove all state employees from civil service protection. The only employees who will not be protected against being fired without a cause are those positions who will be classified as 'executive' positions. Those positions will include employees who are appointed by the governor as well as positions such as physicians.

"Civil service just protected the employees from being fired without a cause," said Dr. Philip Morson, President of the Tennessee State Employees Association (TSEA) and a long time Bolivar resident. "It is changing the name to 'preferred service' but those same protections of not being able to be fired without a cause are

The TEAM Act took effect October 1 (Phase I) and will change the way employee performance evaluations, hiring processes and layoff considerations are conducted.

still in place. They will also essentially have the same grievance rights as before."

The two primary differences employees will see and encounter are differences in performance evaluations and in the event of a layoff. The TEAM Act (HB 2384) will create a new form of performance evaluation for employees which is designed to be more objective.

"It has a lot more categories and requires a lot more meetings with supervisors," said Morson. "Employees will meet with their supervisor at least once a month for what are being called 'coaching sessions'. These meetings are supposed to provide guidance for the employee to know what they must do to obtain a higher score on the evaluation and create kind of a roadmap."

The changes in the evaluations will also include a change in the way the evaluation is scored. The old

system provided employees with the same 5 point scale that will be used in the new system. However, the old system provided employees with the ability to obtain a 4 on the evaluation if they were an "average" employee who came to work on time, did their job and did not have any problems. An employee would get a 3 if they needed to improve some things but may not be huge problems.

However, the new system provides the "average" employee will receive a 3 instead of a 4. The concern for employees will be the lack of a cushion area below the 3. If an employee gets a 2 then they are not eligible for a pay raise.

"If the evaluations are done correctly, they can be a good thing and beneficial thing," said Morson. "That is, if the supervisors will actually meet with the employee and not type up something on the computer, hand it to them and tell them to sign it and then call it a monthly meeting."

The new evaluation system, however, does not allow for consideration of the amount of caseloads or casework an employee may have. For example, if a caseworker from Western State Mental Health

Hospital or the Department of Children's Services leaves and that caseload is added to another caseworker, the new performance evaluation does not take into consideration the employee will be faced with doing twice as much work but expecting to still maintain a performance high enough for a 3 rating.

Another change employees will see affects how employees are considered during a time of a layoff. The TEAM Act initially took seniority completely out of the equation when it came to determining who would remain and who would be laid off.

"We (TSEA), with a lot of fights with the governor and legislators, got it to where seniority is now the second consideration. They wanted it out all together or to have it like the fifth consideration," said Morson.

The TEAM Act and its effects on state employees appears more like the private sector than a government sector. Morson agrees and said the concept of privatization will not be beneficial to employees.

"Privatization is a dangerous thing," said Morson. He said TSEA would continue to monitor the changes and their effectiveness with employees.

An additional change was made in regards to the hiring process of state employees.

"It does away with the

hiring from the top 5 applicants scoring on the register from which applicants are selected. Under the TEAM Act, any applicant meeting the minimal qualifications for the position can be selected for the job," said Morson. "If a hundred applicants are 'qualified' for the job, the state may select the 100th person. This is possibly the most important change, and the part on which the administration was most unwilling to compromise. Does it sound like cronyism and patronage are returning? You bet."

The TEAM Act bill was supported by State Representatives Johnny Shaw and Barrett Rich. State Senator Dolores Gresham also voted in favor of the act.

Morson said he is unsure yet if the TEAM Act is a positive thing for state employees. "That (effectiveness of the changes being positive) remains to be seen. If it does improve it then it'll be a miracle," said Morson.



["Visits" from page 2]

Tuesday, December 11th

Career Center
8:30 AM
107 Lyon Street
McMinnville

Probation and Parole
Conference Room
10:00 AM
102 Mullican Street
McMinnville

Dept. of Agriculture - Plant
Certification
11:15 AM
472 Cadillac Lane
McMinnville

Health Department
2:30 PM
1401 Sparta Street
McMinnville

Wednesday, December 12th
Human/Children & Rehab
Services
8:00 AM - 10:30 AM
1200 Belmont Drive
McMinnville

Driver License Testing Station
11:30 AM - 12:30 PM
594 Vervilla Road
McMinnville

Public Defender Office
1:00 PM
118 College Street
McMinnville

TDOT - Maintenance Dept..
3:00 PM
2876 Nashville Highway
McMinnville

Gayle Williams District 5

Tuesday, November 27th
Driver License Testing Station
10:30 AM
1120 Tyson Avenue
Paris

Dept. of Children Services
Small Conference Room
12:30 PM - 2:00 PM
126 Culley Drive
Paris

TDOT
Maintenance Office
2:30 PM
1159 Old McKenzie Highway
Paris

Wednesday, November 28th
Paris Landing State Park
Semi Private Dining Room
10:00 AM - 11:30 AM
400 Lodge Road
Buchanan

Human Services & Career Ctr.
DHS Conference Room
1:00 PM - 2:30 PM
1023 Minteral Wells Avenue
Paris

Health Department
Break Room
3:00 PM - 4:30 PM
803 Joy Street
Paris

Thursday, November 29th
McKenzie Service Center
9:00 AM - 1:00 PM
157 Main Street South
McKenzie

TDOT
2:30 PM
15600 North Highland
McKenzie

Monday, December 3rd
DIDD - Large Conference Room
10:00 AM - 12:00 PM
37 Executive Drive
Jackson

TDOT Region # 4 - Lobby
1:00 PM - 4:00 PM
300 Bench Mark Place
Jackson

Tuesday, December 4th
TN Environmental Assistance
Center - Conference Room
8:30 AM - 10:00 AM
1625 Hollywood Drive
Jackson

Driver License Testing Station
Break Room
10:30 AM
100 Bench Mark Circle
Jackson

Probation and Parole
1:00 PM
1661 Hollywood Drive
Jackson

Wednesday, December 5th
Career Center
2:00 PM
362 Carriage House Drive
Jackson

Thursday, December 6th
West TN Health Care Facilities
9:00 AM - 10:30 AM
2975C Highway By Pass
Jackson



["Election" from page 1]

- 21 Jimmy Matlock (R)*
- 22 Eric Watson (R)
- 23 John Fogerty (R)*
- 24 Kevin Brooks (R)
- 25 Cameron Sexton (R)*
- 26 Gerald McCormick (R)
- 27 Richard Floyd (R)
- 28 JoAnne Favors (D)*
- 29 Mike Carter (R)
- 30 Vince Dean (R)*
- 31 Ron Travis (R)
- 32 Kent Calfee (R)
- 33 John Ragan (R)
- 34 Rick Womick (R)
- 35 Dennis Roach (R)*
- 36 Dennis Powers (R)
- 37 Dawn White (R)
- 38 Kelly Keisling (R)*
- 39 David Alexander (R)*
- 40 Terry Lynn Weaver (R)

- 41 John M. Windle (D)*
- 42 Ryan Williams (R)
- 43 Charles Curtiss (D)*
- 44 William Lamberth (R)
- 45 Courtney Rogers (R)
- 46 Mark Pody (R)
- 47 Judd Matheny (R)*
- 48 Joe Carr (R)*
- 49 Mike Sparks (R)*
- 50 Bo Mitchell (D)*
- 51 Michael Turner (D)*
- 52 Michael Stewart (D)*
- 53 Jason Powell (D)*
- 54 Brenda Gilmore (D)*
- 55 Gary Odom (D)*
- 56 Beth Harwell (R)*
- 57 Susan Lynn (R)
- 58 Harold Love, Jr. (D)
- 59 Sherry Jones (D)*
- 60 Darren Jernigan (D)*
- 61 Charles Sargent Jr. (R)*

- 62 Pat Marsh (R)
- 63 Glen Casada (R)
- 64 Sheila Butt (R)
- 65 Jeremy Durham (R)
- 66 Josh Evans (R)
- 67 Joe Pitts (D)*
- 68 Curtis Johnson (R)*
- 69 David Shepard (D)*
- 70 Barry Doss (R)*
- 71 Vance Dennis (R)*
- 72 Steve McDaniel (R)*
- 73 Jimmy Eldridge (R)*
- 74 John C. Tidwell (D)*
- 75 Tim Wirgau (R)
- 76 Andy Holt (R)
- 77 Bill Sanderson (R)
- 78 Mary Littleton (R)
- 79 Curtis Halford (R)
- 80 Johnny Shaw (D)*
- 81 Debra Moody (R)
- 82 Craig Fitzhugh (D)*

- 83 Mark White (R)
- 84 Joe Towns, Jr. (D)*
- 85 Johnnie Turner (D)*
- 86 Barbara Cooper (D)*
- 87 Karen Camper (D)*
- 88 Larry J. Miller (D)*
- 89 Roger Kane (R)
- 90 John Deberry (D)*
- 91 Lois M. DeBerry (D)*
- 92 Billy Spivey (R)
- 93 G.A. Hardaway (D)*
- 94 Barrett Rich (R)*
- 95 Curry Todd (R)
- 96 Steve McManus (R)
- 97 Jim Coley (R)*
- 98 Antonio Parkinson (D)*
- 99 Ron Lollar (R)*

Senate
 Note: Senate elections are staggered every 4 years. Even

Senate Districts were up for election this year. Odd Senate Districts will be in 2014.

- 02 Doug Overbey (R)*
- 04 Ron Ramsey (R)*
- 06 Becky Massey (R)*
- 08 Frank Niceley (R)*
- 10 Todd Gardenhire (R)
- 12 Ken Yager (R)*
- 14 Jim Tracy (R)*
- 16 Janice Bowling (R)
- 18 Farrell Haile (R)
- 20 Steve Dickerson (R)
- 22 Mark Green (R)
- 24 John Stevens (R)
- 26 Dolores Gresham (R)
- 28 Joey Hensley (R)*
- 30 Jim Kyle (D)*
- 32 Mark Norris (R)



How much do you know about compensatory time?

By **Gwen Tuttle**
 TSEA Compensation and Benefits Manager

Compensatory Time, or comp time as it is most often called in the work place, is leave with pay earned by an employee who works overtime (OT) but whose job is not eligible for cash OT under the Federal Labor Standards Act (FLSA). Employees, whose positions are considered *exempt* under FLSA, are instead granted time off with pay on an hour-for-hour basis for hours worked above 37.5 in the employees' regularly scheduled work week.

If approved, the employee would earn regular comp time for hours worked up to 40 in a work week if their regularly scheduled hours per week are 37.5. Premium comp time at time and one-half (1 1/2) would be earned for hours worked over 40 in a work week.

Overtime worked and paid as comp time must be approved by an employee's supervisor prior to working the extra hours just as it would be for cash OT.

Request for comp time off is subject to the approval of the employee's supervisor, in much the same way as the request for annual leave.

Supervisors can also schedule employees to take comp time off in an effort to reduce their leave balances when the agency can best spare the employee.

If an employee requests time

off, comp time will be used first if available; **OR** if a supervisor schedules an employee to take comp time the employee will be scheduled to use comp time, unless the following circumstance applies:

When an employee is within two days of their maximum annual leave accrual at the beginning of the pay period for their service group*, requests time off or is scheduled by their supervisor to take time off as comp time, the employee has a choice to take either annual or comp time off; however if the employee does not wish to take off at that time, the employee cannot be forced to take leave. When the employee's annual leave falls more than two (2) days below their maximum annual accrual, comp time will be used.

Before scheduling comp time can occur for a non-exempt employee who's chosen to earn comp time rather than cash OT, a written policy or a handbook must be provided by the agency and notification given to employees before scheduling comp time can occur.

A maximum of 240 hours may be accrued by non-exempt employees who choose to receive comp OT rather than cash OT for hours worked over 37.5 in a work week.

An employee can be scheduled to take a comp day off in a week with a holiday if the holiday is their regularly scheduled work

day. The supervisor may schedule the employee to take another day off in that week. This does not reduce the employee's current comp balance; it gives the employee their holiday that week with no ad-

may choose to be paid for both leave balances in a lump sum. The maximum comp time balance an employee in the state may accrue is 480 hours (**unless** advance approval is

Should an employee with a comp leave balance later become executive level, their balance may be retained and used unless the assignment is for a limited term. Executive level employees are prohibited

<u>Service Group/ Years of Service</u>	<u>Mo. Accrual for 7.5 Hour Employee</u>	<u>Annual Max Days/Hrs.</u>	<u>Mo. Accrual for 8 Hour Employee</u>	<u>Annual Max Days/Hrs.</u>
1 - Less than 5 yrs FT Service	7.5	30/225	8	30/240
3 - 5 but less than 10 yrs FT Service*	11.3	36/270	12	36/288
4 - 10 but less than 20 yrs FT Service	13.2	39/292.5	14	39/312
5 - 20 or more yrs FT Service	15.0	42/315	16	42/336
6 - Temporary employees (with less than six (6) months service), emergency and limited term full-time employees are eligible to receive longevity but are not eligible to accrue annual or sick leave.				
<i>*Please note---there is no Service Group 2</i>				
Have questions? Please contact the Compensation & Benefits Division of TSEA at 1-800-251-8732 or (615) 256-4355.				

ditional comp time accrued. Comp time balances transfer between state agencies in most circumstances. However, if an employee transfers from one state agency to another that will not accept the employee's comp time balance, the employee's current state agency must compensate the employee for the value of the employees' comp time balance before the transfer takes place. Any comp leave remaining at an employee's retirement must be used prior to using their annual leave (the annual leave balance of a retiring employee is called terminal leave). The employee may choose to remain on payroll and run out their comp leave first, followed by their terminal leave; or they

requested and received by DOHR and F&A Commissioners). Overtime earned above 480 hours must be paid to the employee in cash. Public Safety employees may earn up to a maximum of 480 hours of compensatory time. No employee may accrue more than 480 hours of comp time when regular and premium comp OT balances are combined unless approved by DOHR and F&A. Any excess earned must be paid in cash. Any premium comp time accrual will be used first until exhausted when an employee requests comp time off; then regular comp leave will be used.

from earning additional comp time. Comp time may be used by an employee for absence for military duty while receiving pay from the federal government. **Service Groups for annual leave accrual earned monthly and maximum accumulations annually are listed in the chart. Annual and sick leave are accrued by employees who work the major portion of the work days in any month. The major portion of a month is 1/10 (0.1) of one (1) hour over 50% of the employee's scheduled working hours in any month.*



TSEA's 2012 Leadership University in Pictures...





For all pictures from Leadership, please visit our website @ tseonline.org and click on the flickr icon in the social media box on the homepage.

2012 TSEA Scholarship Winners

Winners by Board District



Drew Crews
District 1



Jamieria Collins*
District 2



David Chlarson
District 3



Bethany King
District 4



Thomas Chadwell
District 5



Marques Pinson
District 6



Emily Ziobro
District 7



David Williams
District 8



BreAnna Martineaux
District 9



Bevan Brown
District 10



Matthew Brooks
District 11



Katlyn Thomasson
District 12

*2012 Ulysses Jones Award Winner

Regional Winners

EAST

TENNESSEE



Chelsey Cheong
East TN Region



Photo
Unavailable

Bethany Flowers
East TN Region



Photo
Unavailable

Kelsey Oliver
East TN Region

MIDDLE

TENNESSEE



Alecia Jennings
Middle TN Region



Carly Eads
Middle TN Region



Rebecca Neuenschwander
Middle TN Region

WEST

TENNESSEE



Angela McBride
West TN Region



Brandilyn Griggs
West TN Region



Brittney Morrow
West TN Region

"...Thank you for awarding me the TSEA scholarship. I appreciate your generous support as I prepare for TN Tech this Fall..."

- Rebecca Jane Neuenschwander

For information about the TSEA scholarship program, please call the TSEA office at 615-256-4533 or Toll FREE 800-251-8732 and ask for LaTanya McAdoo.

Changes in the Department of Correction

By Sarah Adair
and Chris Dauphin

TSEA Government Affairs Director
and TSEA Communications Director

Early last month, employees in the Department of Correction received the information below from TSEA, in the form of an email, concerning recent changes being made under the leadership of Commissioner Schofield.

This email is to explain to our DOC members what is happening in your department, and what TSEA is doing on your behalf. Within the last month, TSEA has become aware of the Department of Correction's plan to privatize 151 health service positions across the state. The facilities impacted are Northwest, West Tenn, Luttrell, Morgan County, Bledsoe, and Northeast. We were invited to attend a meeting outlining the proposed Request for Proposal (RFP) and the changes the new contract represents. The next week, high ranking officials from the department conducted onsite visits at each facility impacted, explaining the process and why the department had chosen this path. TSEA attended the West Tenn visit alongside the facility's employees.

The Department of Correction is currently taking bids thru the RFP process to contract out their health services. The department will likely decide on a contract provider later this month, allowing the provider to start negotiating with present state employees in November and December. The new contract will require the provider to hire existing state employees at 120% of their salary and guarantee their job for 4 months. The provider will also have some limited benefits for employees, with healthcare insurance required as one benefit. All employees that are not vested with the state (those that have less than 5 years of service) will be required to work for the contractor in order to remain employed. Vested state employees (those with 5 years of service or more) will have the choice to remain with the state at their present salary and benefits, or work for the private vendor under the finalized terms of the contract.

Additionally, there are 4 administrators who will be required to work for the contractor regardless of years of service.

The Department's reasoning for the move:

According to department officials, these medical personnel are hard to hire and retain. Therefore they see this move as necessary. With this contract, the department says the provider is required to keep all positions filled and staffed daily. We are told that with the exception of Northeast, the prisons impacted all have high vacancy rates in the medical services field. In addition, a contract for medical services places liability on the contractor and licensed care employee, instead of the state. To hold the contractor liable, the health service administrators must be under the contractor.

What is TSEA doing about this:

TSEA has asked that both the Department of Correction and the Department of Human Resources wait to have projected salary numbers for these positions based on a salary comparison study for all state employees that Governor Haslam funded earlier this year. TSEA thinks that if an affected, vested employee knows how much the state will be paying them - once salaries are in line with the private sector - that employee will be able to make an educated decision as to whether if he/she wants to work for the private company or for the State.

TSEA has also requested that the department consider postponing any contract talks until we see if the new TEAM Act hiring practices and salary study help to solve the problem of recruiting and retention. As you all know, the TEAM Act, which changed the State's hiring practices, was touted as the answer to all of the state's hiring needs. We feel the department should wait to see if this works before jumping into a contract of this magnitude.

TSEA is against the privatization of state services in any incarnation and we have a long history of fighting hard for state employees in DOC, and in all departments, to have

the opportunity to keep the careers they chose with the state. Unfortunately, privatization is a challenge state employees will continue to face into the foreseeable future. Only the legislature can put a stop to it, so the first step to preventing privatization is to elect representatives at the State level who realize the need for essential services to be provided by state employees. We had that opportunity earlier this month. Additionally, we need to encourage our newly elected officials to consider and pass our proposed legislation, State Employees Not Contractors, which would require all agencies to prove that state employees cannot perform the job before a contract is let out - because you deserve a better approach.

Sometimes in order to appreciate all that you have done, it is important to remember what you have been through. TSEA has successfully dealt with privatization before. Our first priority is to make sure you keep your job. Next, we must continue work to have privatization eliminated or only considered as a last resort when it can be demonstrated that state employees cannot perform the work. TSEA will not be satisfied until state employees are no longer forced to decide between good benefits and good pay, but this requires us to continue to work together toward that goal.

The following is a list of FAQ's the Department of Correction sent out to its employees in October about this proposed contract. We encourage you to contact us with any additional questions you have so that we can continue to provide you with accurate information.

(DOC) Frequently Asked Questions

***1. Will I receive a severance package if I choose to go with the contractor?**

Because we are contracting services and not reducing force, severance packages will not be offered.

2. How will my retirement package be affected in the future if I choose the contractor?

Your retirement options will

stay the same.

3. When would I be eligible to receive retirement benefits?

You will be eligible for retirement benefits once you have reached the retirement age of 60. For employees with 30 years of service you will receive full retirement benefits regardless of age; employees with 25 years of service may retire at any age; however that would result in reduced benefits, and employees with less than 25 years of service the earliest age you can retire is 55; however early retirement again would result in reduced benefits.

4. What will happen to my annual leave and comp leave balances?

All employees will receive a lump sum payment of any accumulated annual and compensatory leave balances upon separation.

5. What will happen to my sick leave balance?

A memorandum of certification will be sent to the Tennessee Consolidated Retirement System to verify your sick leave balance at the time of separation. Upon future application for retirement benefits you will receive one additional month of service credit for every twenty (20) days of sick leave. This will enhance your monthly retirement payments.

6. Will I be paid for my sick leave balance?

No - However, your Sick Leave balance will apply towards your retirement.

7. What happens to my benefits; i.e. insurance, 401 K, dental coverage?

State benefits will cease upon separation; however you would be eligible for benefits offered by the Vendor. Most retirement plans (401K etc.) can be rolled to the new employers plan or converted to a personal plan. Contact Great West Retirement for more details.

8. If I stay with State Government will I have any promotional opportunities within the medical series of positions?

Not within the medical series of positions. As positions become vacant, the contract

will require that they immediately revert to the vendor to be filled.

9. Why aren't Health Administrators being given the option to remain State employees?

The medical vendor will be held fully responsible and liable for the day to day operations of medical services, and the continuity/quality of treatment provided. Therefore it is critical that the contractor has direct oversight of this position.

10. Why are employees with less than 5 years of service not allowed to stay with State Government?

These employees are not yet vested, there is built in an opportunity for a better salary option with the vendor.

11. Mental Health employees with less than 5 years of service got to stay with State Government why can't we?

A number of state mental health employees were not eligible to meet the credentials or licensing requirements of the Mental Health contract. That is not the case for the medical contract.

12. If we are only guaranteed employment for 4 months can they just let us go for no reason?

While there are no guarantees, companies typically do not terminate employees without cause.

UPDATE:

*Since October, the Department of Correction implemented a RIF in Health Services. Based on the information we have gathered, 73 employees may be affected by the RIF - 56 have received letters. Those who were affected and received offers will receive the severance package; \$3,200 and education benefits for 2 years. In order to qualify for severance, they must be on payroll December 31, 2012. Employees on probation will not receive the severance package.

If you have been affected by the RIF and need information and assistance, feel free to call the TSEA Office. 615-256-4533 or toll FREE 800-251-8732.



Chapter Meeting Notices

Fayette

Thursday, Nov. 15th
5:30 PM
Olympic Steak & Pizza
6520 Hwy 64, Suite 11
Oakland, TN
Thanksgiving Dinner & Meeting
Topic: TSEA Updates and planning the Chapter Christmas Party.
Chapter will pay for Members' meals.
For more info contact:
Helen Jones
(901) 465-8257

Sycamore

Friday, Nov. 16th
6:00 PM
Shoney's
2003 Memorial Blvd.
Springfield, TN
Chapter will pay for Members' meals.
Guest Speaker: TSEA Field Representative Gary Pinson
For more info contact:
Charlie Main
(615) 477-5250

CHAD

Monday, Nov. 19th
6:30 PM
(Dinner at 6:00PM)
Bailey's Restaurant
21430 Highway 22 North
Wildersville, TN
Guest Speaker: State Representative Steve McDaniel
Dinner is a Dutch Treat.
For more info contact:
Margaret Milam
(731) 968-4354

Norris Lake

Holiday Chapter Meeting
Monday, Nov. 26th
6:30 PM
Old Town Grill
1440 North Broad Street
Tazwell, TN
The Chapter will pay some amount toward each Member's meal.
Guests are welcome to attend, but responsible for their own meals.
Topic: Leadership

University Recap and Planning for Next Year
For more info contact:
Vicki Anders
(865) 216-7924

Lakeway

Holiday Chapter Meeting
Tuesday, Nov. 27th
6:00 PM
Justin's Restaurant
1825 West Andrew
Johnson Highway
Morristown, TN
Chapter will put money toward Member's Meals.
Guests are welcome but responsible for their own meals.
All guests attending will need to bring a \$5.00 wrapped gift.
For more info contact:
Lisa Moffett
(423) 571-0094

Campbell/Scott

Holiday Chapter Meeting
Thursday, Nov. 29th
6:00 PM
El Rey's Mexican Restaurant
201 Baker Highway
Caryville, TN
The Chapter will pay \$10.00 toward each Member's meal
Guests are welcome to attend but responsible for their own meals
The Chapter will be playing Dirty Christmas, if you bring a guest, the guest will need to bring a \$5.00 wrapped gift
For more information, please call:
Lisa Moffett – (423) 571-0094

Appalachian

Christmas Meeting
Friday, Nov. 30th
6:00 PM
Maple Grove Restaurant
1207 Gouge Road
Unicoi, TN
Dinner is a Dutch Treat.
Christmas Party & Fundraiser Auction.
Please bring items to be

auctioned for our Annual Fundraiser!
Door Prizes.
Please RSVP no later than Thursday, Nov. 15th with number attending, including ages of children attending.
Peggy Lewis
(423) 725-2453
Lurley Bryant
(423) 743-7869

ETSU

Christmas Meeting
Saturday, Dec. 1st
12:00 PM – 3:00 PM
Logan's Roadhouse
3112 Browns Mill Road
Johnson City, TN
Meal is provided by the Chapter.
Guests are welcome to attend but are responsible for their own meals.
Chapter will be playing "Dirty Christmas".
Door Prizes.
For more info contact:
Carolyn Bond
(423) 439-4234

Giles/Lincoln

Christmas Meeting
Monday, Dec. 3rd
6:00 PM
Legends Restaurant
1030 West College Street
Pulaski, TN
Meal is provided by the Chapter.
Guests are welcome to attend, but responsible for their own meals (\$15).
Sen. Joey Hensley & Rep. Barry Doss have been invited to attend.
Door Prizes.
RSVP by 12:00 PM on Monday, Dec. 3rd.
For more info contact:
Barbara Bledsoe
(931) 363-4640

French Broad

Christmas Meeting
Tuesday, Dec. 4th
11:30 AM – 12:30 PM
Mountain View Youth Development Center
809 Peal Lane

Dandridge, TN
(Off I-14, take exit 417, go South toward Dandridge, turn Left onto Industrial Parkway, head toward the golf course, and go to MVYDC - blue roof - on the right).
Christmas Treats & Snacks will be Provided by the Chapter.
Guest Speakers: East TN Vice-President Jim Ruth & TSEA Field Rep Lisa Moffett.
Bring your best Christmas Ornament!
Door Prizes.
For more info contact:
Don Powell
(423) 277-3611

Forked Deer

Tuesday, Dec. 4th
6:00 PM
(Dinner at 5:30PM)
Lowell Thomas State Office Building
225 Martin Luther King Drive.
Jackson, TN
Dinner will be provided by the Chapter.
Please RSVP.
For more info contact:
Debra Harston
(731) 426-0873 ext. 150

Hiwassee

Wednesday, Dec. 5th
4:30 PM–6:30 PM
Bradley County DHS Office
950 Star Vue Drive SW
Cleveland, TN
Get to Know TSEA!
We welcome all chapter members and guests to come by, have some snacks and cookies, and learn what TSEA is doing for State Employees.
For more info contact:
Jane Callahan
(423) 255-2693
Christine Fontaine
(423) 715-9862

Marion County

Christmas Meeting
Thursday, Dec. 6th
6:00 PM
Rafael's Restaurant
4725 Main Street
Jasper, TN
We will be playing "Dirty

Santa"!

If you would like to participate, please bring a \$10-15 wrapped gift (men bring a male gift, ladies bring a female gift).
Chapter will pay for Member's Meal.
RSVP by November 29th
For more info contact:
Debbie Morton
(423) 942-5289

Northeast

Holiday Chapter Meeting
Thursday, Dec. 6th
6:30 PM (new time!)
Rush Street Grille
1229 East Stone Drive
Kingsport, TN
Dinner is a Dutch Treat.
Topic: Planning the Upcoming Year for the Chapter.
Chapter will provide gifts to play "White Elephant" game.
Guests are welcome to attend but should bring a \$5 wrapped gift.
RSVP by Friday, November 30th to attend.
For more info contact:
Debra Castle-Hartman
(423) 366-0778

Pioneer

Christmas Meeting
Friday, Dec. 7th
11:30 AM
Wall Street Grill
2721 North Central Avenue.
Humboldt, TN
"Christmas Dinner"
Meal provided by the Chapter for Members.
Guest Speaker: TSEA Field Representative Gayle Williams.
For more info contact:
Carrissa Coleman
(731) 855-7864 ext.. 102

More meeting notice listings can be found on page 14.

On Their Game

A member helping TSEA "stay in the game!"

By Gayle Williams
TSEA Field Rep - District 5

Mary Towater of the Forked Deer Chapter has been on her game since she joined TSEA 36 years ago. A true pioneer member in the association and a woman strong in her faith, Mary signed up for TSEA the day she began state service on October 1, 1976.

Mary was hired as only the second woman to work as a Sales Tax Auditor with the Department of Revenue and, as a result, has travelled 17 states and received awards for her high productivity. She has



TSEA Member Mary Towater

always taken her role as a recognized state employee and member of the TSEA seriously. Mary has never shied away from speaking her mind. One year, while being presented with an award for her contributions to the Department of Revenue through her productivity, in front of the president of FedEx Mary stated, "I appreciate the recognition, but I can't eat or buy groceries with this plaque. We need a raise."

After 31 years of service, Mary retired from the Department of Revenue in 2007, but has continued to work as hard as ever for TSEA. She has not missed a single Representative Assembly or Leadership Training in all her years with TSEA, and even braved sleet and snow during one Lobby Day to meet with her legislators personally.

Mary has traveled to Austria, Australia, Fiji, and Alaska. She's been where the Sound of Music was filmed and saw an Oberammergau play

that is only produced once every 10 years. Everywhere Mary travels, she thinks of TSEA and takes her Co-Worker newsletter with her for pictures.

Mary always has a smile on her face, and is a humanitarian who continually helps and serves others. As a chapter project one year, she had boxes at worksites to collect toiletries and other items to donate to the homeless. Ultimately, they collected enough to fill three truck loads worth of valuable supplies for those in need.

She is generous and passionate about TSEA because she wishes to see it grow and prosper. Mary has stated she never misses an opportunity to recruit new members, no matter where she may be at the time. No state employee has ever passed by Mary without her asking them, "Are you a TSEA member?" and explaining to them why they should be and need to join.

Mary has served in numerous capacities for TSEA over the years, including four terms as Chapter President. She continues to be active on various committees including the Retiree, Compensation/Benefits Review, Contract Study, and the Constitution/By-Laws & Resolutions Committees.

Everyone in the Forked Deer Chapter looks forward to meetings as they know Mary provides all the delicious refreshments for attendees. She regularly prepares homemade pimento cheese, three bean soup, cupcakes, death by chocolate brownies and more. She is also known for her sense of humor, keeping everyone around her smiling and laughing. In fact, Almous Austin, the West Tennessee Vice President, was quite surprised when a clown showed up to a chapter meeting one time. No one could figure out who ordered the clown, until everyone discovered that it was actually fun-loving Mary.

Mary says that her passion for TSEA, serving others, and bringing smiles to those in need comes from her strong spiritual faith. We at TSEA know that Mary is always "On Her Game" and one of the most valuable, dedicated members we've ever had. Thank you Mary for a lifetime of contributions to the state and to TSEA, and for the continued good work you do!



Tealeaf Chapter Honors Representative Jim Cobb

Rep. Jim Cobb attended the Tealeaf Chapter Annual Picnic in October, at which time he was honored with a plaque for his years of service and everlasting friendship to state employees.

This is the last year Rep. Cobb will serve as state representative, so the event was very emotional. In his tenure as state representative, Jim Cobb supported the

efforts of TSEA to receive salary raises and protect benefits for both active and retired employees.

This past year, in particular, he fought against the Administration on the closure of Taft Youth Development Center. Even though the center ultimately closed, he

still negotiated to help the employees there receive equal pay when transferring to Bledsoe Correctional Facility.



Appreciation Plaque presented to Rep. Jim Cobb at Tealeaf picnic in October

Representative Cobb also carried TSEA's bill to allow retirees the right to maintain their state employee photo ID upon retiring and to use this ID to vote. This bill was the only change to the State Voter ID Law in 2012.

TSEA would like to say thank you to Jim and wish him the best in his retirement. He has been a great friend to state employees and will be missed.



Dell recommends Windows 8.

Tennessee State Employees Association

The power to do more

Get ahead of the holidays with member savings on exciting new Dell products.

Welcome to the thrill of touch-screen computing.

With Dell's new family of touch devices, you'll discover wonderful new ways to work, play, create and organize your life.

New XPS™ 10 Preorder now!

New XPS™ 12 Convertible Ultrabook™

Members get the best price* on Dell's newest touch devices and consumer PCs.

Learn more about the latest Dell technology and your member benefits at your member store.

My. Oh. My. Black Friday starts early for members. Member deals start November 15.

Dell Advantage loyalty program

- Get free second business day shipping*
- Earn 5% back*

When you purchase with your Dell Advantage membership, you'll enjoy free second business day shipping on all purchases, a Dell promo eGift Card* worth 5% of your purchase (excludes taxes and shipping) redeemable toward future purchases, and more.

www.Dell.com/mpp/tsea/advantage

www.Dell.com/mpp/tsea or 1-800-695-8133

Member ID: SS19629310

All orders are subject to approval and acceptance by Dell. Offers subject to change, not combinable with all other offers. Taxes, shipping, handling and other fees apply. Valid for U.S. Dell Member Purchase Program and Dell University new purchases only. Availability of electronics and accessories varies and quantities may be limited. Dell reserves right to cancel orders arising from pricing or other errors. *Promotional Gift Card Offer: Offer contingent upon purchase of eligible product. Promotional card not valid if eligible product is returned for a refund. If eligible product is returned for a refund after the card has been redeemed, the value of the redeemed card will be deducted from the refund amount. Promotional Gift Card ships separately from purchase and typically arrives in 10-20 days via email and carries a 90 day expiration (except where prohibited by law). Terms and conditions apply. See www.dell.com/giftcard/promotions. **Free 2nd business day shipping: TVs over 40" do not qualify for 2nd business day shipping. Not available for products shipped to an APO address. Available in Continental (excluding Alaska) U.S. only. Best price guarantee: does not apply to retail or reseller offers. Dell Outlet, affiliate websites, coupons, auctions or quotes from Dell sales representatives. You must present a valid e-value code or saved cart image with lower price to a Dell Member Purchase Program sales specialist on day of purchase prior to your transaction.

["Meetings" from page 12]

Greene County

Christmas Meeting
 Friday, Dec. 7th
 6:00 PM
 Tusculum Eatery
 905 Erwin Highway
 Tusculum, TN
 Members are encouraged to bring an item for the Chinese Auction.
 Pre-Payment of Meals is \$7

for Members, \$10 for Non-Members attending (Carry-outs will not be available). Local Legislators were invited. Door Prizes. Reservations & Pre-Payment must be made no later than November 21st. For more info contact:
 Bernice Jozsa (423) 787-6873
 Gayle Armstrong (423) 787-6644

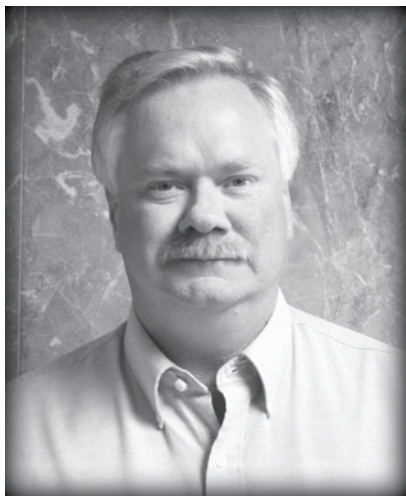


Spears wins second recruitment prize!

By Chris Dauphin and Amanda Clelland
 TSEA Communications Department

NASHVILLE - Congratulations to the second winner of the TSEA 2012 recruitment prize (a Nintendo Wii), Mark Spears! Mark is a 23 year employee with the Department of Health and a member of the Volunteer Chapter of TSEA. Mark has also been a TSEA member for 23 years, since 1990! His name was drawn from a pool of every TSEA member who recruited new members between May and September of this year.

When asked if there was something he'd like to share about himself, Mark replied that he advocates carpooling to work and does so himself. He drives a state van pool from stops in



TSEA Member Mark Spears

Mark began his career with the state in Vital Records with the Department of Health, but has worked in TennCare for 11 years. His work centers around a pre-natal presumptive eligibility program that helps pregnant women receive TennCare benefits until they are able to receive full benefits with the Department of Human Services.

Portland, Cross Plains, Whitehouse and other cities in the Sumner County area into Nashville. He can fit 15 passengers in the van, everyone chips in a monthly fee to ride, and they're all able to save an enormous amount on gas as opposed to driving separately.

Thanks and congratulations Mark! We hope you enjoy your Wii. We are grateful for your recruiting efforts for TSEA, and we appreciate everything you do for the state of Tennessee!

Mark often talks to other state employees about how important it is that TSEA "fights for our rights and lobbies on the Hill for state employees." He says that TSEA is the "best bargain for my money" because of perks like legal representation, discounted movie and amusement park tickets, and the Wii contest.



UNITED STATES POSTAL SERVICE® (All Periodicals Publications Except Requester Publications)

Statement of Ownership, Management, and Circulation

1. Publication Title: Co-Worker
 2. Publication Number: 100790
 3. Filing Date: 9/27/2012
 4. Issue Frequency: Bi-Monthly
 5. Number of Issues Published Annually: 6
 6. Annual Subscription Price: Included w/Mbrsp
 7. Complete Mailing Address of Known Office of Publication (Not printer) (Street, city, county, state, and ZIP+4®): TSEA, 627 Woodland St., Nashville, Davidson County, TN 37206
 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 County, TN 37206
 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, TN 37206
 Editor (Name and complete mailing address): Chris Dauphin, 627 Woodland St., Nashville, TN 37206
 Managing Editor (Name and complete mailing address): Chris Dauphin, 627 Woodland St., Nashville, TN 37206
 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: Tennessee State Employees Association
 Complete Mailing Address: 627 Woodland St. Nashville, TN 37206
 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, August 2012 (Page 1 of 3 (Instructions Page 3)) PSN: 7530-01-000-9931 PRIVACY NOTICE: See our privacy policy on www.usps.com.

13. Publication Title: Co-Worker
 14. Issue Date for Circulation Data Below: Sep/Oct 2012
 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)		14090	13573
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)	11592	11150
	(2) Mailed In-County Paid Subscriptions Stated on PS Form 3541 (Include paid distribution above nominal rate, advertiser's proof copies, and exchange copies)	2348	2273
	(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))		13940	13423
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)	117	108
e. Total Free or Nominal Rate Distribution (Sum of 15d (1), (2), (3) and (4))		117	108
f. Total Distribution (Sum of 15c and 15e)		14057	13531
g. Copies not Distributed (See Instructions to Publishers #4 (page #3))		33	42
h. Total (Sum of 15f and g)		14090	13573
i. Percent Paid (15c divided by 15f times 100)		99%	99%

 16. Total circulation includes electronic copies. Report circulation on PS Form 3526-X worksheet.
 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 2012 issue of this publication. Publication not required.
 18. Signature and Title of Editor, Publisher, Business Manager, or Owner: [Signature] COMMUNICATIONS DIRECTOR Date: 9/27/12

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).

TSEA attends state employee conferences around the state

By Terry Carroll
TSEA Field Representative
District 4

The TSEA is dedicated to building a better workforce for the state of Tennessee. One of the ways we do that is by supporting our members who join professional organizations and attend their annual sessions.

This year, TSEA staff attended three of these conferences and enjoyed the time spent with our members and recruited new members.

For many years now, TSEA has had an ongoing, constructive relationship with the Tennessee Correctional Association (TCA) and the Tennessee Public Health Association (TPHA). TCA is open to membership for state employees mostly in the corrections field, while TPHA is for those in the health and science areas.

We were very excited to be invited to the Tennessee Public Defender's Conference for the first time. Field Rep-

resentatives Terry Carroll and Lisa Moffett spent an afternoon with employees from Public Defender's Offices across the state, learning about issues that concern



Tommy Francis - L (TCA First Vice President) and Stacy Oakes - R (TCA Second Vice President) will serve as Presidents consecutively for the two years. Both are also active members and leaders in TSEA with Francis serving on the State Board of Directors.

them and giving them information about TSEA. Many thanks to Ms. Paige Edwards, Assistant Executive Director of the Conference, for inviting us. Some of you long-time members might be interested to know that Paige is the daughter of Kathy Edwards, who served on the TSEA Board for many years.

We have already made plans to attend these three conferences again and will also be adding the District Attorney's Conference again next year. If you belong to a similar group in Tennessee that would be appropriate for TSEA staff to attend and have

a display table or even speak to the group, please contact the TSEA Office at (615) 256-4533. We are always willing to support our members' efforts to improve their own skills, as well as improve services to the State of Tennessee.



Do we have your current contact info?

Phone calls and emails are the best and most effective way TSEA communicates with you, our members. We utilize email and phones to contact you when help is needed on an issue or when we need to notify you about important meetings and events. This can be especially useful at times during the Legislative session (Jan-May) when we need to take quick action to influence the Legislature in your favor.

As we gear up for next year, TSEA is currently in the process of updating its database. What we have discovered is that we have inaccurate phone numbers for several of our members. In today's world of cell phones and email, people often change accounts frequently, therefore contact information can become inaccurate rather quickly. We believe this to be the case for some of our members and now we need to verify some of your phone numbers and email addresses.

If you feel TSEA may not have your correct contact information on file, or if it has been a while since you have heard from

us, please take a moment to email us at: member.info@tseaonline and provide us your current contact information (i.e. the best phone number to reach you and your home email address - *we want to be able to keep you up to date but we do not want to bother you at work*). If you do not have email, you can also contact the office by phone with your updated contact information at 615-256-4533 or toll-FREE 800-251-8732.

Thank you for taking the time to ensure that the contact information TSEA has on file for you is accurate. Please remember to notify the office or your field rep any time you move or change your phone number or email address so that we may continue to best serve you.



TSEA to display Memorial Plaque

From time to time, a terrible tragedy strikes and a state employee loses their life while serving the citizens of Tennessee. TSEA would like to honor those state employees killed while on duty by inscribing their name on a plaque dedicated to their memory,

which will be on display at the TSEA office in Nashville.

While we hope this never happens, if you know of a state employee killed in the line of duty, please notify Chris Dauphin, TSEA's Communications Director, at chris.dauphin@tseaonline.org or by calling the TSEA Office at 800-251-8732.



["Leadership" from page 1]

involvement as it relates to the political process. Her presentation was followed by the chapter officer Q & A training session.

The Saturday session concluded the Board of Directors meeting where the 2013 Legislative and Administrative Action Agendas were adopted, followed by a panel discussion titled, "What Does Leadership in TSEA Require?" Panel members were President Phil Morson, TEAM Chair James Braswell, and members Lillie Mae Thomas, Brigitte Ownsby, Charles Austin, and Cheryl McCormick.

The final workshop was discussion of the new DOHR Rules and Project TEAM-Work - TSEA's TEAM Act Monitoring Project - led by Executive Director Bob O'Connell and Communications Coordinator Amanda Clelland.

TSEA is proud to have so many involved and eager leaders. As we look to the future, we are confident that maintaining strong leadership will help us remain a powerful and relevant voice for our members and all state employees in Tennessee.



["Thank You" from page 5]

Gayle Armstrong
Gordon Janaway
Hattie Moore
Jackie Bartlett
Jackie Coleman
James Braswell

Linda Ketchum
Linda McCarver
Lurley Bryant
Lynda Overholt
Martha Wetteman
Mary Runyan
Maureen Claybon



Group picture with Senator Yager

Jamie Hanserd
Jane Callahan
Jennie Woodland
Jessica Lay
Jim Bogarde
Jim Hornberger
Joan Moffitt
Kim Duncan
Latondra Okeke
Latonya Ray

Michael Greer
Pat Pearce
Ray Stout
Rita Godwin
Sharita Jones
Steve Love
Tom Haynes
Tom Hill
Valerie Williams



TSEA has brand new member-only advantage benefits for 2013!

1.) Identity Theft Protection offered by Identity Force

- * Proactive Real-time Monitoring
- * Available to Active and Retired Members
- * Employee, Spouse, and Child Protection available
- * Discounted Rates starting at \$8.95 per month

2.) Pet Insurance offered by Veterinary Pet Insurance Company

- * Coverage for Dog, Cat, Bird, and Exotic Animals
- * Major Medical and Accident only plans available
- * Available to Active and Retired Members
- * Discounted Rates starting at \$10.00 or less per month

3.) Hospital Indemnity Plan offered by Standard Life and Accident

- * Helps pay primary Health Insurance deductibles and co-payments
- * Flexible Benefits Options for Each Member
- * Available to Active and Retired Members through age 74

- * Discounted Rates starting at \$14.70 per month

4.) Wholesale Priced Term Life Insurance

- * Ability to search multiple Insurance Companies for the Best Rate
- * \$50,000 to \$1,000,000 Coverage Amounts
- * Multiple Term lengths available: 10, 15, 20, 25, and 30 years (age restrictions may apply to longer terms)
- * Available to Active and Retired Members

5.) Group Universal Life Insurance offered by Allstate

- * Contingent Guaranteed Issue for working Employees, working Spouse and Children, for a limited time (under age 65)
 - * Only 2 Health Questions
 - * Permanent Coverage continues after Retirement
 - * Cash Value Accumulation
- CALL 800-880-5542 for more information



2013 TSEA Advantage Program mailer is on its way to you!

Watch your mailbox for this great information about all of the Member-only discounts TSEA has to offer.

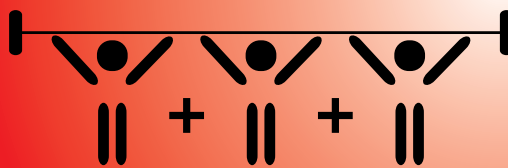
Please share this exciting information with your co-workers and let them know of all the great benefits of being a TSEA member. Great benefits are just an application

away!

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



YOU ARE STRONG.



WE ARE STRONGER.

Make us both stronger today.
Join TSEA!

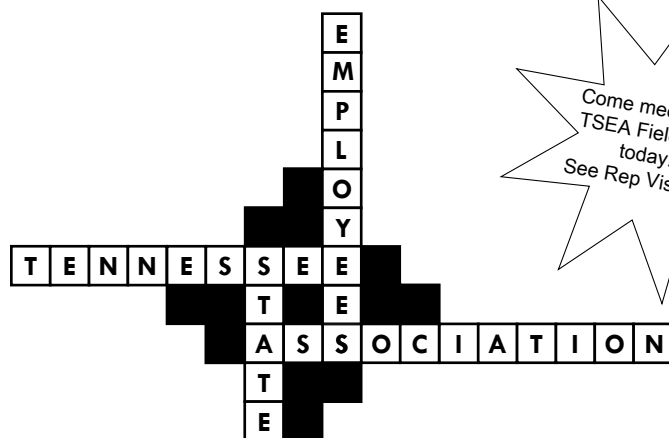
...2013
Membership
Recruitment
Campaign

Coming in January.

Board Approves New Higher Ed Chapter in Memphis

At their meeting during September's Leadership University event, the TSEA Board of Directors reviewed a request for the formation of a new West TN chapter for Higher Education, as proposed by Higher Education members of the Shelby County chapter. After much discussion, the Board deferred the matter to its November meeting at

which they approved the petition for the new chapter. This new chapter is to be known as Chapter #41, the Memphis Higher Education Chapter or M.H.E.C. This chapter is currently in transition as we work through the administrative details of the start up. Congratulations and welcome MHEC!



Come meet your TSEA Field Rep today!
See Rep Visits p2

Don't Play Games With Your Future!

2012 membership recruitment campaign

- Limited edition "game themed" T-shirts for recruiters and new TSEA members
- Opportunities to earn Wal-Mart giftcards or movie tickets
- Three opportunities throughout the year to win a Wii gaming system

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