



Lobby Record 2013

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TSEA Legislative Accomplishments

2013

- Ensured the 1.5% raise in 2013 would be a true across-the-board raise paid to all state employees - i.e. employees cannot be denied their raise based on performance or disciplinary record.
- 1.5% Raise for Higher Education employees.
- Defeated efforts to change TSEA Association status in TN Code.
- Defeated efforts to ban payroll deduction of dues.
- Passed legislation allowing state employees to be paid poll workers for county election commissions on election days – (bill passed unanimously).
- Continuation of the \$50 match for the 401K plan.
- Protected Pension Plan for all employees in the TCRS system prior to July 1, 2014.
- Ensured new Hybrid Pension Plan (for all new employees hired on or after July 1, 2014) will provide employees the option to have the investment of their balance mirror the TCRS investment portfolio.
- Passed legislation establishing a one-year parking fee pilot program at University of Memphis waiving parking fees for employees making under the state average salary.

2012

- Protected state employees' right not to be fired, demoted, or suspended without cause – now included in the TEAM Act.
- Ensured the 2.5% raise in 2012 would be a true across-the-board raise paid to all state employees.
- Supported a 3% Cost of Living Raise for Retirees.
- Continuation of the \$50 match for the 401K plan.
- Continuation of longevity payments of \$100 per year of service after 3 years.
- Passed the Voter ID bill for Retired Employees allowing retirees to keep their state photo id for voting purposes.
- Supported \$30 million in salary upgrades and adjustments to be disbursed in 2013.
- Supported promise to fully fund results of salary study in 2013/14 budget.
- Prevented changes to the Pension Plan - Stalled efforts by 2 bills that would change our pension plan for all new hires to become more like a 401K instead of set pension plan.
- Continued funding for a severance package for all employees laid off to include \$3,200 and 2 years of tuition assistance.
- Protected our right to participate in the election process with contributions to our PAC from payroll deduction of dues.
- Protected our ability to appoint members to certain state boards and commissions.
- Defeated efforts to change the way in which TSEA reports our financial records to the state.
- Defeated efforts to prevent members of the TSEA Board from using leave to attend the association's meetings.

2011

- 1.6% raise for all state employees, including Higher Education employees.
- Reduced the immediate layoffs at Greene Valley by negotiating 90-day extensions based on resident ratios.
- Maintained funding for the state's 80% contribution toward the cost of employee individual/family health insurance.
- Successfully fought to continue severance package offered to all state employees who are laid off.
- Protected annual days to be used as leave for association business.
- The \$50/month matching contribution to state employees' 401(k) accounts was continued.
- Protected longevity payments of \$100 per year of state service.
- Aggressively and successfully opposed a ban on payroll deduction of TSEA membership dues.
- Aggressively and successfully opposed the bill which would have denied TSEA and our state employee members the opportunity to participate in the political process through our PAC (Political Action Committee), TEAM.

2010

- During one of Tennessee's most difficult years economically in all of its history, facing massive layoffs, TSEA was successful in negotiating sufficient funds into the state budget - passed by both the Tennessee Senate and House and signed into law by the Governor - to safeguard, for one year, 559 of the many state jobs originally slated for layoff in the Governor's proposed budget.
- Negotiated with the Tennessee Board of Regents to provide support staff involved in a RIF the same 90-day notice as other state employees.
- Secured and had signed into law the right of TSEA's Board of Directors to take up to 12 administrative leave days per year to attend board meetings and conduct the Association's business.
- The \$50/month matching contribution to state employees' 401(k) accounts was continued.
- Prevented a 5% state employee salary cut.
- Limited the private sector's expansion of 150-bed "transitional facilities" - for persons presently incarcerated in Tennessee within one year of their release dates - to 150 state-wide and a maximum of four facilities, total.

- Helped secure legislation to enact a recession stipend for state employees (contingent upon sales tax collections exceeding predictions by \$50 million). Although tax collections came up short, TSEA continued to fight into the next legislative session to secure the stipend, based on tax collections that were - at the time - improving.

2009

- Faced with unprecedented tax revenue shortages, TSEA was able to postpone planned layoffs and negotiate stronger rights for state employees with passage of legislation that gives more flexibility to the Administration should layoffs become necessary. This legislation retained grievance rights and "bumping and retreating" rights as well as expanded the ability of employees to transfer to positions where they meet the job category criteria.
- Successfully passed legislation requiring employees' longevity check be separated from their regular pay check, unless the employee elects not to receive a separate longevity check.
- Successfully passed legislation allowing state and higher education employees to participate in a retiree dental plan upon retirement effective January 1, 2010.
- The Association retained the \$50 match to 401k.
- The proposed tobacco use surcharge of \$50 per month was successfully postponed until January 1, 2011.
- A severance package was negotiated for all employees laid off after April 1, 2009 that includes \$3,200 cash and 2 years of college tuition.
- The Employee Transit Card Program, also known as the Swipe and Ride program, was retained for the Nashville Metro area and expanded to include rail service. This benefit also now extends to the Memphis metro area.

2008

- With the possibility of a full-scale termination of over 2000 state employees, TSEA initiated a massive grassroots lobbying blitz that successfully averted proposed involuntary separations until January 1, 2009.
- Although Governor Bredesen opposed any pay raises or bonuses, TSEA obtained \$19.7 million for a \$400 one-time bonus for state employees and higher education employees, with at least three (3) years of service history, paid in October

2008. The full amount of the bonus counts as earnable compensation for retirement purposes, unless under a statutorily mandated pay plan.

- \$6.6 million in funding to continue the \$50 state match to 401(k) contributions.
- Maintained funding for the state's 80% contribution toward the cost of individual/family health insurance.
- Maintained funding at the same level for longevity payments.
- Secured funding to continue the state's contribution toward the cost of Medicare supplement plans for retirees: \$50 for employees with 30 years of service or more; \$37.50 for employees with 20 to 29 years of service; and \$25 for employees with 15 to 19 years of service.
- TSEA protected the safety and privacy rights of state employees by successful passage of vital legislation restricting public access to personal information contained in personnel files of employees. In addition to other currently protected personal information, home phone numbers, personal cell phone numbers, and home addresses, including city, state, and zip codes are no longer accessible by the public and the media.

2007

- A full 3% across-the-board pay increase for all state employees effective July 1, 2007.
- A total of \$23.8 million was approved in the budget for 1/2 of the remaining compression adjustment effective of July 1, 2007.
- A total of \$3.1 million was approved for a management salary plan – an increase for the Department Manager level up to the Commissioner level.
- A total of \$6.6 million was added to increase the 401k match to \$50, effective July 1.
- \$33.0 million was approved for a 3% across-the-board raise for Higher Education employees.
- \$75,000 approved for Class Comp Adjustments.
- Longevity was continued at the same level.
- State employees who do not enroll in the basic health insurance plan are now able to participate in the basic term life and accidental death & dismemberment insurance plans effective January 1, 2008.
- Legislation was passed to require agencies to compensate employees, regardless of budgetary constraints, if the employee is assigned to perform the duties of a higher level classification for more than 90 days.

2006

- A full 3% across-the-board pay increase for all state employees effective July 1.
- A total of \$21.1 million was approved in the budget for 1/3 of the compression for the first installment of July 1, 2006 – the average increase for the first 1/3 is 4.1%. The cap per individual for full funding is \$10,000.
- A total of \$1.4 million was approved for a management salary plan - an increase for the Department Manager level up to the Commissioner level.
- \$15.0 million was approved for class upgrades to be determined.
- There was another \$13.0 million approved for a one-time bonus of \$350 that was paid in October 2006 for all employees with at least 3 years of service history.
- A total of \$4.8 million was added to increase the 401k match to \$40.
- \$35.0 million was approved for a 2% across-the-board raise for Higher Education employees. Or, in lieu of this the BOR or UT system, was given the option of implementing a 1% minimum increase for faculty; and a 2% minimum or \$600 increase for staff, whichever is greater. The percentage of raise can be increased with institution funds.
- There was another \$14.0 million signed on to for one-time bonuses to Higher Education employees of \$350 paid in October 2006 for all employees with at least 3 years of service history.
- \$3.1 million was added to increase longevity payments of \$100 per year to 30 years.
- \$2.2 million was put into the budget to increase the state's portion of the Medicare supplement insurance – The state's portion was increased from \$40 to \$50 for employees with 30 years of service or more; \$30 to \$37.50 for employees with 20 to 29 years of service; and \$20 to \$25 for employees with 15 to 19 years of service.
- An additional \$2.1 million was added to increase retirement amounts for employees who retired before July 1, 1989.

TSEA's lobbying record spans over 35 years to our beginning in 1974.



The complete TSEA Lobby Record is available online at www.tseasonline.org