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Go-Worker

The official Publication of the Tennessee State Employees Association

VOLUME 32

November/December 2015



Privatization

Who should do the job of state government in Tennessee?

PUBLIC WORKERS



PRIVATE CORPORATION



People are the priority



Profits are the priority



All "profit" is reallocated in the state budget to further serve taxpayers



All profit is deposited in corporate bank accounts to grow a business



Government is directly accountable to taxpayers



Corporations are accountable to their shareholders



State is constitutionally prohibited from making a profit



Corporation is legally required to earn a profit

Public services should be run with the people as the priority, not with profit as the priority.

Reject privatization in Tennessee.



TSEA Exclusive

Q&A

TDOC Commissioner Derrick D. Schofield



On the employee survey, the 28-day, ACA audits, and perceptions of the department.

By Chris Dauphin
TSEA Communications Director
chris.dauphin@tseonline.org

Besieged by questions and some disapproval, Commissioner Derrick Schofield remains steadfast in his vision for Tennessee's Department of Correction. But, as a slew of recent legislative inquiries, countless media reports, pressure from TSEA and others, and a somewhat unfavorable audit endure, palpable pressure to change course mounts. The decisions made over the next few months will be critical to the success of the department, and this commissioner. "For the last four years, this agency has been about looking at what are the best practices in running a correctional system," said Schofield, in his fourth year as commissioner. "And obtaining and doing what we know to be best practices, there are always going to be changes in terms of how we operate."

TDOC and TSEA are partnering on a survey of employees to determine employee preference for a new work

schedule. Tell us about your vision for the survey?

I think the survey is a good tool to gauge from our employees what type of shift they want, whether it's the 12-hour shift or the 8-hour 6/3 rotation type shift. It gave us an opportunity to work with TSEA. We've [worked together] a long time, it got a little rough for a period of time, but I think we both have the same interests; we want to do what's best for the employees. And this sends the message that it's not a separation, we are cooperating working together to get the right information from the staff.

TDOC decided not to include the 40-hour work week as an option on the survey; can you explain why you chose to omit that option?

It goes to the fundamental purpose of why we shifted, and some of the reasons we shifted. We were looking at things to bring back shift briefings, a schedule that would facilitate shift briefings, rotating days off for staff, and a recruitment enhancement tool that we wanted to utilize. I think going back to the 40-hour work week takes away all three of those. We go back to fixed days off. Some people had the Saturday and Sunday, but if you were the guy who had the Tuesday and

Wednesday off it is the same argument that, I never get to see my kids on the weekend. We just think it's a fair way of doing it, not having to go back to the 40-hour work week.

What would you tell an employee who has concerns about filling out the survey?

A couple of things. One, there is nothing on the survey that would make us mad that you answered a, b, c or d. It talks about schedule, we want their opinion, and we are partnering with TSEA. In fact, TSEA will collect the data and share that with us. So, I think it is a very safe way of getting to a lot more people than just a handwritten or ballot type survey.

Once you receive the survey results data, how will you use those results?

We are going to review the data. We've committed to a lot of people that we want to give that scheduling choice

to the facilities. We want them to do it based on what they feel that workforce can handle. If the majority say, "we want to go to the 12 hours," then that is something we are going to lean heavily on with that warden and his staff that make those decisions at the local level.

If changes are made to work schedules, when can employees expect a new schedule to go into effect?

Probably not until the first of the year. With holidays coming up, we wouldn't want to disrupt that right now. People have bid on days off, and [schedules] are locked in now, so first of the year.

We have heard a lot from employees about how the current schedule affects overtime pay. How will a shift to a 14-day plan, or a 12-hour shift assignment affect overtime pay?

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Co-Worker

November/December 2015 Edition

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Calendar of Events

November

6 Friday
State Board Meeting

11 Wednesday
Veterans Day Holiday

26 Thursday
Thanksgiving Day Holiday

December

4 Friday
State Board Meeting & Holiday Dinner

24, 25 Thursday-Friday
Christmas Eve-Christmas Day

January (2016)

1 Friday
New Year's Day

12 Tuesday
109th General Assembly
Convenes

15 Friday
State Board Meeting

18 Monday
Martin Luther King Jr. Day

February

15 Monday
President's Day
State Board Meeting

16 Tuesday
TSEA Lobby Day

March

2 Wednesday
Board Nominations Deadline

17 Thursday
Deadline for submitting
Constitution and Bylaws proposals

18 Friday
State Board Meeting (1 p.m.)

25 Friday
Good Friday Holiday

28 Monday
Deadline for submitting
Resolution Proposals

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

Chapter Meetings

Davidson County
Tuesday, November 17
5:30 PM
Goodwill Lifsey Building
937 Herman Street
Nashville

Light Refreshments will be provided
Guest Speaker: Elisabeth Tankersley, State
Parking Services Manager
Topic: New State Employee parking garage
for Nashville employees
For more information, call:
Cheryl McCormick
(615) 867-7075

Shelby County
Wednesday, November 18
5:30 PM

Benjamin L Hooks Library
3030 Poplar Ave
Memphis
Guest Speakers: TSEA Interim Executive
Director LaTanya McAdoo, TSEA Legal
Services Manager JoAnn Davis-Davis, and
Melanie Grainer, TN Department of Human
Resources

Any employees having dealing with mediation, problems with their performance evaluations, or worksite disputes should come to this meeting to speak with experts who can offer guidance.

Any Shelby County Chapter member who recruits a new TSEA member will be entered into a drawing to receive 1 of 2 \$25 gift cards!

Both the recruiter and the new TSEA member must attend this meeting for the recruiter to be eligible for the prize. You may recruit an active or retired State employee.

For info, contact:
Calvin Lewis
(901) 212-4621

Fayette County
Thursday, November 19
5:30 PM

Trustmark Bank
Main Street
(Fayette County Cont.) Somerville
Topic: Lobby Day

Door Prizes
Following the Meeting, Chapter's Holiday dinner will be at:

Olympic Steak & Pizza
6250 US Highway 64
Oakland

For info, contact:
Helen Jones
(901) 465-8257

Norris Lake
Thursday, November 19
6:30 PM

Little Joe's BBQ
2805 Maynardville Highway
Maynardville
Holiday Dinner
Chapter pays for Member's meal

For info, contact:
Vicky Anders
(865) 216-7924

Appalachian
Saturday, November 21
4:00 PM

Snow Memorial Baptist Church
2201 Knob Creek Road
Johnson City
Chapter will provide food - please RSVP
by November 14 with how many in your party will be attending, along with the ages

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The major concerns of our membership continue. A huge factor is the scope of statewide privatization efforts by this administration. TSEA has gone on record and has opposed the privatization of on-going, essential services as far back as 1989. We wholeheartedly believe that state government should operate/manage state services and those services should be performed by state employees. Why should government contract out its assigned responsibilities? Can a state employee decide what portions of their work load they want to simply give away to someone to do, and keep their job?

State employees across the state have performed these needed duties forever, yet there are continued attempts to move government away from state employees and more toward contracting services with outside companies. The reason we keep hearing for this is that it, "creates a costs savings," but this pattern can't be ignored.

State employees, their families and friends have to join forces with TSEA, members of the Legislature and other groups who oppose outsourcing/privatizing state government responsibilities. What's needed is legislation passed that will stop the administration from privatizing any other facility/building/park/departments, etc., of state government until such time that legislative oversight is convinced there truly is a substantial savings by outside vendors.

Another issue for our members is a lack of assurance that they will truly receive the PE score they deserve based on their true work performance. Especially when there's rampant discussion amongst a great number of employees that they will get a "valued" rating, regardless. I believe employees want assurances that if they perform above and beyond, they will receive a rating of "advanced" or "outstanding" and that the score won't be changed at an upper level of management. Is it much to ask that if an employee performs at an "outstanding level," based on real and concrete measurements, that they will receive the rating and the

NEWS & VIEWS by LaTanya McAdoo



equivalent increase in pay based on that rating? That can't be too much to ask! I'm sure most can imagine that if you go into an evaluation having been told or constantly hearing over and over again in the workplace that you can only expect to receive a "valued," employees at some point begin to believe that and will feel defeated on the front end.

But please keep in mind that this round of evaluations and the January raises will be a good place to start with determining the success of this type of pay for performance system and it will show where there is needed change. TSEA has an online reporting system for members and employees to let us know of problems with evaluations. This is another area where members can help TSEA by providing this essential information. Please use this online website tool and keep TSEA informed.

TDOC issues remain in the forefront. I hope every member has received and read TSEA's repeated email blast updates about TDOC. Also I hope everyone had a chance to hear TSEA's testimony before the Senate State & Local Subcommittee on Correction held August 27 and October 14. If not, you can find the story and links to the committee hearings on TSEA's website at www.tseaonline.org.

Your concerns and fears are being heard and what you've been trying to tell everyone has come to light. The changes thus far and those yet to come are all credited to members and employees providing input and sharing information that TSEA could then present

to legislators and the department of Correction. The department of Correction has now agreed to work with TSEA on a survey to TDOC employees to get their feedback on the work period (14 day vs 28 day). The results of what employees prefer will then be shared with TDOC leadership who has committed to give it serious consideration in determining needed changes within the department.

TDOC members, please take time to complete the survey and provide your feedback. Your responses are crucial because no one knows better than you.

Now we look toward 2016, and working through the legislative process with TSEA's legislative agenda. On October 16, TSEA's Legislative Committee met to determine a proposed agenda for consideration by the Board of Directors at their November 6 meeting. The approved package will be posted on the website once approved.

You will also be hearing very soon about scheduled legislative dinners, like those held last year. These more centralized opportunities to talk with legislators about state employee issues and your association's legislative pursuits are valuable and therefore the Board and TEAM approved their continuation. Make sure you plan to attend one of the legislative dinners in your local area. The time you spend with legislators is valuable to the success we have during legislative session.

Legislators can't just hear from TSEA what's important for you, they have to hear you say what's important to you. You are a constituent, that's huge, and remember you vote counts.

Lastly, I encourage every member to stay connected for updates on issues of importance to state employees via TSEA's email blasts, updates on the TSEA website and by following TSEA on Twitter and Facebook. And as always, we need your feedback.

Reach TSEA Interim Executive Director LaTanya McAdoo at 800-251-8732, or by email: latanya.mcadoo@tseaonline.org

In My Corner

Making Noise vs. Being Heard

I have had conversations in the past with members who want us to be more vocal, make more noise, and say that we need to rally because we need to get attention. I explained we had done that in the past and how a rally or a strongly-worded press release is occasionally the appropriate route. We do not shy away from that approach. But, more often than not, we are able to get more accomplished in the long run through working directly with the Administration or department. Maybe it does make some of our members feel good to be a part of a rallying effort, but those actions don't always produce the intended result.

We have been working hard to be visible and make our needs known. We have been meeting with the Governor, and his Administration. We have met with Commissioners of several departments and their staff. While we don't always agree, we do a great job representing our members.

For example, we started meeting with Commissioner Schofield from Department of Correction about a year ago. We kept hearing from many of our members, of unsafe working conditions, scheduling issues, and other concerns. We sat down at the table and went through these concerns one by one. And while we had completely different perspectives, there was a mutual respect that set the meeting tone. He brought to us the idea of the recruiting bonus to attract more employees. His plan was to award it after the year probationary period. We talked about it being available quicker than that, and when it was announced, it was



Bryan Merritt

much quicker. Part of it was immediate and part when the training was completed. We see this as a win for our members.

When the Senate held hearings recently, they wanted TDOC and TSEA to work together, especially in creating a survey to consider schedule changes. I think it speaks mountains that a Senate committee saw enough value in our organization to task us to work together. Just before one of the last hearings, a TSEA staff member received a phone call from a person high up in the Governor's Staff, asking us to work with TDOC. When you receive those types of calls, you are no longer making noise - you're being heard. They are now seeing TSEA as having an effective seat at the table.

Now is the time to stay the course. We have a lot of work to do with the potential outsourcing of jobs proposed by the Governor. We know no one can do the job better or more cost effectively than state employees. We are gaining support and have evidence to show when this has been done in the past, it normally has not worked. Please continue to let the office be aware of what you hear in your worksites and we will aggressively work against privatization in Tennessee. Thanks for all you do to make Tennessee great.

Reach TSEA President Bryan Merritt at (423) 956-4521, or by email: bryantsea@gmail.com

Legislative Agenda Items for 2016

- Reform of The TEAM Act
- Bonus for All State Workers
- Review of All State Contracts
- Review of State Private Prison Contracts
- Contact Information
- Return of Longevity
- Cost of Living Adjustment
- Higher Ed Concerns

TSEA Holds First Legislative Breakfast in Elizabethton

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

ELIZABETHTON, Tenn. - Six legislators and dozens of state employees attend our first regional legislative event in preparation for the 2016 Legislative Session.

Senator Rust Crowe, Rep. Matthew Hill, Rep. Jon Lundberg, Rep. Timothy Hill, Rep. Micah Van Huss and Rep. Bud Hulsey make comments and answered ques-

tions from TSEA from the Northeast Tennessee region.

The breakfast was held at the Tennessee College for Applied Technology in Elizabethton. Members were able to spend one on one time with their legislators and discuss issues facing state workers and the State of Tennessee. Legislators were also given and overview of possible issues facing state workers in 2016. Regional events will continue in January through March of 2016.

Upcoming Legislative Events

Thursday Jan. 28, Maryville/Knoxville. Dinner.

Saturday, Feb. 6, Shelby County Area. Breakfast/Brunch. Southwest Community College Farris Bldg Conf Rms, A. B. & C. 9:00 a.m.

We are finalizing regional events for Chattanooga, Cookeville, Jackson, Nashville, Tullahoma and Morristown.

Please watch for e-mails and website updates over the next few weeks.

DOHR Social Media Policy

Employees must exercise caution

By TSEA Staff
info@tseaonline.org

DOHR's Personal Use of Social Media policy, revised February 2015, has recently come up again especially as it relates to state employee's posting their personal concerns about happenings in the Department of Correction on social media sites. TSEA has heard from members that their departments are reminding them of this policy or asking them again to sign the employee acknowledgement form included with the social media policy.

TSEA is simply encouraging employees to become familiar with this policy because it can directly impact their employment with state government.

Members conveyed to TSEA that they thought being cautioned or disciplined for their personal social media post was unconstitutional, so as a result TSEA had their Staff Attorney to look into the policy.

Staff Attorney Jonathan Stephens reviewed the policy in full and gave the opinion that with this policy "an employer has greater latitude to control an employee's speech than the government would have over a private individual. It's kind of a hybrid position between an unlimited 1st amendment right to say anything you so desire vs. a prohibition against "yelling fire in a crowded

theatre." Be sure to read the article in this Coworker from the Legal Services Division, "The State Social Media Policy – What are your rights?"

Members have expressed concern that their departments are personally speaking with them about what is considered a negative post about their agency. Again, keep in mind that the Personal Use of Social Media policy states "...If you list the State of Tennessee as your employer on your personal social media profiles, any information you post will be held to a higher level of scrutiny." And it further says, "Violation of any of these policies may result in disciplinary action, up to and including termination."

TSEA is simply encouraging members to be careful about their posts because state government is able to monitor many of the sites and able to see what you are saying. Also be very careful not to use your state work computer to connect to your social media sites. TSEA would not want any member or employee being disciplined because they are expressing him/herself about a matter at work that becomes viewed by the agency as outside of policy and subjects the employee to disciplinary action.

If you need clarification or have questions about this policy, please be sure to contact the TSEA Office or your department's HR office.

The State Social Media Policy – What are your rights?

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

What would you do? You arrive at work one day and find that your supervisor has assigned you to a different building. Then you find out you have different work hours that you don't like. Finally, your boss gives you more work than anyone else in your department. You believe that these changes are unfair and possibly a violation of state law. Can you go home and post derogatory comments about your supervisor on your Facebook page or other social media site about your treatment at work?

If I tell you that you cannot post derogatory comments, you might say, "but, I have a right under the 1st amendment of United States Constitution to say anything I want about my supervisor on my Facebook or anywhere else I choose. After all," you continue, "the 1st amendment is all about freedom of speech and that means I can say anything I want."

My response is that you correctly identified the 1st amendment as pertaining to the freedom of speech right. But, as to the rest of your argument that you may say anything you want under the 1st amendment as a state employee, you are out of luck. Here's the reason you do not have a complete and unrestricted right to say or post anything you want online.

First, the United States Supreme Court has rendered a line of case interpreting the freedom of speech right as it pertains to government employees which includes those working for a state agency. The Court's analysis involves a balancing test between a state employer's interest in running the business of the state effi-

ciently and free from disruptive accusations versus a state employee's right to engage in constructive criticism of the state's business or to alert state officials to misconduct or criminal conduct - for example, "whistle-blowing." If, the Supreme Court has ruled, a state employee engages in conduct that undermines the integrity of a state office or unduly disrupts morale, the employee may be subject to discipline.

There is a second reason why you cannot make derogatory comments about your supervisor. The Department of Human Resources (DOHR) enacted a policy, Personal Use of Social Media, and requires all employees to know and abide by the policy. The policy sets out standards which control acceptable content by a state employee on their social media sites, even though the sites are personal and not operated by the state.

Among the standards contained in the policy are these important provisions:

- The lines between public and private, personal and professional are blurred in online social networks, and whatever you post on your personal account will likely reflect on the state.
- A personal social media account, while an appropriate place to share personal opinions, is not a place to present an individual opinion on an official agency view.
- If you list the State of Tennessee as your employer on your personal social media profiles, any information you post will be held to a higher standard of scrutiny.

The Supreme Court's interpretation of the freedom of speech right for gov-

ernmental employees is reflected in the intent of the DOHR social media policy. So let's go back to our example above and apply both the holding of the Supreme Court and the DOHR social media policy to these facts. If you post that you work for the state and your supervisor is "stupid and incompetent," is that language a violation of the DOHR social media policy? I think we can all agree that kind of language violates both the spirit and the letter of the policy. What about a comment like this: "I work for the state and I think there is some poor management that is wasting tax payers' money?" It doesn't sound blatantly derogatory, but rather more like constructive criticism motivated by an earnest desire for improvement. But, is it a "personal opinion" by a state employee and, therefore, "held to a higher standard of scrutiny?" Possibly and thus it may still be a social media policy violation. So, maybe you get disciplined for the 1st post, but only counseled for the 2nd post. Why take the chance.

Here's a better idea: don't post your criticisms of the state on a public site (Facebook, Twitter, Google+, etc.) and risk disciplinary action. Rather, bring your concerns directly to an appropriate state office such as your supervisor, HR director, department head or commissioner. Another solution is to bring your concerns to TSEA and let us investigate it, as needed.

As you have probably figured out, each situation turns on its own facts regarding what is acceptable content. There is not a definitive rule on the kind of content that is acceptable to post. My advice – err on the side of caution and don't post it if you are in doubt. If you have questions about the social media policy, please contact the TSEA Legal Services office.

TSEA meets with DOHR

By TSEA Staff
info@tseaonline.org

TSEA Staff in early November met with DOHR leaders to discuss concerns about pay, performance evaluations, RIFs/reorganizations/reclassifications, supervisory training and outsourcing.

Regarding the January performance raises, DOHR said they hoped to have the November department communication include the increase percentages. They confirmed there is about \$26 million for the raises.

There was also discussion of a market salary adjustment for employees in January of 2016. DOHR said they hope to make this announcement soon.

TSEA asked DOHR about employees who haven't completed 12-months of service by 9/30/15 not receiving a raise in January. Commissioner Hunter said this affects approximately 5,000 employees, since roughly 300 new employees are hired each month. She said the restriction of the 12 months of employment is part of statute but that DOHR determines the cut-off date of employment to determine if an employee is eligible for the raise. The commissioner said this has been the procedure since she has been with DOHR. She said those employees would be eligible for market salary adjustments.

TSEA also asked if there were upcoming reductions-in-force, reorganiza-

tions or reclassifications. The Commissioner said they are only aware of what was already announced as part of the budget or the buyout. She said the Dept. of Finance & Administration made it clear to agencies that after the buyout they must be able to fund any position they wish to fill. For some departments the reorganization is a continual plan as they work through the change from the buyout.

When asked about policies and guidelines for reorganizations, the Commissioner said they are based on agency needs. DOHR becomes involved if there is a change to positions.

Regarding Get Smarter training sessions for supervisors, Commissioner Hunter said the training is to strengthen supervisor training on SMART goals, to help supervisors coach employees towards better performance and to equip supervisors with ways to get continuous feedback from employees. DOHR indicated the Get Smarter coaches included both internal state trainers and 5 external trainers, who all must complete facilitation certification through Learning and Development certification.

TSEA asked about DOHR's role with facilities management outsourcing should the Governor's plan advance. DOHR said they serve in a consultant role and would become more involved if employees became displaced as a result. DOHR stated agencies do not have to inform them if outsourcing/privatization occurs unless there is a reduction-in-force involved, but as of now they haven't heard from any agencies.

We will keep you posted of future discussions with the agency.

Performance Evaluations

Now that the performance evaluation cycle has passed, we want to hear your feedback.

Each preferred employee should have received an individual job plan that was SMART, SPECIFIC, MEASURABLE, ACHIEVABLE, RELEVANT to the specific strategic objectives of the employee's agency, and TIME-SENSITIVE. This plan is used to measure your performance.

To the right is a Performance Evaluation report form to report any issues with your performance evaluation or individual plan. This form can also be accessed on the TSEA website at <http://tseaonline.org/issues/team-act/performance-evaluation-feedback/>

It is important that you explain in detail your problem or concern, and what you believe should have been reflected in your evaluation. A copy of your evaluation is also requested.

To send us your evaluation:

- upload an electronic version using the upload option on the website form;
- You can scan and email it to: info@tseaonline.org; or,
- You can fax it to TSEA (ATTN: PE Report Form) at (615) 242-6329

Thank you for your participation!

NAME	
First Name	Last Name
JOB CLASSIFICATION	WORKSITE
DEPARTMENT	
Please provide an email and/or a phone number below for TSEA to contact you if necessary.	
EMAIL	PHONE
Please describe the particular issue/concern you have with IPP or PE.	
Please mail to TSEA, 627 Woodland St., Nashville, TN 37206 DON'T FORGET TO INCLUDE A COPY OF YOUR EVALUATION!	

Privatization Developments

By Randy Stamps

TSEA Government Affairs Director
randy.stamps@tseonline.org

& Chris Dauphin

TSEA Communications Director
chris.dauphin@tseonline.org

NASHVILLE - TSEA has been working with legislators from both parties to raise awareness of the massive outsourcing efforts of the Haslam administration. While the Governor continues to publicly state that no definite discussions have been reached, it is clear to TSEA that Haslam is banking on succeeding in his efforts to continue selling off state jobs.

The Times Free Press noted that Haslam made it clear in a presentation

to New York Bond rating agencies that he WILL outsource more state jobs. One State Representative estimates the number to be 4,000. Due to the very limited information that has been supplied by the Haslam Administration TSEA is not ready to place an estimate on the number of jobs at risk.

Since October 20, TSEA has held Chapter Meetings and Town Halls in cooperation with both Republican and Democrat Representatives and Senators to raise awareness of the outsourcing issues. Those events have included UT Martin, UT Knoxville and UT Chattanooga.

We have also held discussions with numerous members of the legislature and the legislative leadership. While there has been some initial

support for the Haslam scheme, most legislators are either opposed to further outsourcing of state jobs are waiting for more details.

One area of contention among the Joint Senate and House Fiscal Review Committee was agreeing on a date to hear from opponents of outsourcing. Senator Sara Kyle requested that state workers be heard at the December meeting of Fiscal Review. After discussion and an assurance that no decision had been made about outsourcing, the Committee agreed to possibly hear from individuals other than vendors and administration officials in January.

TSEA also remains focused on the issue of giving away portions of state parks to private vendors. The Haslam Administration currently plans to ask the legislature to invest

millions of dollars into upgrading 11 state parks and then give the inns, restaurants, marinas, golf courses, and any other concessions to a private entity. We will continue to oppose such an irrational plan.

We also need to continue educating our legislators and the public on the true impacts of privatization. There are only a few areas where a for-profit private company can cut costs. They can provide fewer/lower quality services, lower employee pay, offer fewer employee benefits, or some combination of all three.

Unfortunately, when "cost savings" comes from eliminating benefits, and since many of the jobs targeted for outsourcing are not the best paying jobs to begin with, it places further strain on the local economy as low income families are forced to

seek government assistance. So, even if a private provider of state services could operate with lower operational costs than state workers, there will most likely be substantial public costs.

Before we lay off more workers and relinquish more taxpayer control, TSEA believes we need a third party to study and prove these privatizing efforts are really saving money. Voters demand government to be managed efficiently. There is also an expectation that government leaders will use existing state employees to better manage state services and not always look to privatization as the only option to achieve better management.

But, ultimately, the impact and costs of privatization must be considered in broad economic terms, not just in narrow operational terms.

Woodland Hills YDC may move to New Vision in 2017

By Chris Dauphin

TSEA Communications Director
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NASHVILLE - The National Guard's Youth Challenge program may soon expand to Tennessee.

The Tennessee Department of the Military recently filed an application to bring the Youth Challenge program to Nashville. If the application is accepted, preliminary plans announced Tuesday, September 22 by Department of Children's Services Commissioner Bonnie Hommrich have the new program operating at what is now the Woodland Hills Youth Development Center.

DCS invited TSEA to attend the meeting at Woodland Hills where Commissioner Hommrich, along with then Deputy Commissioner Monica Jones, made the announcement and told staff management that the facility needs to be prepared for the possibility of permanently relocating all staff and the approximately 40 remaining students to New Vision.

The department doesn't know when official word on the application's acceptance will be announced. But, assuming the application is accepted, the potential move to New Vision is estimated to occur in the spring of 2017.

The NGYC program would add approximately 70 new state jobs, largely funded by federal dollars. No cuts to the current 100 staff positions (88 filled, 12 vacant) were mentioned. The department also reiterated there are no plans to privatize services provided by the Woodland Hills staff.

According to the National Guard Youth Challenge website, the program is a community-based program that leads, trains and mentors 16-18 year old high school dropouts so that they may become productive citizens in America's future.

TSEA will continue to monitor this developing story. Please check the TSEA website for updates to this and other stories important to state employees.

Legal Services: Good News

1. TSEA was able to help three members with their appeals from the Department of Intellectual and Developmental Disabilities. Here is the outcome of those hearings:

- Two day suspension was reduced to a written warning and with back pay.

- Ten day suspension was reduced to a written warning with back pay.

- Two day suspension was overturned and also awarded back pay.

2. Our member with the Department of Correction was demoted, after their hearing the demotion was modified to a written warning and they were awarded back pay.

3. The Department of Correction terminated our member, but after their appeal it was reduced to a 5 day suspension with the award of back pay and benefits.

4. Our member with the Department of Children's Services was suspended for 2 days, however it was reduced to a written warning with the award of back pay.

TSEA Holiday Office Hours

As a reminder, TSEA's daily office hours are Monday-Friday from 8:00 a.m. - 4:30 p.m. central time.

During the approaching holidays the TSEA office will operate on the same schedule as state offices, with the office closed on Thanksgiving Day, the following Friday, Christmas Eve, Christmas Day, New Year's Eve and New Year's Day.

Please call the office during normal business hours with any questions.

Dues Increase

Pursuant to the Constitution and Bylaws of the TSEA, the Association dues will adjust to \$15.69. Employees who are paid only once per month will see the deduction beginning in their February 28th payroll check. Employees who are paid twice monthly will see the deduction beginning in the February 15th payroll check.

F&A implements new IT initiative

By JoAnn Davis-Davis

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On October 2, 2015, Commissioner Martin of the Department of Finance and Administration announced a new initiative stated to strengthen IT for state government.

The program, known as Strategic Technology Solutions (STS), will be housed in Finance & Administration and led by the state CIO. Implementation has begun and will run through July 1, 2016. The program will include the Office of Information Resources and Business Solutions Delivery. IT resources from 15 participating departments will join STS as well participating EIT departments. We are told non-participating departments in this first phase will join STS, as it makes business sense for the state and for customers in FY 2017 and beyond.

F&A reports the reasons for this new initiative are because of the assessment of the NextGen IT program; the cost of the most needed IT skills was higher than the state could afford. Recruiting

the right skill sets were difficult in an ever-changing IT market, and larger departments were able to fund the implementation where mid-range and smaller departments could not individually fund NextGen IT.

Opportunities for IT staff to advance were limited in the current model, and with the state currently operating and maintaining 1500+ legacy systems, IT staff spend more than 80% of their time in operations and maintenance work, leaving little time to innovate.

TSEA was contacted by Leighanne Haynes, Director of the Office for Information Resources/Organizational Quality and Performance Management, who provided information regarding this new initiative. Below you will find responses to TSEA's inquiries about current IT positions and this initiative:

Please provide an update on NextGen IT.

Of the departments currently implementing NextGen IT's current status: Financial Institutions - 100% complete, TBI -

97% complete, Revenue - 52% complete, Board of Parole - 40% complete, and Health is 5% complete.

What is the turnover rate since the implementation of NextGen IT?

No employees have been affected by a reduction in force because of NextGen IT.

How many employees will be affected with implementation of the new STS program?

There are approximately 400 employees who will participate in the EIT Phase 1 initiative, approximately 250 in OIR and 20 in BSD.

What are the timelines for each step of the process to implement the STS program?

All IT staff in the 15 participating departments will join STS no later than July 1, 2016.

Will employees be required to interview for their current positions when they are reclassified?

This is being discussed with DOHR at this time.

Will the classifications be the same as they were for NextGen IT?

Yes, with some new classifications.

Are these employees going to be required to relocate after full implementation of the program?

We are currently working with participating agencies to determine their needs. Some employees serving departments may remain geographically located with their departments.

Will any employee lose their job as a result of this new implemented program?

This initiative is not driven by the need to cut staff. However we cannot guarantee that no staff would be impacted.

TSEA will keep you posted of other developments with F&A's Strategic Technology Solutions (STS). If you have been affected by this change and have questions or concerns, please contact the Legal Services division of TSEA at 1-800-251-8732.

ACA Audit Recommendations

- Change the 28-day FLSA exempt class work period from 28-days to 14-days.
- Change the 8-hour shift assignment to a 12-hour shift assignment.
- Redefine disciplinary offenses.

These changes, according to the audit report summary, are anticipated to positively affect facility stability and safety, address staffing concerns relative to pay, overtime and scheduling issues, and clarify the department's assault policies.

["Schofield" from p.1]

One thing I want to make clear, the 12-hour scheduling, the 6/3, the 8.5/9 hour schedule, both of those work under the 28-day timekeeping. The 14-day timekeeping falls under that 28-day law enforcement schedule, from 7-28 days. I want to be clear so everyone knows, Edison doesn't support the 14-day right now. Part of moving toward that will be based on the results of the survey. If we have enough facilities that say they want the 12-hour, and the 14-day is viable, then we move toward getting Edison to work and reprogram their timekeeping system to get that done.

We don't want to do that right now. If we do that now, and nobody says they want 12-hours, then it would be kind of a waste. So we need to see the results first before we could move there. We've had some early engagement and dialog with Edison to look at what it would take. We are comfortable that we can get the resources to get it done.

So, if the results of the survey show 80-percent of staff want to move to the 12-hour shifts, and you begin to look at moving to a 14-day, when would that be possible to implement?

It depends on Edison's work schedule - the programmers and folks who will have to modify the system. It could take up-to-about 8 months to get that done.

If Edison can't change for another 8-months, what can change in January?

We can do the 12-hour shift under the current timekeeping. It gives them that benefit of actually working 7 days in a 14 day period. But, the timekeeping will still be under that 28-day cycle. But even with the 14-day time-

keeping, the overtime is not going to change significantly. It is not going to be, at the end of 14-days you get your overtime the next pay period. It still has to cycle through as well.

If they are already in Edison and changing it around to accommodate a 14-day, is there any way to align the pay and work periods?

I don't think so. That would impact the entire state. We are talking doing time keeping for an agency that still has to fit within what we want and what the rest of the state employees are getting also. I don't think they are going to change it just to fit our needs. That question is a little larger than me.

TSEA shared some concerns during the Senate hearing about implementing a 12-hour shift assignment, e.g., covering A/S/T, who works overtime, could someone ever be required to work a double, i.e., 24 hours in-a-row. How would a 12-hour work assignment function?

A couple of things happen with 12-hour shifts. You take 3 shifts and you go to 2, so you take that third shift and divide that staff up on the first and second shifts. It gives you a lot more relief staff that should be able to cover vacancies. With that, and with our focus on vacancies and filling vacancies and getting and retaining staff, I think it puts the facilities in a better position to manage that. You can't work anybody for 24 hours [in-a-row]. We just don't anticipate that happening, barring some real emergency where we have to keep the entire prison or people on post, but that would be very rare.

Some of our prisons have worked the 12-hour shift before, and they know

how to manage that situation where it is not having to work somebody back to back. I would venture to say at some point someone may have to stay an extra hour, and people will volunteer to do that. I think currently facilities will have rosters and a way to identify people that want to work overtime and be able to call them in and have them on standby. But there are things that the facilities can do to kind of enhance that process.

GENERAL QUESTIONS ABOUT THE DEPARTMENT

As we sit here today, do you believe changes are needed in the Tennessee Department of Correction?

For the last four years, this agency has been about looking at what are the best practices in running a correctional system. And obtaining and doing what we know to be best practices, there are always going to be changes in terms of how we operate. We can sit and take the status-quo, but you look at who has been arrested. What kind of folks are coming into our prisons. The whole focus is to get the right offender in the right bed. We are locking up violent offenders. We watch the news, we see who gets arrested and those folks don't go away. They pass through that criminal justice system. You got a law enforcement officer, a district attorney, a judge, jury that all say these folks can't live in society. So we get to have them in our society. So, just operating from the status-quo? No, we are always looking for what is the best way to supervise these offenders within our limited scope and our resources.

Much has been said by TSEA, in the media, and in legislative hearings regarding the following issues in TDOC. Can you walk us through your perspective and plan for addressing each of these issues:

Categorizing assaults

That was one of the recommendations from ACA, that we look at how we define assaults. They said take injury out as a defining factor. They made some good recommendations. I think most people thought, 'well tomorrow we'll change that.' Although they're good recommendations, it requires us to

really vet that through the legal process. Because those definitions impact an offender, it can impact the staff, and we want to make sure we do it right. There are some things that we have to look at and make sure that we get right and we change those definitions of the incident code, ensuring it matches the disciplinary code, and ensure that there's a good process for due process going forward.

If assault definitions were changed, is there a retroactive component for incidents categorized one way or the other?

That's definitely part of the review. We have to look at that, we just can't arbitrarily change - we have got to look at impact, future and past.

The 28-day work period

I think the 28-day work period is a viable solution.

We all know that some folks like it, some folks don't. It gave us those three things that we wanted and needed. The shift briefings, fairness in rotation, and it gives us a better opportunity for recruiting with those rotating days off.

The 28-day is simply a timekeeping mechanism where we can go in there and we can look at different shifts, and different schedules in terms of how we can get people to work. But that 28-day is how you calculate that time. One of the things in there was that the premium overtime, time-and-a-half, didn't get paid until after 171.

Under the 14 day, time and a half is paid after 86 hours, is that correct?

That is correct.

Overtime pay issues/A lag in pay

There is a lag, but that came with the 28-day schedule. It is not that they are not getting paid, they are getting paid. I think the scheduling, some of our employees didn't like the lag time. If they did the work on day one and day two, they definitely work the 28-days before either that is adjusted or it goes into their pay, and it will probably be two weeks before they get that.

Prior to the 28-day, what schedule were employees working under?

A 40-hour work week.

Timeline of events since July

July 30 During a meeting with TDOC about issues, TSEA first asks the department to consider other work cycle options, including a move to a 14-day plan.

August 6 TSEA launches TDOC Trends and Issues report form.

August 10 TSEA Op-Ed published in several newspapers state-wide calling for officer to be paid better than Wal-Mart retail associates.

August 19 TSEA publically calls for TDOC to repeal the 28-day cycle and either return to a 40-hour work week, or find some other equitable system to address issues with overtime pay and turnover.

August 27 TSEA presents employee concerns of safety, overtime disruption, assault classifications, high-turnover/staffing levels, and low pay before Senate State and Local Government Committee. TDOC announces hiring of ACA to conduct audit.

September 13 ACA auditors begin TDOC audit.

September 15 TSEA meets with ACA auditors to discuss the audit process.

October 7 ACA presents findings to Senate State and Local Government Committee.

October 9 TSEA meets with TDOC to propose survey of employees about ACA recommendations.

October 14 TSEA responds to ACA audit recommendations before Senate State and Local Government committee, but also emphasizes concerns about turnover and staffing levels, salary and benefits, and privatization. Recommends surveying employees about ACA recommendations and requests consideration for an comprehensive, independent audit of TDOC.

October 27 TSEA meets with TDOC to develop employee survey.

November 3 TSEA interviews Commissioner Schofield on survey, ACA audit, and department issues.

If someone worked 42 hours that week, they got 2 hours worth of time-and-a-half?

Yes

But now that person has to work 173 hours over the course of 28-days to get 2 hours of time-and-a-half?

Anything over 160 they get paid straight time, so they do get paid for hours worked, but for the time-and-a-half they need to work [at least] 172.

If I worked overtime at the beginning of April, I am not getting paid until the middle of May for something I worked April 1st - that is one of the issues that is upsetting workers.

That is an issue that upsets some folks, but on the same token if you didn't work

any overtime until your last week of the 28-day, you got it in two weeks. So there is no absolute to that, it is just a matter of staffing, availability of staff, who is where, and where you work in that process. We have a few that opt to work the overtime and not take the pay. They get the flex days off to use for things they want to do. It works for some people, but some people are not going to like it. It can go back and forth. But, it gave us some things that we needed, that flexibility.

When you consider correctional officers aren't the best paid law enforcement employees, meaning many employees may depend on income from a second job. Was it a consideration that

► CONTINUED ON P7
Co-Worker

["Schofield" from p.6]

maybe officers didn't make enough to implement the 28-day here?

A couple of things with that. It wasn't going to eliminate overtime, it was going to reduce the amount we paid toward premium overtime. You also got to know that when we did that we brought on the 5% assignment differential that we wanted to make sure we put something in their pocket as well. It wasn't just a take. And we are going to continue to do that. Part of this in terms of saving for overtime was to take those monies that we saved and put it back in their pocket in a different way. But we can't do it all, we only get a limited amount of money to do our budget. And operationally we have to run those facilities, run community supervision, and if we can save and demonstrate it, we can utilize that money to put back in our officers pocket. And that's what we did.

Vacancy - Staffing levels and 39% Turnover

It's tough. It is a tough environment, and it is one where we've always faced vacancies. There's always been challenges recruiting. I think we demonstrated in a couple of presentations that as the economy gets better, state employees, not just corrections, state employee retention goes down. People leave for better paying jobs.

Corrections is a difficult card for people to play when you look at working in that kind of environment. It is a tough environment, we acknowledge that. And when we say tough, it is not that it is bad, but it is just an environment where you come and for 8 hours or 12 hours you are locked up. You are in a place with some folks that didn't volunteer to come. These are offenders that were sentenced through the court, removed from society, and given to us, and that is the environment that we work in. There are inherent risks in what we do.

But, we look and locally people will focus on Tennessee, cause that is where we are, but from a national perspective, you can just go and google correctional officer vacancies in other states and you will see very similar [issues]. I just read an article yesterday from Missouri, all you need to do is replace "Missouri" with "Tennessee," and Utah, and the same types of things. As more jobs

become available, we have the same challenges in hiring correctional staff. And we can go beyond that, I was in a meeting with Director Armstrong down in Memphis and we could have taken Memphis Police Office off there and replaced it with Tennessee Correctional Officer. The same kind of challenges in terms of working in that kind of environment.

They get paid a little better don't they?

They do get paid better, but they still have the same challenges that we have.

The Southern States number that we had access to from 2014 was a 22.6% average turnover rate. With your background in correction, what do you think of that number?

It is a high number, but it is a number that, unfortunately, corrections agencies have come to live with. But those numbers ebb and flow. 3-5 years from now you may see it drop. It depends on what is happening. I think as we continue to look at ways to reduce the prison population, eventually something is going to happen. The employee population will go down. If we are doing things right, and we are reducing that population, the need for prison beds should go away. For us, when that need comes we have contracts out there that we can walk away from with appropriate contract negotiations and appropriate notices. It gives us strength in going forward in terms of how we manage that population and not adding infrastructure and more staff.

Prison Capacity vs. 4,000+ in county jails

I want to see those numbers go down. And I want to see those numbers go down not just from building capacity, but from doing something that impacts what happens in the community. Of what we bring back for our admissions each year, 40-percent of those are probation/parole violators. That is low hanging fruit. We can manage that population differently in the communities. I think with the sentencing and recidivism taskforce recommendations; we'll see some things come out that will help us to start to manage that population.

An example, we built Bledsoe and brought almost 2,000 beds online. The net impact of that with jail

back-up was about 300. Because if you just build capacity and do nothing, those beds will continue to be filled and you are right back in that same situation. So I think long term [the question] is, how do you impact the population for sure. We want to drive that population down. You go after the low hanging fruit, those non-compliant offenders that we continue to bring back, and we strengthen alternatives in the community, provide different options for judges to utilize, give probation and parole officers more authority for swift accountability of offenders and we might not have to see 4,000 back in the prisons each year.

Have you talked to Sen. Kelsey about that?

He was on the taskforce. We are all communicating. We think the same thing in terms of where we want to go.

Are there plans for any private facilities to come online in the near future?

I always like to clear this up when I am asked about private prisons. By statute we can only have one, but we've contracted with different counties to provide those services. And that works well for Tennessee. It gives us a good service. Our adult facilities, they operate from the same standards that our Tennessee prisons operate. And that's a plus for us. It is an accountability piece. But it also gives us the opportunity that, if capacity drops, we know what the target is for reducing that population.

That is probably a tricky number. We could get into a whole conversation about how those contracts are set up. I know it is a standard contract, but reducing the numbers in private prisons while we still have that 90% guarantee means you are only really working with a small number.

That is just a portion of the contract. If we got to a point where population drops, and that is what we want to do, what do you look at going first? You look at that contract. You walk away from that contract. There is an out clause in the contract, which we have the ability to utilize. Of course that won't be a Schofield decision. That is a decision that will be made with the administration in terms of where we go.

Do you think the ACA audit recommendations are sound?

I think so. We requested that they take a narrow, limited look at certain things. We wanted them to look at the incidents, and look at our vacancies & staffing. So they did what we asked them to do. I think as a whole our correctional system being ACA accredited really means a lot. Most people take that lightly, but ACA are the standards that correctional agencies are measured by. When you go to court and they look at how do they know you are doing this we say we are ACA accredited, that is the standard, it is something that has been utilized in court over and over again. Correctional experts testify to that on both sides.

When a facility or agency that is not ACA accredited they are asked, 'ACA says this why don't you do this,' they have to justify. Last week, Morgan County went through reaccreditation they got 100% in mandatories, 99.3% in non-mandatories, over 400 individual standards. West TN three weeks ago got reaccredited. Mark Luttrell, etc. That ought to say a lot to people that say we have problems. Well, there may be some problems, but in terms of operational and sound, doing things that are measurable that can be audited, and we continue to do those things, even through the talk, I think that's attributed to the staff that are out there doing those things that we know to be best practices.

Since the ACA audit was limited in scope, TSEA and others have called for a comprehensive audit of TDOC. What are your thoughts about conducting another in-depth audit?

We can't get any more comprehensive and in-depth than what we do with our ACA accreditation. They look at it all. I know some folks have said NIC, national institute of corrections, it is a training academy. If we told them we wanted to do an audit, they'd say what do you want us to do it on. They won't come out and do a comprehensive audit. When you want audits, we go to ACA.

There may be some private folks out there [who conduct audits], but those same private folks are going to go to ACA and ask them who is available to come out and do an audit. So we get

the same thing, the same look regardless.

You can't take a facility and change it overnight. You can't be this way today, tomorrow we got auditors coming – it has been said, we tell them when they are coming. There are very few audits where you don't tell people you are coming. It is sort of like taking a test. You can get a quiz, in fact some of the quizzes are when TSEA visits. Just walk up there and you'll see what's going on in those facilities. When we go spot check, those are all the quizzes. But the test, when we are having an ACA reaccreditation you can know three years from today we will be back. So, we are working toward that all the time. You can't get files in order that quickly, you can't get inmates to line up and do the things... that is a systematic approach that takes every-day-folks out there enforcing the standards.

We tell them, everyday you don't enforce a standard, you create a new standard unintentionally. And that is what we focus on, and I keep saying it because it is true. We got great people doing that every single day, and because of that and the consistency through there, we've been audited. We've been tested. We get tested every single day.

The Tennessean [Nashville's primary newspaper] recently called for your resignation, do you wish to respond?

I'll say this, I have no intention of resigning. I think our agency is in good shape. We continue to operate sound facilities. We have documentation to prove it. We continue to maintain our accreditation and that speaks volumes about what we are doing and the folks that are out there doing it. That is what I say to that.

What are the department's plans for additional employee pay increases or pay differentials for the correctional officer and probation/parole employees?

In our budget recommendation you'll see some indication for increases in our correctional officer and probation officer salaries.

(NOTE: Shortly after this interview, TDOC announced \$1,000 retention bonuses for Correctional Officers, and assignment differential pay

of \$100 per month for Probation and Parole Officers who have successfully completed firearm training.)

Is the division of parole and probation certified?

They are in transit. We had three years to get them on board, so they just started their ACA accreditation and by next October they will have gone through the cycle of audits.

In our first senate hearing, you referred extemporaneously to some of the folks that have problems as "noise," and then at our last meeting as a "vocal minority that is not happy." How do you know that you are in touch with the majority of feelings of your employees?

I do it the same way you all do it. I don't think that you would talk to every single member. We take a reasonable approach. We have 13 wardens out there. We have assistant commissioners and deputy commissioners, and using those arms, like you all use each other to gauge that, that is how we get it. It is not one person's interpretation, but a consolidated group of folks that will provide us input. And plus, when we are on the ground, we talk to people. But, just like anybody, when you go and you catch a snapshot of people, if you are not there for 24-hours, three complete shifts, you are not going to talk to everybody. And even then, there are people that are off, so it is a snapshot. Just like you all.

Is there anything else you'd like to say that I haven't asked about?

As always, you can't say it enough. Thank you to those employees for what they do. It's a tough job. Whether they work in the prisons or in the community on probation and parole supervision, it's tough. And not just for those correction officers. For those counselors, nurses, food service workers, maintenance the whole list whoever I forgot I'm sorry, but we value what they do every single day. And I didn't say our administrative staff, from our academy, to here, just a great group of people. I'm pleased to be part of this organization.



State Group Insurance Update

By **Gayle Robb**
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The State Group Insurance Committee met September 30, 2015. The committee members were presented with document plan change recommendations from Benefits Administration. Plan document changes are necessary for the committee to approve as they must reflect any legislative changes from the previous session as well as any other changes which have been approved by the committee during the year. Changes before the committee were as follows:

- There will be a 3.5% premium increase for state and higher education employees participating in the state's health insurance plan options for 2016. Please keep in mind that there was no premium increase in 2015. TSEA introduced legislation to require the state to spend down the excess in the plan's fund reserve balance instead of requiring a premium increase. The balance had increased far beyond what is required by law and TSEA believed this excess should be returned to employees to help alleviate the effect of increased cost-shifting over the past several years. BA agreed to spend down the excess fund balance without passing legislation. Thus employees were spared a premium increase for 2015.

- Modifying the plan document language to allow for reimbursement of actual fuel expenses for travel associated with authorized transplant benefits and unique care exceptions.

- Clarify eligibility and enrollment provision to the Medicare Supplement Plan for retirees of new agencies joining the insurance plan to forego medical underwriting.

- Clarify new agency post 65 retirees and dependents are only eligible for enrollment in the Medicare Supplement option. Participation in the active plan should be limited to under 65 population, except

where individuals are never eligible for Medicare.

- Modify Plan document language to allow for services related to telehealth programs approved by the Plan.

- Update language to clarify the options offered for 2016 (include the new option of a CDHP/HSA plan).

- Recommendation for central state employees in the group insurance plan coverage end date be moved to the last day of the month following the employee separation date to the last day of the month the employee actually separated state government. In addition, for central state employees the basic and voluntary products would follow the same coverage policy. By moving the coverage end date from the last day of the month following the employee separation date to the last day of the month of the employee separation, the State will realize an approximate annual \$2.3M recurring cost savings in employer premiums payments.

Proposed plan document changes were approved with all committee members voting yes. The proposed plan document change for coverage end date was approved, however; **TSEA Representative Gayle Robb voted NO on recommendation for plan coverage end date.**

Also, the committee approved a 1.3% increase from the Medicare Supplement Plan for central state employees. The total premium rate will increase by \$1.79 to \$138.47 for plan year 2016. The most recent premium increase for Medicare Supplement was a 2% increase for 2014.

Committee members were presented an overview of the Partnership PPO experience to date which was implemented in 2011. Aon Hewitt provided the presentation to compare cost, utilization and member health status in the Partnership PPO and Standard PPO.

2016 Monthly Premiums for Active Employees

ALL REGIONS AND CARRIERS		
	EMPLOYEE SHARE	EMPLOYER SHARE
PARTNERSHIP PPO		
Employee Only	\$118.50	\$539.80
Employee + Child(ren)	\$177.74	\$809.72
Employee + Spouse	\$248.84	\$1,133.59
Employee + Spouse + Child(ren)	\$308.09	\$1,403.51
STANDARD PPO		
Employee Only	\$143.50	\$539.80
Employee + Child(ren)	\$202.74	\$809.72
Employee + Spouse	\$298.84	\$1,133.59
Employee + Spouse + Child(ren)	\$358.09	\$1,403.51
WELLNESS HEALTHSAVINGS CDHP		
Employee Only	\$81.00	\$539.80
Employee + Child(ren)	\$122.50	\$809.72
Employee + Spouse	\$170.50	\$1,133.59
Employee + Spouse + Child(ren)	\$212.00	\$1,403.51
HEALTHSAVINGS CDHP		
Employee Only	\$81.00	\$539.80
Employee + Child(ren)	\$122.50	\$809.72
Employee + Spouse	\$170.50	\$1,133.59
Employee + Spouse + Child(ren)	\$212.00	\$1,403.51

While TSEA continues to lobby for better pay and benefits, it is important to know what lies ahead. Below is a chart that reflects what a state employee making \$30,000 a year will receive from a 1.5% pay raise vs. the cost of a 3.5% raise in insurance premiums. Please keep in mind with any premium increase, the employee only pays 20% of the total premium. Through TSEA's past and current lobbying efforts, the State of Tennessee pays 80% of your insurance premium.

For example, if the total premium increase of 3.5% equaled \$20, then the employee would pay \$4 and the state would pay \$16.

Salary	Pay Increase	Total Increase
\$30,000	1.5%	\$450 (\$37.50 per mo.)
2015 Monthly PPO Premium	Insurance Increase	Total 2016 Mo. Increase
\$636.04 Employee Only	3.5%	\$22.26 (Empl. portion = \$4.01)
\$954.07 Employee + Child(ren)	3.5%	\$33.39 (Empl. portion = \$6.01)
\$1,335.68 Employee + Spouse	3.5%	\$46.75 (Empl. portion = \$8.42)
\$1,653.71 Employee + Spouse + Child(ren)	3.5%	\$57.89 (Empl. portion = \$10.42)

Compensation & Benefits: Good News

- Several members contacted TSEA regarding their health insurance status being moved from Partnership to the more costly Standard PPO plan.

Compensation & Benefits staff contacted the appropriate staff with Benefits Administration to research these issues. In several of these cases, members were allowed back in the Partnership plan.

- Employee at Mountain View was originally denied an accommodation based on her

pregnancy by the facility. After intervention by TSEA, central office overturned that local decision and allowed the member to go back to work.

- Member in TDOT was having a scheduled surgery and realized they did not have sufficient leave to cover the time away from work.

Comp and Benefits staff worked with member and the spouse making sure Sick Leave Banks forms were submitted timely and completed

by the attending Physician.

- Member contacted Compensation & Benefits staff because they were not comfortable with the information they had been given from their HR as they began to submit retirement applications.

Staff contacted the appropriate HR staff with his agency to better understand why member was given inaccurate information. Our contact with agency HR resulted in the

member being more comfortable as he approached the retirement date as we provided accurate information.

- A newly hired member in DOC contacted Comp & Benefits staff because they were confused about the health insurance premiums and beginning coverage dates.

Staff contacted TDOC HR staff for a clear understanding of member's insurance deduction. We provided this information to the member and he understood the premiums and deductions.

Holiday Schedule

State offices will be closed on November 26 for the Thanksgiving holiday. In addition, as you may know, the governor traditionally keeps state offices open on Columbus Day in order to close state offices on Friday, November 27.

State offices will also be closed Thursday and Friday December 24 and 25 for the Christmas Eve and Christmas Day holidays, and Thursday and Friday, December 31 and January 1 for New Year's Eve and New Year's Day holidays.

TSEA Scholarship Program

Next year many sons and daughters of TSEA members, or TSEA members themselves, will be entering college for Fall 2016. TSEA offers a great benefit by providing 21 - \$750 scholarship awards annually to dependent children of active or retired TSEA members or to the TSEA member.

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

Here are the criteria to apply for award scholarships:

Eligibility

Tennessee State Employees Association Scholarships are open to high school seniors, college freshmen, sophomores, and juniors who are:

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

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

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

Your completed application must be postmarked or received by Thursday April 1 to:

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

To contact ISTS:

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

Email for questions: contactus@applyists.com

Applicant materials: info@applyists.com

Awards

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

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

Winner Selection

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

Responsibilities of Recipients

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

Program Administration

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

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

To check the status of your submitted application:

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

Remember the deadline is Friday, April 1, 2016.

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

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

IMPORTANT TSEA DATES

**TSEA Lobby Day
Tuesday, Feb. 16, 2016**

**Constitution & Bylaws Deadline
Thursday, Mar. 17, 2016, 4:30 p.m.**

**Resolutions Deadline
Monday, Mar. 28, 2016, 4:30 p.m.**

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

For questions about these proposals, please contact LaTanya McAdoo at the TSEA office at 1-800-251-8732 or by email to latanya.mcadoo@tseaonline.org.

**Chapter Award Nominations deadline:
Friday, April 29, 2016, 4:30 p.m.**

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

Chapters may mail or Fax ALL nominations to:

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

Chapter awards include:

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

For additional information about TSEA Chapter Awards, please contact Linda Darden at the TSEA office by phone 1-800-251-8732 or email linda.darden@tseaonline.org.

**Sick Leave Bank Nominations
(East Region)
Friday, April 15, 2016 - 4:30 pm**

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

Nominations may not be accepted from the Department of Children's Services (West TN Representative Vicki Burton) or the Department of Finance & Administration (Middle TN Representative Cynthia Minnick), as these departments already hold positions.

All nominations must be members in good standing of the TSEA for at least one (1) full year immediately preceding the April 15 deadline; must be in writing; must be signed by the nominees; must include the nominees department and chapter, and must include the signatures of 25 TSEA members. A photo and information about the candidates will be printed in the Co-Worker prior to the election.

For nominating petitions or with questions, please contact LaTanya McAdoo at the TSEA office at 1-800-251-8732 or by email to latanya.mcadoo@tseaonline.org.

["Meetings" from page 2]

of any children attending Chapter Fundraising Auction Should you choose to participate, you may bring a gift for the auction. **Please RSVP to Cathy Muse by November 14** For info, contact: Cathy Muse (423) 416-9765

Campbell/Scott

Monday, November 30 6:00 PM Campbell County Health Department 162 Sharp Perkins Road Jacksboro Chapter will provide Member's meal Guests' meals are \$10 each **Please RSVP by Friday, November 20**, so the chapter can plan enough food for everyone attending. Families are invited! If you are bringing a guest, please have them bring a \$5.00 wrapped gift to play Dirty Christmas! For info & to RSVP, contact: Lisa Moffett lmoffett83@gmail.com

Caney Fork

Christmas Potluck & Annual Toy Drive Monday, November 30 6:00 PM Warren County Administration Building 201 Locust Street McMinnville Chapter will provide the meat Members are asked to bring a dish **Please bring an unwrapped toy that does not require batteries for our annual Rescue Squad Toy Drive. Last year we had over 80 toys to donate! Let's see if we can break 100 this year.** Bring a co-worker, even if they are not a member. For info, contact: Kyle Phillips (931) 473-0644 (w) (931) 815-1963 (h)

Forked Deer

Tuesday, December 1 5:30 - 7:30 PM (Please be on time, as we only have 2 hours to use the room) Old Country Store 56 Casey Jone Lane Jackson **The first 35 members to RSVP by November 20 will have their meal provided by the chapter All other attendees will be Dutch Treat** Topic: Const. & By-laws Door Prizes For info, contact: Debra Harston (731) 426-6170

Knox/UT

Tuesday, December 1 6:00 PM (Dinner at 5:30 PM) Chick-Fil-A

4994 Kingston Pike Knoxville Dinner is a Dutch Treat Chapter Christmas Party For info, contact: Betty Beal (865) 622-1679

Roane County

Wednesday, December 2 6:30 PM (Dinner at 5:30 PM) Shoney's Restaurant 1809 South Roane Street Harriman Dinner is a Dutch Treat Guest Speaker: Representative Kent Calfee Door Prizes For info, contact: Daniel Orange (865) 425-4484

Marion County

Thursday, December 3 6:00 PM Raphael's Italian Restaurant 4725 Main Street Jasper Dinner provided by the Chapter Guest Speaker: Compensation & Benefits Coordinator Terry Carroll **Please bring a \$10 gift for exchange** Family members are welcome to attend, but are Dutch Treat Door Prizes **RSVP by December 1 and for info, contact:** Ingrid Long (423) 942-2238 x108

Northeast

Thursday, December 3 6:00 PM Rush Street Grill 1229 East Stone Drive Kingsport Chapter Christmas Party If you are bringing a guest, please have them bring a \$5 wrapped gift to play Dirty Christmas For info & to RSVP, contact: Joyce Skinner (423) 224-1919

Pioneer

Friday, December 4 11:30 AM Wall Street Grill 2721 N Central Avenue Humboldt Lunch will be provided by the Chapter Chapter Christmas Party Door Prizes For info, contact: Carrissa Coleman (731) 222-0225

Memphis Higher Ed

Saturday, December 5 12:30 - 3:00 PM Pacific Fusion 1140 North Germantown Parkway Cordova Chapter Holiday Party Luncheon Members pay for their drink and gratuity, Chapter covers the meal Spouses of members are welcome to attend Non-member guests pay \$9.95 plus drink and gratuity

ity If possible, RSVP by December 1 For info, contact: Regina Cade (901) 485-1486 rmcade@bellsouth.net

Giles/Lincoln

Monday, December 7 6:00 PM Legends Roadhouse 1520 West College Street Pulaski Chapter Holiday Dinner Guest Speaker: TSEA Compensation & Benefits Coordinator Terry Carroll For info, contact: Brenda Anderson (931) 698-9664

Smoky Mountain

Monday, December 7 12:00 PM Applebee's 207 Collier Drive Sevierville Chapter Holiday Party For info, contact: Dawn Whitley (865) 429-7005

David Crockett

Tuesday, December 8 7:00 PM (Dinner at 6:00 PM) Ponderosa Steak House 1817 N Locust Lawrenceburg Christmas Dinner Meeting Chapter will provide member's meal. Any guest attending is member's responsibility Invited Guest Speakers: Senator Joey Hensley, State Representatives David Byrd & Barry Doss Door Prizes For info, contact: Henry Phillips (931) 244-6059

Anderson County

Thursday, December 10 5:30 PM Harrison's 110 Hillvale Rd Clinton Chapter will provide Member's meal Senator Randy McNally and Representatives Dennis Powers and John Ragan have been invited to attend Discussion: 2015 Wrap Up and plans for 2016 For info, contact: Tabatha Ehlert (865) 659-9118 AndersonTSEA@yahoo.com

Tims Ford

Thursday, December 10 6:00 PM Oasis Restaurant 708 South College Street Winchester Chapter Christmas Party For info, contact: Wendell Carter (931) 841-1184

Tealeaf

Friday, December 11 6:00 PM Bryan College Max Cafe 721 Bryan Drive Dayton

Chapter will provide Member's meal - Guests are \$10.00 per person Invited Guests: Senator Ken Yager, Representative Ron Travis, TSEA Field Representative Lisa Moffett Special presentation to Relative Caregiver Program for Chapter Community Project. **Bring a can of food to add to food basket, as the Chapter is providing a Christmas dinner for a family in Relative Caregiver Program & a Basket of food from attending members.** Door Prizes For info, contact: Mary Runyan (423) 618-6853

ETSU

Saturday, December 12 1:00 - 4:00 PM Logan's Roadhouse 3112 Browns Mill Road Johnson City Chapter will provide Member's meal Secret Santa: If you bring a guest, please bring a wrapped \$5.00 gift. If you have been saving drink can tabs, please bring them with you. They will be taken to the Ronald McDonald House. For info and to RSVP by December 4, contact: Carolyn Bond (423) 439-4234, or (423) 282-6318 after 5PM Lisa Moffett (423) 571-0094

Shelby County

Wednesday, December 16 5:30 PM Benjamin L Hooks Library 3030 Poplar Ave Memphis Chapter Christmas Dinner Food will be provided by the Chapter. Shelby County Legislative Delegation have been

invited to attend For info, contact: Calvin Lewis (901) 212-4621

Foothills

Thursday, December 17 6:30 PM RJs Courtyard 3749 Alcoa Highway Alcoa Chapter Christmas Party Member's meals will be subsidized as allowed by budget and approved of at meeting **Please bring a \$5.00 or \$10.00 gift to exchange.** For info, contact: Steve Owenby (865) 591-4225

Greene County

Friday, December 18 6:00 PM The Farmer's Daughter Restaurant 7700 Erwin Hwy Chucky Chapter Christmas Meeting & Dinner Cost for members: \$8.00 per person Cost for guests: \$10.00 per person **Your reservation request and check to cover the cost of attendees must be received by Nov. 25** Mail meal payment to: Bernice Jozsa P.O. Box 106 Afton, TN 37616 For info, contact: Bernice Jozsa (423) 639-4454

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Are you taking advantage?

In early December, you will be mailed your 2015 sticker for the back of your TSEA Advantage Card and the 2016 directory of member-only discounts available through the TSEA Advantage Program.

Watch for these valuable member-only items!

Members only discounts include:

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

Discounted Insurance Programs:

Hospital Indemnity Plan
Wholesale Priced Term Life Insurance
Group Universal Life Insurance
Discounted rates for auto, home and renters insurance
Disability Income Policy with lower rates and Critical Care coverage
Wellness benefits for cancer which now includes 10 new screenings
Long-term Care Policy for nursing home, home health and community based care
Accident insurance for employee, spouse and children
Identity Theft Protection
Pet Insurance

Purchasing Power products through payroll deduction

(with an expanded product line)

Discount tickets

For the Tennessee Aquarium, Regal, Carmike & Malco Theaters, Knoxville Zoo, Memphis Zoo, Nashville Zoo, and Official Ticket Center of Florida

Special pricing

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

Discounts on new vehicles through Freeland Chevrolet

Auto rental discounts from Hertz

Savings on pharmacy items with Rx Savings Card

and,

Seasonal offers

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

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

Higher Education employee termination overturned

By Regina Cade
MHEC Chapter President
rmcade@bellsouth.net

March 2015 brought a devastating blow to a higher education member of TSEA. The member was terminated for an emergency stop they made at a convenient store in a state issued vehicle. The member contacted his worksite representative on campus and was told to call TSEA Legal Service Department and was given professional advice. Immediately, the President of the

Higher Education Chapter was telephoned to assist the member with the process. Following the guidelines of Tennessee Board of Regents (TBR) the member was given five days to respond to the options for a hearing. The member selected Step 3 hearing from the form and was given a hearing with four panelists selected by the President of the University. The member was able to have representation, but none to advocate on their behalf. During the termination period the employee

and the Chapter President begin to communicate about the incident and after many hours of research a violation of TBR policy was discovered. The signage for "Motor Vehicle Exhibit" Policy#4:03:02:00 posting for each state issued vehicle had not been placed in the vehicle nor was posted at the motor pool facility.

On the day of the hearing the employee statement was distributed to the panelist and officials during the hearing. Character witnesses were available to speak on the employees behalf; however, the representative (the chapter President) had to remain silent according to TBR policy. The members' total termination period was calculated to be 59

days without pay, health insurance, 401K contributions, TSEA payroll deductible dues ceased and the denial of unemployment were inflicted on the employee.

After review from the President of the University and Legal Counsel the employee was reinstated with full benefits and back pay. This was a great victory for the employee and the higher education chapter. As a result of this violation being revealed several other employees who had been terminated for similar violations at this higher education institution have been reinstated with full benefits and back pay.

However, we are not pleased with the Tennessee Board of Regents

(TBR) due process policy which denies an employee the right to have someone to advocate on their behalf at Steps 1 thru 3.

In October, the Higher Education Committee met in Nashville to address this issue and others that affect higher education employees.

The Tennessee State Employees Association Legislative Committee and the Higher Education Committee urge TSEA to lobby for change in regard to this issue during the next legislative session.

Join your voice for change!

Memphis Higher Education Chapter

Have a co-worker who wants to join TSEA? Have them fill out the application below and send by mail to: TSEA, 627 Woodland St., Nashville, TN, 37206 or by Fax to: 615-242-6329

Please complete form and mail

8-13

Tennessee State Employees Association Membership Application

Membership dues deduction authorization. Please Print.

Name _____ Social Security Number _____

Department _____ Job Title _____

Facility or location _____

I, the undersigned, hereby authorize the State of Tennessee to deduct, from my pay, membership dues each month and pay such dues to the Tennessee State Employees Association, which is a qualified state employee association.

I, the undersigned, understand that this authorization is to become effective immediately. I understand that I may revoke this authorization by written notification at any time. Any deductions made from my compensation within thirty (30) days of the effective date of this authorization shall be refunded by the association if revocation is made within such thirty (30) day period. I also understand that the amount of membership dues deduction may increase or decrease if the association approves an increase or decrease in dues in accordance with its bylaws and rules of procedure. Upon notification to me by the association of an increase or decrease in dues, I understand that I will again have an opportunity to revoke this authorization and receive a refund equal to one month's dues if revocation is made within a thirty (30) day period from the date of notification. I understand that my membership payroll deduction will continue until after the association receives my written notification of cancellation.

Your membership is valid only as long as deductions are being withheld from your pay. If your dues deductions cease for any reason, complete another application form and mail to TSEA for reinstatement. Upon retirement maintain your membership in TSEA by deductions through the TCRS.

Signature _____ Date _____

Social Security Number _____ Last name _____ First name _____ MI _____

Work e-mail address _____ Home e-mail address _____

Home address _____

City _____ ST _____ Zip Code _____ Home Phone _____

Work Facility _____ Work Phone _____ Extension _____

Work Address _____ Fax Number _____

Work City _____ ST _____ Zip Code _____ 5-Digit Dept. # _____ 8-Digit Employee ID# _____

Gender: Male Female Birth year _____ Hire Date (month and year) ____/____/____

Home County _____ Work County _____

Mark one: Payroll deduction Cash membership - available on 6 or 12 month basis. (Dues enclosed.)

I wish to be a member in the chapter where (choose one): I live. I work.

9.132% of your monthly dues will go toward political action to help elect lawmakers who value public services and the employees who provide those services. If you prefer that percentage to go instead toward other government relations activities, please check this box.

Signature _____ Date _____

Recruiter signature _____ Last four digits of SS# _____



Lobby Day 2016 Save The Date!

Please plan to join us for our
Legislative Lobby Day
on February 16, 2016.

This is your chance to visit with your
Senators and Representatives and
the legislative leadership
in Nashville.

Please put this important date on
your calendar today!

TDOC issues at work?

TSEA recently created a form for you to convey your TDOC worksite issues to TSEA. If you haven't yet sent us your input, please visit our website or fill out and mail the form below.

Your feedback, observations, and experiences are valuable as we continue to work with legislators and the department to communicate your concerns. These issues will be shared with your department, but your name will be kept anonymous. We ask for your name only so we can verify you're a member, and to be able to follow up for needed clarification. The form and all information reported is managed by TSEA.

Please remember, problems in your department didn't happen overnight. Nor can they be fixed overnight. We want you to know, no one is working harder for you than TSEA to bring your concerns to light and insist on better outcomes.

IMPORTANT: TSEA will not send to the department any information that identifies you without your permission. We only plan to report problematic trends and issues. Nevertheless, we need your contact information to reach you in case we require additional information about the issue you provided or to share with you any specific response from the department.

Name (First and Last) *TDOC issue report form*

Job Classification

Facility

Email

Phone

Issue/Concern

Mail to: Amanda Clelland c/o TSEA,
627 Woodland St. Nashville, TN 37206

2015 Target: Pay Raise

By Tommy Francis
TSEA Membership Director
tommy.francis@tseaonline.org

The time is quickly approaching for our big grand prize giveaway! The question is: Will you be in the drawing? Have you secured your chance to win \$5,000?

If your answer is No, then it is not too late! All you have to do is recruit one new member to join TSEA by Nov 30th, and you will have your chance. It is easier than ever to join. Just go online to tseaonline.org and hit the Join button.

Our membership is the most important piece of our puzzle. We impact the lives of not just 40,000 state employees, but also the lives of their families.



Last year we had large membership gains, the most in recent history. That was thanks to various reasons, but part of that was our Target: Pay Raise promotion. If you recruit a state employee to join TSEA **YOU** will be entered into a **drawing for \$5000** and the **co-worker you recruited** will be entered into a **separate \$5000 drawing**. We may show up to your worksite to present you with a big check sometime around Christmas. Wouldn't that be a great present?

Remember you only need to recruit one person to TSEA to enter, but for each new member you recruit you get another entry into the drawing. Happy recruiting and good luck out there!

Joining TSEA is now easier than ever

Visit our website at www.tseaonline.org and look for the Join button on the right sidebar:

Once you click on that button, you are taken to a secure online membership application. You can share the link to this application with any co-workers who aren't TSEA members, and they can sign up instantly online!

HOLIDAY GIVING
make it merry

Exclusive Benefit for
Tennessee State Employees Association
members

FREE SHIPPING*
on select categories
Promo code: **FSHOL15**
Offer valid thru 12/15.

sign up or log in online to get started



www.TSEA.PurchasingPower.com
866-670-3479

FREE SHIPPING* on select categories

Enter promo code: **FSHOL15**

Offer valid thru 12/15.

Eligibility Requirements:

- You must be at least 18 years of age
- You must be a full-time, active employee of the state of Tennessee for at least 1 year
- You must earn at least \$16,000 a year
- You must have a bank account or credit card (to be used in case of non-payment via payroll deduction)
- You must be a member of the TSEA

If you have any concern with a Purchasing Power order or product, please contact Purchasing Power directly at 1-866-670-3479 or contact TSEA at 1-800-251-8732.

*All orders are subject to a minimum order amount, which will not exceed \$300. Promo valid for free shipping on select categories through 12/15/2015 at 11:59pm PST. Promo excludes Apple products, Furniture, Mattresses, Auto & Home Improvement Category, Televisions 50 inches and above, Sports, Fitness & Recreation (except Dartboards, Activity Trackers, Yoga & Pilates, Fitness Accessories, Smart Watches, Bikes & Scooters, Camping & Outdoors & Sports Fan Shop) Appliances (except Small Appliances), and Baby & Kid's Room. Promo code must be entered at time of checkout for discount to be applied. Only one promo code may be used per order. Promo code cannot be applied to previous purchases or combined with other offers. Offered discount applies to cost of products only, not applicable to warranty upgrades. Spend total is based on cost of products only, and does not include shipping, taxes, installation or other fees.

Products and pricing are available while supplies last and are subject to change without notice, so call or go online for the latest offering. Individual eligibility requirements and spending limits may apply.

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