TSEA
TENNESSEE STATE EMPLOYEES ASSOCIATION

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2017 TSEA Legislative Priorities
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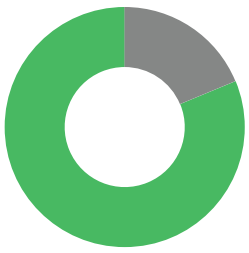
Co-Worker
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November/December 2016
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TEAM-PAC endorsed candidates win big

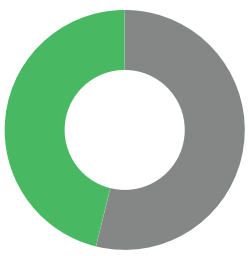
TN Senate
100%
13 of 13 TEAM-PAC endorsed candidates were elected.

TN House
99%
80 of 81 TEAM-PAC endorsed candidates were elected.

TN Senate

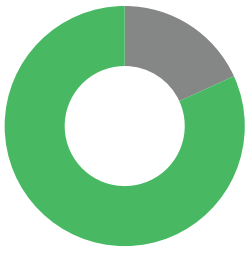


TEAM-PAC endorsed candidates in 13 of 16 districts

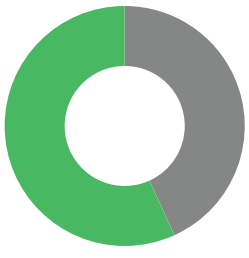


6 of 13 TEAM-PAC endorsed candidates ran opposed

TN House



TEAM-PAC endorsed candidates in 81 of 99 districts



46 of 81 TEAM-PAC endorsed candidates ran opposed



Congratulations to all of the winning candidates:

Senate
District/Candidate
2 Doug Overbey (R)-
4 Jon Lundberg (R)-
6 Becky Duncan Massey (R)-
8 Frank Niceley (R)-
10 Todd Gardenhire (R)
12 Ken Yager (R)-
14 Jim Tracy (R)
16 Janice Bowling (R)
18 Ferrell Haile (R)-*
20 Steven Dickerson (R)
22 Mark Green (R)
24 John Stevens (R)-*
26 Dolores Gresham (R)-
28 Joey Hensley (R)
30 Sara P. Kyle (D)-
32 Mark Norris (R)-*

House
District/Candidate
1 John Crawford (R)-
2 Bud Hulsey (R)
3 Timothy Hill (R)
4 John Holsclaw, Jr. (R)-
5 David B. Hawk (R)-
6 Micah Van Huss (R)
7 Matthew Hill (R)
8 Art Swann (R)-
9 Gary Hicks (R)-
10 Tilman Goins (R)-
11 Jeremy Faison (R)
12 Dale Carr (R)-
13 Eddie Smith (R)
14 Jason Zachary (R)
*15 Rick Staples (D)**
16 Bill Dunn (R)-
17 Andrew Ellis Farmer (R)-
*18 Martin Daniel (R)**
19 Harry Brooks (R)-
20 Bob Ramsey (R)
21 Jimmy Matlock (R)
22 Dan Howell (R)
23 John Forgety (R)
24 Kevin D Brooks (R)-
25 Cameron Sexton (R)
26 Gerald McCormick(R)-
27 Patsy Hazlewood (R)
28 JoAnne Favors (D)-
29 Mike Carter (R)-
30 Marc Gravitt (R)
31 Ron Travis (R)-
32 Kent D. Calfee (R)
33 John D. Ragan (R)
*34 Tim Rudd (R)**
35 Jerry Sexton-*
36 Dennis H. Powers (R)
*37 Dawn White (R)**
38 Kelly T Keisling (R)
39 David Alexander (R)
*40 Terri Lynn Weaver (R)**
41 John Mark Windle (D)
*42 Ryan D. Williams (R)**
43 Paul Sherrell (R)+
*44 William Lamberth (R)**
45 Courtney Rogers (R)-
46 Mark Pody (R)
47 Judd Matheny (R)
48 Dr. Bryan Terry (R)
49 Mike Sparks (R)
50 Bo Mitchell (D)
51 Bill Beck (D)-
52 Michael Stewart (D)-
53 Jason Powell (D)
54 Brenda Gilmore (D)
55 John Ray Clemmons (D)-
56 Beth Harwell (R)
57 Susan M. Lynn (R)
58 Harold M. Love, Jr. (D)-
59 Sherry Jones (D)-
60 Darren Jernigan (D)
61 Charles M. Sargent Jr. (R)-
*62 Pat Marsh (R)**
*63 Glen Casada (R)**
64 Sheila Butt (R)
*65 Sam Whitson (R)**
66 Sabi Kumar (R)
67 Joe Pitts (D)
68 Curtis Johnson (R)-
*69 Michael G. Curcio (R)**
70 Barry Doss (R)
71 David Byrd (R)-
72 Steve McDaniel (R)-
73 Jimmy Eldridge (R)-
*74 Jay D. Reedy (R)**
75 Tim Wirgau (R)
76 Andy Holt (R)
77 Bill Sanderson (R)
78 Mary Littleton (R)
79 Curtis Halford (R)-*
80 Johnny W. Shaw (D)-
81 Debra Moody (R)
82 Craig Fitzhugh (D)
*83 Mark White (R)**
84 Joe Towns, Jr. (D)-
85 Johnnie R. Turner (D)-
86 Barbara Cooper (D)
87 Karen Camper (D)-
88 Larry J. Miller (D)
89 Roger Kane (R)
90 John J. Deberry, Jr. (D)-
91 Raumesh Akbari (D)
*92 Thomas R. Tillis (R)**
93 G. A. Hardaway (D)
94 Ron M. Gant (R)
95 Mark Lovell (R)-*
*96 Dwayne Thompson (D)**
97 Jim Coley (R)-
98 Antonio Parkinson (D)-
99 Ron Lollar (R)-

TENNESSEE EMPLOYEES ACTION MOVEMENT PAC POLITICAL ACTION COMMITTEE

** No endorsement made for this district by TEAM-PAC*
- Candidate ran unopposed
+ TEAM-PAC made an endorsement, but our candidate did not win

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TSEA
TENNESSEE STATE EMPLOYEES ASSOCIATION

Co-Worker
November/December 2016 Edition

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Jackie Coleman

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Pioneer *(Crockett, Gibson)*
Reelfoot *(Dyer, Lake, Obion)*
WHBC *(Benton, Carroll, Henry, Weakley)*

District 2
Teresa Grice, Memphis
Memphis Higher Education Chapter *(Shelby)*
Shelby County *(Shelby)*

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

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Sycamore *(Cheatham, Robertson)*
TWS *(Smith, Trousdale, Wilson)*
Volunteer *(Macon, Sumner)*
Warioto *(Montgomery, Stewart)*

District 5
Martha Wettemann, Pleasant View
Davidson County *(Davidson)*

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

District 7
Cynthia Murdock, Petersburg
David Crockett *(Lawrence)*
Giles/Lincoln *(Giles, Lincoln)*
Maury/Marshall *(Marshall, Maury)*
Rutherford County *(Rutherford)*
South 40 *(Hickman, Lewis, Perry)*
Three Rivers *(Bedford, Coffee, Moore)*
Tims Ford *(Franklin)*; Wayne *(Wayne)*
Williamson *(Williamson)*

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

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

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

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

District 12
Dena Taylor, Maryville
Foothills *(Blount, Loudon, Monroe)*
French Broad *(Cocke, Jefferson)*
Lakeway *(Grainger, Hamblen, Hancock, Hawkins)*
Smoky Mountain *(Sevier)*

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Calendar of Events

November

24-25 Thursday-Friday
Thanksgiving Holiday
State offices closed

December

2 Friday
Board Meeting
& Holiday Dinner

26-27 Monday-Tuesday
Christmas Holiday
State offices closed

January 2017

2-3 Monday-Tuesday
New Year's Holiday
State offices closed

10 Tuesday
110th General Assembly
Convenes

13 Friday
Board Meeting
1:00 P.M., TSEA Office

16 Monday
Martin Luther King Jr. Day
State offices closed

February

17 Friday
Board Meeting
1:00 P.M., TSEA Office

20 Monday
President's Day Holiday
State offices closed

March

2 Thursday
Board Nominations Deadline

13 Monday
Board Meeting
1:00 P.M., TSEA Office

14 Tuesday
TSEA Lobby Day on the Hill

16 Thursday
Constitution and Bylaws
submission deadline

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

Worksite Visits

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

All dates are subject to change.

East

Tuesday Nov. 29
12:00 p.m. to 3:00 p.m.
NECC
P.O. Box 5000
Highway 67
Mountain City

Wed., Nov. 30
NECC
Admin Building Lobby
5:00 a.m. to 8:30 a.m.
12:00 p.m. to 2:45 p.m.
9:00 p.m. to 10:00 p.m.

Thursday, Dec. 1,
10:00 a.m. to 11:30 a.m.
Human & Children Services
Conference Room
370 Cold Springs Road
Mountain City

1:00 p.m.
Dept. of Health
715 West Main Street
Mountain City

Middle

Monday, Dec. 12th
9:00 a.m. to 4:00 p.m.
USB Tower
10th Floor Break Room
315 Deaderick Street
Nashville

Tuesday, Dec. 13
10:00 a.m. to 3:00 p.m.
Probation & Parole
Training Room
220 Blanton Avenue
Nashville

West

Monday, Nov. 28
West Tennessee State Penitentiary
11:00 a.m. to 4:00 p.m.
Check Point Area
480 Green Chapel Road
Henning

Tuesday, Nov. 29
8:30 a.m.
Dept. of Health
Conference Room
500 Hwy. 51 South
Ripley

▶ CONTINUED ON P12

State election results offer TSEA great opportunity

The Tennessee elections for the state House and Senate have once again proven to be successful for TSEA. Ninety four members of the incoming Tennessee General Assembly earned the endorsement of TEAM PAC, our Political Action Committee. Thank you for your commitment to our endorsed candidates. Dozens of our association's members knocked on doors, made phone calls, placed yard signs and volunteered in other ways for our endorsed candidates. You also made contributions to our candidates through our PAC. The relationships that have continued to be developed and several newly created relationships will reap great benefits for all state employees in the years ahead.

Election year activity is important to our success at TSEA. Our PAC Board carefully considers the unique circumstances of each legislative district when making decisions about investing money and time in various races. Our TEAM PAC board that is elected by you gives generously of their time to consider the information supplied by our TSEA members and staff, especially during election cycles. After careful deliberations, decisions are made throughout the election year about the best use of our resources.

The first requirement for receiving TEAM PAC support is a proven record by incumbents of supporting state employees. Candidates for open seats are interviewed by local TSEA members to learn what motivates them to seek public office. Candidates are also asked questions about specific issues affecting state employees. Our PAC works with the leadership of both parties to evaluate candidates that may need special support from state employees.

I want to thank our TEAM PAC Chair Pat Bowman for her outstanding leadership of our election efforts. She placed a strong emphasis on registering state employees to vote. TSEA will be analyzing registration records and voter rolls to determine if we were able to increase participation by state employees. I also want to thank our TEAM PAC Board, Tom Haynes (Vice Chair), Jackie Coleman (Secretary), Tom Osborne (Treasurer), Jane Franklin, Tom Hill, Joseph Webb, Barry Tuck, Michael Greer, Sr. , and TSEA President Bryan Merritt (ex officio member). These women and men traveled extensively to local interviews and candidate events representing you and explaining the needs of state employees. Their volunteer efforts will be paying rich dividends for our association for many years to come.



As you may have noticed I have given this column a name. "Hand to the Plow" reflects the dedication I have to hard work serving as your Executive Director. There are many challenging days leading a professional employee organization. However, I know that if I keep my head down and focused on the task at hand, together we will do great things for Tennessee state employees.

Reach TSEA Executive Director Randy Stamps at 615-256-4533, or by email: randy.stamps@tseaonline.org

In My Corner


Bryan Merritt

As your TSEA President, I am very excited about the progress we are making. Seems like everywhere you turn TSEA is seeing success.

We are eagerly awaiting the release from the Department of Human Resources concerning our merit based pay raises. We have been told there will be percentage raises as well as one-time-bonuses for higher performers.

We continue to see great strides in overturning unfounded disciplinary actions and fighting to advocate for our members. We also continue to help our members prepare for the transition to retirement, and help interpret workplace issues.

Membership is working hard adding more perks to being a member, finding us additional value for our dollars. We are improving our numbers and generating more revenues.

Our Board of Directors continues to work cooperatively making the best decisions for your association. I can't tell you enough how blessed we are with such talent. TEAM-PAC, under advisement from Government Affairs Director Paul Overholser, has invested a lot in our endorsed candidates. We won most of our races and our friends appreciate your contributions and involvement.

We just completed our annual audit and I am pleased to announce we passed with flying colors. There were no deficiencies found and no real suggestions made. Just a few years ago we had concerns about our long term perspective. We were supplementing our finances out of our cash reserves. We are now completely out of the red, and will finish the year with a small surplus. This is attributed to implementing some cost savings measures and making some needed changes.

All the TSEA staff is working their hearts out for you. Doing more with less, and pursuing high quality outcomes. When you see them, thank them and let them know you see a difference. Like us, they need a little encouragement.

Thanks for your belief in the direction we are choosing. Executive Director Randy Stamps is working around the clock to protect our rights and to fight for what's important to us. His staff is on point and it's full steam ahead.

'Til next time.

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

TSEA legislative priorities for 2017

Tennessee State Employees Association's advocacy on behalf of active and retired state employees is characterized by pragmatic proposals, creative problem solving and a clear, consistent vision of superior benefits and salaries that at least allow employees to maintain a comfortable lifestyle for themselves and their families.

Below are TSEA's Core Objectives and Legislative Agenda for 2017.

Core Legislative Objectives

- Enhance state employee pay to protect the State's investment in a quality workforce.
- Support sufficient appropriations to all state agencies and higher education to allow adequate pay increases.
- Advocate for an across-the-board pay raise of at least cost of living average (COLA) in each year (with an appropriate minimum dollar increase).
- Support targeted pay raises for particular occupational group or agency group that have turnover rates exceeding 18 percent per annum.
- Preserve affordable health benefits for state employees and retirees.
- Support continuation of the current contribution policy for the premiums of active employees, retired employees and their dependents (i.e., 80 percent of the employee or retiree premium and dependent premium).
- Support preservation of the basic benefit design for the state health plan.
- Oppose any effort to reduce health benefits for retired state employees or dependents.
- Continue to strengthen the retirement fund.
- Advocate for maintaining the defined benefit model that has historically rewarded hard-working employees who dedicate their careers to state service.
- Support maintaining the increased State and employee contributions to the TCRS pension fund to continue actuarial soundness over an infinite period of years and allow for a retiree annuity enhancement.

Legislative Agenda 2017

In 2017 TSEA will:

- Continue to fight for base pay raises for all state and higher education employees in addition to bonuses or one time money.
- Request that General Assembly fully fund employee salary compensation prior to considering other appropriations.
- Seek cost of living adjustment (COLA) for retired state employees in the amount equal to active state employee pay increases.
- Oppose privatization and downsizing of state government services through any means necessary.
- Seek policy change and compliance with laws, policies and regulations governing equitable treatment and compensation for career state employees in comparison to current and/or future state employees; and further, mandate that the Department of Human Resources take corrective action when agencies are found to be non-compliant with the TEAM Act.
- Increase communication efforts with all state employees.

Important note on Progress In Process

It takes a great deal of effort to pass a bill on Capitol Hill. Therefore, we must place our resources behind the bills that help the association as a whole. There is no way that every piece of legislation we file will become law and it is our duty to choose bills that are pertinent now and understand other legislation will start the conversation for future goals or bring light to issues that reflect smaller segments of our membership. Furthermore, we must remain vigilant to other legislation that may seek to harm our members and our association.

Questions?
Reach TSEA Government Affairs Director Paul Overholser at (615) 944-2722, or by email: paul.overholser@tseaonline.org

Lawyer Referral Service

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

TSEA members can now find a lawyer for advice on their personal legal issues through the TSEA Lawyer Referral Service ("LRS"). Perhaps best of all, the LRS is free to TSEA members in good standing.

The LRS operates state wide to connect members with lawyers who have experience with the member's requested practice area. Using the LRS is as simple as making a telephone call. For example, if a member needs a divorce, the member calls the TSEA Legal Services division and asks for a referral for a divorce lawyer. The member is immediately given the name of a lawyer who is willing to talk with the member about a divorce. The member then contacts the lawyer for an initial consultation – either in the lawyer's office or by telephone – up to one hour. There is no charge to the member for this consultation. If the member decides to hire the lawyer, the member and lawyer agree on a fee for the service. If the member chooses not to hire the lawyer, the lawyer cannot charge the member for the initial consultation. It's that simple.

The lawyers on the LRS have been pre-screened by TSEA and are willing to accept referrals in their practice areas. The LRS lawyers are able to provide consultations on a wide range of legal issues for TSEA members – personal injury, criminal defense, domestic matters, bankruptcy and many more. The LRS has been approved by the Tennessee Board of Professional Responsibility which licenses lawyers and regulates the practice of law in Tennessee. All lawyers on the LRS roster are licensed to practice law in Tennessee, have met continuing education requirements and carry malpractice insurance.

The LRS is available only to TSEA members and is available on the first day of enrollment – in other words, there is no waiting period to use the LRS. To request a referral for a lawyer or for further information, please contact TSEA Paralegal, Susan O'Bryan, at 615-256-4533.

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!



Here are a few examples of how our Legal Services staff have been helping our members:

1. A member appealed their termination with gross misconduct from the Department of Children's Services. After their hearing, it was decided to remove the gross misconduct from their record.

2. The Department of Mental Health allowed two of our members to resign in lieu of termination.

3. Department of Children's Services and the Department of Military allowed two of our members to resign and removed the termination from their record.

4. Member received a 10-day suspension from the Department of Mental Health & Substance Abuse, they appealed it and it was reduced to a 3-day suspension with back pay.

5. Member from the Department of Mental Health & Substance Abuse appealed their 2-day suspension and it was reduced to a written warning with the award of back pay and removing the suspension from their record.

6. Our member with the Department of Correction was terminated. After their appeal, the decision was modified to a 3-day suspension. They were reinstated to their position with the award of back pay.

7. The Department of Correction terminated our member. It was appealed and the decision was modified to a 5-day suspension with the award of back pay and reinstatement to their position.

8. A termination was given to our member at the Department of Children's Services. It was appealed and settled to replace the termination with a resignation and a settlement dollar award.

As you can see, it pays to be a member of TSEA!

If you have a legal services issue that you need help with, please contact one of our Legal Services staff members for assistance:

JoAnn Davis-Davis
Legal Services Manager
joann.davis-davis@tseaonline.org
615-256-4533
800-251-8732

Keisha Pittman
Legal Services Coordinator
keisha.pittman@tseaonline.org
615-256-4533
800-251-8732

Does outsourcing really save taxpayer money?

By Randy Stamps
TSEA Executive Director
randy.stamps@tseaonline.org

& Chris Dauphin
TSEA Communications Director
chris.dauphin@tseaonline.org

Saving taxpayer money is the main selling point behind every proposal to outsource a state service.

On the contrary, when analyzed, outsourcing is often found to be more expensive than promised.

For example, in January of 2012 the state paid the multinational corporation Jones Lang LaSalle $1M to assess the condition and management of state properties. The original contract was for statewide facility assessment, master planning, and facility management services.

That November, the state expanded JLL's contract to include the procurement of outside leases, a job previously handled by state employees. The contract was also adjusted to allow JLL to receive a 4-percent commission on any leases it procured.

The next month, the contract was again amended to accommodate JLL's need for more funding for facility assessments and master planning, and facilities management services were removed. By April of 2013, funding allocated for the contract had increased from the original $1M to $7.6M.

In June of 2013, the state signed a $330 million, five-year contract with JLL to outsource the facilities management of all state buildings.

In August of 2013 WTVF in Nashville reported, "only one lease negotiated by JLL has been publicly released. Despite the Haslam administration's claim that the deal will save taxpayer money, in that case, the state is now paying 44 percent more -- to the same landlord -- than it was before JLL got involved."

In November of 2013, the state comptroller audited the JLL contract and found the contract "created an organizational conflict of interest whereby Jones Lang LaSalle can profit from its own planning recommendations."

Furthermore, as reported by WTVF in Nashville, the state has paid $1M in secret settlements for lease cancellations and terminating contracts, presumably a result of JLL's advice.

Records obtained by WTVF in Nashville show the state paid the owner of L&C Tower $900,000 after canceling a lease and paid $100,000 to Sanders Moving after abruptly ending a contract. Unfortunately, these settlement agreements are confidential and prevent either side from discussing the agreements.

One of the many side effects of outsourcing is private companies are not as accountable or transparent to the public as with government.

What is more, the Commercial Appeal reported in September of 2015 that three part-time outsourcing consultants stood to be paid $612,000 annually by the state. The top paid contractor, according to the Appeal, receives $222 per hour – about $369,000 per year. That's over $100,000 more than the top earning state employee. This is an example of costs not included in discussions about outsourcing.

As a side note, Nashville's News Channel 5 reported Bill Haslam, while a candidate for Governor, listed JLL among his major investments. The Governor's investments are currently in a blind trust.

As another example of questionable cost savings from outsourcing, the state in 2011 outsourced the management of its motor vehicles to Enterprise. The annual budget for motor vehicles in 2011 was $38M. For 2016, despite significantly lower fuel costs, their budget has increased to $46M. Nonetheless, the department says they are under the annual budget and therefore saving taxpayer money.

But, as WTVF in Nashville discovered, each year, after the legislature passes the state budget and goes home, the Haslam administration increas-

▶ CONTINUED ON P6

Pay 4 Performance increases

By Gayle Robb
TSEA Comp and Benefits Manager
gayle.robb@tseaonline.org

On September 19, 2016, the Department of Human Resources made an announcement via e-mail to employees announcing a change in the Pay4Performance raises for the 2015-2016 cycles which ended on September 30, 2016. Commissioner Rebecca Hunter explained in the announcement, "The percentage increase will be the same for employees who receive any of these three ratings; however, employees receiving an Advanced or Outstanding will also receive an additional one-time bonus." After completion of the last cycle (ending September 30, 2015) employees with Advanced and Outstanding ratings received an additional percentage raise rather than a one-time bonus.

There is a total of $60 million made available for DOHR by the legislature in the 2016-17 budget. A one percent pay increase for employees in the P4P system is $15.7 million. This is the largest single appropriation specifically for state employees in history.

Announcement of the percentage for valued, advanced and outstanding as well as the bonus totals has not been made yet. The announcement last year was made in mid-December with an effective date of January 1. Commissioner Hunter commented in a recent meeting that DOHR staff expect some employees will elevate to the next higher category after much training from the previous cycle.

The Association shared our concern with Commissioner Hunter regarding those employees who were not eligible for the P4P because they were hired after the deadline for 2015. Commissioner Hunter reminded TSEA staff that many of these employees could have received the market adjustment in July 2016 if they were making below $50,000.

During DOHR's budget hearing on Monday, Nov. 7, Commissioner Hunter stated there would be another market study for 2017 performed through an outside source. Hunter went on to say, "For the next few months, you will receive a monthly communication discussing a topic related to pay for performance (P4P). Our website will also contain Frequently Asked Questions. For the FAQs, please visit: https://teamtn.gov/hr/topic/hr-pay-for-performance."

Employees in many parts of state government who are not part of the P4P program have already received a 3% across the board increase in July. Several of these are beginning to institute their own P4P. Higher Education is not included in these raises, either. The individual campuses have their own pay plans and with approval from the governing body can create compensations systems that are suited to them.

State group insurance update

By Gayle Robb
TSEA Comp and Benefits Manager
gayle.robb@tseaonline.org

The State Group Insurance Committee (SGIC) met September 16, 2016 for a brief meeting.

Earlier this year, Benefits Administration conducted a Request for Proposal for short term and long term disability coverage and received proposals from two respondents – The Standard Insurance Company (The Standard) and Metropolitan Life Insurance Company (MetLife). Based on the technical and cost proposal, the contract was awarded to The Standard at the June 30, 2016 insurance committee meeting with the goal of delivering benefits to state and higher education members in 2017.

During the course of implementation, representatives from higher education raised concerns about the premium increases their members enrolled in the disability plans currently authorized by higher education would experience under the newly awarded contact. The premium increase for some members, particularly those in the higher age bands, would be significant with some premiums more than tripling. Based on higher education's feedback that they could not move forward with offering this product to their members and The Standard's subsequent statement that without higher education members they could not honor their RFP pricing and would require a cost adjustment to perform the contract, Benefits Administration consulted with the Central Procurement Office regarding other options.

Following approval by the Central Procurement Office, and in partnership with higher education, Benefits Administration reissued new cost proposals to the two original qualified proposers – The Standard and MetLife – to solicit better pricing for the disability products, particularly long-term disability. Based on the results of the evaluation, the recommendation is that the State Insurance Committee enter into a contract with MetLife for delivery of short-term disability and long-term disability insurance benefits.

Given the short turnaround time between this evaluation and annual enrollment, which began October 3rd, for State and Higher Educations employees, Benefits Administration recommended modifying the contract by moving the effective date of coverage one year to January 2018. These modifications provide the contractor and Benefits Administration staff proper time to implement the benefits and roll out a comprehensive communications strategy. Strong employee understanding of this benefit will be crucial, as employees have one opportunity for guaranteed issue coverage which would occur during the 2017 Annual Enrollment period.
In addition, during the insurance committee meeting, Benefits Administration recommended there be no increase in premium for 2017 for the Medicare Supplement (see below).

No increase for 2017 monthly medicare supplement premiums

The total base premium for medicare coverage will not increase for 2017; it will remain $138.47.

The premium table to the right shows how much you pay after the state support is applied. The premiums listed are per covered individual amounts.

If your premium is paid from your TCRS retirement benefit, it is deducted one month in advance. For example, the January 2017 premium will be deducted from your December 31, 2016, TCRS retirement benefit.

If you are billed directly, you will continue to receive a bill one month in advance. For example, the December bill will be for January coverage.

If you are paying by automatic bank draft (ACH), premiums will continue to be deducted from your account on the 15th of the current month of coverage.

The POMCO group will continue to administer this coverage during 2017. To contact the customer service office for POMCO for information regarding benefits or the status of claims payments, you may call toll-free at 888.477.9307. For info visit: **thetennesseeplan.com.**

For questions, call the Benefits Administration service center at 800.253.9981 and select option 2.

IMPORTANT NOTICE: If you currently have a Medicare Advantage Plan or if you join a Medicare Advantage Plan while you are enrolled in the Tennessee Plan, your Tennessee Plan policy will not coordinate benefits. You should contact POMCO and provide them with information about any other coverage you have. They can assist you in determining how it will affect payment by the Tennessee Plan.

PREMIUMS EFFECTIVE JANUARY 2017		
Base monthly premium	$ 138.47	
	STATE SUPPORT	YOU PAY
30+ years of service	$ 50.00	**$ 88.47**
20-29 years of service	$ 37.50	**$100.97**
15-19 years of service	$ 25.00	**$113.47**
less than 15 years of service	$ 0.00	**$138.47**
dependents (spouse)	$ 0.00	**$138.47**
local education support staff	$ 0.00	**$138.47**
local government	$ 0.00	**$138.47**



Here are a few examples of how our Compensation and Benefits staff have been helping our members:

Answered dozens of calls with questions about the Pay4Performance raises

An employee in Corrections misunderstood that when he turned 65 he should notify Medicare. His understanding was that he should sign up for Medicare and drop his state insurance. When the member called to ask if TSEA had a Medicare supplement the mistake was found. TSEA contacted Benefits Administration and the member was allowed to return to state insurance.

A DOC employee fell down a flight of steps at one of the prisons and followed all the correct procedure for reporting a work related injury in order to begin treatment for a back and arm injury. Treatment was begun for the back injury but the employee could not get any cooperation with his arm injury. TSEA contacted Division of Claims and asked for a review on this issue. It was found in the employee's initial report that he did in fact say his arm as well as back were injured. The employee's recovery plan is now also integrating his arm injury. It is also worth noting, this employee was back at work after only one day off for his injury.
A DHS employee contacted staff with a serious issue on a Monday because her paycheck she received on Friday was mistakenly deposited in her 401K account, all of it. With quick response by staff and the help of DOHR staff, we were able to have the money reversed and put back into her bank account.

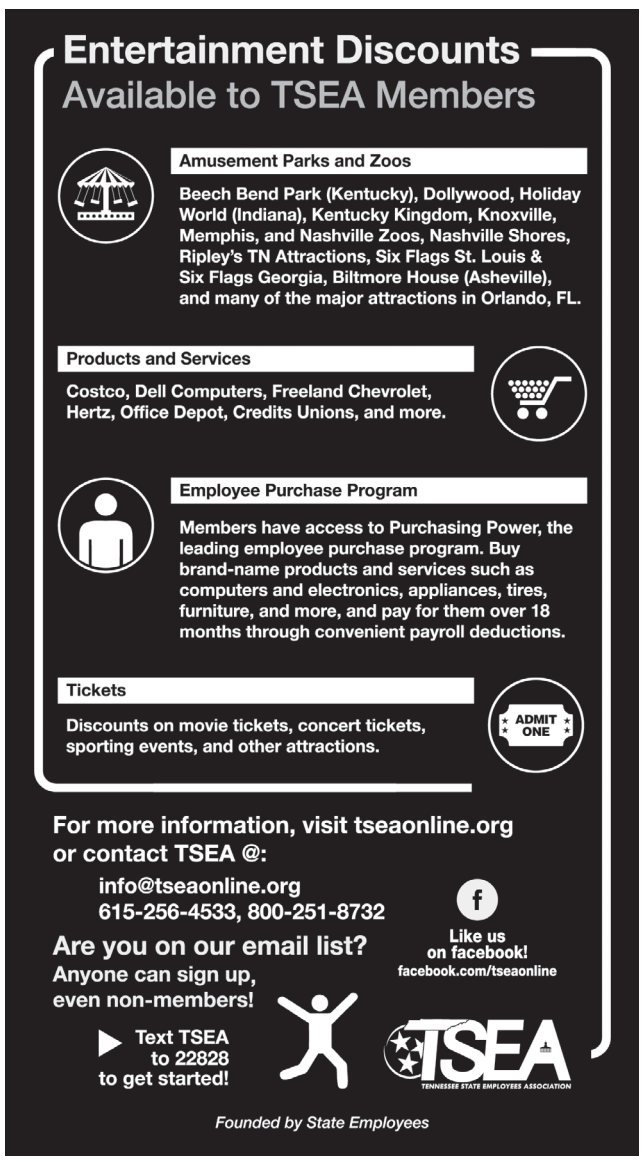
An employee who had been terminated was told by his HR he was ineligible to retire. After contacting staff we were able to get him in touch with the correct staff with Retiree Ready where he learned he could in deed retire but will have penalties.

Staff had several calls from various agencies regarding mandatory overtime. Employees are feeling the impact of downsizing state government through RIFs, buyouts and retirement, while these positions are now remaining vacant.

As you can see, it pays to be a member of TSEA! If you have a compensation of benefits issue that you need help with, please contact one of our comp and benefits staff members for assistance:

Gayle Robb
Comp and Benefits Manager
gayle.robb@tseaonline.org
615-256-4533
800-251-8732

Terry Carroll
Comp and Benefits Coordinator
terry.carroll@tseaonline.org
615-256-4533
800-251-8732



[“Outsourcing” from p.4]

es the motor vehicle budget by several million dollars.

For instance, in 2012-2013, after the legislature passed a budget which included $32M for motor vehicles, the Haslam administration increased the department’s budget to $67M. When the final numbers were tallied, the administration had paid Enterprise $43M. The department claimed they were under budget, despite exceeding the original budget by $11M.

In yet another instance, Tennessee Tech University in FY 2011-12 outsourced custodial services to SSC service solutions. According to numbers from a rare independent post-outsourcing comparison study, the total of SSC’s original contract with the state was $1,731,780 ($.91 per s/f), whereas the cost for the University to provide services using state employees was $1,824,895 ($.92 – $.96. per s/f). However, according to the study, SSC’s actual operational costs were higher than the signed contract and very close to costs before outsourcing (and remember, unlike the private company the University’s costs also included pension and health benefits for employees). After final analysis, the actual cost for SSC to provide custodial services was $1,929,030 ($1.01 – $1.03 per s/f).

In another example of unexpected cost increases from privatizing, in 2015 the state signed a $31M contract with a private vendor to run a Medicaid eligibility call center. That vendor failed to adequately perform its duties and was replaced by another private company. The state paid the first vendor half of the contracted amount, and then signed a similar contract with a new vendor for $56.5M. Prior to setting up these privately run call centers, this work was handled by state employees.

And, some of the contracts come with a catch.

In 2014, the state signed a $276 million contract with Trousdale County for a 2,400-bed private prison for Corrections Corporation of America. This contract also includes a 90% occupancy guarantee for CCA for Per Diem fees, which means if the private prison doesn’t remain above 90% occupied, taxpayers will pay Per Diem fees for empty beds. The contract also guarantees annual 2.5% operating Per Diem Rate increases. In contrast, state employees do not receive guaranteed pay increases.

A further example includes Tennessee modeling an effort to outsource the facilities management of all our state colleges and universities on a similar effort by Texas A&M. In December of 2015, the New York Times ran a story on the rising costs of student meal plans, focusing on the University of Tennessee’s new mandatory $300 per semester student dining fees. These fees are as a result of a contract with Aramark where Tennessee gets 14 percent of all food revenues and receives $15.2M in renovations to dining facilities. That contract runs through 2027.

But what happens if the vendor is performing poorly sometime before 2027? According to the Times article, a similar contract signed by Texas A&M with food service vendor Chartwells is guaranteed, which requires the university if the contract is terminated early to return the entirety of any money paid to the university during the contract period.

In some instances, the decision to use a private vendor is just bizarre.

To cite one well-publicized example, $46,000 in taxpayer dollars went to pay a private firm to create a new state logo, at a time when the state employed eight graphic artists and designers.

Sadly, costs aren’t always measured in dollars.

Tragically, in July, a man committed suicide by jumping off the Tennessee Tower in Downtown Nashville. According to a WSMV report, “Security at the tower falls under the state’s General Services division. They contract with private security companies Walden Security and Allied Barton.”

In August, an accident at a Tennessee county fair sent three children plummeting 45 feet to the ground, severely injuring one. The Associated Press after the incident reported, “The state relies on private inspectors hired by operators and other states’ regulators to determine whether roller coasters, zip lines, and Ferris wheels are safe.” State employees used to handle this work.

In conclusion, as taxpayers, we must ask harder questions and demand more oversight on any contracts which outsource a state service. The notion of cost savings from outsourcing is simply no longer credible.

RECAP: TSEA meeting about probation & parole officer issues

During October, TSEA staff met with Assistant Commissioner of Community Supervision Alisha James to discuss the many challenges facing probation and parole officers.

The overall demeanor of Assistant Commissioner of Community Supervision Alisha James was positive and candid. There was a clear readiness to discuss employees’ concerns and for management to take needed corrective action when warranted. Assistant Commissioner James has made communication a key part of her management style. James encourages employees to join her Facebook and Periscope conversations. These opportunities are available each month.

Management Issues

The Department is aware that, sometimes, caseloads are heavy and require overtime and flex time. That being said, employees should report to the department or TSEA any managers that are being unreasonable about awarding overtime and flex time so the department can address those issues.

There is also a clear understanding that officers should always be in pairs when sent on assignments. Any indication otherwise by management should also be reported.

The Department is also working to make sure training is more specifically focusing on the job responsibilities of Probation and Parole.

Employees may send concerns directly to the department by email to bi_community.supervision@tn.gov.

Staffing

Up to 90 new positions will be available to help with need assessments and intakes. The intent is to shift to these new positions some of the responsibilities that officers now have. The department is aware of under-staffing and is working on hiring and retaining employees.

Commissioned Officers

About 60 percent of all officers are now commissioned. Commissioned Officers receive a monthly pay supplement. Those that do not want to become commissioned will be placed in another Probation and Parole position. The Assistant Commissioner does not want to lose the valuable experience and skills that these employees offer the department.

Caseloads

Under-staffing is leading to caseload issues. There was a detailed discussion about the various classifications of offenders and the varying amount of time required for supervision based upon the classification. The Department seems to be genuine in their at-

▶ CONTINUED ON P11

Voluntary Benefits
Available to TSEA Members

Dental Insurance
Insurance to help pay a portion of your dental expenses. Premium includes hearing benefit.

Vision Insurance
Insurance to help pay a portion of your vision care expenses.

Prescription Savings
Available with vision and dental plans listed above, at no extra cost.

Critical Illness
Lump sum cash payment to insured for invasive cancer, heart attack, stroke, and other illnesses.

Disability Income Protection
Supplemental income in the event of illness or off-job accident that prevents you from working.

Identity Theft Protection
Proactive, real-time monitoring of activity related to your information online, credit cards, and more.

Pet Insurance
Coverage for dogs, cats, birds, & exotic animals on major medical, accidents, & preventative care.

Hospital Indemnity
Additional coverage other than your current health care plan to help cover hospital stays.

Long Term Care
Coverage for assisted living, home health care and nursing homes.

Life Insurance
Term, universal, or whole life policies that guarantee benefits to a beneficiary in the event of your death.

TSEA
TENNESSEE STATE EMPLOYEES ASSOCIATION

For more information on these and other benefits available only to TSEA members, visit **tseaonline.org** or contact TSEA at **info@tseaonline.org**, or by phone at **615-256-4533**, or Toll-FREE **800-251-8732**.

Hurry, guaranteed acceptance ends 12-31-16

The Guaranteed Acceptance for Short Term Disability and Critical Illness ends December 31, 2016. Until then, no health questions will be asked. But starting January 1, 2017 health questions will be asked.

So sign-up now!!

Holiday Schedule

State offices will be closed on November 24 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 the day after Thanksgiving, which he has done for this year Friday, November 25.

State offices will also be closed Monday and Tuesday December 26 and 27 for the Christmas holiday.

In addition, the following Holidays have been approved for 2017:

New Year’s Day
Monday, January 2 and Tuesday, January 3, 2017

Martin Luther King Day
Monday, January 16, 2017

President’s Day
Monday, February 20, 2017

Good Friday
Friday, April 14, 2017

Memorial Day
Monday, May 29, 2017

Independence Day
Tuesday, July 4, 2017

Labor Day
Monday, September 4, 2017

Veterans Day
Friday, November 10, 2017

Thanksgiving
Thursday, November 23 &
Friday, November 24, 2017**

Christmas
Monday, December 25 &
Tuesday, December 26, 2017*

New Year’s Day
Monday, January 1 &
Tuesday, January 2, 2018*

*Governor Haslam has approved these additional days as State office closures in addition to the official holidays.

**Pursuant to Tennessee Code Annotated, Section 4-4-105(a)(3), the Governor has designated that the Columbus Day holiday shall be substituted for the Friday after Thanksgiving.

We need your home email address

TSEA wants to provide you with up-to-the-minute information on important issues like legislative developments, administrative proposals, TEAM-PAC endorsed candidates, volunteer opportunities, election issues, important announcements, strategies, and much more.

But, we cannot email updates concerning elections and other sensitive matters to your work email. This is why we are continually building our list of home email address, so we can better communicate with you.

Please take a moment to update your contact information through the TSEA website at www.tseaonline.org, or call the office at (615) 256-4533. That way you will receive the most up-to-date information about all of the issues that affect state employees.

IMPORTANT: If you have already signed up for TSEA email, but are no longer receiving emails from TSEA – you may have unsubscribed. Since it is illegal for any organization to re-subscribe someone to an email list, you will need to visit this link to re-subscribe to our email list:

http://bit.ly/TSEAresubscribe

If you have any questions, please contact the communications division of TSEA at the number listed in an above paragraph.

Thank You!

Wow, you did it!

TENNESSEE EMPLOYEES ACTION MOVEMENT PAC POLITICAL ACTION COMMITTEE

This year, TEAM-PAC celebrated its 35th year of political action on behalf of state employees in Tennessee. On behalf of TEAM-PAC, as we move on from the 2016 election and look towards 2017, I would simply like to say thank you.

Because of your efforts, all but one of TEAM-PAC's endorsed candidates in the 2016 general election were elected to serve in Tennessee's 110th General Assembly. This is great news for state employees!

Whether you knocked on doors, make phone calls, put up a lawn sign, interviewed candidates, shared information, or simply voted for our endorsed candidates, your efforts made a difference in this election and I am so appreciative of your hard work supporting those who have supported us!

By electing legislators who support state employees, you've ensured a better future for all state employees in Tennessee.

Elections are your turn to speak, and this year we worked together and made our voices heard!

Thank you,

Patricia Bowman
TEAM-PAC Chair



State employees knocking on doors for Speaker of the House Beth Harwell



State employees knocking on doors for Rep. Darren Jernigan

TSEA Visits Higher Education Campuses

By Randy Stamps
TSEA Executive Director
randy.stamps@tseaonline.org

In the last few weeks, TSEA has visited the University of Memphis, Austin Peay, East Tennessee State University, Tennessee State University and Tennessee Tech University.

TSEA staff met with university Presidents, financial officers and facility maintenance staff to discuss various issues facing state employees. Every facility agreed that further outsourcing is unwarranted. TSEA will now partner with those schools to stand against any pressure that may be exerted to force further outsourcing of state services. The Department of General Services is expected to provide further information this month about their scheme to move more state jobs to the private sector.

During the higher education visits TSEA emphasized that relationships developed over forty years will be used to help build legislative support to continue our opposition to the Haslam's administration plans to enrich private vendors. In many cases those vendors will be outside of Tennessee and in some cases multi-national corporations. We encourage our higher education membership to share our efforts with your co-workers and help build our membership numbers on every campus.

Please check our website each week for possible updates on the outsourcing issue.

Our TSEA Higher Education Committee met on November 4 and made legislative recommendations for the upcoming session. All recommendations were accepted by the TSEA Board of Directors. Watch your e-mail for details on the higher education legislative agenda.

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.

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

Are you reading this?

If so, if you are one of the first 25 people who email Communications Director Chris Dauphin at chris.dauphin@tseaonline.org, you will receive a special giveaway.

Are you taking advantage?

In early December, you will be mailed your 2017 sticker for the back of your TSEA Advantage Card and the 2017 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 – adult and children
Disability Income Protection with lower rates
Critical Illness coverage
Long-term Care Policy for nursing home, home health and community based care
Discounted rates for auto, home and renters insurance
Pet Insurance
Identity Theft Protection provided through InfoArmor
Wellness benefits for cancer which now includes 10 new screenings
Hospital Indemnity/Standard Life and Accident Insurance

Purchasing Power products through payroll deduction

(with an expanded product line)

Discount tickets

Discounts tickets to the Tennessee Aquarium, Biltmore House & Gardens, Carmike - Malco - Regal Theaters, Discovery Park of America, Knoxville Zoo, Memphis Zoo, Nashville Zoo, Ripleys Attractions Tennessee, Official Ticket Center of Florida, Orlando Employee Discounts, StubZero

Special pricing

Special pricing on Dell Computers

Discounts on new cars and trucks through Freeland Chevrolet

Auto rental discounts from Hertz

Office Depot product discounts

Savings on pharmacy items with Rx Savings Card

Credit union services provided thru Southeast Financial Federal Credit Union and Tennessee Employees Credit Union

Seasonal offers

Look for the following seasonal attractions beginning Spring 2017: Beech Bend, Dollywood, Holiday World, Kentucky Kingdom, Nashville Shores, Six Flags Georgia and Six Flags St. Louis

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.

TSEA Scholarship Program

Next year many sons and daughters of TSEA members, or TSEA members themselves, will be entering college for Fall 2017. 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 Monday April 3, 2017 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 Monday, April 3, 2017.

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

Regional Legislative Dinners
January 2017 - Dates TBD

TSEA Board Nominations Deadline
Thursday, Mar. 2, 2017, 4:30 p.m.

The deadline for receiving nominating petitions for election to the TSEA Board of Directors is 4:30 pm on Thursday, March 2, 2017, which by policy is at least 60 days prior to mailing of the election ballots. Positions up for election for a two-year term of office in 2017 are the Vice Presidents and odd-numbered District board seats (districts 1, 3, 5, 7, 9 and 11). The TSEA Board is the policy making and governing body of the Association.

The TSEA Constitution and Bylaws requires that nominations must:

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

TSEA Lobby Day
Tuesday, Mar. 14, 2017
(Alternate date - Wed. March 7)

Constitution & Bylaws changes submission deadline
Thursday, Mar. 16, 2017

Mailing to chapters number of allowed RA delegates
Monday, Mar. 20, 2017

Resolution Proposals submission deadline
Friday, Mar. 31, 2017

Proposed changes to the TSEA CONSTITUTION AND BYLAWS must submitted to the TSEA office by the deadline of Thursday March 16 at 4:30 pm. TSEA policy requires that these proposed changes be submitted in final form at least 90 days prior to the convening of the RA.

Additionally any member or chapter submitting a proposed RESOLUTION must do so by the deadline of Friday, March 31 at 4:30 pm. TSEA policy requires that resolutions be submitted no later than a March date set annually by the Board.

Constitution & Bylaws or Resolution proposals must be submitted in their final form (typed) and may be mailed, faxed or emailed to the office 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.

Scholarship Applications Deadline
Monday, April 3, 2017

Chapter Meetings

Reminder: TSEA also sends out Chapter Meeting notifications by email. If you'd like to receive your notices by email, please sign-up for our emails on our website at tseaonline.org, or you can email Tim Clo at tim.clo@tseaonline.org.

If you do not have access to email and/or would like to receive your communications from TSEA by U.S. Mail, please contact TSEA at 1-800-251-TSEA (8732) or email info@tseaonline.org.

Fayette
Holiday Dinner
Thursday, November 17
5:30 p.m.
Vinegar Jim's Restaurant
12062 Forrest St.
Arlington, 38002
Topic: Lobby Day 2017
Member meals paid by Chapter
For info, contact:
Helen Jones
901-465-8257

Norris Lake
Holiday Dinner
Thursday, November 17
6:00 p.m.
Lil Jo's BBQ
2805 Maynardville Hwy
Maynardville, 37807
Meal paid by Chapter
The Chapter invites all family and guests to join the chapter in celebrating the holidays. If you bring a guest please bring a $5.00 wrapped Christmas Gift. Also, if you have any children 10 and under please let us know so we can have a children's menu prepared. If you have the opportunity to RSVP please do so by contacting Vicky Anders Chapter President
For info, contact:
Vicky Anders
865-216-7924
Or Lisa Moffett
lmoffett83@gmail.com

Volunteer
Tuesday, November 22
6:00 p.m.
Black-Eyed Pea
164 E Main St.
Hendersonville, 37075
Dutch treat
Topic: Election of officers
For info, contact:
Christine Stevison
cms12473@gmail.com
615-561-2201

Northeast
Holiday Meeting
Monday, November 28
6:00 p.m.
Rush Street Restaurant
1229 E. Stone Drive
Kingsport, 37660
Members meals paid by chapter. Dirty Santa will be played. All family members and guests are welcome. They will need to bring a $5 wrapped gift and they will pay for their own meals. RSVP's are welcomed but not required.
For info & RSVP, contact:
Lisa Moffett
423-571-0095
lmoffett83@gmail.com

Reelfoot
Thursday, December 1
6:00 p.m. - Dinner
7:00 p.m. - Meeting
Snappy Tomato Pizza
705 E Reelfoot Ave.
Union City, 38261
Topic: TSEA Meeting
Meal paid by Chapter
Door prizes
For info, contact:
Roderick Sharp
731-446-2038
man_of_all_time@yahoo.com

Pioneer
Friday, December 02, 2016
11:30 a.m.
Wall Street Grill
2721 North Central Ave
Humboldt, 38343
Christmas Lunch/ Meeting
Meal paid by Chapter
Door prizes
Carrissa Coleman
731-222-0225
Cpipkin@bellsouth.net

Davidson County
Monday, December 5
5:30 p.m.
Goodwill Career Solutions Center
1015 Herman Street
Nashville, 37208
Christmas Party
Meal paid by Chapter
Door prizes 6 p.m. to 6:30 p.m.
RSVP by November 28!
For info and RSVP, contact:
Mike Kerstetter, Chapter President
615-636-7605
TSEAMike@mail.com

Giles/Lincoln
Monday, December 5
6:00 p.m.
Legends Roadhouse
1520 W. College Street
Pulaski, 38478
State updates
Meal is a Dutch treat
For info, contact:
Jana Mitchell
931-581-1287
jana_murray@yahoo.com

Knox/UT
Monday, December 5
5:30 p.m. - dinner (Dutch treat)
6:00 p.m. - meeting
Sullivan's Fine Food at Rocky Hill
7545 Northshore Dr.
Knoxville, 37919
Christmas party
Note: Please confirm plans to attend by 11/23/16
For info, contact:
Betty Beal: 865-622-1679
Betty Hardin: 865-705-0821
Or Pat Kline: 865-216-9360

Campbell/Scott
Tuesday, December 6
6:00 p.m.
Campbell County Health Dept.
162 Sharp Perkins Road
Jacksboro, 37757
Holiday Meeting
Members' meal provided by chapter
Families are welcome to attend.
Guests meals are $10/each.
Also, all guests please bring a $5 wrapped gift.
Please RSVP by Dec. 1, 2016. This will allow the chapter to have enough food.
RSVP to Karen Clear: 433-871-2352
Or Michelle Lynch: 423-907-4040
For info, contact:
Lisa Moffett
423-571-0094
lmoffett83@gmail.com

Caney Fork
Tuesday, December 6
6:00 p.m.
Warren Co. Adminstration Building
Magnolia Room
201 locust St.
McMinnville, 37110
Annual Christmas dinner and toy drive.
All Senators and Representatives from chapter are invited.
Potluck meal meats provided by chapter.
Bring a toy and a coworker!
For info, contact:
Kyle Phillips
931-473-0644 work, 931-815-1963
kyle.phillips@tn.gov

Forked Deer
Tuesday, December 6
5:30 p.m.
Old Town Country Store
56 Casey Jones Ln.
Jackson, 38355
Christmas Party
Other: First 25 people to sign in eat free
Door prizes, and entertainment will be provided
For info, contact:
Mishell Shear
731-535-1239
Mishell76@aol.com

Maury/Marshall
Tuesday, December 6
5:30 p.m.
Tennessee Career Center
119 Nashville Highway
Columbia, 38401
Topic: Chapter Meeting
Light snacks provided
Door prizes will be drawn for any member bringing 2 or more guests
For info, contact:
Amanda Thomas
931-797-8700
mlt21sccr@gmail.com

TWS
Christmas Party
Tuesday, December 6
6:30 p.m. - Dinner
7:00 p.m. - Meeting
Logans Roadhouse Restaurant
401 South Mt. Juliet Rd.
Mount Juliet, 37122
Meal paid by Chapter
We are going to have a Dirty Santa Game so everyone bring a gift ($10 max). See you there!!!
For info, contact:
Bill Bledsoe
615-253-1115
bill.bledsoe@tn.gov

Foothills
Thursday, December 8
6:30 p.m.
RJ's Courtyard
3749 Airport Hwy
Alcoa, TN 37701
Christmas Party
Member's meal will be subsidized as allowed by the budget and approved at the meeting.
All attendees please bring a $5.00 - $10.00 gift to exchange.
Friends/family may attend.
For info, contact:
Lisa Moffett
423-571-0094
lmoffett83@gmail.com

Hatchie River
Thursday, December 8
6:00 p.m.
Olympic Steak House
475 Highway 51
Ripley, TN 38063
Wear your favorite Christmas attire
Meal paid for by Hatchie River Chapter for members
door prizes
For info, contact:
Melanie Hayden
melaniehayden27@yahoo.com

Marion
Christmas Party!
Thursday December 8
5:30 p.m.
Raphael's Restaurant
4725 Main Street
Jasper, 37347
Santa Surprise Gift Swap Value $10.00. Bring a gift to exchange and play.
Topic: TSEA "Working for You"
Guest Speaker: Randy Stamps, Executive Director TSEA
For info, contact:
Ingrid Long, Chapter Secretary
423-942-2238 ext 108
Ingrid.R.Long@tn.gov

Smoky Mountain
Thursday, December 8
12:00 p.m.
Olive Garden
1570 Parkway
Sevierville, 37862
Chapter meeting
Meal up to $10 paid by chapter
For info, contact:
Dawn Whitley
865-654-6391
kuntrygirldawn@yahoo.com

Tims Ford
Thursday, December 8
6:00 p.m.
Oasis Restaurant
708 South College Street
Winchester, 37398
Topic: Chapter business
Dinner is a dutch treat
Guest Speaker:
Rep. David Alexander
For info, contact:
Wendell Carter
931-841-1184

▶ CONTINUED ON P10

[“Meetings” from page 9]

Upper Cumberland
Thursday, December 8
6:00 p.m.
Helen's Restaurant
3013 S. Grundy Quarles Hwy
Gainesboro, 38562
Christmas Meeting - Members Only
Topic: Updating By Laws and Constitution
For info, contact:
Sam Elder
931-349-2665

Anderson County
Holiday Party
Friday, December 9
12:30 p.m.
La Sierra Mexican Restaurant
3330 Andersonville Hwy
Andersonville, 37705
Meals paid up to $10 per member.
For info, contact:
Lisa Moffett
423-571-0094
lmoffett83@gmail.com

Tealeaf
Chapter Legislative Christmas Dinner
December 9
6:00 p.m.
Bryan College
721 Bryan Drive
Dayton, 37321
Legislators Ken Yager and Ron Travis invited as well as staff from State TSEA.
Meal provided for chapter members.
Guests: $10
Bring a non-perishable item for a family we will sponsor for their Christmas Dinner.
Please RSVP:
Mary Runyan
423-618-6853

Appalachian
Annual Christmas Meeting
Saturday, December 10
4:00 p.m.
Harbor House
2510 N Roan Street
Johnson City, 37601
Chapter to pay Member meal up to $10
Guests are responsible for meal cost.
Note: Chapter Fundraising Auction. Should you choose, you may bring a gift for the auction.
Please RSVP by December 3rd how many will be attending and include the names and ages of the children who plan to attend.
For info, contact:
Cathy Muse
423-416-9765
clm4177@aol.com

ETSU
Holiday Party
Saturday, December 10
1:00 p.m.
Logan's Roadhouse
3112 Browns Mill Road
Johnson City, 37604
Meal paid by Chapter
Please bring a can food item and $5.00 donation in honor of Dr. Bill Fisher, to be given to Bucky's Food Pantry at ETSU
For info, contact:
Carolyn Bond, President
423-439-4234
bondc@etsu.edu

MHE
Saturday, December 10
12 noon - Meeting
12:30 - Lunch buffet (Dutch treat)
Pacific Fusion
1140 North Germantown Pkwy.
Cordova, TN 38016
MHE Christmas luncheon
For info, contact:
Regina Cade
9014851486
rmcade@bellsouth.net

David Crockett
Tuesday, December 13
5:30 p.m.
Ponderosa Steak House
1817 N. Locust Ave.
Lawrenceburg, 38464
Topic: Election Results
Note: Guest meals at member's expense
Door Prizes
For info, contact:
Henry Phillips
931-244-6059
phillipsref3@hotmail.com

French Broad
Friday, December 16
12:00 p.m.
Mountain View Youth Development Center
809 Peal Lane
Dandridge, 37725
Holiday Meeting
Light lunch provided
For info, contact:
Lisa Moffett
423-571-0094
lmoffett83@gmail.com

Greene
Christmas Dinner & Meeting
Friday, December 16
6:00 p.m.
Phat Cat Cafe
227 W. Bernard Ave.
Greeneville, 37743
$7.00 MEMBER Meal and $12.00 GUEST MEAL
RSVP (include check payable to TSEA) by Dec. 1, 2016.
There will be door prizes. Remember to bring bid money and items for the CHINESE AUCTION!!
For info, contact:
Bernice Jozsa
106 Springbrook Rd.
Afton, TN 37616
423-787-6882 or 423-639-4454

Hamilton
Saturday, December 17
12:00 p.m.
Golden Corral
1808 Gunbarrell Road
Chattanooga, 37421
Holiday Meeting
Chapter to pay for Members' meals.
Family is welcome - responsible for own meal
For info, contact:
Lisa Moffett
423-571-0094
lmoffett83@gmail.com

Regional Legislative Dinner: Fayette, Hatchie River, MHE, Shelby
Wednesday, December 21
5:30 p.m. - Meet and Greet
5:45 p.m. - Dinner
Benjamin L. Hooks Library
3030 Poplar Ave
Memphis, 38111
Guest speakers/Agenda: Randy Stamps (TSEA Executive Director), Share Legislative Agenda/ Legislators Speak.
RSVP by Monday, December 12 to Junie Rolens at junie.rolens@tseaonline.org or call the TSEA office: 1-800-251-8732. For questions, contact TSEA Government Affairs Director Paul Overholser at paul.overholser@tseaonline.org.

Highland Rim
Tuesday, January 10
6:00 p.m.
Ponderosa Steakhouse
115 Henslee Drive
Dickson, TN 37055
General business
For info, contact:
Meal paid by Chapter
Door Prizes!
Sharon Curtis
931-622-0767

Cumberland Plateau
Thursday, January 12
6:00 p.m.
Romo's Mexican Restaurant
965 Northside Drive
Crossville, 38555
Topic: Membership & Chapter business
Meal paid by Chapter
For info, contact:
Deana Daugherty
931-265-0128
deanadaugherty@yahoo.com
or Ruth Lucas
931-248-2487

WHBC
Tuesday
January 17, 2017
6:00 - Dinner
7:00 - Meeting
La Cabana
305 Lindell St
Martin, 38237
Meal paid by Chapter
Door prizes will be given away
For info, contact:
Pam Hurt
731-587-2304

Fall Creek Falls
Tuesday, January 24
5:30 p.m.
3-Way Market
Highway 30-101 Junction
Pikeville, 37367
Topic: Chapter business
Meal paid by Chapter
For info, contact:
Fannie Oakes
423-881-3802

Knox/UT
Tuesday, January 24
6:00 p.m. - Meeting
5:30 p.m. - Dinner(Dutch Treat)
Chick-Fil-A
4944 Kingston Pike
Knoxville, 37919
Goals for 2017
Dutch treat
Please bring ideas/ desired goals for 2017-
Door Prizes
For info, contact:
Betty Beal or Pat Kline
865-622-1679 or 865-216-9369

Wayne
Monday, January 30
6:00 p.m.
Dad's Pizzeria
705 Highway 99
Waynesboro, 38485
Topic: Chapter business
Meal paid by Chapter
Bring a new member to be eligible for a door prize!
For info, contact:
Anthony Deaton
931-722-2440

Sycamore
Thursday, February 9
6:00 p.m.
Shoney's
2003 Memorial Blvd.
Springfield, TN 37172
Topic: chapter business
Guest speaker: Rep. Sabi 'Doc' Kumar (HD66)
Meal paid by Chapter
For info, contact:
Charles Main
615-477-5250
main.blunk@gmail.com

Warioto
Monday
February 13, 201
5:30 p.m. - Dinner
6:00 p.m. - Meeting
(Dutch treat)
O'Charley's
Riverside Dr.
Clarksville
Topic: Retirement planning and changes to our constitution and by-laws
Guest speaker: Retirement Plan Counselor with RetireReadyTN Donna Richardson
Drawing for door prize - must be a TSEA member
For info, contact:
Lisa Jenkins
931-206-0757
lisancarl1985@gmail.com



["Visits" from page 2]

West (cont.)

Tuesday, Nov. 29
10:00 a.m.
DHS/DCS
Conference Room
417 S. Wash. St.
Ripley

1:00 p.m.
American Job Center-
TN Career Center
301C Lake Drive
Conference Room
Ripley

Thursday, Dec. 15
Western Mental Health Institute
11:00 a.m. to 4:00 p.m.
10:00 p.m. to 11:30 p.m.
Classroom # 2
11100 Old Hwy 64 West
Bolivar

Friday, Dec. 16
Western Mental Health Institute
11:00 a.m. to 4:00 p.m.
Classroom # 2
11100 Old Hwy 64 West
Bolivar

["Probation and parole" from page 2]

tempts to develop a "weighted caseload" system to help with the tremendous caseloads.

We also discussed the mentoring program for new officers and some confusion about when officers are allowed to take full caseloads. The department is attempting to use mentoring to make officers more comfortable with their new jobs and help with retention. Those concerns must be balanced with the need for new employees to begin carrying full caseloads to give relief to overworked staff.

Vest

Ill-fitting and the condition of vest was discussed. There is a system for replacement and maintenance of vest. The central office in Nashville will be happy to help with correcting any vest issues in the field.

Privatization

The Department states that there are no plans for further privatization in the division.

We encourage our members to share this information with your co-workers.

If you have specific questions about other matters in probation and parole, please send them to randy.stamps@tseaonline.org.

Thank you for your service to our state and for being a member of TSEA.

Take a Homebuyer Education Class for 75% Off

Interested in becoming a homeowner?

All State employees are now eligible to attend a Homebuyer Education class for just $25 instead of the regular price of $99.

The Tennessee Housing Development Agency (THDA) is making this offer available to you in partnership with the Department of Human Resources and the Tennessee State Employees Association (TSEA).

This online class helps you act with confidence throughout the home-buying process, and an independent study of THDA's Homebuyer Education program proves it significantly improves financial stability and success for the people who take it.

You'll learn what questions to ask when looking for a home, how to qualify for a home loan, how to protect and maintain your home, and how to manage your money as a homeowner. You'll also get to participate in a one-hour, one-on-one counseling session with a THDA-certified instructor.

The ideal time to take a homebuyer education class is before you start looking for a home, but it's never too late to sign up.

To get your discount, email stepin@thda.org. Let them know you'd like to be part of THDA's new State of Tennessee Employee Partnership Initiative (STEP In) program, and they'll email you back with a discount code and link to register.

THDA also offers financial assistance to help cover down payment and closing costs on your home loan if you apply for the Great Choice Home Loan program. Visit GreatChoiceTN.com to find out more about Homebuyer Education and home loans from THDA.

TSEA Dues Increase

Pursuant to the Constitution and Bylaws of the TSEA, the Association dues will adjust to $16.60. Employees who are paid only once per month will see the deduction beginning in their February 26 payroll check. Employees who are paid twice monthly will see the deduction beginning in the February 28 payroll check.

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# _____

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Lobby Day 2017

Save The Date!

Please plan to join us for our day on the hill! March 14, 2017.

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!



Joining TSEA is now easier than ever!

Come be a part of one of the largest independent state employee associations in America! **TSEA was founded many years ago by state employees** who had a vision of a better future for state workers. Today that vision lives on with **a Board of Directors and Political Action Committee whose every member is either an active or a retired TN state employee!**

To join, 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 coworkers who aren't TSEA members, and they can sign up instantly online!

Like Us On facebook
facebook.com/tseaonline



