TSEA
TENNESSEE STATE EMPLOYEES ASSOCIATION

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Important 2019 TSEA Deadlines
P.8

Co-Worker

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GOVERNOR

Bill Lee Elected as Tennessee's next Governor



Gov. Bill Haslam greets Governor-Elect Bill Lee at the State Capitol
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TSEA congratulates Governor-Elect Bill Lee on his victory in the race for Governor of Tennessee.

"We are encouraged by the character Mr. Lee displayed on the campaign trail, and we anticipate a positive relationship with his administration," TSEA Executive Director Randy Stamps said. "Tennessee's hard-working, dedicated state employees are one of our state's most valuable resources, and we look forward to working together with Governor Lee on the important issues facing our state workers."

TSEA has reached out to Governor-Elect Lee's transition team to schedule a meeting with the incoming administration.

In the coming days and weeks, Governor-Elect Lee will reveal his top policy proposals and cabinet selections.

Governor-Elect Lee will be sworn in as Tennessee's 50th Governor on January 19, 2019.

LEGISLATURE

TEAM-PAC Endorsed candidates Win Big in November Election

By Paul Overholser
TSEA Government Affairs Director
paul.overholser@tseaonline.org

After months of extensive organizing and an unprecedented get-out-the-vote effort on behalf of TEAM PAC and TSEA's endorsed candidates, TSEA members scored a big victory on Election Day.

All but one incumbent legislator who voted in favor of TSEA's legislative agenda was re-elected. TEAM PAC successfully helped win 15 of 15 races for State Senate endorsed candidates and helped win 75 of 77 for State House endorsed candidates. With the margins of victory so close in some of the highly contested races, TEAM PAC's endorsed candidates would not have fared so well without TSEA's members and family's votes.

TEAM PAC Chair Patricia Bowman celebrated the victory by pointing to the commitment the PAC made earlier this year to hold legislators accountable for their votes. "TEAM made no secret of the fact that we were going all-in to elect candidates who support upholding the law and made the right decisions to support public employees," Bowman said. "On Election Day we showed what our commitment meant, and proved that TEAM PAC and TSEA members stand with those that stand with us."

TSEA President Donnie Cole credited the tireless work of thousands of TSEA members who helped turn out the vote in this critical election. "I've never seen so many TSEA members working so hard to achieve a victory, and it paid off," Cole said. "I know that the work our members did by making over 67,499 phone calls, knocking on 13,786, doors and promoting our endorsed candidates with 13,971 text messages made all the difference in this election."

While TSEA members worked in support of every endorsed candidate, TEAM PAC focused additional resources and member volunteers in a few highly competitive districts, and those extra efforts were effective.

The upset of the night occurred in House District 56, which had been a Republican seat for 30 years, where TEAM PAC-endorsed candidate Democrat Bob Freeman won the election.

In Senate District 31, incumbent Republican Senator Brian Kelsey won re-election in a very tight race, while in House District 49, Republican incumbent Mike Sparks won re-election in one of the most competitive races in the state.

In House District 96, State Representative Dwayne Thompson easily won re-election in what is typically a battleground district, while in House District 13, incumbent Eddie Smith did not hold onto his seat; however, previously endorsed candidate Gloria Johnson will now fill his spot.

"Our members work hard for the State of Tennessee, they care about what happens in Tennessee, and they vote," TSEA Executive Director Randy Stamps said. "We aren't going to sit back and allow other groups to stand in our way. We are going to elect leaders who will do the right thing and put Tennessee and state employees first."

TENNESSEE EMPLOYEES ACTION MOVEMENT PAC
POLITICAL ACTION COMMITTEE

TN SENATE



TN HOUSE



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TSEA
TENNESSEE STATE EMPLOYEES ASSOCIATION

Co-Worker

November/December 2018 Edition

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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
Vacant
Appalachian *(Carter, Johnson, Unicoi, Washington)*
East Tennessee State Univ.
Greene *(Greene)*
Northeast *(Sullivan)*

District 12
LeAnn Martin, Morristown
Foothills *(Blount, Loudon, Monroe)*
French Broad *(Cocke, Jefferson)*
Lakeway *(Grainger, Hamblen, Hancock, Hawkins)*
Smoky Mountain *(Sevier)*

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Calendar of Events

November

22 Thursday
Thanksgiving Day Holiday

23 Friday
State offices closed

December

7 Friday
Board Meeting
& Holiday Dinner
1:00 p.m. TSEA Office

24 Monday
Christmas Eve
State offices closed

25 Tuesday
Christmas
State offices closed

31 Monday
New Year's Eve
State offices closed

January (2019)

1 Tuesday
New Year's Day
State offices closed

8 Tuesday
111th General Assembly
Convenes (2nd Tuesday in Jan,)

11 Friday
Board Meeting
1:00 p.m. TSEA Office

21 Monday
Martin Luther King, Jr. Day
State offices closed

February

Legislative Dinners/
Breakfasts
Dates & Times TBD

8 Friday
Board Meeting
1:00 p.m. TSEA Office

18 Monday
President's Day
State offices closed

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

Chapter Meetings

Note: Chapter Meeting notifications are also sent by email. If they are not coming to your inbox, we may have an incorrect email address for you. Please visit http://bit.ly/TSEA-email or contact Tim Clo at tim.clo@tseaonline.org to update our records.

If you do not have access to email and would like to receive your notices by U.S. Mail, please call Tim at the TSEA office: 800-251-8732.

CHAD
Monday, November 26
5:30 p.m. - Dinner
6:00 p.m. - Meeting
Big Cat's Pizza Co.
496 West Church Street
Lexington
Topic: New legislator invited
Meal provided by chapter
For info, contact:
Ridonna Renfroe
rrenfroe@charter.net
731-307-9092

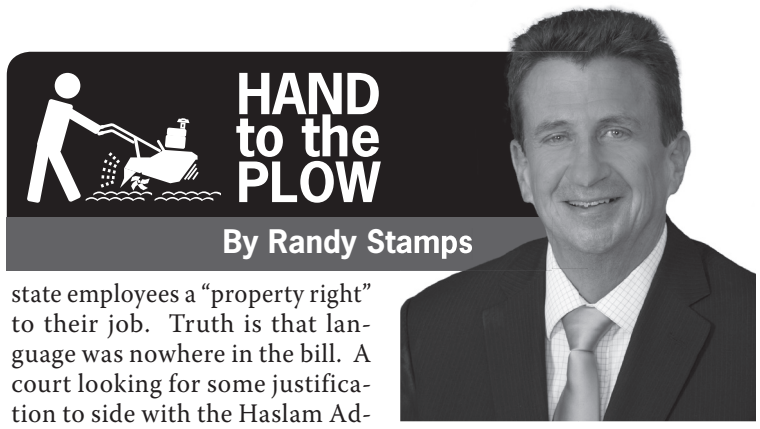
South Forty
Tuesday, November 27
6:00 p.m.
Homestead Restaurant
1331 TN 100
Centerville
Topic: Chapter business
Meal paid by chapter
For info, contact:
Lisa Watkins
931-209-8291

Campbell/Scott
Thursday, November 29
6:00 p.m.
Campbell Co. Health Dept.
162 Sharp Perkins Road
Jacksboro
Topic: Holiday Dinner
Member's meal paid by Chapter.
Guests' Meals are $10.00.
Dirty Santa will be played.
Guests need to bring a $5.00 wrapped gift. Member gifts will be paid for by chapter.
Other: Please RSVP by November 19!
For info, contact:
Karen Clear
423-871-2352
lmoffett83@gmail.com

French Broad
Wednesday, November 28
6:00 p.m.
The Grease Rack
555 Morrell Springs Rd.
Newport
Topic: Holiday Dinner
Meal paid by Chapter
Dirty Santa gifts will be provided for members. Guests may bring a wrapped $5.00 gift.
Please bring gift/gifts for a foster child to receive.
For info, contact:
Belinda Alley
423-237-3643

▶ CONTINUED ON P10

The Haslam Years "The Good, Bad and Ugly"



The 2018 elections are over and Governor Haslam will be leaving office in January. It is appropriate to take a look back at the highs and lows of the Haslam Administration.

Clearly the pay raises granted by the administration were the "good" part of the administration. TSEA has repeatedly acknowledged the work of Governor Haslam and the legislature to fund pay raises. After a slow start, salary adjustments have been granted the last 4 years. "Valued" central government employees have received a 2.5% raise in 2016, 3% raise in 2017 and 2018. "Advanced' and "Outstanding" employees have received additional pay adjustments of one-time bonuses. In addition, the legislature and administration have also funded a market adjustment for salaries less than $50,000 in July 2016 and a 4% increase for job classes with a high turnover rate (over 14 percent). In addition, the Department of Correction has funded shift differentials and retention bonuses. The Department of Transportation has also found money within the department budget to increase the pay of front-line workers. Higher Education and non-central government employees have also seen salary adjustments. While pay continues to be a significant issue in many areas, the improvements in pay are very significant and highly appreciated.

Any objective view of the Haslam Administration must conclude there is a long list of "bad" impacts on state employees. The bad impact began with benefits for employees hired in recent years being drastically reduced by the Haslam Administration. Reduced pension plans, reduced insurance benefits, and no longevity for newly hired employees have created drastically different levels of benefits for employees that sit side by side each day.

Additional low points of this Administration include attempts to privatize our state parks and outsource thousands of state employees at colleges and universities. Those outsourcing efforts have continued day in and day out across the state. In fact, it is easy to imagine that some of the final calls made by some in the Haslam Administration will be to further pressure college and university officials to outsource. In this case, "no" seems to mean "not today" to many administration officials.

The ugliest point of the administration is certainly open to debate however my nomination for that distinction goes to the creation of the TEAM Act and the subsequent interpretation of the law.

The TEAM Act took away basic civil service protections during the early tidal wave of the Haslam Administration. The ugliest scene was when Commissioner Hunter sat before a Senate Committee and attempted to explain constitutional construction to the committee's members. Commissioner Hunter is a bright individual but she has no law degree and the deception, whether intended or inadvertent, was the low point of my time at TSEA thus far. She also questioned the committee's right to legislatively amend and clarify state law in response to a ruling of the State Supreme Court.

As you will remember TSEA won a lawsuit on the appellate level regarding the burden of proof when a state employee is dismissed. The Court of Appeals ruled that the burden of proof to dismiss a state employee was on the state. Hunter boldly claimed that our TSEA legislation gave state employees a "property right" to their job. Truth is that language was nowhere in the bill. A court looking for some justification to side with the Haslam Administration had used that language. TSEA had never used that term. Her skillful dodging of direct questions as to whether state employees have any due process rights was impressive. She assured Senators that there was a process in place. To her credit, the commissioner never stated due process was available but she clearly intended to leave that false impression.

Our efforts failed that day but very few legislators accepted the administration's presentation at face value. We expect the burden of proof legislation to pass in the upcoming legislative session. This will return the burden of proof to the state. The legislative record clearly indicates that was the intent when the TEAM Act was passed.

In summary, we thank Governor Haslam for his willingness to assume public office and wish him well in his future endeavors. He leaves behind a strong Tennessee government that has been made effective and efficient due to the hard work of thousands of state employees performing important tasks.

Looking ahead, new governors and administrations are normally a time of new hope and fresh starts. The people of Tennessee have chosen a man that has boldly proclaimed his faith in Biblical principles. We all hope that those principles will impact his decisions which affect state employees and the people that you serve.

It is an honor to serve as your executive director and I thank you for being a member of TSEA, but most of all I thank you for your dedicated service to our state.

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

Keep Moving Recruiting Program

As a state employee, you work hard and deserve a break. Wouldn't it be nice if you could catch a flight somewhere for the weekend? Maybe rent a car for a quick getaway? Or, you could always hop a train to a fun destination...

Well here's your chance! During the months of September through December, for every new member you recruit, you and the new member you recruited are entered into our #KeepMoving recruitment campaign where eight lucky winners will win grand prizes valued at $500 each! Again, all you have to do to enter is recruit a new member between Sept. 1 - Dec. 1, and both of you are automatically entered to win. Plus, to increase your odds of winning, for every new member you recruit you receive an entry into the contest. That means the more you recruit, the higher your chances to win!

On page 11 you'll find a membership application. You can use this to sign up a co-worker. Underneath the application on Page 11 is our recruitment schedule for September and October. Come visit us with your co-workers for chances at fun prizes and giveaways all month long. While you are there we can show you all the voluntary benefits available to you as a TSEA member, plus we can help you sign up your coworkers! We'll see you soon.

#KeepMoving
#LetsGrowTSEA

2019 Legislative Preview

By Paul Overholser
TSEA Government Affairs Director
paul.overholser@tseaonline.org



TSEA members know that when we stand together, we have power in numbers. This has never been more important than it is right now. Together, we have the power to make our voices heard at work and in our democracy.

If you feel like it's getting harder to afford the basics like child care, groceries, and gas, you aren't alone. When we stick together in our association, we have the freedom to negotiate a fair return for our work. And as TSEA members, we have an agenda to significantly improve your working conditions and compensation.

When we join together, we can win and we can win big.

This year's legislative agenda on Capitol Hill will be aggressive. We are not going to sit back and allow others to decide whether we are on offense or defense. Now is the time to cash in our political capital and insure a work place that allows you to focus on serving the people of Tennessee. For many state employees the past few years have made it difficult to perform their responsibilities in a manner that is consistent with their commitment to service that originally motivated a desire to serve the people of Tennessee.

In 2019, TSEA will bring legislation that will advance the core reason we are an association. With a new General Assembly and Governor, we will continue to chip away at all that has been stripped from us.

Without a doubt, TSEA will be leading the charge as soon as the gavel sounds. Our TSEA Board will approve the legislative agenda at its Nov. 16th meeting. This year's agenda will be characterized by pragmatic proposals, creative problem solving, and a clear, consistent vision of superior benefits and salaries that at the very least allow employees to maintain a comfortable lifestyle for themselves and their families. Below are the Core Legislative Objectives:

- Enhance state employee pay to protect the State's investment in a quality workforce.
- TSEA supports sufficient appropriations to all state agencies and higher education to allow adequate pay increases.
- TSEA advocates an across-the-board pay raise of at least cost of living average (COLA) in each year (with an appropriate minimum dollar increase).
- TSEA supports targeted pay raises for particular occupational groups or agency groups that have turnover rates exceeding 15 percent per annum.
- Preserve affordable health benefits for state employees and retirees.
- TSEA supports 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).
- TSEA supports preservation of the basic benefit design for the state health plan.
- TSEA opposes any effort to reduce health benefits for retired state employees or dependents.
- Continue to strengthen the retirement fund.
- TSEA advocates maintaining the defined benefit model that has historically rewarded hard-working employees who dedicate their careers to state service.
- TSEA supports 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.
- TSEA will continue to oppose outsourcing of state employees jobs.

If you would like to get involved in helping advance TSEA's political goals, please contact our Government Affairs Director, Paul Overholser at: paul.overholser@tseaonline.org

Should I hire a lawyer? (Part II)

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

The TEAM Act governs, among other things, disciplinary actions against state employees. It replaced the Civil Service Act in 2012. Since then, thousands of Step I hearings between employees and supervisors and Step II reviews conducted by DOHR have occurred. In the same period of time, hundreds of Step III hearings before the Board of Appeals have taken place affecting the livelihood of state employees. State personnel including HR directors and department attorneys prosecuting disciplinary cases have become more effective using the TEAM Act to their advantage.

The bad news for state employees: it's not getting easier to win an appeal if you represent yourself. The good news: TSEA can provide representation at the Step I, II & III levels of appeal which can increase the likelihood of a favorable outcome.

Consider the knowledge a state employee must have to competently represent themselves in a disciplinary appeal: scores of Tennessee state laws, rules and policies including mandatory filing deadlines; dozens of DOHR and individual department policies; and, the Tennessee Rules of Civil Procedure and Evidence. Additional knowledge required may include state criminal laws and provisions of the United States Constitution.

Another challenge for the appealing state employee arises from a recent Tennessee Supreme Court decision which placed the burden of proof on the employee at all stages of appeal. This means the complainant/employee must prove the department did not have 'cause' to discipline the employee. The department is not required to prove it did anything wrong by disciplining the employee. The complainant, therefore, must be knowledgeable about the law and highly skilled in presenting their case to meet this burden.

Several years ago, I wrote an article for the Coworker about self-representation in appeal hearings entitled ""He who represents himself has a fool for a client." The article encouraged state employees to seek representation as a member of TSEA with this example:

"Abraham Lincoln gets the credit for the old chestnut, "he who represents himself has a fool for a client." Famously ascribed to him over 150 years ago, the maxim was as true then as it is today. Why is that? A simple answer with a question: If you had a tooth ache, would you pick up some pliers and attempt to extract your own tooth? Hopefully, your answer is no. Furthermore, you would go to a trained and licensed dentist to take care of the problem. In other words, when you need help with a serious matter, you seek out a professional who is trained to handle such matters."

In my opinion, 'Honest Abe' knew what he was talking about.

Perhaps the most compelling reason to have representation through TSEA is apparent at the Step III hearing before the Board of Appeals. The judge will send the parties an order about many legal issues in the case. One of the issues is whether the complainant/employee will represent themselves in the hearing. The following is a typical warning to the employee from the judge on the issue of legal representation:

The Complainant/employee is cautioned that the hearing will be a formal contested case hearing (a trial) at which the Rules of Evidence and other procedural rules and statutes will apply. The Complainant is further cautioned that he may be at a distinct disadvantage at the hearing if he is not represented by counsel. Complainant is encouraged to obtain counsel, if possible. (Emphasis added.)

A final serious consideration on the issue of legal representation is the cost of retaining private counsel versus using the services of the TSEA Legal Services Division as a benefit of TSEA membership. If you choose to hire a private attorney to represent you, the attorney's legal fee will be based upon the attorney's hourly rate plus out of pocket expenses incurred by the attorney. The hourly rate for an attorney handling a hearing before the Board of Appeals typically begins at $200.00/hour and can be considerably more depending on multiple factors. The attorney will probably require a retainer of several thousand dollars to be paid in full before the attorney does any work on your case.

TSEA members already know the advantages of membership such as the opportunity to have its staff attorney represent them at no additional expense. TSEA members now need to spread the word about this service to their co-workers and colleagues who have not joined TSEA.

TSEA members should give their state employee friends this article and let them know that:

If you were a TSEA member when you received your disciplinary action, you could be represented by a seasoned attorney at no additional charge to you. Needless to say, the price of even a full year of membership dues would not begin to cover your private attorney's fees and costs to represent you at a Step III hearing before the Board of Appeals.

For further information or to discuss joining TSEA contact the office at (615) 256-4533 or on the Internet at www.tseaonline.org.



Here are a few examples of how TSEA's Legal Services staff helps our members:

1. Our member was given a 5 day suspension, we appealed it and the decision was to completely dismiss the suspension and was given back pay for their 5 days.

2. After the appeal hearing for our member who was terminated from DOC, the decision was to change the termination to a demotion and our member was awarded back pay and all annual leave was reinstated as well as sick time.

3. Our member was issued a 5 day suspension, after their appeal hearing the suspension was reduced to a 2 day suspension with back pay.

4. We helped our member appeal their termination and their decision was overturned to a suspension for 10 days. They were also awarded back pay.

5. We worked on a settlement of our member's disciplinary of a 5 day suspension, we got the suspension completely removed from member's file and they were awarded back pay.

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 TSEA's Legal Services division at:

info@tseaonline.org
615-256-4533 | 800-251-TSEA (8732)

We need your home email address

TSEA wants to provide you with up-to-the-minute information on important issues like legislative developments, calls to action, 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, especially during the upcoming Legislative Session.

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.

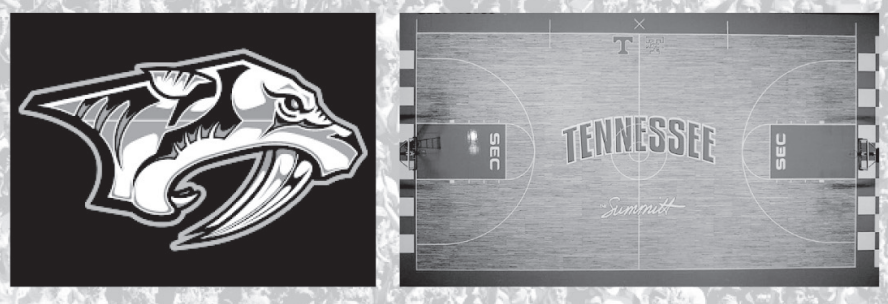
IMPORTANT: If you have already signed up for TSEA email, but are no longer receiving emails from TSEA – you may have unsubscribed. Since it is illegal for any organization to re-subscribe someone to an email list, you will need to visit this link to re-subscribe to our email list:

http://bit.ly/TSEAresubscribe



If you have any questions, please contact the communications division of TSEA at 800-251-8732.

DISCOUNTED SPORTING EVENT TICKETS FOR TSEA MEMBERS



For additional details, visit the Membership Login page of www.TSEAonline.org



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

The 2017 – 2018 cycle of performance management has come to an end. The data from the scores will now be collected and integrated with the appropriation in the budget for the program to give us a final raise and bonus amount for the coming year. The final announcement is usually communicated in December and will be effective January 1, 2019. TSEA will provide information as soon as it is available.

TSEA has worked with several employees to ask for a courtesy review of the information in their performance evaluation and a few administrative appeals that met the criteria. One of those was overturned on the department level after it was discovered the supervisor had not completed the requirement for interim and final meetings with the employee to discuss performance and give feedback. "This decision is made in part based on the fact that the minimum two (2) periodic discussions reviewing the employee's performance of stated expectations, work outcomes, competencies and providing constructive performance feedback/coaching on ways in which the employee can enhance performance did not occur during the review period" was the key finding of the Commissioner of the employee's department. It is important for managers assigned the task of meeting with their employees remember if the interims and final are not completed correctly and timely they risk their own rating and raise as well.

Changes coming

Each year the Department of Human Resources evaluates the program and makes changes based on needs that have arisen.

Beginning December 1, 2018 employees can access the new training Webinars that will be updated to reflect the changes. The training is required of all employees and supervisors.

Remember, it is imperative that you enter your comments before the interims and final evaluation so you can bring attention to positive actions you want your supervisor to be aware of before beginning the review.

Tennova Announces Reorganization and Hospital Closings in Knoxville

Some of you may have recently heard about the Tennova hospital closings and reorganization in the Knoxville area, so we are including information released from Tennova.

According to news reports, Tennova Healthcare in East Tennessee is proceeding with its strategic reorganization of services. The hospital system is growing capacity at North Knoxville Medical Center and Turkey Creek Medical Center and its affiliated hospitals in Jefferson City, LaFollette and Newport, and it has begun to end operations of Physicians Regional Medical Center and Lakeway Regional Hospital by the end of this year. All services at Physicians Regional Medical Center and Lakeway Regional Hospital will be permanently terminated as of 11:59 p.m. on December 28, 2018, subject to satisfaction of all necessary notices and regulatory requirements. A link to the company's news release follows:

https://www.tennova.com/news-room/physicians-regional-medical-center-and-lakeway-reg-14084

The closings and reorganization impact all Tennesseans and are not related to any specific network, so there is no impact to annual enrollment.



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

Assisted a member who felt they were not receiving the service they needed while suffering with an on the job injury. Comp and Benefits staff worked to get another adjuster which was more satisfactory the employee.

Counseled with several members regarding their retirement benefits, as they are in the beginning stages of considering retirement.

We are beginning to hear good news from some DCS employees who have been waiting for more than two years for a travel reimbursement. We continue to work with DCS and those employees who have not yet received their checks.

There were a total of 19 Performance Evaluations that were submitted for an initial courtesy review or official administrative appeal. At the date of publication, one of those administrative appeals had been overturned and the employee will receive a "valued" performance.

There have been a number of employees involved in a Reduction in Force. TSEA has worked to find placements or retirements if they choose. As of publication deadline, only three of those members have not been placed or successfully retired.

A member in Corrections had a problem with their paperwork to TCRS not arriving when they thought it had, which was going to cause the employee to go without pay and interfere with continuation of insurance benefits. Staff contacted TCRS and was able to have the application expedited so the employee would not suffer any negative impact.

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

Health Insurance Premium Holiday

The State Group Insurance Committee met on Friday, April 27, 2018 for a presentation updating the members on the funding of the insurance plan and the trust fund associated with it. The trust fund has grown to a level that Benefits Administration staff recommended a health insurance premium to spend down some of the excess fund. This is not unprecedented and was also used one time in recent years. Executive Director Randy Stamps voiced concern regarding the effect of this spend down of the reserve on future premiums and out of pocket costs that could be passed on to employees and other members and was assured the trends in the plan would not be effected long term before voting to approve the premium holiday. "Our health insurance is a tremendous benefit and we want to make sure it remains the highest quality for a reasonable price well into the future" said Stamps.

The premium holiday will be in November and will include all state employees, higher education employees, and pre 65 retirees also. The premium holiday will be reflected on the end of the month paycheck in November. But remember, the premium holiday is for the health insurance only.

Understanding Terminal Leave

By Terry Carroll
TSEA Comp & Benefits Coordinator
terry.carroll@tseaonline.org

"Are you going to take a lump sum or run your annual leave out?" is a phrase many of you who have had a career in state government for a long time will know, but do you really know what it means? The correct term is "Terminal leave" and it is thoroughly covered in Chapter 15 of your Employee Leave and Attendance Manual.

All employees who are members of the retirement system and who are entitled to terminal leave must be compensated for their terminal leave prior to the effective date of retirement. Terminal leave is the annual leave balance of a retiring employee. You have two choices of how you want to be paid for your accumulated leave time. This is the only time in your career in state government where you may run out your leave or take a lump sum.

First, you may take a lump sum upon your retirement. This means you would receive a check for the balance of your annual leave at the time of your retirement and then you would begin to collect your TCRS benefit. The second option allows you to stay on the payroll until your annual leave is exhausted before beginning retirement. There are positives and negatives to both choices and should be carefully considered by members before submitting the final paperwork for your retirement.

The lump sum payment allows you to begin receiving your TCRS payment immediately. This may work perfectly for some members. However, you may want to extend your leave out to have a couple more months of insurance or to get a last longevity check. To reach eligibility for longevity you must extend your terminal leave out to the month that your longevity is due and work a portion of that month.

Once you go on terminal leave you will cease to accrue any form of leave and you will no longer be eligible to receive any pay increase that becomes effective.

These are just a few things to be aware of during your transition to retirement. We encourage members to contact TSEA's Compensation and Benefits Division for information and are happy to discuss any questions you may have.

Your Employee Leave and Attendance Manual can be found at this link:
http://bit.ly/2B8YvJz

State offices holiday schedule

Thanksgiving

State offices will be closed on Thanksgiving Day, November 22nd as well as Friday November 23rd*.

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

Christmas

State offices will be closed Monday, Dec. 24 and Tuesday Dec. 25 for Christmas Eve and Christmas Day.

New Year's Holiday

State offices will be closed Monday Dec. 31 and Tuesday Jan. 2 for New Year's Eve and New Year's Day.



Chris Dauphin/TSEA

111th Tennessee General Assembly

TN Senate

SD1 Steve Southerland - R*+
SD2 Art Swann - R+ (SE)
SD3 Rusty Crowe - R*+
SD4 Jon Lundberg - R+
SD5 Lt Gov Randy McNally - R *+
SD6 Becky Duncan Massey - R +
SD7 Richard Briggs - R*+
SD8 Frank S. Niceley - R+
SD9 Mike Bell - R*+
SD10 Todd Gardenhire - R
SD11 Bo Watson - R*+
SD12 Ken Yager - R+
SD13 Dawn White – R*+
SD14 Shane Reeves - R+ (SE)
SD15 Paul Bailey - R*+
SD16 Janice Bowling - R+
SD17 Mark Pody - R*+
SD18 Ferrell Haile - R+
SD19 Brenda Gilmore - D*+
SD20 Steven Dickerson - R+
SD21 Jeff Yarbro - D*+
SD22 Vacant
SD23 Jack Johnson - R*
SD24 John Stevens - R+
SD25 Kerry Roberts - R*+
SD26 Dolores Greshem - R+
SD27 Ed Jackson - R*+
SD28 Joey Hensley - R+
SD29 Raumesh Akbari - R*+
SD30 Sara Kyle - D+
SD31 Brian Kelsey – R*+
SD32 Vacant
SD33 Katrina Robinson - D

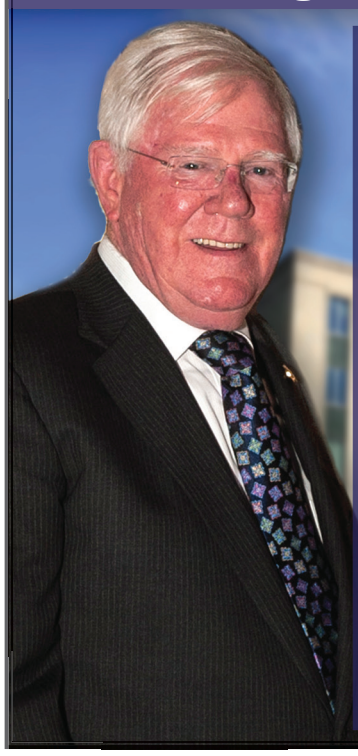
TN House

HD1 John Crawford - R+
HD2 Bud Hulsey - R
HD3 Timothy Hill - R+
HD4 John B. Holsclaw Jr. - R
HD5 David Hawk - R+
HD6 Micah Van Huss - R+
HD7 Matthew Hill - R+
HD8 Jerome Moon - R+
HD9 Gary Hicks - R+
HD10 Mark Eldridge - R+
HD11 Jeremy Faison - R+
HD12 Dale Carr - R+
HD13 Gloria Johnson - D
HD14 Jason Zachary - R+
HD15 Rick Staples - D+
HD16 Bill Dunn - R+
HD17 Andrew Farmer - R+
HD18 Martin Daniel - R+
HD19 Dave Wright - R+
HD20 Bob Ramsey - R+
HD21 Lowell Russell - R+
HD22 Dan Howell - R+
HD23 Marc Cochran - R
HD24 Mark Hall - R+
HD25 Cameron Sexton - R
HD26 Robin Smith - R+
HD27 Patsy Hazlewood - R+
HD28 Yusuf A. Hakeem - D
HD29 Mike Carter - R+
HD30 Esther Helton - R
HD31 Ron Travis - R+
HD32 Kent Calfee - R+
HD33 John Ragan - R+
HD34 Tim Rudd - R+
HD35 Jerry Sexton - R+
HD36 Dennis Powers - R+
HD37 Charlie Baum - R+
HD38 Kelly Keisling - R+
HD39 Iris Rudder - R+
HD40 Terri Lynn Weaver - R+
HD41 John Mark Windle - D+
HD42 Ryan Williams - R
HD43 Paul Sherrell - R+
HD44 William Lamberth - R
HD45 Johnny Garrett - R+
HD46 Clark Boyd - R+
HD47 Rush Bricken - R
HD48 Bryan Terry - R+
HD49 Mike Sparks - R+
HD50 Bo Mitchell - D+
HD51 Bill Beck - D+
HD52 Mike Stewart - D+
HD53 Jason Powell - D+
HD54 Vincent Dixie - D
HD55 John Ray Clemmons - D+
HD56 Bob Freeman - D+
HD57 Susan Lynn - R+
HD58 Harold M. Love, Jr. - D+
HD59 Jason Potts - D
HD60 Darren Jernigan - D+
HD61 Brandon Ogles - R
HD62 Pat Marsh - R+
HD63 Glen Casada - R+
HD64 Scott E. Cepicky - R
HD65 Sam Whitson - R+
HD66 Sabi 'Doc' Kumar - R+
HD67 Jason Hodges - D
HD68 Curtis G. Johnson - R+
HD69 Michael G. Curcio - R+
HD70 Clay Doggett - R
HD71 David Byrd - R+
HD72 Kirk Haston - R
HD73 Chris Todd - R+
HD74 Jay D. Reedy - R
HD75 Bruce I. Griffey - R
HD76 Andy H. Holt - R+
HD77 Bill Sanderson - R+
HD78 Mary Littleton - R+
HD79 Curtis Halford - R+
HD80 Johnny Shaw - D+
HD81 Debra Moody - R+
HD82 Chris Hurt - R
HD83 Mark White - R
HD84 Joe Towns, Jr. - D+
HD85 Jesse Chism - D
HD86 Barbara Cooper - D+
HD87 Karen D. Camper - D+
HD88 Larry J. Miller - D+
HD89 Justin Lafferty - R
HD90 John J. DeBerry, Jr. - D+
HD91 London Lamar - D+
HD92 Rick Tillis - R+
HD93 G. A. Hardaway - D+
HD94 Ron M. Gant - R+
HD95 Kevin Vaughan - R+
HD96 Dwayne Thompson - D+
HD97 Jim Coley - R+
HD98 Antonio Parkinson - D+
HD99 Tom Leatherwood - R+

* Odd Numbered Senate District up for election in 2018 | + Endorsed by TEAM PAC | (SE) - Special Election

TN Senators are elected to four-year terms with those from even-numbered districts being elected in the same general election, and those representing odd-numbered districts being elected two years later. Odd numbered districts stood for election in 2018, even numbered will stand for election in 2020. Representatives in the House are elected to two-year terms with all representatives standing for election at the same time.

Charles Sargent: A life of honor



Charles Sargent had a distinguished career as a legislator. I was blessed to work with Charles in a number of different capacities. He was a legislative colleague back in the '90's; we worked together when I was on staff at the legislature and most recently in my role as a TSEA staff member. At all times Charles Sargent was honest and straightforward. He cared deeply about the financial health of our great state. He was always available and ready to listen. In addition to his responsibilities as House Finance Chairman, he also served on the State Insurance Committee. In all of his roles, he cared about state employees and often asked the difficult questions that needed to be asked to help protect state employees.

His absence from the legislative halls will present a great challenge to TSEA and our state. Our heartfelt prayers are with his family, friends and former staff members during this difficult time.

TSEA Executive Director,
Randy Stamps

Thank You!

Wow, you did it again!

This year, TEAM-PAC celebrated its 37th year of political action on behalf of state employees in Tennessee. On behalf of TEAM-PAC, as we move on from the 2018 election and look towards 2019, I would simply like to say thank you.

Because of your efforts, in the 2018 general election 15 out of 15 of endorsed State Senate candidates and 75 of 77 endorsed State House candidates were elected to serve in Tennessee's 111th General Assembly. This is great news for state employees!

Whether you knocked on doors, made phone calls, put up lawn signs, 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 working to elect legislators who support state employees, you've ensured a better future for all state employees in Tennessee.

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

Thank you,

Patricia Bowman
TEAM-PAC Chair



TSEA Members and friends volunteer for Richard Briggs during 2018 campaign



TSEA Members and friends volunteer for Eddie Smith during 2018 campaign

TSEA's 2019 Advantage Program

Members only discounts:

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

Discounted Insurance Programs:

- Hospital Indemnity Plan/Standard Life and Accident Insurance
- Wholesale Priced Term Life Insurance
- Group Universal Life Insurance – adult and children
- Disability Income Protection with lower rates
- Critical Illness coverage with wellness benefits for cancer which now includes 10 new screenings
- Long-term Care Policy for nursing home, home health and community based care
- Discounted rates for auto, home and renter's insurance
- Pet Insurance
- Identity Theft Protection provided through InfoArmor

Purchasing Power products through payroll deduction (expanded product line)

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

Special pricing on Dell Computers

Discounts on new cars and trucks through Freeland Chevrolet

Auto rental discounts from Hertz

Office Depot **product discounts**

Membership discounts for Costco and Sam's Club

Savings on pharmacy items with Rx Savings Card

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

Look for the following seasonal attractions beginning Spring 2019: 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.



WinterFest Sunday Special

December 16, 2018 | 5:00pm-10:00pm

You'll receive:

- **Admission to the park**
- **Parking**
- **Meal served from 5:30pm-6:30pm in the enclosed Picnic Grove**
- **All-you-can-eat meal consisting of: baked chicken, pasta primavera, hot dogs, caesar salad, green beans, soft rolls with butter, assorted pies, Coca-Cola beverages**

All this for only

$39.99

plus tax

Must pre-purchase tickets by Wednesday prior

Members, contact the TSEA office for more details and to order tickets.

2019 TSEA Deadline Dates to Remember

TSEA Board Nominations Deadline: Friday, March 1 4:30 p.m.

The deadline for receiving nominating petitions for election to the TSEA Board of Directors is **4:30 p.m. on Friday, March 1, 2019**, which by policy is at least 60 days prior to mailing of the election ballots. Positions for election to a two-year term of office in **2019** are the **East, Middle and West Vice Presidents and the 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 chapters represented by the District Board seats are:

DISTRICT 1 CHAPTERS
Hatchie River (Haywood, Lauderdale, Tipton)
Pioneer (Crockett, Gibson)
Reelfoot (Dyer, Lake, Obion)
WHBC (Benton, Carroll, Henry, Weakley)

DISTRICT 3 CHAPTERS
CHAD (Chester, Decatur, Henderson)
Fayette (Fayette)
Forked Deer (Madison)
Southwest (Hardeman, Hardin, McNairy)

DISTRICT 5 CHAPTER
Davidson (Davidson)

DISTRICT 7 CHAPTERS
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 9 CHAPTERS

Caney Fork (Cannon, DeKalb, Grundy, Warren)
Fall Creek Falls(Bledsoe, Sequatchie, Van Buren)
Hamilton (Hamilton)
Hiwassee(Bradley, McMinn, Meigs, Polk)
Marion (Marion)

DISTRICT 11 CHAPTERS
Appalachian(Carter,Johnson, Unicoi, Washington)
East Tennessee State Univ.
Northeast (Sullivan)
Greene (Greene)

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

For election to one of the Vice President or District board seats, nominees must be a member in good standing of TSEA and have been a member for at least one full year by the deadline for receiving nominations.

The President, Secretary and Treasurer are elected by the statewide membership. The twelve (12) district members of the Board of Directors shall be elected by and from chapter members of the 12 board election districts.

The TSEA Constitution states that if elected to a Board seat, members may not hold another elected office in the Association, either at the state or local chapter level.

Bylaws Article 2, Section 4 – Voting states, "In the event only one qualified nominee is presented as required in Section 2 of this article, said nominee shall be deemed elected and the position shall not be included on any ballot mailed to members."

By the deadline, candidates shall also provide a photograph and complete a bio form of information to include in the Co-Worker that will be mailed prior to the deadline for mailing ballots.

Ballots for the election will be counted by the Election Certification Committee of TSEA on Monday, June 3, 2019 at the TSEA Office.

Nominating petitions and bio forms are available at the TSEA office. To request a nominating petition and bio form, please contact LaTanya McAdoo at the TSEA office at latanya.mcadoo@tseaonline.org or 1-800-251-8732.

Constitution & Bylaws Proposals Deadline: Friday, March 8 4:30 p.m.

Resolutions Proposals Deadline: Wednesday, March 13 4:30 p.m.

Proposed changes to the TSEA **CONSTITUTION AND BYLAWS** must be received at the TSEA office by the deadline of **Friday, March 8.** TSEA policy requires these proposed changes be submitted in final form at least 90 days prior to the convening of the RA.

Additionally, any proposed **RESOLUTION** must be received by the deadline of **Wednesday, March 13 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.

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.

East TN Sick Leave Bank Nominations Deadline: Friday, April 5 4:30 p.m.

The deadline for submitting nominations for **East** region representative to the Sick Leave Bank is **4:30 p.m. on Friday, April 5**, which is at least 60 days prior to the convening of the RA. 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 Rep. Vicki Burton) or the Department of Finance & Administration (Middle TN Rep. 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 5** deadline; must be in writing; must be signed by the nominees; must include the nominee's 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.

Scholarship Applications Deadline: Mon. April 1 4:30 p.m.

One of TSEA's great membership benefits is the awarding of 21 - $750 scholarship awards to deserving High school seniors, college freshmen, sophomores, and juniors who are dependent children of active or retired TSEA members, or to a TSEA members themselves, who are eligible once they have at least one year of TSEA membership as of April 1 of the award year.

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

Awards are not renewable; however, non-winning students can reapply each year as long as they continue to meet the eligibility requirements.

To request an application please contact the TSEA office at 1-800-251-8732 or by emailing your request to TSEA at: junie.rolens@tseaonline.org

Once your membership status is verified, you will be provided with information on how to apply.

Remember, completed applications must be **postmarked or received by Monday, April 1, 2019** to be considered for this scholarship award.

Chapter Award Nominations Deadline: Monday, April 22 4:30 p.m.

Chapter award nominations are to be submitted at least 45 days prior to the Representative Assembly, with the 2019 deadline of **Monday, April 22.**

Chapter awards nominations are accepted for:

Gems of Excellence
Encourages chapter visibility, growth, and participation.

Chapter Membership Award
Encourage chapters to develop and participate as a chapter in recruitment and retention of members.

Humanitarian Award Honors TSEA members who have gone above and beyond the call of duty to make a difference in the community for others.

Newsletter Award
Encourage chapters to develop effective and timely communications with all chapter members.

Chapter Outstanding Member Recognition
Recognizes the many members of the TSEA that contribute on a continuing basis to the strength and growth of their association.

Hall of Fame Award
Recognizes those members who have over the years given above and beyond the ordinary to promote and build the Tennessee State Employees Association.

Rising Star Award
Recognizes up and coming chapter leaders.

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

Chapters may mail, Fax or email nominations to:
TSEA, Awards & RA Planning Committee
C/O Linda Darden
627 Woodland Street,
Nashville, TN 37206
(Fax) 615-242-6329
(Email)
linda.darden@tseaonline.org

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

What To Do If You Are Injured On The Job

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

If you do not know the steps to take before an injury on the job happens, it can result in unnecessary expense, frustration, loss of benefits and avoidable health issues. Please take time and become familiar with the initial process of filing an on the job injury report.

Below are a number of important steps to take immediately after a state employee has been involved in an accident at work.

As with any other benefit the state provides, there is always much more involved in the entire worker's compensation process you need to know. The information below is only an overview. We are here to help and answer questions. You may contact Gayle Robb or Terry Carroll at the TSEA office at 1 (800) 251-8732, your agency HR office, or Division of Claims Administration at 1 (615) 741-2734.

If you are injured on the job, take these steps:

- Immediately notify your supervisor of the details of the accident regardless of the type of injury it is. Even seemingly minor injuries can develop into more serious ones a few days after an incident occurs.
- If the injury requires medical treatment you must be seen by a provider in the state's worker's compensation network; otherwise the cost of treatment will not be covered by worker's compensation benefits. Also notify the treating physician that you are a state employee, the injury happened at work, and you will be filing a claim with the state for benefits.
- To choose a participating provider call the State's administrator for on the job injury claims at 1 (866) 245-8588, option number 1.
- You or your supervisor must contact the Workplace Injury & First Notice of Loss Call Center toll free at 1 (866) 245-8588 and complete an accident report by phone. Information you provide allows the claims adjuster to know if your injury is compensable under worker's compensation law. A copy of the accident report form will be sent to your HR officer.
- If you will be off work for a period of time due to your injury you must choose what method of payment you wish; either TTD payments or your sick, compensatory or annual leave. Notify your HR office immediately of your decision at the beginning of your absence.
- **In making this decision, keep in mind that your personal leave is a major protection against job loss and allows you to continue to earn a paycheck while absent from work if you allow your leave accrual to build up each month for this very purpose. Using your own leave for an injury at work that takes you off your job can quickly deplete the leave protection you will need in the months and years to come after you can return to work. Again, whatever method of payment you choose, you must notify your HR office of your choice in order to be paid as you choose.**
- If your injury is such that the physician requires you to stay home from work for a period of time, the first seven (7) days an employee is unable to work are not covered by worker's compensation benefits according to Tennessee Worker's Compensation law. An employee must use their sick, compensatory, or annual leave or be placed in a leave without pay status. If your doctor requires you to be off work longer than this, worker's compensation benefits are available beginning on the eighth (8th) day. If you are off work for fourteen (14) or more days, benefits are available beginning back to the first day of absence.
- Worker's compensation benefits, also referred to as Temporary Total Disability (TTD) benefits, are 66 and 2/3% of your regular pay. At first this news often causes employees to choose to take their personal leave because they believe they will not be able to make ends meet. But before you make this decision, keep in mind that you do not live on your gross pay either but on net pay---the amount remaining after all deductions are taken. While TTD payments are roughly two-thirds of your gross earnings during the prior year also consider:
- No deductions are taken from this payment
- The state pays 100% of the health insurance premium while you are on TTD payments so you save your 20% monthly payment; and
- TTD benefit payments are not considered taxable income for that year.
- If your claim is approved, and if you are eligible for TTD benefits and choose this payment method you will receive your first benefit check after you have been off work for 4 weeks. Following this, you will be paid every other week you remain on TTD. You must keep scheduled doctor, treatment, or therapy appointments prescribed by your physician and authorized by Crovel CMS. Reports from these appointments showing you are complying and your condition is improving are sent into Corvel CMS by the doctor and are required in order for you to continue receiving payments.
- Your TTD benefits will cease when either of the following conditions occur: Your physician places you at maximum medical improvement (MMI); or on the day the doctor releases you to return to work full duty or with restrictions your agency can work with.
- Your claim will remain open and active for one year for further follow up on any aspect of your claim, but you will need to return to work at that time. If you feel you are unable to do so you will need to see your personal physician and obtain a doctor's statement in order to use your own leave; or you will be placed on leave without pay. A leave without pay status is vulnerable and generally allowed for a limited period of time.
- If the physician assigns you a permanent disability rating you may be eligible for a settlement from the state for the injury you sustained. Settlement negotiations will be handled between you and your Corvel CMS claims adjuster or your attorney, if you choose to retain counsel.
- An injury on the job that meets the definition of an assault is eligible for additional benefits at the beginning of the employee's absence and may later transition onto worker's comp benefits if needed.

Questions? Contact TSEA 615-256-4533 | 800-251-8732

Do you know your chapter?

TSEA has really been growing over the last few years! With so many new members we got to thinking it may be time to print a county and chapter list. After locating your chapter, be sure to check out our Chapter Meeting calendar on P2.

Region	County	Chapter
East	Anderson	ANDERSON
East	Blount	FOOTHILLS
East	Bradley	HIWASSEE
East	Campbell	CAMPBELL/SCOTT
East	Carter	APPALACHIAN
East	Claiborne	NORRIS LAKE
East	Cocke	FRENCH BROAD
East	Grainger	LAKEWAY
East	Greene	GREENE
East	Hamblen	LAKEWAY
East	Hamilton	HAMILTON
East	Hancock	LAKEWAY
East	Hawkins	LAKEWAY
East	Jefferson	FRENCH BROAD
East	Johnson	APPALACHIAN
East	Knox	KNOX/UT
East	Loudon	FOOTHILLS
East	McMinn	HIWASSEE
East	Meigs	HIWASSEE
East	Monroe	FOOTHILLS
East	Morgan	MORGAN
East	Polk	HIWASSEE
East	Rhea	TEALEAF
East	Roane	ROANE
East	Scott	CAMPBELL/SCOTT
East	Sevier	SMOKY MOUNTAIN
East	Sullivan	NORTHEAST
East	Unicoi	APPALACHIAN
East	Union	NORRIS LAKE
East	Washington	APPALACHIAN
East	Washington	ETSU
Middle	Bedford	THREE RIVERS
Middle	Bledsoe	FALL CREEK FALLS
Middle	Cannon	CANEY FORK
Middle	Cheatham	SYCAMORE
Middle	Clay	UPPER CUMBERLAND
Middle	Coffee	THREE RIVERS
Middle	Cumberland	CUMBERLAND PLATEAU
Middle	Davidson	DAVIDSON
Middle	DeKalb	CANEY FORK
Middle	Dickson	HIGHLAND RIM
Middle	Fentress	CUMBERLAND PLATEAU
Middle	Franklin	TIMS FORD
Middle	Giles	GILES/LINCOLN
Middle	Grundy	CANEY FORK
Middle	Hickman	SOUTH FORTY
Middle	Houston	HIGHLAND RIM
Middle	Humphreys	HIGHLAND RIM
Middle	Jackson	UPPER CUMBERLAND
Middle	Lawrence	DAVID CROCKETT
Middle	Lewis	SOUTH FORTY
Middle	Lincoln	GILES/LINCOLN
Middle	Macon	VOLUNTEER
Middle	Marion	MARION
Middle	Marshall	MAURY/MARSHALL
Middle	Maury	MAURY/MARSHALL
Middle	Montgomery	WARIOTO
Middle	Moore	THREE RIVERS
Middle	Overton	UPPER CUMBERLAND
Middle	Perry	SOUTH FORTY
Middle	Pickett	UPPER CUMBERLAND
Middle	Putnam	UPPER CUMBERLAND
Middle	Robertson	SYCAMORE
Middle	Rutherford	RUTHERFORD
Middle	Sequatchie	FALL CREEK FALLS
Middle	Smith	TWS
Middle	Stewart	WARIOTO
Middle	Sumner	VOLUNTEER
Middle	Trousdale	TWS
Middle	Van Buren	FALL CREEK FALLS
Middle	Warren	CANEY FORK
Middle	Wayne	WAYNE
Middle	White	UPPER CUMBERLAND
Middle	Williamson	WILLIAMSON
Middle	Wilson	TWS
West	Benton	WHBC
West	Carroll	WHBC
West	Chester	CHAD
West	Crockett	PIONEER
West	Decatur	CHAD
West	Dyer	REELFOOT
West	Fayette	FAYETTE
West	Gibson	PIONEER
West	Hardeman	SOUTHWEST
West	Hardin	SOUTHWEST
West	Haywood	HATCHIE RIVER
West	Henderson	CHAD
West	Henry	WHBC
West	Lake	REELFOOT
West	Lauderdale	HATCHIE RIVER
West	Madison	FORKED DEER
West	McNairy	SOUTHWEST
West	Obion	REELFOOT
West	Shelby	MEMPHIS HIGHER ED
West	Shelby	SHELBY
West	Tipton	HATCHIE RIVER
West	Weakley	WHBC

["Chapter Meetings" from page 2]

Cumberland Plateau
Thursday, November 29
6:00 p.m. - Dinner
Cumberland Mountain State Park
24 Tennessee Ave.
Crossville
Topic: Chapter Christmas Party
Meal paid by Chapter
Family, Food, & Fun!
For info, contact:
Lonnie Kuehn
931-637-2720
LaLonna.R.Kuehn@tn.gov

Norris Lake
Thursday, November 29
6:30 p.m.
The Pineapple Tea Room
602 Colwyn St.
Cumberland Gap
Topic: Holiday Dinner
Meal paid by Chapter
Everyone needs to bring a $5 gift to play Dirty Santa.
Mitch Cosby's Band and Back Porch Grass will be the featured entertainment.
For info, contact:
Mitchell Cosby
423-851-1820

Memphis Higher Education
Saturday, December 1
12:00 noon until 2:00 p.m.
Logan's Roadhouse
2710 North Germantown Parkway
Memphis
Topic: Christmas Luncheon
All higher education TSEA members are welcome
For info, contact:
Regina Cade
901-485-1486
rmcade@att.net

ETSU
Saturday, December 1
12:30 p.m.
Harbor House Seafood
2510 N. Road Street
Johnson City
Topic: Holiday Party
Meal paid by Chapter
If you bring your spouse with you, please bring a $5 gift to participate in the Dirty Christmas game.
For info, contact:
Carolyn Bond
423-439-4234
bondc@etsu.edu

Warioto
Monday, December 3
5:30 p.m.
Location: To be announced
Clarksville
Topic: Christmas Party
Other: Meal paid for by Chapter for TSEA members.
Chapter will be providing gifts for TSEA members to play "Dirty Santa".
Non-member guests will be responsible for their own meal. Guests may also bring a wrapped $5.00 gift if they wish to participate in the "Dirty Santa" game.
Please RSVP by Nov. 27.
For info, contact:
Lisa Jenkins
931-206-0757
lisancarl1985@gmail.com

Foothills
Monday, December 3
6:30 p.m.
RJ's Restaurant
3749 Airport Hwy
Alcoa
Topic: Holiday Dinner
Meal paid by Chapter
Dirty Santa game. Gifts for members are provided.
Guests may bring a wrapped $5.00 gift.
For info, contact:
GiGi Owensby
865-748-4580

Smoky Mountain
Tuesday, December 4
12:00 Noon - 2:00 p.m.
Olive Garden
1570 Parkway
Sevierville
Topic: Quarterly meeting/ Christmas party
Meal paid by Chapter
For info, contact:
Dawn Whitley
865-654-6391
kuntrygirldawn@yahoo.com

Davidson County
Tuesday, December 4
5:30 p.m.
6:00 p.m. - Door prize drawings
Goodwill Career Center
937 Herman St.
Nashville
Topic: Christmas Party
Other: Please bring donations for Goodwill.
RSVP by Nov. 26 to tseamike@mail.com
For info, contact:
Mike Kerstetter
615-256-4533
TSEAMike@mail.com

Forked Deer
Tuesday, December 4
5:30 p.m.
Brooksie's Barn
561 Oilwell Road
Jackson
Topic: Christmas Dinner & Chapter Meeting
Other: Meal paid for by chapter for the first 22 people who RSVP to joy.williams@hotmail.com by Nov. 26
For info, contact:
Joy Williams
731-426-6135
joy.williams@tn.gov

Knox/UT
Tuesday, December 4
5:30 p.m. - Dinner
6:00 p.m. - Meeting
Olive Garden Italian Restaurant
7206 Kingston Pike
Knoxville
Topic: Christmas Party
Dutch treat
Please RSVP by Nov. 20 as space is limited!
For info, contact:
Betty Beal or Pat Kline
865-622-1679/865-216-9360

Giles/Lincoln
Tuesday, December 4
6:00 p.m.
Legend's Roadhouse
1520 West College Street
Pulaski
Topic: Christmas gathering
Meal paid by chapter
For info, contact:
Jana Mitchell
931-581-1287

Anderson County
Thursday, December 6
12:00 Noon
Golden Girls Restaurant
2211 N Charles G Seivers Blvd.
Clinton
Topic: Holiday Party
Other: Meal paid up to $12.00 per member.
Drawings will be held for two $25 gift cards.
For info, contact:
Don Howard
865-898-1894

Roane County
Thursday, December 6
5:30 p.m. - Dinner
6:00 p.m. - Meeting
Roane Street Grill
812 N. Roane Street
Harriman
Guest Speaker: State Representative Kent Calfee
Topic: Legislative Agenda
Other: Member Lee Cantrell will be awarded a plaque for his years of service to TSEA.
Let's encourage participation in this wonderful event!
Dutch treat
For info, contact:
Daniel Orange
865-816-0069
Daniel.Orange@tn.gov

Marion
Thursday, December 6
6:00 p.m.
Cracker Barrell Restaurant
550 Kimball Crossing Drive
Jasper
Topic: Christmas Meeting
Meal paid by chapter
For info, contact:
Harold Deep
423-942-5008

Northeast
Thursday, December 6
6:00 p.m.
Rush Street Bar and Grill
1229 E. Stone Drive
Kingsport
Topic: Christmas Party
Dutch treat
We will be playing the White Elephant Gift Exchange, gifts provided for members.
Please bring a gift for guests who wish to participate ($5-10 range).
For info, contact:
Christy Fox-Gibson
423-863-4284
christy.fox-gibson@tn.gov

Reelfoot
Thursday, December 6
6:00 p.m. - Meal
7:00 p.m. - Meeting
Grecian Steakhouse
2265 St. John Ave
Dyersburg
Topic: TSEA current events
Meal paid by Chapter
For info, contact:
Roderick Sharp
731-446-2038
man_of_all_time@yahoo.com

Tims Ford
Thursday, December 6
6:00 p.m.
Oasis Restaurant
708 College Street
Winchester
Topic: Christmas gathering
For info, contact:
Wendell Carter
931-841-1184

Pioneer
Friday, December 7
11:30 a.m.
WallStreet Grill
2721 North Central
Humboldt
Topic: Christmas Lunch
Meal paid by Chapter
Door prizes will be drawn
For info, contact:
Carrissa Coleman
731-676-6704
Cpipkin@bellsouth.net

Greene County
Friday, December 7
6:00 p.m. (please do not arrive before 5:45 p.m.)
Phat Cat Cafe
210 W. Summer St.
Greeneville
Topic: Annual Christmas/ Dinner Meeting
Guest Speaker: Legislators have been invited
$7 members, $12 guests
*PLEASE send Check and RSVP to Bernice Jozsa by 11/26
Join us for an evening of fun, good food, door prizes, and our Chinese Auction!
(bring your quarters to bid and bring items for the Chinese Auction!)
For info, contact:
Bernice Jozsa 423-639-4454
or Juanita Dobson
423-257-3748

▶ CONTINUED ON P11

[**"Meetings" from page 10**]

Fayette County
Tuesday, Dec. 11
5:30 p.m.
Trustmark Bank
16790 US-64 Main street
Somerville, 38068
Topic: Recap Election
Other: Olympic Steak & Pizza in Oakland
Meal paid for by Chapter
For info, contact:
Helen Jones
901-424-8107
msh3jones@aol.com

Maury/Marshall
Tuesday, Dec. 11
5:30 p.m.
Henry Horton Lodge
4209 Nashville Hwy
Chapel Hill
Topic:
Christmas Meeting
Meal paid by Chapter
For info, contact:
Amanda Thomas
931-797-8700
mlt21sccr@yahoo.com

David Crockett
Tuesday, Dec. 11
6:00 p.m. - Dinner on your own
6:30 p.m. - Meeting
Ponderosa Steak House
1817 N. Locust Ave
Lawrenceburg
Topic: Chapter business
For info, contact:
Henry Phillips
931-477-4363

Shelby County
Wednesday, Dec. 12
5:30 p.m.
Benjamin Hooks Library
Conf. Room C
3030 Poplar Ave
Memphis
Topic: Chapter Christmas Meal
Don't forget we will be collecting toys and money donations for Christmas
(To Benefit Relative Caregiver Program)
Door Prizes
For info, contact:
Calvin Lewis
calvinlewis@att.net
901-212-4621

Hatchie River
Thursday, Dec. 13
6:00 p.m. - Dinner
7:00 p.m. - Meeting
Olympic Steak House
475 Hwy 51
Ripley
Topic: Update
Meal paid by Chapter
Door prizes
For info, contact:
Wanda Eppa
731-671-5805

Upper Cumberland
Thursday, Dec. 13
6:00 p.m.
Helen's Restaurant
3013 South Grundy Quarles Hwy
Gainesboro
Topic:
Christmas Meeting
Meal paid by Chapter
For info, contact:
Joylene Harris
931-284-7851
joy.noel10@yahoo.com

Hiwassee
Friday, Dec. 14
6:00 p.m.
Comfort Inn & Stes
107 Interstate Dr. NW
Cleveland
Topic: Holiday Dinner
Other: Members free, $10 for guests
Dirty Santa game will be played. Gifts will be provided for members. Guests may bring wrapped $5 gift.
For info, contact:
Jessica Govero
423-368-7373

Tealeaf
Friday, Dec. 14
6:00 p.m.
Gondalier/Dayton
200 Able Drive
Dayton
Invited Guests: Senator Yager & Representative Travis
Other: Meal provided for members
Bring a non-perishable food item to make a food basket.
Door prizes
For info, contact:
Mary Runyun
423-618-6853
merunyan@charter.net

Hamilton County
Saturday, Dec. 15
1 p.m. - 3 p.m.
Golden Corral
1808 Gunbarrel Rd
Chattanooga
Topic:
Holiday Lunch
Meal paid by Chapter
For info, contact:
James Smith
423-364-1414
lmoffett83@gmail.com

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

Please complete form and mail 8-13

Tennessee State Employees Association
Membership Application
Membership dues deduction authorization. **Please Print.**

Name _____ Social Security Number _____

Department _____ Job Title _____

Facility or location _____

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

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

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

Signature_____ **Date** _____

Social Security Number ___ - __ - ____ Last name _____ First name _____ MI

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

Home address _____

City _____ ST __ Zip Code _____ Home Phone ___ - ___ - ____

Work Facility _____ Work Phone ___ - ___ - ____ Extension _____

Work Address _____ Fax Number ___ - ___ - ____

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

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

Home County _____ Work County _____

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

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

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

Signature_____ **Date** _____

Recruiter signature _____ Last four digits of SS# _____

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Lobby Day 2019

Save The Date!

Please plan to join us for our day on the hill!
March 26, 2019

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