

Performance Management 2.0 Redesign P5

TSEA
TENNESSEE STATE EMPLOYEES ASSOCIATION
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Co-Worker

The Official Publication of the Tennessee State Employees Association

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tseaonline.org tseaonline @tseaonline

112th GENERAL ASSEMBLY

To the right, you will find a list of our TEAM PAC endorsed candidate who won their Nov. election. To view the **complete list of returning and incoming legislators** who will make up the 112th Tennessee General Assembly, including instructions on finding your legislators, please turn to page 6.

2020 RECRUITMENT CONTEST



Our 2020 Virtual Recruitment Contest is underway and runs through December 31, 2020. **Recruit an active State or Higher Ed Employee or join TSEA between Nov. 9, 2020 - Dec. 31, 2020 and you will be automatically entered into our 2020 Virtual Recruitment Contest for a chance to win one of eight Grand Prizes!**

Included in this edition of the Co-worker and on page 12 is an insert with more information about our 2020 Virtual Recruitment Contest.

We will award eight grand prizes! 4 recruiter prizes and 4 new member prizes (2 prizes per field rep district)

We will also award 2 prizes each week during the contest to randomly selected recruiters and recruits across Tennessee.

2021 LOBBY DAY

TSEA is attempting to schedule Lobby Day for a Tuesday during the month of March 2021. Much remains up in the air due to COVID-19. More details are available on page 3.

ELECTION

TEAM PAC 2020 Election Results

Thanks to an incredible turnout and effort by state employees and their power of 10 during the state general election, 97 percent of our state employee endorsed candidates are headed to Nashville to serve as members of the Tennessee General Assembly!

Thank you for your commitment to our endorsed candidates. Association 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 some newly created relationships will reap great benefits for all state employees in the years ahead.



Below is a list of TEAM PAC endorsed candidates who won their election on Nov. 3, 2020.

Senate

District/Candidate
2 Art Swann (R)
4 Jon Lundberg (R)
6 Becky Duncan Massey (R)
8 Frank Niceley (R)
10 Todd Gardenhire (R)
12 Ken Yager (R)
14 Shane Reeves (R)
16 Janice Bowling (R)
18 Ferrell Haile (R)
22 Bill Powers (R)
24 John Stevens (R)
26 Page Walley (R)
28 Joey Hensley (R)
30 Sara Kyle (D)
32 Paul Rose (R)

House

District/Candidate
1 John Crawford (R)
2 Bud Hulsey (R)
3 Scotty Campbell (R)
4 John Holsclaw, Jr. (R)
5 David Hawk (R)
8 Jerome Moon (R)
9 Gary Hicks (R)
10 Rick Eldridge (R)
11 Jeremy Faison (R)
12 Dale Carr (R)
13 Gloria Johnson (D)
14 Jason Zachary (R)
15 Sam McKenzie (D)
16 Michele Carringer (R)
17 Andrew Farmer (R)
18 Eddie Mannis (R)
19 Dave Wright (R)
20 Bob Ramsey (R)
21 Lowell Russell (R)
22 Dan Howell (R)
23 Mark Cochran (R)
24 Mark Hall (R)
25 Cameron Sexton (R)
26 Robin Smith (R)
27 Patsy Hazlewood (R)
28 Yusuf Hakeem (D)
29 Mike Carter (R)
30 Esther Helton (R)
31 Ron Travis (R)
32 Kent Calfee (R)
33 John Ragan (R)
34 Tim Rudd (R)
35 Jerry Sexton (R)
36 Dennis Powers (R)
37 Charlie Baum (R)
38 Kelly Keisling (R)
39 Iris Rudder (R)
40 Terri Lynn Weaver (R)
41 John Mark Windle (D)
42 Ryan Williams (R)
43 Paul Sherrell (R)
44 William Lamberth (R)
45 Johnny Garrett (R)
46 Clark Boyd (R)
48 Bryan Terry (R)
49 Mike Sparks (R)
50 Bo Mitchell (D)
51 Bill Beck (D)
52 Mike Stewart (D)
53 Jason Powell (D)
54 Vincent Dixie (D)
55 John Ray Clemmons (D)
56 Bob Freeman (D)
57 Susan Lynn (R)
58 Harold Love (D)
59 Jason Potts (D)
60 Darren Jernigan (D)
61 Brandon Ogles (R)
62 Pat Marsh (R)
63 Glen Casada (R)
64 Scott Cepicky (R)
65 Sam Whitson (R)
66 Sabi 'Doc' Kumar (R)
67 Jason Hodges (D)
68 Curtis Johnson (R)
69 Michael G. Curcio (R)
70 Clay Doggett (R)
71 David Byrd (R)
72 Kirk Haston (R)
73 Chris Todd (R)
74 Jay Reedy (R)
75 Bruce Griffey (R)
76 Tandy Darby (R)
77 Rusty Grills (R)
78 Mary Littleton (R)
80 Johnny Shaw (D)
81 Debra Moody (R)
82 Chris Hurt (R)
83 Mark White (R)
84 Joe Towns, Jr. (D)
85 Jesse Chism (D)
86 Barbara Cooper (D)
87 Karen Camper (D)
88 Larry Miller (D)
91 London Lamar (D)
93 G. A. Hardaway, Sr. (D)
94 Ron Gant (R)
95 Kevin Vaughan (R)
96 Dwayne Thompson (D)
98 Antonio Parkinson (D)
99 Tom Leatherwood (R)

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TSEA
TENNESSEE STATE EMPLOYEES ASSOCIATION

Co-Worker

November/December 2020 Edition

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Tom Osborne, Nashville

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Terrell Gregory, Cookeville

West TN Vice President
Brad Moss, Union City

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District 1
Heather Sharp, Union City
Hatchie River *(Haywood, Lauderdale, Tipton)*
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)*

District 3
Vicki Burton, Jackson
CHAD *(Chester, Decatur, Henderson)*
Fayette *(Fayette)*
Forked Deer *(Madison)*
Southwest *(Hardeman, Hardin, McNairy)*

District 4
Sherry Koontz-Howell, Clarksville
Highland Rim *(Dickson, Houston, Humphrey)*
Sycamore *(Cheatham, Robertson)*
TWS *(Smith, Trousdale, Wilson)*
Volunteer *(Macon, Sumner)*
Warioto *(Montgomery, Stewart)*

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

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

District 7
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
Tom Hill, Blountville
Appalachian *(Carter, Johnson, Unicoi, Washington)*
East Tennessee State University.
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

26 Thursday
Thanksgiving Day
State & TSEA Offices Closed

27 Friday
State & TSEA Offices closed
per T.C.A. 4-4-105(a)(3)

December

11 Friday
Board Meeting
& Holiday Dinner - 1:00 p.m.
Location TBD

24 Thursday
Christmas Eve
State & TSEA Offices Closed

25 Friday
Christmas Day
State & TSEA Offices Closed

31 Thursday
New Year's Eve
State & TSEA Offices Closed

January

1 Friday
New Year's Day
State & TSEA Offices Closed

12 Tuesday
112th General Assembly
Convenes (2nd Tuesday)
12:00 Noon

15 Friday
Board Meeting
Zoom Conf Call Mtg
1:00 p.m.

18 Monday
M.L. King Jr. Day Holiday
State and TSEA Offices Closed

February

12 Friday
Board Meeting
1:00 p.m. Location TBD

15 Monday
President's Day
State offices closed

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

Chapter Meetings

If you need to submit a meeting notice, or have questions, please e-mail: shea.drake@tseaonline.org.

NOTICE: Due to COVID-19, many chapter meetings have moved to conference call. To set up a chapter conference call, contact TSEA Member Services Director Lisa Moffett at 423-571-0094.

To join a chapter conference call:

Dial the TSEA conference call number: 1-800-662-0402

After prompt, enter code: 104536

Tips for an Effective Conference Call Meeting

- *Minimize distractions*
- *Have a prepared agenda*
- *Dial the conference call number 5 minutes before the meeting starts*
- *Mute your phone during the meeting. When you want to talk, unmute your phone, then mute when finished*

Davidson County
Tuesday, November 17
Meeting at 5:30 p.m.
Conference Call
Check your e-mail for the meeting details.
Call-in phone number: 515-604-9608
Code: 373-900
Topic: TSEA Updates
Guest Speaker: TSEA Field Rep. Sandra Pleas
For info contact:
Hernandez 'Paco' Havard
931-286-4353
hphavard@gmail.com

Fayette County
Thursday, November 19
Meeting at 5:30 p.m.
Conference Call
Check your e-mail for the meeting details.
Topic: General Update/Concerns
Due to uncertainty of COVID-19 and Trustmark Bank's meeting room still not available to the general public for regular meetings, our usual November holiday dinner will have to be by conference call. Hopefully, we will be able to have our dinner meeting together at a later date when it is safe for all our members.
Happy Thanksgiving to all and May God Bless!
For info, contact:
Helen Jones
901-424-8107
msh3jones@aol.com

Forked Deer
Tuesday, December 1
Meeting at 5:30 p.m.
Conference Call
Check your e-mail for the meeting details.
Topic: General meeting
For info, contact:
Tracy McClain
731-693-9266
traymay68@gmail.com

▶ CONTINUED ON P10

Looking forward to a 'more normal' 2021



A new year is just around the corner! Hopefully, it will be much more normal than 2020. It is appropriate to now set some goals for 2021.

Congratulations to our TEAM PAC Board and all our volunteers that made calls, sent postcards and used the Power of 10 to win all but three of our endorsed races. Due to our great success in legislative races, we look forward to continuing the strong relationships we have in the Tennessee State House and State Senate.

If you are new to TSEA, let me remind you, TEAM PAC is a bipartisan Political Action Committee supported solely by state employee's voluntary contribution. Unless you indicate otherwise, a portion of your dues goes to our PAC each month. Bipartisanship should never be confused with non-partisanship. Bipartisan means we support candidates from both political parties. Non-partisan would mean we stay out of politics. I would hate to think where state employees would be today if we were not involved in legislative races across our great state.

State employees and our organization must be involved in the arena of politics and policy making. We will take some lumps along the way, but we can never afford to shy away from worthy battles whether they be during elections or fighting for legislation on Capitol Hill in Nashville.

Our December TSEA Board meeting will finalize our legislative agenda for 2021, however you can be confident that salary adjustments, retention bonuses, burden of proof and other issues will be a part of our discussions with legislators. Workplace safety affected by COVID-19 challenges will also continued to be addressed.

TSEA staff have already been meeting with Lee Administration officials and legislators to formulate our legislative priorities and discuss ongoing issues impacting all state employees. We hope the next budget cycle will be more traditional and allow our state government to show a financial appreciation for all the hard work you have performed this year.

Our TSEA leadership is always working to have a positive impact on those departments that are experiencing leadership change. Departmental leadership changes are an excellent opportunity to have candid discussions of the challenges facing some of our most important departments. Our 45 year history serving as the voice of state employees is respected by the Lee Administration and we hope that will be reflected in the coming weeks as decisions are made about new commissioners.

The COVID-19 outbreak has had a huge impact on many aspects of our lives. It has also impacted our ability to share the benefits of TSEA and build our membership. Your help is needed more than ever to grow our membership numbers. Access to state buildings is much more limited and we need you to be our ambassadors to recruit new members. Please take advantage of our current Virtual Recruitment Blitz. You can win some great prizes and genuinely make Tennessee a better place to live and work.

Please make sure you subscribe to our e-mail updates. We will be announcing the details of a permanent program to provide great incentives for you to consistently be recruiting new members to TSEA. This program will include a method for you to earn great premium merchandise for your recruiting efforts on behalf of TSEA. Never forget there is power in numbers and we need you to help us grow our numbers and thereby grow our ability to advocate for you.

Serving as TSEA Executive Director is a tremendous honor. 2020 has been a very challenging year, but our organization has continued to be blessed even during these difficult times. Our staff takes service to you very seriously and we are honored that you allow us to serve our TSEA family. May God bless you and your families during the holiday season.

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

2021 Lobby Day Update

Our date for the 2021 Lobby Day is yet to be confirmed, but we are planning for a Tuesday in March, 2021.

With COVID-19 still impacting our everyday lives, plans for upcoming TSEA events are somewhat difficult to schedule. Also, the TN General Assembly will decide closer to January 2021, about access to legislators and the Cordell Hull Building during the 2021 legislative session.

TSEA is attempting to schedule Lobby Day for a Tuesday during the month of March 2021 and has requested use of legislative facilities for holding Lobby Day, but at the time of the Co-Worker print, no dates are confirmed. TSEA's Lobby Day is a chance for members to visit with Senators, Representatives, and legislative leadership about TSEA issues. Some of the legislators will be newly elected.

Keep Tuesdays in March penciled in on your calendar and watch your e-mail and the TSEA website for updates confirming the dates for Lobby Day 2021.

Save the Date - 2021 Representative Assembly

TSEA's 2021 Representative Assembly is currently scheduled for Thursday, June 17 – Saturday, June 19 at the Hilton Nashville Airport, 2200 Elm Hill Pike in Nashville, TN (same location as the 2020 Virtual Rep Assembly). Please take a moment and mark these dates on your calendar.

The Rep Assembly allows members to be involved in numerous activities including adoption of an annual budget, review and adoption of changes to the Constitution and Bylaws or resolution proposals, access to guest speakers on issues of importance to active and retired state employees, recognition for exceptional accomplishments during the awards ceremony and one-on-one conversations with other members from all across the state.

Make plans now and if needed, request your time off work to attend the Rep Assembly. Specific delegate information will be sent to chapters in April with the deadline for reservations (and guaranteed annual leave) on May 28, 2021.

COVID-19 budget cuts eliminated January raises; 2022 raises and market adjustments a priority



As you may know, when the Tennessee Legislature passed the state budget in June, it included over $1 billion in cuts, including the elimination of FY20/21 raises for state employees. These are raises we would usually receive in January.

During those final budget discussions in June, Gov. Lee's administration anticipated a $500 million revenue shortfall in the state budget for the current fiscal year and a $1 billion shortfall in fiscal year 2021 from the impact of COVID-19 on our state's economy. The final budget reflects those projections.

TSEA advocated for employees during the entire budget process. We proposed several ideas to the Lee administration and your legislators during the budget process in both houses, including contingency raises. Still, the economic outlook was not compatible with an increase at the time.

We were disappointed by the elimination of raises. That said, we were grateful that the state was largely able to avoid severe benefit cuts for state and higher ed employees.

You can read more about the final state budget in our legislative update from June 19, 2020, which can be found on our website.

Looking forward

F&A Commissioner Butch Eley committed to TSEA Executive Director Stamps that the first priorities in the next budget year are maintaining funding for TCRS and the State Insurance plan. After those two commitments are met, they will look for additional funding for pay for performance and market study raises for 2022. With regard to the market study increases, Commissioner Eley, DOHR Commissioner Williams, and TDOC Commissioner Parker have prioritized restoring the raise committed to Probation/Parole officers first. TSEA continues to organize around these priorities.

In a meeting with Senate Finance Chairman Bo Watson (Chattanooga), we learned that there is still concern about the current budget due to fears about the federal stimulus money. Though revenue has been above projections since July 2020, that boost of stimulus money has now made its way through the economy and Chairman Watson wants to see how the revenue picture looks for a few more months before we see the proposed budget from Governor Lee in February 2021.

As we prepare for the upcoming budget discussions, we will be there to remind your legislators that our dedicated state employees kept Tennessee operating through the COVID-19 pandemic.

If you have additional questions, feel free to contact our Compensation and Benefits division at 615-256-4533.

Things to consider when returning to work

TSEA Staff Report
info@tseaonline.org

This article provides a quick reminder that employees need to check their benefits when returning to state employment. Heed these recommendations and you will not be left without essential coverage or benefits when you need them.

Here are some typical scenarios that an employee might encounter which result in the cessation of state benefits. The employee has been separated from state service due to termination. The employee has resigned. Or, the employee elects to be on FMLA and discontinues some benefits. In all these cases, DOHR has ceased paying the employee a salary or wage. Additionally, DOHR has cut off payroll deductions for benefits the employee may have been receiving while in state service such as health insurance, 401k contributions, sick leave bank accrual as well as TSEA membership dues.

At some point, however, the employee may return to state employment. For example, the employee successfully appeals the termination and is returned to work. The employee who resigned decides to return to state service. Or, the employee is released from FMLA and returns to work.

In these cases, the employee's HR office should automatically reinstate the benefits which the employee had prior to leaving state employment. This office strongly recommends, however, that the employee perform a review of their Edison statement to ensure the employee is receiving the correct benefits.

In short, if you are an employee who has been on any type of leave and in a without pay status, make sure when you return to work that everything is coded correctly in Edison. Although in all situations the employee's agency HR should make certain the employee has been made "whole" once they return to work, it is a responsibility the employee should look into themselves.

When you return to work, check and make sure you are coded correctly with the same deductions you had before you went on leave without pay status, such as:

- Major medical coverage
- Health care insurance (dental, vision, etc.)
- Flex Spending accounts
- Sick Leave Bank
- 401(K)
- TSEA dues and optional insurances you have through the Association
- Worker's Compensation (even if you are being paid through lost time pay)
- Education Leave
- FMLA

Once you return to work make sure everything is accurate with the status of the benefits you had. Please contact TSEA Compensation and Benefits staff if you find any discrepancies or have questions.

New Senior Legal Advisor



Sara Snyder

Ms. Snyder is excited and honored to join TSEA as the new Senior Legal Advisor. She holds a B.A. from Pepperdine University in International Political studies and a J.D. from the University of Tennessee College of Law. While at UT, Ms. Snyder was involved in several student organizations. In her third year, she served as President of the Native American Law Students' Association where she sought to promote education among her peers on the various aspects of federal Indian law. Ms. Snyder also participated in trial competitions and served as a student attorney with the UT Legal Clinic helping clients with various business matters from forming corporations to filing 501(c)(3) nonprofit applications. When not practicing law, Ms. Snyder enjoys gardening, particularly hydrangeas. She also enjoys spending time with her family and 10-year-old Golden Retriever. Ms. Snyder is looking forward to her time at TSEA. She is dedicated to advocating for the employees of the state and ensuring that members receive the best outcomes.



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

1. We negotiated a settlement with DCS for two of our members to be able to resign instead of termination. Documentation referencing the termination will be removed from their files.

2. Our member was terminated from DOH. After their appeal hearing, the decision was to reinstate our member with back pay and benefits.

3. We negotiated a settlement with DIDD for our member who was terminated. The member was able to resign in place of termination, and all documentation referencing the separation was removed from their file.

4. After the appeal hearing, our member's termination from DCS was reduced to a 30-day suspension all back pay and benefits were awarded.

5. We assisted our member with mediation on their termination from DHS. Member was returned to their position with back pay and benefits.

6. Our member was demoted from their position at DCS. After their appeal hearing, the decision reduced to a 30-day suspension, and our member was put back to their original position with 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)

Inclement Weather Policy reminder



It is that time of year when winter weather may have us waking up and debating on whether it is safe to drive to work.

It is the policy of the State (Department of Human Resources—policy number 12-037) to make every effort to maintain normal working hours during periods of inclement weather in order to continue providing necessary services to the citizens. Occasionally, emergency conditions caused by extreme inclement weather may warrant the closing of some State offices. When such conditions are thought to exist, the Governor and/or his/her designee may determine whether state offices should be closed. State office closures due to extreme inclement weather are made on a county by county basis and include all offices in each designated county. Should this occur, timely notice will be provided to the local media for broadcast to the general public and it will be published on the TN.gov website.

If the office remains open, absences due to inclement weather requires that each employee makes a personal decision regarding safety in traveling to and from the workplace. As with any unexpected absence, employees should contact their supervisor using your agency's approved methods. Employees can use annual or compensatory time for their absence. Employees with no annual or compensatory time, will be changed as leave without pay. Employees who make the effort to report on time and who report within a reasonable period should not be required to take leave for that absence. To be eligible, the employee must leave for work at his or her normal departure time in anticipation of regular arrival time.

If State offices in a county are closed, employees: (1) other than those who work in 24-hour facilities, (2) those who participate in the Alternative Workplace Solutions (AWS) Work from Home arrangement and were scheduled to work from home on that particular day, or (3) those who may be required by their Appointing Authority to work, shall be excused from work and granted discretionary leave with pay. If an employee is a participant in the Work from Home AWS arrangement but is not scheduled to work from home on the day that State offices are closed, they shall be excused from work and granted discretionary leave with pay. However, if an employee is participating in the Mobile Work AWS arrangement on the day State offices are closed, the appointing authority will have the discretion to either allow the employee to be excused from work and granted discretionary leave with pay or require the employee to work remotely. Part-time employees are not eligible for administrative leave or compensatory time. Employees on previously approved leave during the affected period will be not eligible for administration leave.

Certain employees who are employed by the Departments of Mental Health, Developmental and Intellectual Disabilities, Correction, Children's Services (group homes, schools, and institutions), Transportation, and Safety, and others which require the employee to maintain the health and safety of others may be required to report to work during periods of inclement weather.

Should you have questions or concerns please contact the TSEA Compensation and Benefits 615-256-4533.

State offices holiday schedule

Thanksgiving
State offices will be closed on Thanksgiving Day, November 26 as well as Friday, November 27*.

**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 Thursday, Dec. 24 and Friday, Dec. 25 for Christmas Eve and Christmas Day.

New Year's Holiday
State offices will be closed Thursday, Dec. 31 and Friday, Jan. 1, 2021 for New Year's Eve and New Year's Day.

Performance Management 2.0 Redesign

The Department of Human Resources (DOHR) recently announced changes to the employee performance management program.

According to DOHR's announcement, beginning December 1, the employee work outcome performance rating will remain at 70% and behavioral competency rating will remain at 30% to make up the overall performance rating; however, the performance rating descriptors are changing.

Rating Descriptors

Current	New
Outstanding	Exceptional
Advanced	Exceeds Expectations
Valued	Meets Expectations
Needs Improvement	Needs Improvement
Unacceptable	Unacceptable

Beginning December 1, DOHR announced the behavioral competency rating definitions will change to more effectively describe performance as follows:

Competency Rating Scale and Definitions

Current	Rating	New
Employee's demonstration of the competency far exceeds the stated behavioral expectations.	Exceptional	Employee's demonstration of the competency consistently exceeds the states behavioral expectations with high impact results.
Employee's demonstration of the competency often and consistently exceeds the stated behavioral expectations.	Exceeds Expectations	Employee's demonstration of the competency consistently meets and often exceeds the stated behavioral expectations.
Employee's demonstration of the competency consistently meets the stated behavioral expectations.	Meets Expectations	Employee's demonstration of the competency consistently meets the stated behavioral expectations.
Employee's demonstration of the competency is inconsistent and needs further development to consistently meet the stated behavioral expectation.	Needs Improvement	Employee's demonstration of the competency is inconsistent and needs further development to consistently meet the stated behavioral expectation.
Employee did not demonstrate the stated behavioral expectations of the competency and requires close and extensive guidance.	Unacceptable	Employee did not demonstrate the stated behavioral expectations of the competency and requires close and extensive guidance.

The Importance of saving sick leave

The New Year is a time for self-reflection and setting priorities to improve oneself for the future. One of those areas of improvement should include vowing to save your sick leave and to build up a healthy reserve in case you need to use it for a serious health issue. With COVID-19 and flu season approaching, TSEA wants to highlight the benefits of having sick leave and recommend that you save your leave for times when it is needed most.

There are a few things employees should remember when using leave and the consequences of finding yourself in a situation where you do not have any leave.

- Even though you accrue one sick leave day per month of service, you should keep in mind that the use of the benefit is permissive and not a right of employment. Your supervisor may require that you obtain a doctor's statement for yourself, or for a qualifying family member, that specifically states why you could not be present to perform your normal job duties.

- If you have a major illness or sickness you may use Family Medical Leave Act (FMLA) which will guarantee your job and benefits for up to 12 weeks if the guidelines are used and you work with your Human Resources. If you have a chronic illness that does not require long periods of time away from work, you may request intermittent FMLA.

- Sick Leave Bank (SLB) is available and a tremendous benefit for all State employees. As long as you follow the guidelines, if approved, the SLB will allow you extended medical leave and will even allow your co-workers to donate time to you in the event you exhaust your leave benefit in the Sick Leave Bank.

- When all these methods are exhausted and you have no annual or compensatory leave, it could put you in a difficult position as an employee. If you find yourself in a leave without pay status, there are no provisions that require the State of Tennessee or any employer to retain you.

- The sick leave given to state employees is a tremendous benefit; make sure you are doing everything possible to protect your sick leave. Remember when you retire from state government, every 20 days of sick leave equals one month of creditable service time. If you separate from the State, you will not receive payment for unused sick leave.

Should you have questions or concerns, please contact Compensation and Benefits staff.

Coping with pandemic anxiety



By Gayle Robb
TSEA Comp & Benefits Assistant
gayle.robb@tseaonline.org

This is a stressful and difficult time for state employees and the State of Tennessee as a whole. COVID-19 has brought many changes to how we live our life, changes in daily routines, financial pressure and social isolation.

The global pandemic may likely continue well into 2021 and possibly beyond. Most of us just wish it would go away and that we could go back to life as we knew it, especially as we approach the holiday season. Feelings of social isolation and loneliness are on the rise. And along with it are feelings of anxiety and depression.

TSEA reached out to Benefits Administration for information and resources for state employees about pandemic anxiety and coping with worry, stress and fear. There is help available.

As a state employee, you have resources available to you to help you cope with all of life's challenges, but especially during the pandemic, through your EAP program. For links to the below resources, or to learn more, visit www.Here4TN.com or call 855-Here4TN. Resources include:

1. Virtual Visits – you don't have to see a provider in their office. You and your benefits-eligible dependents have access to five free virtual EAP visits. Virtual visits can also be utilized through your behavioral health benefit if you are enrolled in the state health plan.

2. Sanvello – an on-demand mobile app to help with stress, anxiety and depression. Connect with powerful tools that are there for you right as symptoms come up. As a State health plan participant, the premium Sanvello app is available to you at no extra cost as part of your benefits.

3. Talkspace – online therapy including text, audio and video within a secure app. With Talkspace online therapy, you can regularly communicate with a therapist safely and securely from your phone or desktop. Make continual progress at your pace. No in-person office visit required. Talkspace is available for both EAP and behavioral health visits. (EAP visits will require an authorization by calling 855-Here4TN or obtaining the authorization through Here4TN.com.)

4. Take Charge at Work – here to help working adults recognize and manage symptoms of stress and depression at work. The goal of the program is to help employees find better work-life balance, so they can get back to feeling productive and enjoying their lives. Call 855-Here4TN or visit www.Here4TN.com to take the assessment and see if you qualify.

5. Substance Use - when you use an Optum® substance use disorder (SUD) Preferred Provider for inpatient, residential or facility based ambulatory services such as intensive outpatient treatment, your costs will be waived as part of your State of Tennessee behavioral health benefits. Here4TN can connect you with a network SUD preferred provider. Call 855-Here4TN (855-437-3486).

Find more Coronavirus help and information on the Partners for Health website at tn.gov/PartnersForHealth.

Remember to follow the CDC guidelines of being safe by cleaning and disinfecting work areas, staying home when you are sick, washing hands frequently, social distancing and wearing a mask.

If you have any questions, please call TSEA Compensation & Benefits staff at 615-256-4533 or 800-251-8732.



Chris Dauphin/TSEA

112th Tennessee General Assembly

TN Senate

SD1 Steve Southerland - R
SD2 Art Swann - R
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
SD15 Paul Bailey - R
SD16 Janice Bowling - R
SD17 Mark Pody - R
SD18 Ferrell Haile - R
SD19 Brenda Gilmore - D
SD20 Heidi Campbell - D
SD21 Jeff Yarbro - D
SD22 Bill Powers - R
SD23 Jack Johnson - R
SD24 John Stevens - R
SD25 Kerry Roberts - R
SD26 Page Walley- R
SD27 Ed Jackson - R
SD28 Joey Hensley - R
SD29 Raumesh Akbari - R
SD30 Sara Kyle - D
SD31 Brian Kelsey – R
SD32 Paul Rose - R
SD33 Katrina Robinson - D

TN House

HD1 John Crawford - R
HD2 Bud Hulsey - R
HD3 Scotty Campbell - R
HD4 John B. Holsclaw Jr. - R
HD5 David Hawk - R
HD6 Tim Hicks - R
HD7 Rebecca K. Alexander - R
HD8 Jerome Moon - R
HD9 Gary Hicks - R
HD10 Rick Eldridge - R
HD11 Jeremy Faison - R
HD12 Dale Carr - R
HD13 Gloria Johnson - D
HD14 Jason Zachary - R
HD15 Sam McKenzie - D
HD16 Michele Carringer - R
HD17 Andrew Farmer - R
HD18 Eddie Mannis- 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 Speaker 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 M. 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 Tandy Darby - R
HD77 Rusty Grills - 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 Torrey C. Harris - D
HD91 London Lamar - D
HD92 Todd Warner - R
HD93 G. A. Hardaway - D
HD94 Ron M. Gant - R
HD95 Kevin Vaughan - R
HD96 Dwayne Thompson - D
HD97 John Gillespie - R
HD98 Antonio Parkinson - D
HD99 Tom Leatherwood - R

TN Senators are elected to four-year terms, with an election every 2 years alternating odd/even districts. Even numbered senate districts stood for election in 2020, odd numbered will stand for election in 2022. Representatives in the House are elected to two-year terms with all representatives standing for election at the same time.

Do you know who your legislators are?

We cannot overstate the importance for state employees to have a relationship with their elected officials, especially at the state level. If you don't know who your state legislators are, visit this link: bit.ly/MyLegislatorsTN

Once the page loads, it will look like the picture below. Simply enter your street address and city and click search. Your State Representative and Senator including their contact information will load on your screen.

ENTER YOUR STREET ADDRESS AND CITY:

Street Address

City

Remember My Address

Search

Guaranteed Acceptance for Permanent Whole Life Coverage

Good News, open enrollment for Whole Life Insurance continues for TSEA members.

Guaranteed Acceptance for **Members**
(no health questions)
Limits based on Age
Age 18 - 50 $5000 - $49,000
Age 51 - 60 $5000 - $29,000
Age 61 - 79 $5000 - $14,000

Spouse, Children and Grandchildren are Stand Alone Plans

Lifetime Coverage - Level Premiums - Builds Cash Value

Plans are Portable into Retirement or Career change

Policies issued before age 55 have a Guaranteed Purchase Option

You will be given an option at 3 points in the future to purchase additional coverage (no health questions) up to your original face amount not to exceed $100K

Term Life 10-20-30 Year Plans
Available with minimal health questions
Level Benefits and Premium
Spouse and Dependent riders available

For more information visit:
www.federatedmarketing.com

For rates please call Federated Marketing at 1-800-880-6542.

Message from TSEA's new Member Services Director Lisa Moffett



I am excited to have the honor of serving as the new TSEA Member Services Director.

Knowing I can play a continued role in our TSEA Membership program and assist in developing new programs for our members is personally very rewarding. As times change in what our worksites look like, I hope to make a positive impact utilizing innovative ways to tell the story of TSEA to influence all state employees to be TSEA members.

I want to thank Executive Director Randy Stamps, TSEA President Donnie Cole, and The TSEA Board of Directors for allowing me this opportunity of service.

My career at TSEA started in 1993. My daughter Dani grew up in TSEA, and now my grandchildren Kilah, Kade, and Kynzlee are continuing that family tradition. I'm a proud Alumni of ETSU. Most everyone knows my hobbies are UT Football Games, Kenny Chesney Concerts across the USA, and my grandchildren.

Please feel free to drop me a note or give me a call if I can be of assistance to you.

By e-mail at: Lisa@tseaonline.org, or by cell at: 423-571-0094.

TSEA's Advantage Program for 2021

Members only discounts

Discounted Insurance Programs:

- Allstate 24 Hour Accident Protection (with guaranteed acceptance)
- Dental Insurance thru Ameritas
- Vision Insurance thru Ameritas
- Whole, Term or Universal Life Insurance
- Critical Illness Plan
- Disability Income Protection
- Auto/Homeowners Insurance
- Pet Insurance
- Identity Theft Protection thru InfoArmour

Purchasing Power products through payroll deduction (See ad to the right)

Dell computer purchase discounts

Discount tickets to sporting events, seasonal theme parks (Beech Bend, Dollywood, Holiday World, Kentucky Kingdom, Nashville Shores, Six Flags Georgia & St. Louis)

Special attraction tickets including: Tennessee Aquarium, Biltmore House & Gardens, Carowinds, AMC, Malco, Regal Movie Tickets, Discovery Park of America, Knoxville Zoo, Memphis Zoo, Nashville Zoo, Ripleys Attractions Tennessee, Official Ticket Center of Florida, Orlando Employee Discounts, StubZero, Titanic Museum Attraction in Pigeon Forge

Other discounts on various products including attractions, shows, concerts and sporting events through TicketsatWork

Discounts on new cars and trucks through Freeland Chevrolet

Office Depot product discounts

Costco membership discounts

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

For more info, visit the TSEA website at www.tseaonline.org or contact TSEA by phone at 1-800-251-8732 or (615) 256-4533.



Joy for all. All season long.

When budgets are tight and lists are long, Purchasing Power is here with a program you can trust. Shop all the gifts that top their lists now, with the convenience of paying over time—right from your paycheck.

No credit check | Fixed payments | No hidden fees


Laptops as low as **$21**/paycheck**


iPhones as low as **$49**/paycheck**


Headphones as low as **$9**/paycheck**

Get started at **www.TSEA.PurchasingPower.com**
or call **1-888-923-6236**

*Promo valid online only for 20% off through 12/31/2020 at 11:59pm PT. First time buyers only. Offer excludes Allstate Protection Plans, Automotive and Vacations. Offer subject to change and/or end without notice. Go online to www.purchasingpower.com/exclusions for full details.

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2021 TSEA Deadline Dates to Remember

TSEA Board Nominations Deadline: Monday, 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 Monday, March 1, 2021**, 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 **2021** are the **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
Hatchie River (Haywood, Lauderdale, Tipton)
Pioneer (Crockett, Gibson)
Reelfoot (Dyer, Lake, Obion)
WHBC (Benton, Carroll, Henry, Weakley)

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

DISTRICT 5
Davidson (Davidson)

DISTRICT 7
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
Caney Fork (Cannon, DeKalb, Grundy, Warren)
Fall Creek Falls (Bledsoe, Sequatchie, Van Buren)
Hamilton (Hamilton)
Hiwassee (Bradley, McMinn, Meigs, Polk)
Marion (Marion)

DISTRICT 11
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

Nominees for Vice President, Secretary or District board seats, 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.

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 June 1, 2021 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: Thursday, March 19 4:30 p.m.

Resolutions Proposals Deadline: Friday, March 26 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 19.** 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 **Friday, March 26 at 4:30 p.**m. 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 e-mail to latanya.mcadoo@tseaonline.org.

West TN Sick Leave Bank Nominations Deadline: Thursday, April 15 4:30 p.m.

The deadline for submitting nominations for **West** region representative to the Sick Leave Bank is **4:30 p.m. on Thursday, April 15**, 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 Health (east TN Rep) or the Departments of F&A or TennCare (middle TN election candidates) as these departments already hold positions. All nominations must be members in good standing of the TSEA for at least one (1) full year immediately preceding the **April 15** deadline; must be in writing; must be signed by the nominees; must include the 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 e-mail to:
latanya.mcadoo@tseaonline.org.

Scholarship Applications Deadline: Thursday. 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.

Beginning in 2020, TSEA also awards annually a $1000 scholarship to a college sophomore, junior or senior majoring in Criminal Justice in honor of the life and work of TSEA member and TDOC employee Debra K. Johnson.

TSEA 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 ISTS electronically by April 1, 2021** to be considered for scholarship awards.

Chapter Award Nominations Deadline: Monday, May 3 4:30 p.m.

Chapter award nominations are to be submitted at least 45 days prior to the Representative Assembly. For 2021 the deadline is Monday May 3.

Chapter awards nominations are accepted for:

- Chapter Recruitment & Retention Award
- Humanitarian Award
- Chapter Outstanding Member Recognition
- Hall of Fame Award
- Rising Star Award

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

Chapters may mail, Fax or e-mail nominations to:

TSEA Awards &
RA Planning Committee
C/O Linda Darden,
627 Woodland Street
Nashville, TN 37206
Fax: 615-242-6329
E-mail:
linda.darden@tseaonline.org

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

*Additionally, there is a Cora Redmond Award presented annually at the Rep Assembly which recognizes the extraordinary membership recruitment contributions of dedicated state employees and loyal TSEA members.

Dana Garrett



Gone, but never forgotten.

We are incredibly saddened and shocked over the sudden loss of a dear friend, a dedicated employee, and our Rutherford County Chapter President, Dana Garrett, who passed away in early October.

Dana was passionate about her work and cared greatly for her community. She was a staunch advocate for state employees, and her TSEA family will all miss her steady leadership and professionalism.

Our hearts are with her husband, her family, and her friends during this extraordinarily difficult time.

TSEA
TENNESSEE STATE EMPLOYEES ASSOCIATION

Member Spotlight

We want to congratulate Ora Taylor-Strowder , one of our TSEA members who recently received recognition for her positive impact as an employee of the University of Memphis.

Ora Taylor-Strowder received the Harriet R. Montgomery Service Excellence Award in October. Congratulations Ora and thank you for the great work you do for Tennessee!

U of M
Harriet R. Montgomery
SERVICE EXCELLENCE AWARD



Ora Taylor-Strowder
Director, Student Academic Success Finance
Student Academic Success

October 2020 Recipient

- An excerpt from her nomination.

Ora goes above and beyond in her responsibilities as the finance director for the Division of Student Academic Success. In this role, she oversees the finances, grants and budgets for 13 units/programs and the office of the vice president for Student Academic Success. Ora has worked at the University in various capacities for more than 40 years; however, she has always worked at the college level. Ora uses her extensive knowledge, tremendous work ethic and genuine spirit in this new role and has truly exceeded with assisting all members of the Division. She is a leader and a teacher and is deserving of this award as she exhibits all the values that are important to the University.

We work hard to monitor when our members receive awards celebrating the great work they do, but we hope you will also share good news like this with the TSEA office.

Do we have your home e-mail 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 e-mail updates concerning elections and other sensitive matters to your work e-mail.** Please be sure to sign up to our e-mail list through our website using your home e-mail.

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]

Marion County
Thursday, December 3
Meeting at 5:30 p.m.
Cracker Barrel Restaurant
550 Kimball Crossing
Kimball
Topic: Christmas Meeting
Meal paid by Chapter
Door Prizes and Gift Exchange
$10.00 Limit on gift
For info, contact:
Harold Deep
423-942-5008
Ingrid.r.long@tn.gov

Northeast
Thursday, December 3
Meeting at 6:00 p.m.
The Crazy Tomato
4520 Fort Henry Drive
Kingsport
Topic: Holiday Party
Guest Speaker: TSEA Field Rep. Bryan Merritt
Meal paid by Chapter
Dirty Santa gifts provided for members, guests bring $5 gift to play
For info, contact:
Holly Keller
423-530-5916

Reelfoot
Thursday, December 3
Meal at 6:00 p.m.
Meeting at 7:00 p.m.
Moustos
1700 W. Reelfoot Ave.
Union City
Topic: Current Events
Meal paid by Chapter
Door prizes
For info, contact:
Roderick Sharp
731-446-2038
man_of_all_time@yahoo.com

Roane County
Thursday, December 3
Meeting at 6:00 p.m.
Conference Call
Check your e-mail for the meeting details.
For info, contact:
Dan Orange
865-816-0069

Sycamore
Thursday, December 3
Meeting at 6:00 p.m.
Riverview Restaurant
110 Old River Road
Ashland City
Topic: Chapter business
Meal paid by Chapter
For info contact:
Charlie Main
615-477-5250

Anderson County
Friday, December 4
Meeting at Noon
The Golden Girls
2211 North Charles G Seivers Blvd.
Clinton
Topic: Holiday Party
Guest Speaker: TSEA Field Rep. Bryan Merritt
Meal paid by Chapter
Giving away two $25 gift cards as door prizes.
For info, contact:
Don Howard
865-898-1894

Greene County
Friday, December 4
Meeting at 5 p.m.
Home of Sam and Juanita Dobson
3540 Ripley Island Rd.
Actin
Topic: Chapter Meeting
Guest Speaker: TSEA Field Rep. Bryan Merritt
Meal paid by Chapter
Due to COVID-19, the Annual Christmas Dinner has been cancelled but there will be a regular chapter meeting.
For info, contact: Bernice Jozsa
423-639-4454

Pioneer
Friday, December 4
Meeting at 11:30 a.m.
Wall Street Grill
2721 N Central
Humboldt
Topic: Christmas Lunch
Meal paid by Chapter
For info, contact:
Carrissa Coleman
731-676-6704
cpipkin@bellsouth.net

ETSU
Saturday, December 5
Meeting at 12:30 p.m.
Harbor House Seafood
2510 N Roan St.
Johnson City
Topic: Holiday Party
Guest Speaker: Bryan Merritt
Meal paid by Chapter
Additional details: Everyone is asked to bring a $10.00 wrapped gift. Chapter will pay for the members meal. If you bring a guest, please bring a wrapped gift for them to participate in gift exchange.
For info, contact:
Carolyn Bond
423-282-6318

Memphis Higher Education
Monday, December 7
Meeting at 5:30 p.m.
Conference Call
Check e-mail for the meeting details.
Topic: Family Trivia Night
Trivia; TSEA, culture, politics, music...Gather the family for trivia, $25 gift prize to the winner
For info, contact:
Regina Cade
901-485-1486
rmcade@att.net

Morgan County
Monday, December 7
Meal at 5:30 p.m.
Meeting at 6:00 p.m.
Austin's Steak & Homestyle Buffet
900 Merchant Dr.
Knoxville
Topic: General Meeting - Christmas Party - Gift Exchange
Dutch treat
Additional details: Everyone bring a $15 Secret Santa gift
WEAR MASK - Practice Social Distancing
For info contact:
Vicky Landrum
865-776-7000
Vicky.L.Landrum@tn.gov

Lakeway
Tuesday, December 8
Meeting at 6:00 p.m.
Holston's Kitchen
1836 West Andrew Johnson Hwy
Morristown
Topic: Holiday Party
Guest Speaker: TSEA Field Rep. Bryan Merritt
$15 paid for member
Dirty Santa gifts provided for members, guests please bring a $5 gift to play
For info, contact:
Ashley Baxley
865-804-5339

Shelby County-CANCELED
Wednesday, December 9
Meeting at 5:30 p.m.
Chapter Christmas Dinner
For info, contact:
Calvin Lewis
901-212-4621
calvinvlewis@att.net

Foothills
Thursday, December 10
Meeting at 6:00 p.m.
Maryville Church of Christ
611 Sherwood Dr.
Maryville
Topic: Holiday Dinner
Guest Speaker: TSEA Field Rep. Bryan Merritt
Meal paid by Chapter
Must RSVP to Gigi Owensby by 12/03/2020. Meal catered by Olive Garden. Guests pay $12 Dirty Santa gifts provided by the Chapter. Guests please bring a $5 gift to play.
For info, contact:
Gigi Owensby
865-748-4580

Norris Lake
Thursday, December 10
Meeting at 6:30 p.m.
Angelo's in the Gap
527 Colwyn Ave.
Cumberland Gap
Bring a $5 gift if you wish to participate in "Dirty Santa."
Meal provided for members.
For info, contact:
Vicki Anders
865-216-7924

Upper Cumberland
Thursday, December 10
Meeting at 6:00 p.m.
Helen's Restaurant
3013 S. Grundy Quarles Hwy,
Gainesboro
Topic: Christmas Meeting
Meal paid by Chapter
For info, contact:
Virginia Moore
931-881-6632
dicite@hotmail.com

French Broad
Friday, December 11
Meeting at 6:30 p.m.
The Woodshed Restaurant
2589 Cosby Hwy.
Newport
Meal provided for members.
Accepting gifts for foster kids.
For info, contact:
Belinda Alley
423-237-3643

Hiwassee
Saturday, December 12
Meeting at 5:00 p.m.
Cracker Barrel Restaurant
1650 Clingan Ridge Dr. NW
Cleveland
Topic: Holiday Party
Guest Speaker: TSEA Field Rep. Bryan Merritt
Meal paid by Chapter
Everyone bring a $10 gift to play Dirty Santa
For info, contact:
John Haun
423-303-8560

Warioto
Monday, December 14
Meal at 5:30 p.m.
Meeting at 6:00 p.m.
Olive Garden
2782 Wilma Rudolph Blvd.
Clarksville
Topic: Christmas Party
Dutch Treat
Additional details: 3rd Annual Dirty Santa Party - Chapter will provide gifts for members who RSVP no later than 11/30/2020. Guests welcome but must bring own gift to participate in Dirty Santa game.
For info, contact:
Lisa Jenkins
931-206-0757
lisancarl1985@gmail.com

Smoky Mountain
Friday, December 18
Meeting at 5:00 p.m.
JT Hannah’s Kitchen
3214 Parkway
Pigeon Forge
Topic: Holiday Party
Guest Speaker: TSEA Field Rep. Bryan Merritt
$15 paid for member
Dirty Santa gifts provided for members, guests bring a $5 gift to play.
For info, contact:
Dawn Whitley
865-654-6391

Fayette County
Thursday, January 21, 2021
Meeting at 5:30 p.m.
Conference Call
Topic: Lobby Day
For info, contact:
Helen Jones
901-424-8107
msh3jones@aol.com

Shelby County
Wednesday, January 13, 2021
Meeting at 5:30 p.m.
Conference Call
Check your e-mail for the meeting details.
For info, contact:
Calvin Lewis
901-212-4621
calvinvlewis@att.net

Joining TSEA is now easier than ever!

To join TSEA, point your smartphone's camera at this image, and it should open our online application.

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!**

If you join or recruit someone to join today, you will be entered into our 2020 Virtual Recruitment Contest for a chance to win some fantastic prizes! See page 12 for details.

There are many ways to join TSEA:

1. Open your smartphone camera and scan the image above; or,

2. Fill out the application to the right and mail/fax it to the number listed above the application (or scan it and e-mail it to info@tseaonline.org); or,

3. 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.

Whether you are a new member or a long time member, we appreciate each and every one of you and thank you for your membership in TSEA! The more members we have, the more we can do for everyone. #LetsGrowTSEA

Are you taking advantage of your 401(k)?

Did you know the State of Tennessee offers state and higher education employees an optional 401(k) retirement savings plan that includes a dollar-for-dollar match which is currently matched up to $50 each month?

That's free money every month into your retirement savings account!

TSEA in the 90's lobbied for this 401(k) benefit and the dollar for dollar match for state employees. And this year, before COVID-19, our legislative agenda included a bill to put in statute the requirement to match the 401(k) with $50, an effort we will continue to pursue in future legislative sessions.

If you have questions about your retirement account, contact TCRS customer support:

By E-mail: TCRS.CustomerSupport@tn.gov
By Phone: 800-922-7772

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# _____

Statement of ownership, management, & circulation

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Signature & title of business mgr /S/Chris Dauphin/Comms Director



TSEA
TENNESSEE STATE EMPLOYEES ASSOCIATION

TSEA'S VIRTUAL RECRUITMENT CONTEST

YOU COULD WIN A 43" SMART TV, A YETI COOLER, APPLE AIR PODS, and more!



CONTEST ENDS DECEMBER 31!



Contest details:



- To enter, recruit someone or become a new member between 11/9 and 12/31*
  - For every new member you recruit, you and your recruit will receive an entry into the contest. The more you recruit, the higher your chances to win!
  - We will award eight grand prizes! That's 4 recruiter prizes and 4 new member prizes (2 prizes per TSEA field rep district)
  - We will also award 2 prizes <u>each week during the contest</u> to randomly selected recruiters and recruits across Tennessee!

These prizes range from a Blackstone Grill, Apple Air Pods Pro and Gift Cards to Home Improvement stores.

**To qualify for entry into the drawings, recruited members and joining members must be active state or higher ed employees.*