



# **TSEA Higher Education**

*Membership Guide*



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! We are you!

Here are some of the areas where TSEA works for you everyday:

- Advocacy — Sponsoring and supporting legislation to protect your salary, earned benefits, and general welfare in the workplace.
- Fair Compensation — Working to raise your salary by negotiating with the governor, legislators, and appropriate boards and commissions to make competitive compensation a priority.
- Protection — Specializing in state employee issues and concerns to safeguard your rights on the job.
- Guidance — Personalized advice during reductions-in-force, reclassifications, and budget cuts, as well as retirement assistance at no additional cost.
- Knowledge — Informative publications, special mailings, local chapter meetings, and emails that focus exclusively on state employee issues and concerns.
- Unity — Bringing state employees together in a statewide association of 47 chapters and offering continuing education opportunities each year.
- Special Perks — Member benefits such as quality supplementary insurance plans at reasonable rates, and purchasing discounts. Many voluntary benefits are now available to Higher Ed members through bank draft.
- And much more...

## TSEA SUPPORTS HIGHER EDUCATION

Founded by state employees in 1974, The Tennessee State Employees Association was established to ensure **protection, advocacy, and representation** for employees of the State of Tennessee.

Our association **actively lobbies the state legislature** on behalf of all state and Higher Education employees in TN. TSEA also has a **permanent seat on the state insurance committee** filled by a representative who speaks on behalf of state and higher education employees.

TSEA's recent efforts on **outsourcing** include **passage of legislation** which requires state government agencies and departments to provide notice to legislators of proposed contracts that will outsource facilities management services within such legislators' districts. In the future, thanks to this legislation, your local legislators will be able to get involved before an administration makes any final decisions on outsourcing.

In 2018, part of TSEA's legislative agenda included the Contract Accountability and Responsible Employment (CARE) Act, which passed unanimously and was signed into law. This legislation requires that if a contract for services between a state agency and a private party is in excess of two and one-half million dollars and results in a furlough or layoff for 1 or more state employees, the agency must provide an economic impact statement (EIS) to the fiscal review committee.

### **TSEA's other achievements for Higher Education include:**

- Support standard across the board pay increases to individual higher education campuses for all employees.
- Mandating Longevity for higher education employees (TCA 8-23-206).
- Establishing the 401(K) match and requiring all subsequent increases in the match to go to all higher education employees (TCA 8-25-301).
- Legislated and established grievance procedures across the UT and TBR system for support staff (TCA 49-8-117).
- Required all higher education employees be included in the law providing for health insurance to the employee and family (TCA 8-27-201) Requires the state to pay 80% of premiums with the employee paying 20%.
- Extended post retirement insurance to all higher education employees with at least 10 years of service (TCA 8-27-205).
- Mandated retired higher education employees have access to the medicare supplement provided by the state (TCA 8-27-205).
- Secured three (3) days paid bereavement leave in the event of death of employees' spouse, children, stepchildren, parents, siblings, grandparents, grandchildren, stepparents, foster parents, or parents-in-law (TCA 8-50-113).

- Established a sick leave bank for institutions within the state university and community college system of Tennessee, and any of the branches of the University of Tennessee for both faculty and non-faculty employees (TCA 8-50-925, 8-50-926).
- Required Higher Education employees receive a minimum of 90 days notice at TBR institutions prior to reduction-in-force.
- Fought to keep in place Retiree Health Insurance for employees hired prior to July 1, 2015.

TSEA also offers Advantage Benefit Programs which include discounts for members on computer purchases, a variety of insurance programs, theme park tickets and more.

***Our membership makes these changes possible.  
Help us continue to protect your benefits and salary.***

**We have members on a campus near you!**

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| <p><b>State Community Colleges</b><br/>         Chattanooga State CC<br/>         Cleveland State<br/>         Columbia State CC<br/>         Dyersburg State CC<br/>         Jackson State CC<br/>         Motlow State CC<br/>         Nashville State CC<br/>         Northeast State CC<br/>         Pellissippi State CC<br/>         Roane State CC<br/>         SWTCC Macon<br/>         SWTCC Union<br/>         Volunteer State CC<br/>         Walters State CC</p> | <p><b>TN Applied Technology Colleges</b><br/>         TCAT Elizabethton<br/>         TCAT Knoxville<br/>         TCAT Livingston<br/>         TCAT Memphis<br/>         TCAT Morristown<br/>         TCAT Nashville</p> <p><b>State Universities</b><br/>         Austin Peay<br/>         *ETSU<br/>         MTSU<br/>         Tennessee State<br/>         Tennessee Tech<br/>         UTHSC<br/>         UT — Knoxville<br/>         UT — Martin<br/>         *University of Memphis</p> |
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*\*TSEA Higher Education Chapters*

**The real meaning of Higher Education membership**

TSEA will represent you for your entire state career and into retirement!

Whenever and wherever we have been faced with legislative or contractual matters that would adversely affect our members, this association has responded. TSEA is leading the fight to protect your state employment benefits. And remember, the more members we have, the more we can do for you! So join TSEA today!

As you can see, TSEA works hard on realistic and effective solutions that pass the legislature and help higher education employees. And with you as a member, we can do even more!

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. Remember, we are not, nor have ever been, subject to control by an organization whose members do not pay taxes in Tennessee or whose interests do not match those of Tennessee State government - which means your issues are our issues. #WeAreYou

To join, visit our website at [www.tseaonline.org](http://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 also share the link to the application with any coworkers who aren't TSEA members, and they can sign up online!

### **Opportunities to participate**

Through local chapter meetings and annual membership events like Lobby Day, Representative Assembly and others, TSEA offers members many opportunities to get involved.

### **Reaching out to others**

Join TSEA today and encourage your coworkers to do the same.

Use resources available through your TSEA membership to stay informed about the issues that impact you and your job.

For more information about TSEA, or to join our association, please contact one of our representatives below:

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