

RESOLUTION

Calling for a fair pay raise for state employees

WHEREAS average state employee salaries have fallen behind by at least 27% since 1988 relative to the cost of living, and

WHEREAS poor compensation is a major factor in the high employee turnover that reduces the effectiveness of state agencies and universities and costs millions of dollars every year in additional training costs, and

WHEREAS university employees were excluded from even the small raises approved by the Legislature in 2005, 2007, and 2009.

THEREFORE, be it resolved that the _____ County _____ Party urges the Texas Legislature to approve significant pay increases for state employees in 2009, with the following provisions:

1. That the pay raise is a "flat amount" across-the-board increase to assure that employees at the bottom of the pay scale get a raise that makes a difference
2. That university employees are included, and that each university employee get the raise adopted by the Legislature.

FOR MORE INFORMATION CONTACT _____,
OR TEXAS STATE EMPLOYEES UNION: (512)448-4225 / www.cwa-tseu.org

RESOLUTION

Opposing the introduction of "defined contribution" programs into the state employee and university employee health care and pension systems

WHEREAS the state employee health plans are one of the few components of the benefit package that remain competitive with the private sector, and

WHEREAS "consumer based" or defined contribution health plans reduces costs for employers by individualizing risk for employees and their families. These plans, often referred to as "health savings accounts" provide specific amounts of cash for each employee, to be used to purchase needed health care. Once the allowance (the "account") is exhausted, the employee is responsible for further costs until plans that generally have very high deductibles kick in. As reported by the federal General Accounting Office and a Harvard Medical School study, such plans are particularly unfair to women and families with children, for whom costs increase and access to health care is reduced. And,

WHEREAS defined contribution pension plans are essentially variations on 401-K type plans. Under these plans, the employer provides a specific amount (often as a match with employee contributions), the employee invests the funds, and the employee's retirement security depends on the wisdom of their investment decisions and the state of the stock market. In contrast, under the defined pension plan that state employees have now, the amount of the pension is determined by a formula based on the employee's salary history and their years of service. The pension stays the same regardless of the stock market. The pension fund is supported by contributions by the state and by each employee, as well as by professionally managed investments. The result is a secure retirement after a career of service.

THEREFORE, be it resolved that the _____ County _____ Party urges the Texas Legislature to defeat any proposals to introduce defined contribution programs into the state employee and university employee health care systems or pension plans.

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RESOLUTION

Calling for a comprehensive program to rebuild human services in Texas

WHEREAS, The Texas Health and Human Services Commission continues to make plans to privatize human services eligibility services in Texas, and

WHEREAS The Texas Health and Human Services Commission has not fully utilized authority granted by the Texas Legislature to hire staff and take other steps to restore the eligibility system based on local offices, and

WHEREAS The Texas Health and Human Services Commission continues to add new cases and take other steps to commit Texas to its new TIERS computer system despite the fact that the Texas State Auditor has determined that the system is not adequate, and

WHEREAS, the continuing degradation of the human service eligibility system, as indicated by worsening performance as measured by federally mandated indicators, has created a worsening crisis that can be described as a "meltdown" of the system, and

WHEREAS Texas faces the prospect of loss of federal funding, federal penalties, and other costly problems if steps are not taken to rebuild the system, and

WHEREAS the privatized "AccessHR" human resources system is a failure that has crippled management functions in the five human services agencies while costing millions of dollars paid to the contractor,

THEREFORE, be it resolved that the _____ County _____ Party urges the Governor of Texas, the Texas Legislature, and the Texas Health and Human Services Commission to take the following steps:

1. Immediately abandon plans to continue the failed privatization/ call center experiment
2. Suspend all input or conversion of cases into TIERS until the future of the system has been decided and, if it is decided to keep TIERS, until the system is fully functional.
3. Hire additional staff and upgrade staff training resources to fully staff all HHSC field offices
4. Cancel all plans to privatize any part of child protective services or adult protective services
5. Cancel the AccessHR contract with Convergys Inc. and rebuild in-house human resources functions.

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RESOLUTION

Calling on the Texas Legislature to fund and adopt policies that will support a full spectrum of services for Texans with developmental disabilities.

WHEREAS Texas residents with developmental disabilities need & deserve top quality services, and

WHEREAS Texas ranks near the bottom among the states in funding for services to persons with developmental disabilities, and

WHEREAS a full continuum of services is essential to meet the needs of all Texans with developmental disabilities,

THEREFORE, be it resolved that the _____ County _____ Party urges the Texas Legislature to adopt policies and approve funding to support a full continuum of care system for all Texans who need services; a system that:

1. is fully funded and staffed based on service needs.
2. provides top quality care in the least restrictive setting appropriate for each person.
3. provides a continuum of care that includes:
 - A. A state school option for individuals needing residential care with around-the-clock intensive medical, behavioral, and/or developmental care
 - B. Smaller residential facilities with moderate levels of care
 - C. A variety of group living arrangements with varying levels of on-site assistance
 - D. A variety of independent and semi-independent living arrangements
 - E. A full range of in-home services
 - F. A full range of outpatient, clinical, vocational, and community services.
4. guarantees choice including the choice for a state school placement; and fully inform individuals needing services, parents, other family members, and/or guardians of all options.
5. is operated by the state with state employees so that it is fully integrated and flexible, and accountable to lawmakers and the public.
6. provides the good compensation, fair working conditions, and reasonable job security that will allow it to attract, train, and retain qualified and dedicated employees.

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