

INSIDER

THE VOICE OF ALABAMA'S STATE EMPLOYEES

RESOLUTION: 2023-03

SPONSORED BY: Wiregrass Chapter

Whereas it takes new employees several months to accumulate sufficient annual and sick leave; and *Whereas* many long-time employees have not recovered from the annual and sick leave they were forced to use during the Pandemic; therefore, **Be It Resolved** that ASEA work in the legislature and with the State Personnel Department to increase the accrual rate of annual and sick leave for all employees.

RESOLUTION: 2023-10

SPONSORED BY: Blount County Chapter

Whereas Financial Support Workers are required to use their social security numbers in DHR programs and leave documents; and *Whereas* the employee's social security number is on forms that are maintained in the client's paper record, therefore, **Be It Resolved** that ASEA amend state law to end the use of social security numbers for work and to instead require the use of the employee ID.

RESOLUTION: 2023-16

SPONSORED BY: Druid Chapter

Whereas Alabama Department of Mental Health workers have worked through the Pandemic, a crisis shortage of staffing and critical retention; and *Whereas* ADMH has hired two contract agencies to supply mental health workers and nurses that make twice as much as permanent state employees; therefore, **Be It Resolved** that ASEA requests a onetime bonus or monetary incentive for mental health workers and nurses when a contract agency begins a new contract period.



ASEA 2023 Convention



BIRMINGHAM, AL

RESOLUTION: 2023-19

SPONSORED BY: Mobile Bay Chapter

Whereas state agencies are experiencing high turnover and low employee retention; and *Whereas* state employees are leaving the state to accept higher paying private sector employment; and *Whereas* private sector employment benefits surpass state agencies; therefore, **Be It Resolved** that ASEA work with the State Personnel Department to survey and raise all current and entry level salaries to match or exceed private sector pay rates.

RESOLUTION: 2023-22

SPONSORED BY: DDS Chapter

Whereas the State Personnel Department limits a Special Merit Raise to a maximum of four-steps; and *Whereas* state employees deserve additional compensation when they go beyond consistently exceeding the standard of performance; therefore, **Be It Resolved** that ASEA request the State Personnel Department and Board to increase the maximum number of steps available for a Special Merit Raise to five.

RESOLUTION: 2023-31

SPONSORED BY: Madison County Chapter

Whereas Madison County has increased population, caseloads have increased, and retention is high; and *Whereas* working on-call for more than one 24-hour shift or an entire week places a worker and a supervisor at risk of harm; and *Whereas* it is difficult for an employee to perform at their best when they are tired and stressed; therefore, **Be It Resolved** that ASEA work with State DHR administration to establish a large county standard operating procedure that workers and supervisors will not work consecutive 24-hour on-call shifts.

RESOLUTION: 2023-37

SPONSORED BY: Mobile ABC Chapter

Whereas ABC Stores are alone in high security; and *Whereas* a minimum are needed to monitor a store and necessary to **Be It Resolved** that the ABC Administration policy or procedure employees per store. In addition, ABC Retail Stores will provide security for specific locations as determined by the District Supervisor for the safety of the ABC Retail Store employees.

RESOLUTION: 2023-46

SPONSORED BY: Four Best Chapter

Whereas state employees routinely the *Whereas* physical injury is a real h the *Whereas* te s be armed dings security at all p where state employees work.

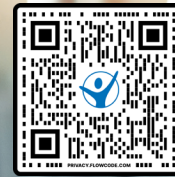


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¹ Social Security Administration. "Facts." Accessed September 7, 2021.

² Ibid

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INSIDER

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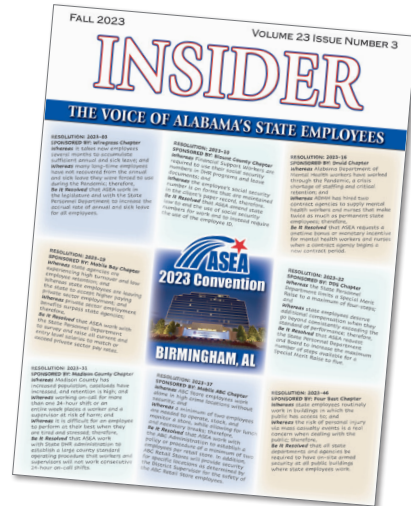
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INSIDER

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THE PRESIDENT'S MESSAGE



Tim Lewis, ASEA President

Greetings fellow state employees! The big news is that our annual convention is right around the corner. We will meet October 26 and 27 at the Hyatt Regency Birmingham - The Wynfrey Hotel in Birmingham where we will have fun and work for the betterment of the ASEA. I liken it to a family reunion except more fun (At least more fun than my family reunions). While we won't have a riverboat ride, Countryman and Smitherman will host a Casino Night on Thursday night before the business part of the Convention on Friday. I look forward to seeing our delegates and officers and, hopefully, talking with you all as well.

When I was young (many, many, many, years ago), the children in my neighborhood would gather in a vacant, red dirt lot to play baseball. The lot was not very big, nothing like a regulation baseball field, but it was big enough. We had no pitcher's mound, no baselines and we used rocks for bases, but we didn't care. We were there to play baseball and have fun. The coolest thing was that it being such a short field, it was easy to hit a home run. There is no feeling in the world like hitting a home run. It is a magnificent moment even on a red dirt field with no frills. I mention this because in this past session of the Legislature, through the efforts of our Executive Director, Mac MacArthur and his staff, state employees hit a grand slam home run. Bills were passed and became law granting state employees a 2% COLA, funding our retirement, funding our health insurance at \$977 per employee and creating two ways for state employees who must travel for work to be reimbursed for in-state travel, through traditional standard per diem or through pre-approved, actual expenses. There is no doubt that this was a successful session for state employees. Thank you Mac!

Membership in our Association continues to grow. This is important because the more members that we have both active and retired, the greater our voice will be in the halls of the legislative and executive branches of government. As Past Presidents Charles and Randy preached, RECRUIT, RECRUIT, RECRUIT! And while I am beating this drum, let me acknowledge the outstanding job that our Field Staff Representatives do for us. A shout out for Chris Edwards, Michele Prad, Patrick Towns, and Janet Holden who are recruiting new members daily. They are indispensable to our Association! We are blessed with an outstanding group of people who run our Association, from the top down and from the bottom up, all are quality individuals.

In June, I was honored as President, to attend an award ceremony for Miles Gagner, President of the Public Service Commission Chapter of our Association. Miles retired as the Senior Accountant from the PSC in 2021.

He has been PSC Chapter President since 2005. He was a District 9 Board member from 2008 to 2016 and was the Treasurer of the ASEA from 2020 to 2021. He is now a retired member. Those who know Miles know him as a person with a wonderful sense of humor but one who knows when to be serious also. He served the ASEA Board of Directors with distinction and I for one miss his presence at Board Meetings. Miles earned the award by working hard for ASEA.

Looking back over past President's Messages, I noticed a trend in messages for summer edition of the *Insider*. What trend you may ask? The HEAT that's what! It appears that the weather in Alabama has been so HOT that it has been noticed and mentioned by other ASEA Presidents, including myself! Well, it's doggone HOT in Montgomery and I suspect it is doggone HOT across the state. On the other hand, August in Alabama is always HOT and it doesn't help that the numerous weather channels and apps are telling us how HOT it is! Nevertheless, it is COOL to be president of the ASEA, an organization rich in talent and diverse in its membership. We are family and if we stay family, we will be strong and do good work for the citizens of Alabama.

RECRUIT 3 IN 2023

For those who recruit 3 or more new members during the Recruit 3 in 2023 Campaign, your name will be placed in a drawing based on who your ASEA Staff Representative is - Chris, Michelle, or Patrick and one recruiter from each Staff Rep area will receive \$250.

For those members who join ASEA during this time, your name will be entered into a drawing for \$150.

For every member you recruit in 2023, ASEA will send you \$10.

To learn more about ASEA, visit www.asea.org

Recruit 3 in 2023 and receive \$30

NOW IS THE TIME!



By Mac McArthur
Executive Director

Did We Do Good?

“Did we do good enough?” I ask myself this question daily when accessing questions, concerns, and even events handled by the ASEA Staff. The answer is subjective because it all about perspective.

Wrapping up this Legislative Session I see it as a huge success. Steve Flowers, Alabama’s preeminent political commentators, agreed. In an article this summer, Flowers points out the fact that ASEA has been able to achieve five COLA’s in the past six years for state employees. When I read this my heart soared. While those of us who deal with the Alabama Legislature understand what a victory this is, I asked myself, “Do members understand this?” I never want these accomplishments taken for granted or even for them to seem like a given. It is only because of your membership in ASEA and the strength of that membership that a COLA is granted.

In reviewing this session I realized there is even more to celebrate. A 5% increase in health insurance funding and your retirement was again funded at actuarially needed levels. For the last thirty-plus years, RSA and ASEA have worked together to ensure that your pension was adequately funded. There’s only one other state in the nation that can come close to saying this. Thank you Dr. Bronner for seeing the value in ASEA, for being an ASEA member and working to see that active and retired state employees retirement is funded and protected.

Let’s also not forget this session also saw important changes in Per Diem, which will keep you from having to pay out of your pocket for required travel. You made a decision that you wanted your voice to be heard. In order to survive in these state employee jobs and in retirement, you must have an advocate who fights for you – and that advocate is ASEA.

Did we do good enough? This Legislative Session I know we did. When a session ends, I not only look back at that session but forward as to what we may face in the coming year. During the last session it became clear that we had a bubbling healthcare crisis. Although the Governor granted a 5% increase in funding for state employee health insurance, after the budget passed the House of Representatives and was on its way to the Senate, the State Employees Insurance Board (SEIB) determined that they needed more money. When we look at the complicated issue of health insurance you really can boil it down to two things. One, our health insurance must be affordable to all state employees with a broad range of coverage (as it does today). Second, our health insurance must be sustainable for retired state employees and for future retirees as well as all state employees. We simply cannot have these fights every year. As we move forward into next year’s legislative budget process, we will continue to push for our insurance to be affordable and sustainable. Active and retired state employees should expect small changes to co-pays and deductibles such as hospital, ER, and Urgent Cares, increase to the Spousal Surcharge, and a \$5 increase in 90-day, Tier II, and Tier III prescription drugs for 2024.

Six states have seen significant efforts this year to overhaul their state employee retirement system. North Dakota passed legislation changing their system from a defined benefit system to a bastardized 401K. Oklahoma, New Hampshire, Alaska, Colorado and Kansas are all considering legislation that would significantly affect their retirement systems.

Just like retirement, there have been national efforts to do away with

the merit system. We have heard rumblings about that here in Alabama. Oklahoma and Missouri have had significant cuts in their state employee merit protections, basically doing away with the merit system as we know it. This follows changes in both Florida and Georgia. Though less extreme they have significantly dented into state employee protections.

While I know these are big challenges, as I look out over the coming year, I am in no way downcast by what is to come. I suppose a part of me will always be bewildered as to why some look to gut what is working in state government. We do not have a merit system problem; we have a pay problem. Any attack on the merit system should start with remembering why we have a merit system - to hire and promote people for merit and not for political patronage or a spoils system where people are hired for who they know and promoted for purely political reasons. When we look at RSA, we see five decades of a well-run system, captained by Dr. David Bronner and his staff. They have provided a scandal-free system, which provides our members with quality pension benefits. We also see ABC with a public/ private model that is the envy of the other 50 states, returning large sums to the General Fund and General Fund agencies. We see an insurance program that will undoubtedly be righted by keeping the active and retired members in the forefront of any decisions.

Now ask yourself, “Did ASEA do good?” I think you can agree the answer is yes. The successes we’ve had, the strategic plans we are beginning to put in place to fight these issues going forward is why you are a member of ASEA. It’s football season so I urge you to talk up ASEA like you do your favorite football team. I urge you to recruit that co-worker that has not made the decision to join and let them know that we need their help in pushing this ball forward. We will need every state employee to be a member, which allows ASEA to keep doing good on your behalf.

Reapportionment as of August 1, 2023

District	Membership	÷	1/20	=	Constitutional Allotment		Present Representation
1	2027	÷	609	=	3.33	3	3
2	1427	÷	609	=	2.34	2	2
3	1853	÷	609	=	3.04	3	3
4	1095	÷	609	=	1.8	2	2
5	511	÷	609	=	.84	1	1
6	602	÷	609	=	.99	1	1
7	495	÷	609	=	.81	1	1
8	1286	÷	609	=	2.11	2	2
9	2892	÷	609	=	4.75	5	5
Total	12,188	÷	609	=	20	20	20

Formula 1/20 of total membership divided into number of district members.
Total membership 1/20 = 609

2023 ASEA Convention: Birmingham Bound



The 2023 Convention will be held at the Hyatt Regency Birmingham - The Wynfrey Hotel on Thursday, October 26 and Friday, October 27. We hope to see your chapter represented at this annual event! On Thursday, October 26 from 4:00 - 5:00pm, there will be optional break-out sessions and early bird registration for those who want to start the fun early. Do not worry if you can't make it then, registration will open early Friday morning at 7:00am before the convention kicks off at 8:00am with breakfast.

Plan on having fun with ASEA and Countryman & Smitherman on Thursday, October 26. At 7:00pm, Countryman & Smitherman/FSL will host a "Desserts, Drinks and Dice" Casino Night. Come roll the dice, play some cards, or cheer on a friend, all with fake money. Please note that "Desserts, Drinks and Dice" Casino Night is for registered delegates and alternates.

IMPORTANT CONVENTION DATES TO REMEMBER

September 11: Delegate Certification Due

September 11: Emerging Leader
Nominations for Convention Due

September 11: Convention Assistance
Request Due

October 5: Convention Registration
Deadline

October 5: Hyatt Regency Birmingham -
The Wynfrey Hotel Room
Reservation Deadline

October 26- 27:
ASEA Annual Convention,
Hyatt Regency Birmingham
- The Wynfrey Hotel

Governor Kay Ivey, Lieutenant Governor Will Ainsworth, Speaker of the House Nathaniel Ledbetter, Senator Merika Coleman and Senator Linda Coleman-Madison are all confirmed as speakers this year - you don't want to miss it! This year there are also 49 resolutions so be ready to debate and get to work. There is guaranteed to be lively discussions.

Attending convention, whether as a delegate or general member, allows you to participate in the growth and future success of the association. All ASEA chapters are allotted at least two chapter members; one delegate and one alternate. The convention will consist of resolutions, speakers, education, fellowship and laughs. And don't forget about door prizes!

To book a room at the Hyatt Regency

Birmingham - The Wynfrey Hotel, please call 1-800-233-1234 or go to www.hyatt.com/en-US/group-booking/BHMHG/G-ASEA. Attendees must identify themselves as participants of the Alabama State Employees Association Annual Convention, October 26-27 in order to receive the special group rate. Be sure to contact the hotel by Thursday, October 5 to ensure the group room rate. If you plan to stay Friday evening you should make those arrangements at the time of your reservation.

Convention will conclude on Friday afternoon. If you would like to attend just as a general member, please email Cameron_esp@asea.org or if you have any questions regarding convention, please contact ASEA at 1.800.252.7063.

2023 ASEA Convention Agenda

THURSDAY, OCTOBER 26, 2023

- 3:30 - 5:30 PM Early Bird Registration
- 4:00 - 4:30 PM "How to Recruit when ASEA Isn't There" *Staff Representative*
- 4:30 - 5:00 PM "Is Now the Time to Retire?" *RSA Representative*
- 5:00 - 7:00 PM Dinner on your Own
- 7:00 PM Desserts, Drinks and Dice Party, *Sponsored by FSL/Countryman & Smitherman*

FRIDAY, OCTOBER 27, 2023

- 7:00 AM Registration and Visit with Vendors
- 8:00 AM Attendees Breakfast, Visit with Legislators
- 8:45 AM Delegate 101 with Donna Mulcahy
- 9:00 AM General Session
- Roll Call of Chapters, *Melissa McKinstry, ASEA Secretary*
- Call to Order
- Pledge of Allegiance
- Invocation
- Welcome to Birmingham, *Senator Linda Coleman-Madison*
- Minutes of 2022 Convention
- Orientation/Credentials/Rules, *Donna Mulcahy*
- President's Report, *Tim Lewis*
- General Session/Resolutions
- 10:30 AM Speaker, *The Honorable Governor Kay Ivey*
- 11:00 AM Resolutions
- 11:30 AM Executive Director's Report, *Mac McArthur*
- 12:00-1:00 PM Lunch
- Speaker, *Lieutenant Governor Will Ainsworth*
- 1:15 PM Legislative Update, *Speaker of the House Nathaniel Ledbetter and Senator Merika Coleman*
- 1:45 PM General Session/Resolutions
- 3:00 PM "Understanding Your ASEA Benefits"
- Vendor Presentations
- 4:00 PM Door Prizes Drawings/Adjourn

2023 RESOLUTIONS TO BE DEBATED

Listed below are the resolutions that have been submitted by ASEA chapters for consideration at this year's annual convention at the Hyatt Regency Birmingham – The Wynfrey Hotel.

LEGISLATIVE

RESOLUTION: 2023-01

SPONSORED BY: Wiregrass Chapter

Whereas longevity pay was last adjusted in 2006; and

Whereas the cost of living and inflation spike have reduced longevity pay's buying power; therefore,
Be It Resolved that ASEA work to increase each category of longevity pay by \$100.00.

Action on Resolution: ☐ Passed ☐ Failed

☐ Superseded ☐ Amended Amendment:

Action on Amendment: ☐ Passed ☐ Failed

Resolution as Amended: ☐ Passed ☐ Failed

RESOLUTION: 2023-02

SPONSORED BY: ALDOT Retreads Chapter

Whereas Covid-19 is still being contracted by state employees; and

Whereas illness can last as few as 5 days, but can linger as many as six to eight weeks, or longer; and

Whereas the wearing of masks and other restrictions have been lifted, therefore,

Be It Resolved that ASEA work to establish a COVID-19 sick leave program to provide employees with 80 hours of sick leave that is only available for absences due to illness from COVID-19 or COVID-19 related isolations.

Action on Resolution: ☐ Passed ☐ Failed

☐ Superseded ☐ Amended Amendment:

Action on Amendment: ☐ Passed ☐ Failed

Resolution as Amended: ☐ Passed ☐ Failed

RESOLUTION: 2023-03

SPONSORED BY: Wiregrass Chapter

Whereas it takes new employees several months to accumulate sufficient annual and sick leave; and

Whereas many long-time employees have not recovered from the annual and sick leave they were forced to use during the Pandemic; therefore,

Be It Resolved that ASEA work in the legislature and with the State Personnel Department to increase the accrual rate of annual and sick leave for all employees.

Action on Resolution: ☐ Passed ☐ Failed

☐ Superseded ☐ Amended Amendment:

Action on Amendment: ☐ Passed ☐ Failed

Resolution as Amended: ☐ Passed ☐ Failed

Resolution 4 and 5 – Last passed takes precedence

RESOLUTION: 2023-04

SPONSORED BY: Middle Tennessee Valley Chapter

Whereas state employees need additional time off to focus on health, selfcare, and wellbeing; and

Whereas many companies and some states provide employees with Mental Health Days as a benefit; therefore,

Be It Resolved that ASEA work in the legislature and/or with the State Personnel Department to create a Mental Health Leave program for state employees where each employee accrues two paid days off each

quarter for stress/mental wellness issues. The leave is capped at 16 hours a quarter and expires at the end of each quarter.

Action on Resolution: ☐ Passed ☐ Failed

☐ Superseded ☐ Amended Amendment:

Action on Amendment: ☐ Passed ☐ Failed

Resolution as Amended: ☐ Passed ☐ Failed

RESOLUTION: 2023-05

SPONSORED BY: Wiregrass Chapter

Whereas many employees report being extremely stressed, especially since the Pandemic; and

Whereas stress can result in lower productivity, more co-worker conflict, increased sick leave usage, and burnout; and

Whereas mentally exhausted employees need a break from work occasionally to stay healthy and productive; and

Whereas companies such as Nike, Bank of America, LinkedIn, and others offer employees Mental Health Days (MHD's) as days off work where an employee

can invest in selfcare and recover from potential mental health issues, therefore,

Be It Resolved that ASEA work to establish a state MHD policy where employees accrue one non-rolling MHD a month.

Action on Resolution: ☐ Passed ☐ Failed

☐ Superseded ☐ Amended Amendment:

Action on Amendment: ☐ Passed ☐ Failed

Resolution as Amended: ☐ Passed ☐ Failed

Resolution 6-8 – Last passed takes precedence

RESOLUTION: 2023-06

SPONSORED BY: Wiregrass Chapter

Whereas state employees were paid bimonthly for many years until it was changed to semi-monthly in 2006; and

Whereas employees manage their finances better when they are paid every other Friday; therefore,

Be It Resolved that ASEA amend the law to return state employees to a bi-monthly pay system.

Action on Resolution: ☐ Passed ☐ Failed

☐ Superseded ☐ Amended Amendment:

Action on Amendment: ☐ Passed ☐ Failed

Resolution as Amended: ☐ Passed ☐ Failed

RESOLUTION: 2023-07

SPONSORED BY: Talladega Speedway Chapter

Whereas employees prefer to bi-monthly pay system because all pay periods are the same length and employees get paid every other Friday; and

Whereas moving to the bi-monthly pay system could help with employee retention and happiness; therefore,

Be It Resolved that ASEA amend the law to return employees to the bi-monthly pay system instead of the semi-monthly pay system.

Action on Resolution: ☐ Passed ☐ Failed

☐ Superseded ☐ Amended Amendment:

Action on Amendment: ☐ Passed ☐ Failed

Resolution as Amended: ☐ Passed ☐ Failed

RESOLUTION: 2023-08

SPONSORED BY: Four Best Chapter

Whereas the timing of an employee's paycheck is an integral part of sound financial planning and performance; and

Whereas the current pay schedule results in uneven periods of time between receiving a paycheck; therefore,

Be It Resolved that the State return to paying employees on a bi-monthly basis to reduce financial stress on employees.

Action on Resolution: ☐ Passed ☐ Failed

☐ Superseded ☐ Amended Amendment:

Action on Amendment: ☐ Passed ☐ Failed

Resolution as Amended: ☐ Passed ☐ Failed

RESOLUTION: 2023-09

SPONSORED BY: ALDOT Retreads Chapter

Whereas the right to vote is both a Constitutional right and a privilege for all state employees; and

Whereas since 2006 state law, §17-1-5 Code of Alabama (1975), provides that the employer must provide one hour off work for voting where the "hours of work of the employee commence at least two hours after the opening of the polls or end at least one hour prior to the closing of the polls," and,

Whereas there are employees who travel for work whose work commences two hours before the polls open and who return less than one hour prior to the closing of the polls who need more than one hour of time off to vote in elections; therefore,

Be It Resolved that ASEA amend §17-1-5 Code of Alabama (1975) to allow employees at least two hours of time off to vote in primaries, runoffs, and general elections where travel for work requires the employee to travel two hours or more hours before the polls open and return less than one hour before polls close.

Action on Resolution: ☐ Passed ☐ Failed

☐ Superseded ☐ Amended Amendment:

Action on Amendment: ☐ Passed ☐ Failed

Resolution as Amended: ☐ Passed ☐ Failed

ADMINISTRATIVE

RESOLUTION: 2023-10

SPONSORED BY: Blount County Chapter

Whereas Financial Support Workers are required to use their social security numbers in DHR programs and leave documents; and

Whereas the employee's social security number is on forms that are maintained in the client's paper record, therefore,

Be It Resolved that ASEA amend state law to end the use of social security numbers for work and to instead require the use of the employee ID.

Action on Resolution: ☐ Passed ☐ Failed

☐ Superseded ☐ Amended Amendment:

Action on Amendment: ☐ Passed ☐ Failed
Resolution as Amended: ☐ Passed ☐ Failed

RESOLUTION: 2023-11

SPONSORED BY: ALDOT Retreads Chapter

Whereas COVID-19 and its variants are still prevalent; and

Whereas scientists are finding more serious/severe illnesses deriving from things exposed to and/or ingested years ago by adults and children, which have long-term treatments and sometimes end in death; and

Whereas these treatments could easily and quickly exhaust an employee's sick leave; and

Whereas the amount of sick leave accrual is a constant 4 hours and 20 minutes per pay period; therefore,

Be It Resolved that ASEA act to have the sick leave accrual match that of the annual leave, with an additional one (1) hour increase per every five (5) years of service.

Action on Resolution: ☐ Passed ☐ Failed

☐ Superseded ☐ Amended Amendment:

Action on Amendment: ☐ Passed ☐ Failed

Resolution as Amended: ☐ Passed ☐ Failed

RESOLUTION: 2023-12

SPONSORED BY: Mobile ABC Chapter

Whereas some employees are required to work during a state of emergency; and

Whereas employees whose jobs place them at risk should be rewarded for working during a state or federal emergency; and

Whereas when ABC stores and other agencies stay open during a state of emergency, and are required to work, then the employees should be incentivized during that time with hazardous supplemental pay; therefore,

Be It Resolved that ASEA work to establish hazardous supplemental pay rates for employees who work during a state or federally declared emergency.

Action on Resolution: ☐ Passed ☐ Failed

☐ Superseded ☐ Amended Amendment:

Action on Amendment: ☐ Passed ☐ Failed

Resolution as Amended: ☐ Passed ☐ Failed

RESOLUTION: 2023-13

SPONSORED BY: Wiregrass Chapter

Whereas the Family and Medical Leave (FMLA) policy for the State of Alabama defined the employer as the State; and

Whereas the State FMLA policy was amended 20 years ago to define the employer as an employee's agency; and

Whereas employees who transfer to another state agency within the merit system are without FMLA protection for 12 months; therefore,

Be It Resolved that ASEA work to have State Personnel amend the State FMLA policy to define the employer for FMLA eligibility as the State of Alabama, so that all eligible employees will not have a waiting period when they transfer.

Action on Resolution: ☐ Passed ☐ Failed

☐ Superseded ☐ Amended Amendment:

Action on Amendment: ☐ Passed ☐ Failed

Resolution as Amended: ☐ Passed ☐ Failed

RESOLUTION: 2023-14

SPONSORED BY: Hale County Chapter

Whereas we the employees of the state of Alabama, seek to increase the accumulation of sick leave to accrue at the same rate as annual leave; therefore,

Be It Resolved that ASEA seek to increase the accrual rate for sick leave to match annual leave accrual.

Action on Resolution: ☐ Passed ☐ Failed

☐ Superseded ☐ Amended Amendment:

Action on Amendment: ☐ Passed ☐ Failed

Resolution as Amended: ☐ Passed ☐ Failed

RESOLUTION: 2023-15

SPONSORED BY: DHR State Office Chapter

Whereas promotional raises include raising the worker's pay to the starting pay for the given classification; and

Whereas pay grades overlap and if the worker is already at or above the classification's starting pay, the worker is only given a 2 step increase due to the promotion; therefore,

Be It Resolved that the promotional steps in a pay grade should be commensurate with the steps between promotional job classifications rather than where the worker is positioned on the pay scale.

Action on Resolution: ☐ Passed ☐ Failed

☐ Superseded ☐ Amended Amendment:

Action on Amendment: ☐ Passed ☐ Failed

Resolution as Amended: ☐ Passed ☐ Failed

RESOLUTION: 2023-16

SPONSORED BY: Druid Chapter

Whereas Alabama Department of Mental Health workers have worked through the Pandemic, a crisis shortage of staffing and critical retention; and

Whereas ADMH has hired two contract agencies to supply mental health workers and nurses that make twice as much as permanent state employees; therefore,

Be It Resolved that ASEA requests a onetime bonus or monetary incentive for mental health workers and nurses when a contract agency begins a new contract period.

Action on Resolution: ☐ Passed ☐ Failed

☐ Superseded ☐ Amended Amendment:

Action on Amendment: ☐ Passed ☐ Failed

Resolution as Amended: ☐ Passed ☐ Failed

RESOLUTION: 2023-17

SPONSORED BY: Druid Chapter

Whereas Alabama Department of Mental Health (ADMH) has assigned every job with a Position Classification Questionnaire (Form 40) specifying a positions duties and responsibilities; and

Whereas Alabama Department of Mental Health (ADMH) has assigned every job with a Position Classification Questionnaire (Form 40) specifying a positions duties and responsibilities; and

Be It Resolved that ASEA work with State Personnel to limit the "additional duties as stated by supervisor" language in a Form 40 to duties within the job description of an employee's Form 40.

Action on Resolution: ☐ Passed ☐ Failed

☐ Superseded ☐ Amended Amendment:

Action on Amendment: ☐ Passed ☐ Failed

Resolution as Amended: ☐ Passed ☐ Failed

RESOLUTION: 2023-18

SPONSORED BY: Mobile Bay Chapter

Whereas many employees work more than 40 hours in a workweek just to complete their job duties due to staffing shortages and increased caseloads; and

Whereas the employees receive compensatory time instead of money; and

Whereas employees are spending extra hours away from family to keep up with work; and

Whereas employees must use their compensatory time in lieu of annual leave even though they are at or over 480 hours of annual leave; therefore,

Be It Resolved that ASEA work with the State Personnel Department to amend its policies to pay employees for half of their comp time earned each quarter to attract and retain employees.

Action on Resolution: ☐ Passed ☐ Failed

☐ Superseded ☐ Amended Amendment:

Action on Amendment: ☐ Passed ☐ Failed

Resolution as Amended: ☐ Passed ☐ Failed

RESOLUTION: 2023-19

SPONSORED BY: Mobile Bay Chapter

Whereas state agencies are experiencing high turnover and low employee retention; and

Whereas state employees are leaving the state to accept higher paying private sector employment; and

Whereas private sector employment benefits surpass state agencies; therefore,

Be It Resolved that ASEA work with the State Personnel Department to survey and raise all current and entry level salaries to match or exceed private sector pay rates.

Action on Resolution: ☐ Passed ☐ Failed

☐ Superseded ☐ Amended Amendment:

Action on Amendment: ☐ Passed ☐ Failed

Resolution as Amended: ☐ Passed ☐ Failed

RESOLUTION: 2023-20

SPONSORED BY: DDS Chapter

Whereas the State Personnel Department assigns a pay grade to each classification in the merit system; and

Whereas each pay grade has 22 steps, which is not enough steps for employees who are at the top of the current pay grades; therefore,

Be It Resolved that ASEA request that the State Personnel Department conduct a survey of all merit classifications to add more steps to all pay grades to keep employees working and recruit new employees.

Action on Resolution: ☐ Passed ☐ Failed

☐ Superseded ☐ Amended Amendment:

Action on Amendment: ☐ Passed ☐ Failed

Resolution as Amended: ☐ Passed ☐ Failed

RESOLUTION: 2023-21

SPONSORED BY: Blount County Chapter

Whereas the starting salary step for the ASA series was raised in 2022, but the pay grades assigned to the ASA series has not been surveyed in more than a decade; and

Whereas the pay grades for the ASA series are not competitive against private sector or southern states; therefore,

Be It Resolved that ASEA work with State Personnel to commission a salary survey of the ASA series to recruit and retain more employees.

Action on Resolution: ☐ Passed ☐ Failed

☐ Superseded ☐ Amended Amendment:

Action on Amendment: ☐ Passed ☐ Failed
Resolution as Amended: ☐ Passed ☐ Failed

RESOLUTION: 2023-22

SPONSORED BY: DDS Chapter

Whereas the State Personnel Department limits a Special Merit Raise to a maximum of four steps; and

Whereas state employees deserve additional compensation when they go beyond consistently exceeding the standard of performance; therefore,
Be It Resolved that ASEA request the State Personnel Department and Board to increase the maximum number of steps available for a Special Merit Raise to five.

Action on Resolution: ☐ Passed ☐ Failed
☐ Superseded ☐ Amended Amendment:

Action on Amendment: ☐ Passed ☐ Failed
Resolution as Amended: ☐ Passed ☐ Failed

RESOLUTION: 2023-23

SPONSORED BY: Wiregrass Chapter

Whereas the private sector has reduced the number of jobs that require a college degree to make hiring easier in a tight labor market; and

Whereas state agencies are understaffed in part because certain merit jobs require a college degree; and

Whereas many applicants possess the skills and experience to succeed in jobs, but lack a necessary degree; therefore,

Be It Resolved that ASEA work with the State Personnel Department to examine all merit jobs that require a college degree to offer skills and experience exceptions to degree requirements.

Action on Resolution: ☐ Passed ☐ Failed
☐ Superseded ☐ Amended Amendment:

Action on Amendment: ☐ Passed ☐ Failed
Resolution as Amended: ☐ Passed ☐ Failed

RESOLUTION: 2023-24

SPONSORED BY: Taylor Hardin Chapter

Whereas Taylor Hardin is the only state operated maximum security forensic medical facility; where Forensic Technicians are employed to maintain safety in the facility by protecting patients and other staff members; and

Whereas I Taylor Hardin Forensic Technicians are employed to maintain safety at a maximum security forensic mental facility which houses patients who are psychiatrically unstable and have also been criminally committed upon various charges; therefore,
Be It Resolved that ASEA work with the Department of Mental Health and State Personnel to compensate Taylor Hardin Forensic Technicians for working in hazardous roles daily providing the care as required by The Joint Commission Standards.

Action on Resolution: ☐ Passed ☐ Failed
☐ Superseded ☐ Amended Amendment:

Action on Amendment: ☐ Passed ☐ Failed
Resolution as Amended: ☐ Passed ☐ Failed

RESOLUTION: 2023-25

SPONSORED BY: Druid Chapter

Whereas the Alabama Department of Mental Health (ADMH), Mental Health Workers worked through the

Pandemic, which caused a crisis with a shortage of staff and critical retention; and

Whereas ADMH has contracted with two agencies to supply mental health workers and nurses whose hourly rate of pay is twice as much as permanent state employees; therefore,

Be It Resolved that ASEA work with ADMH to provide Mental Health Workers and nurses with two sets of uniforms or medical scrubs upon hiring.

Action on Resolution: ☐ Passed ☐ Failed
☐ Superseded ☐ Amended Amendment:

Action on Amendment: ☐ Passed ☐ Failed
Resolution as Amended: ☐ Passed ☐ Failed

RESOLUTION: 2023-26

SPONSORED BY: Mobile Bay Chapter

Whereas punctuality is a requirement for DHR employees and employees are expected to be at their workstation ready to work at their schedule shift starting time; and

Whereas supervisors are responsible for accounting for the whereabouts of employees; therefore,

Be It Resolved that that DHR should reinstate the use of eStart, or another electronic timekeeping system to more accurately reflect an employee's work time and to reduce disputes between supervisors and subordinates concerning punctuality and attendance.

Action on Resolution: ☐ Passed ☐ Failed
☐ Superseded ☐ Amended Amendment:

Action on Amendment: ☐ Passed ☐ Failed
Resolution as Amended: ☐ Passed ☐ Failed

**Resolution 27 and 28 – Last passed takes precedence
RESOLUTION: 2023-27**

SPONSORED BY: Blount County Chapter

Whereas Financial Support Supervisors have no additional promotional opportunities; and

Whereas many Financial Support Supervisors are at the top of the pay grade; therefore,

Be It Resolved that ASEA work with DHR administration and State Personnel to investigate promotional opportunities for the Financial Support Supervisor classification.

Action on Resolution: ☐ Passed ☐ Failed
☐ Superseded ☐ Amended Amendment:

Action on Amendment: ☐ Passed ☐ Failed
Resolution as Amended: ☐ Passed ☐ Failed

RESOLUTION: 2023-28

SPONSORED BY: DHR State Office Chapter

Whereas in small county DHR offices the Financial Support Supervisors usually supervises one or two Financial Support programs, such as Food Assistance, Child Support, TANF or JOBS; and

Whereas once a supervisor from one of these programs leaves and is not replaced, then the one remaining supervisor is tasked with supervising all Financial Support programs; therefore,

Be It Resolved that once a Financial Support Supervisor permanently takes on the duty of supervising all Financial Support programs, they are then eligible to be promoted to Human Resources Program Supervisor classification.

Action on Resolution: ☐ Passed ☐ Failed
☐ Superseded ☐ Amended Amendment:

Action on Amendment: ☐ Passed ☐ Failed
Resolution as Amended: ☐ Passed ☐ Failed

RESOLUTION: 2023-29

SPONSORED BY: DHR State Office Chapter

Whereas the Financial Support Supervisor classification only requires one year of experience as a Financial Support Worker I or a Financial Support Worker II as a minimum requirement; and

Whereas the Financial Support Worker II classification requires two years of experience as a Financial Support Worker I as a minimum requirement, making it easier to qualify as a Financial Support Supervisor, that a Financial Support Worker II; therefore,

Be It Resolved ASEA work with State Personnel to reduce the minimum requirements for Financial Support Worker II classification to one year of experience as a Financial Support Worker I as opposed to two years of experience as it currently stands.

Action on Resolution: ☐ Passed ☐ Failed
☐ Superseded ☐ Amended Amendment:

Action on Amendment: ☐ Passed ☐ Failed
Resolution as Amended: ☐ Passed ☐ Failed

RESOLUTION: 2023-30

SPONSORED BY: DHR State Office Chapter

Whereas DHR County Directors are required to have a master's degree in social work from a School of Social Work accredited by the Council on Social Work Education; and

Whereas a Human Resources County Director I works in the administration and direction of public welfare programs in a county with a small caseload; and

Whereas small counties are finding it difficult to hire Human Resources County Director I's; therefore,
Be It Resolved that State Personnel consider changing the minimum educational and experience requirement for the County Director I classification from a master's degree in social work from a school of social work accredited by the Council on Social Work Education, with three (3) years of experience in professional social work, including two (2) years of supervisory experience in a public welfare agency, to also allow the option of a master's degree in any major from an accredited four-year college or university with Six (6) years of increasingly responsible professional experience to include four (4) years of supervisory or administrative experience.

Action on Resolution: ☐ Passed ☐ Failed
☐ Superseded ☐ Amended Amendment:

Action on Amendment: ☐ Passed ☐ Failed
Resolution as Amended: ☐ Passed ☐ Failed

RESOLUTION: 2023-31

SPONSORED BY: Madison County Chapter

Whereas Madison County has increased population, caseloads have increased, and retention is high; and
Whereas working on-call for more than one 24-hour shift or an entire week places a worker and a supervisor at risk of harm; and

Whereas it is difficult for an employee to perform at their best when they are tired and stressed; therefore,
Be It Resolved that ASEA work with State DHR administration to establish a large county standard operating procedure that workers and supervisors will not work consecutive 24-hour on-call shifts.

Action on Resolution: ☐ Passed ☐ Failed

☐ Superseded ☐ Amended Amendment:

Action on Amendment: ☐ Passed ☐ Failed
Resolution as Amended: ☐ Passed ☐ Failed

RESOLUTION: 2023-32

SPONSORED BY: Four Best Chapter

Whereas Alabama Department of Revenue (ALDOR) employees are required to visit homes and remote businesses in the performance of their duties; and **Whereas** the risk of personal injury is a real factor for said employees when collecting and assessing tax from a potentially hostile individual(s) as a part of routine work; therefore,

Be It Resolved that Alabama Department of Revenue (ALDOR) employees be eligible for hazard pay in situations where there is a possibility of physical threat to their person.

Action on Resolution: ☐ Passed ☐ Failed
☐ Superseded ☐ Amended Amendment:

Action on Amendment: ☐ Passed ☐ Failed
Resolution as Amended: ☐ Passed ☐ Failed

RESOLUTION: 2023-33

SPONSORED BY: Four Best Chapter

Whereas contemporary dress codes for professional jobs now allow for a more relaxed, casual mode of business attire in office; and

Whereas the Alabama Department of Revenue (ALDOR) current dress code is antiquated and a hindrance to the recruiting and retention of new employees; therefore,

Be It Resolved that ALDOR's dress code be modernized for all employees to allow for a more relaxed business casual mode of dress when not in court or public meetings, especially for employees based in all taxpayer service centers and field offices.

Action on Resolution: ☐ Passed ☐ Failed
☐ Superseded ☐ Amended Amendment:

Action on Amendment: ☐ Passed ☐ Failed
Resolution as Amended: ☐ Passed ☐ Failed

RESOLUTION: 2023-34

SPONSORED BY: Four Best Chapter

Whereas the State Personnel Board recently amended the state pay plan to add steps to the maximum step of every semi-monthly range and afforded four steps to the maximum of the hourly ranges for 222, 223, 225, 231, 232, 237, 238, 239, 240, 241, 245, and 246; therefore,

Be It Resolved that all Alabama Department of Revenue (ALDOR) employees who are paid semi-monthly be afforded four compression steps up to the maximum step of their respective pay ranges.

Action on Resolution: ☐ Passed ☐ Failed
☐ Superseded ☐ Amended Amendment:

Action on Amendment: ☐ Passed ☐ Failed
Resolution as Amended: ☐ Passed ☐ Failed

RESOLUTION: 2023-35

SPONSORED BY: Mobile ABC Chapter

Whereas ABC specific classifications requiring a bachelor's degree or higher have not been surveyed by the State Personnel Department in several years and are no longer adequate in recruiting and retaining employees and;

Whereas these classifications require employees to

travel and work independently with stores, licensees, municipalities, and law enforcement; therefore, **Be It Resolved** that ASEA work with ABC and the State Personnel Department to survey the salary ranges of all ABC specific classifications requiring a bachelor's degree or higher to recruit and retain employees and improve morale.

Action on Resolution: ☐ Passed ☐ Failed
☐ Superseded ☐ Amended Amendment:

Action on Amendment: ☐ Passed ☐ Failed
Resolution as Amended: ☐ Passed ☐ Failed

RESOLUTION: 2023-36

SPONSORED BY: Mobile ABC Chapter

Whereas ABC Wholesale Stores receive shipments exceeding 4,000 cases of product a week; and

Whereas once a shipment is delivered to Wholesale stores, employees unload each case into the warehouse and then pick up each case to place into the Warehouse Staging Area; and

Whereas the physical requirement of the work for employees at the Wholesale stores makes recruiting and retaining employees for ABC Wholesale locations difficult; therefore,

Be It Resolved that ASEA work with ABC and State Personnel to have the salary of ABC Wholesale classifications surveyed to compensate employees for the work and sales that ABC Wholesale stores generate.

Action on Resolution: ☐ Passed ☐ Failed
☐ Superseded ☐ Amended Amendment:

Action on Amendment: ☐ Passed ☐ Failed
Resolution as Amended: ☐ Passed ☐ Failed

RESOLUTION: 2023-37

SPONSORED BY: Mobile ABC Chapter

Whereas ABC Store employees work alone in high crime locations without security; and

Whereas a minimum of two employees are needed to operate, stock, and monitor a store, while allowing for lunch and necessary breaks; therefore,

Be It Resolved that ASEA work with the ABC Administration to establish a policy or procedure of a minimum of two employees per retail store. In addition, ABC Retail Stores will provide security for specific locations as determined by the District Supervisor for the safety of the ABC Retail Store employees.

Action on Resolution: ☐ Passed ☐ Failed
☐ Superseded ☐ Amended Amendment:

Action on Amendment: ☐ Passed ☐ Failed
Resolution as Amended: ☐ Passed ☐ Failed

RESOLUTION: 2023-38

SPONSORED BY: ALDOT Retreads Chapter

Whereas employers and employees around the world have adopted the 4-day work week; and

Whereas the 4-day work week improves productivity, morale, team culture, and reduces burnout; and

Whereas the Alabama Department of Transportation (ALDOT) has a 4-day work week policy that applies to its employees working in the field, but not for its employees assigned to an ALDOT office; therefore,

Be It Resolved that ASEA work with ALDOT administration to amend its 4-day work week policy to include all ALDOT employees regardless of their work location.

Action on Resolution: ☐ Passed ☐ Failed

☐ Superseded ☐ Amended Amendment:

Action on Amendment: ☐ Passed ☐ Failed
Resolution as Amended: ☐ Passed ☐ Failed

RESOLUTION: 2023-39

SPONSORED BY: Blount County Chapter

Whereas new employees cannot access iTrip to file a mileage claim until they receive a paycheck; and **Whereas** it is a financial hardship for employees to front the cost of mileage for two months; therefore, **Be It Resolved** that ASEA work with the State Comptroller to allow new employees to file mileage claims in their first pay period.

Action on Resolution: ☐ Passed ☐ Failed
☐ Superseded ☐ Amended Amendment:

Action on Amendment: ☐ Passed ☐ Failed
Resolution as Amended: ☐ Passed ☐ Failed

RESOLUTION: 2023-40

SPONSORED BY: ALDOT Retreads Chapter

Whereas all state employees, except those employed in Baldwin and Mobile counties, are granted one personal leave day each year in lieu of the Mardi Gras holiday; and

Whereas payroll systems automatically treat an employee's first day of annual leave each year as his or her personal day, denying the employee the choice to use the day later in the year; therefore,

Be It Resolved that ASEA work with the Comptroller and payroll at all agencies to end the practice of automatically treating an employee's first day of annual leave as his or her personal leave day.

Action on Resolution: ☐ Passed ☐ Failed
☐ Superseded ☐ Amended Amendment:

Action on Amendment: ☐ Passed ☐ Failed
Resolution as Amended: ☐ Passed ☐ Failed

RESOLUTION: 2023-41

SPONSORED BY: ALDOT Retreads Chapter

Whereas Alabama experiences inclement weather throughout the year; and

Whereas meteorologists can forecast inclement weather and issue watches and warnings days in advance; and

Whereas inclement weather happens at all times of the day and employees are placed in unnecessary danger in traveling during inclement weather; therefore,

Be It Resolved that ASEA work with the Governor's office and state agencies to establish a policy where employees who cannot safely travel during inclement weather are awarded administrative leave and do not use his or her annual leave.

Action on Resolution: ☐ Passed ☐ Failed
☐ Superseded ☐ Amended Amendment:

Action on Amendment: ☐ Passed ☐ Failed
Resolution as Amended: ☐ Passed ☐ Failed

RESOLUTION: 2023-42

SPONSORED BY: Colbert County Chapter

Whereas the use of the Court Specialist Supervisor (Supervisor) classification is limited to Administrative Office of Courts offices with 10 or more employees; and

Whereas there are Court Specialist IV's who have passed the Supervisor exam and are performing

Supervisor duties but are not eligible for a promotion because they work in small offices; therefore,
Be It Resolved that ASEA work with AOC administration and Personnel to investigate the use of the Supervisor classification in small offices.
Action on Resolution: ☐ Passed ☐ Failed
☐ Superseded ☐ Amended Amendment:

Action on Amendment: ☐ Passed ☐ Failed
Resolution as Amended: ☐ Passed ☐ Failed

RESOLUTION: 2023-43
SPONSORED BY: Four Best Chapter
Whereas the traditional work schedule causes an unhealthy work life balance, leads to burnout, decreased job satisfaction, and requires high commuting costs for employees; and
Whereas an inflexible traditional work schedule ultimately impacts overall productivity; therefore,
Be It Resolved that employees be allowed a hybrid/telework schedule two days per week to increase job satisfaction amongst employees, attract new talent, and retain top performers within state agencies.
Action on Resolution: ☐ Passed ☐ Failed
☐ Superseded ☐ Amended Amendment:

Action on Amendment: ☐ Passed ☐ Failed
Resolution as Amended: ☐ Passed ☐ Failed

RESOLUTION: 2023-44
SPONSORED BY: Etowah County Chapter
Whereas employees are currently required to use his/her own annual leave when the office HVAC is not in working order; and
Whereas the Occupational Safety and Health Administration (OSHA) recommends that an office be no warmer than 76 degrees; and
Whereas employees, many of whom have underlying health conditions, are working in offices well above 80 degrees for extended periods; therefore,
Be It Resolved that ASEA seek a policy that will provide employees with relief when indoor air temperature is above 76 degrees for an extended period. The policy should include temporary remote/hybrid work, flexible work hours during cooler parts of the day, and administrative leave, instead of personal leave when no other option exists.
Action on Resolution: ☐ Passed ☐ Failed
☐ Superseded ☐ Amended Amendment:

Action on Amendment: ☐ Passed ☐ Failed
Resolution as Amended: ☐ Passed ☐ Failed

RESOLUTION: 2023-45
SPONSORED BY: Baldwin County Chapter
Whereas state buildings are vulnerable to drug and human trafficking, kidnapping, mass shootings and other violent crimes; and
Whereas most state properties, especially Welcome Centers and Rest Stops, have no cameras or other on-sight security guards, and
Whereas surveillance from Closed Circuit Television (CCTV) Cameras can both deter criminal activity and capture video evidence 24 hours a day; therefore,
Be It Resolved that ASEA work with the agencies of government to provide security for all public buildings to include CCTV cameras and/or round the clock surveillance from a professional security firm to provide a safer workplace for employees and the public.
Action on Resolution: ☐ Passed ☐ Failed
☐ Superseded ☐ Amended Amendment:

Action on Amendment: ☐ Passed ☐ Failed
Resolution as Amended: ☐ Passed ☐ Failed

RESOLUTION: 2023-46
SPONSORED BY: Four Best Chapter
Whereas state employees routinely work in buildings in which the public has access to; and
Whereas the risk of personal injury via mass casualty events is a real concern when dealing with the public; therefore,
Be It Resolved that all state departments and agencies be required to have on-site armed security at all public buildings where state employees work.
Action on Resolution: ☐ Passed ☐ Failed
☐ Superseded ☐ Amended Amendment:

Action on Amendment: ☐ Passed ☐ Failed
Resolution as Amended: ☐ Passed ☐ Failed

RESOLUTION: 2023-47
SPONSORED BY: Four Best Chapter
Whereas the traditional work schedule during the summer months causes additional financial stress for employees, triggers health issues, and affects overall employee wellbeing; and
Whereas employees with underage children are left with the burden of leaving kids alone or face additional financial stress of seeking childcare, employees with health issues or heat sensitivities are triggered during the summer months due to abnormally high temperatures, employees lack time needed for mental health and overall well-being, and to increase a positive mental health and productivity amongst employees; therefore,
Be It Resolved that ASEA work with state agencies

and departments allow all employees a modified schedule to work remotely from the period of June 1- August 31 of each year.
Action on Resolution: ☐ Passed ☐ Failed
☐ Superseded ☐ Amended Amendment:

Action on Amendment: ☐ Passed ☐ Failed
Resolution as Amended: ☐ Passed ☐ Failed

RESOLUTION: 2023-48
SPONSORED BY: Four Best Chapter
Whereas Alabama citizens are routinely compelled to enter governmental buildings and offices; and
Whereas those who enter governmental offices without prior appointments create a potential risk of threat to employees, delay citizens with appointments from having their issues resolved, and force employees to gather required records, research, and attempt to assist the citizen in a hurried and unoptimized way; therefore,
Be It Resolved that, excluding law enforcement, courthouses, and tag offices, those without prior appointments, i.e., "walk-ins" not be allowed to enter and will be required to schedule an appointment prior to entry.
Action on Resolution: ☐ Passed ☐ Failed
☐ Superseded ☐ Amended Amendment:

Action on Amendment: ☐ Passed ☐ Failed
Resolution as Amended: ☐ Passed ☐ Failed

RESOLUTION: 2023-49
SPONSORED BY: Mobile Bay Chapter
Whereas the Federal Fair Labor Standards mandated that nursing employees should have a place to express breast milk while at work other than the bathroom, that is shielded from view and free from intrusion; and
Whereas some nursing mothers do not have an office or readily available space to express milk for their child; and
Whereas agencies are not providing spaces mandated by law; therefore,
Be It Resolved that all state agencies shall be mandated to have a designated nursing area with a lock for mothers who are express breast milk while at work other than the bathroom that is shielded from view and free from intrusion.
Action on Resolution: ☐ Passed ☐ Failed
☐ Superseded ☐ Amended Amendment:

Action on Amendment: ☐ Passed ☐ Failed
Resolution as Amended: ☐ Passed ☐ Failed

CONGRATULATIONS TO OUR ASEA SHINING STAR CHAPTERS!!!



ABC Central Office
Chapter President: Orlando Ball



Druid
Chapter President: Perry Goins



Tuscaloosa Highway
Chapter President: Jason Akins

Remember your chapter can be a shining star too! The Shining Star is awarded to the chapter that recruited the most new members for the month.
For more information call 334.834.6965 or email membership@asea.org.

In Memoriam

ASEA is mourning the loss of members and close friends of the association. Our thoughts and prayers go out to their families.

Gloria Barton Escambia County Chapter	Phillip Lamar Third Division Transportation Chapter
Brandon S. Chitwood Jackson County Chapter	Teresa Marshall Covington County Chapter
Patricia R. Gardner ALDOT / Retreads Chapter	Kimberly Roberts Sickafoose State Docks Chapter
Woodrow K. Guffey Jackson County Chapter	Donna Faye Stanger Jasper/Walker Chapter
Alex Hubbard Jefferson County Chapter	Willie Walker Pickens County Chapter
Della M. Hutchinson Wiregrass Chapter	Robert G. Weiss ALDOT / Retreads Chapter

ASEA Board of Directors Positions Up for Election 2023

The following positions on the ASEA Board of Directors are up for election in 2023, with a term of office to begin February 2024:

President Tim Lewis	District 2 Place 2 - LaTonya May	District 8 Place 2 - Ron Davis
Vice President Michael Washington, Jr.	District 3 Place 2 - Crystal Harrell	District 9 Place 1 - Shawanda Surles Place 3 - Latonda Cunningham Place 4 - Wayne Townsend
Treasurer Lynn DeV Vaughn	District 4 Place 1- Pamela Brooks	Retiree Representative Place 1 (Districts 1,2,3,4) Randy Hebson
Secretary Melissa McKinstry	District 5 Place 1- Kimberley Byrd	
Insurance Board Perry Goins	District 6 Place 1- Lisa Gayle	
District 1 Place 2 - Rosemary Lang	District 7 Place 1 - Charlotte Hurst	

Petitions will be available upon written request between September 1 and September 15, inclusive. Officer candidates must have been state employees for at least five consecutive years immediately preceding his/her term, and must have been a member of ASEA for at least three consecutive years, immediately preceding his/her term. District Representatives must have been a member of ASEA for two consecutive years immediately preceding his/her term, and must either reside in or work in the district to which election is sought. Completed petitions must be returned to the ASEA Central Office by the close of business on October 1. Not later than that date, the President shall appoint a committee of at least three members to determine the eligible candidates. The committee shall meet on the first workday following October 1 and remain in session until the report is complete.

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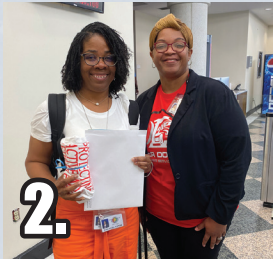
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CHAPTER NEWS



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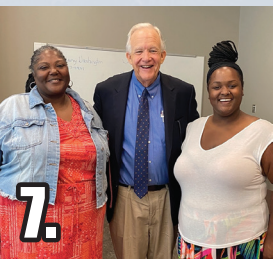
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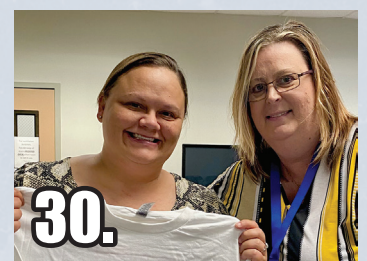
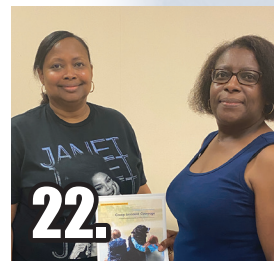
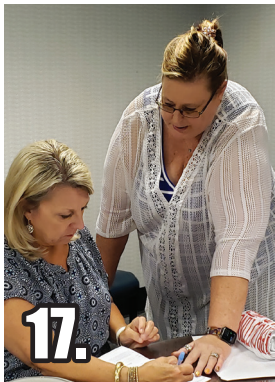
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1. The Bessemer Chapter continues to be a strong pillar for ASEA.
2. Education Chapter member Marlo Phifer-Thomas recruits Wyconda Rena Lewis.
3. Employees at the Cleburne County Department of Human Resources help ASEA make a difference in the lives of state employees.
4. Heart of Alabama Chapter member Jennifer Ray is the Mother's Day basket winner.
5. The Colbert County Department of Transportation road crew is glad to know that ASEA has their back.
6. The Alabama Plumbers and Gas Fitters Examining Board stand tall with ASEA.
7. ASEA Executive Director Mac McArthur visits with Russell County Chapter members Sharindia Lewis and Bernice Etheridge.
8. St. Clair County Department of Public Health employees pledge their membership to help ASEA.
9. Dollie Watson is the new Chapter President for the Lowndes County Chapter.
10. The Marshall County Chapter poses visits with SEIB Representative Kris Pierce.
11. Employees at the Madison County Courthouse are all aboard the ASEA train.
12. The Gadsden Metro Chapter gathers for a chapter meeting.
13. Members of the Jassper-Walker Chapter enjoy a cookout at the Walker County Department of Transportation.
14. The employees at the Lauderdale County Medicaid Agency join together for an ASEA lunch.
15. Raquel Arrington, Thoquaisha Mahone, Shikini Jackson, Domonique Rudolph, Monica Eaves are excited to be a part of the Ada Kate Morgan Chapter.
16. A group of Montgomery ASEA Retired members have lunch together at Awshucks
17. ASEA Field Staff Representative Michelle Prad recruits new PSC Chapter Member Stacie Berry.
18. Members of the Middle Tennessee Valley Chapter work to recruit new members.
19. Members at the Madison County Department of Rehabilitation Services are happy to have ASEA visit.

20. DYS Autauga employees Kueticia Hall and Earl Dubos talk ASEA benefits with Autauga Chapter President Lisa Jackson, Rodney Smitherman, and ASEA Field Staff Representative Michelle Prad.
21. Members at the DeKalb County Public Health Department know that like a good neighbor ASEA is there.
22. Dallas County Chapter members Carlette West and Doris Fails learn all about ASEA's newest benefit with Boston Mutual.
23. EBB Chapter President Robin Langford presents new members Cousheva Mahone and Daizha Morrison with a t-shirt.
24. The Colbert County Department of Rehabilitation Services employees know the importance of having a voice that matters.
25. ASEA members with the DDS Chapter in Jefferson County are happy to be able to finally host a meeting.
26. The Jasper/Walker County Chapter welcomes new members Londonise Lockett, Randi Capps, Johnathan Rattliffe, Sr., and James Haynes.
27. Welcome to the ASEA family Meggon Armstead, Cynthia Jacobs, Stephanie Honeycutt, and Janell Gunn.
28. Tammy Wright is a new member of the Coffee/Geneva Wellbee Chapter.
29. ASEA Executive Director Mac McArthur visits with a recent training class Department of Human Resources.
30. New member Holly Wood joins the Coffee County.



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