



About Us

We are the largest organization representing TDCJ employees. We are also the only state employee organization certified by the comptroller that represents TDCJ employees in disciplinary or grievance matters. We advocate for improvements at TDCJ that we believe will improve retention. At our core is a commitment to advocate for positive changes in staffing, equipment, training, breaks, overtime, and other working conditions.



AFSCME TX Corrections: Moving Forward

We will continue to fight to make TDCJ a better place to work. Our major focus is to make improvements in the following 5 areas:

- Breaks and Mandatory Overtime
- On-the-Job Training
- Rewards for Experience and Professionalism
- Quality and Quantity of Equipment
- Safe Staffing



AFSCME Texas Corrections



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1314 10th St #230, Huntsville, TX 77320

telephone: 1-800-374-9772
email: Union@afscmetexascorrections.org

AFSCME Texas Corrections



A Brief History

The first corrections local in Texas was formed in 1992 in Palestine, T.X. Today, we have locals based in Beaumont (Local 3921), Angleton (Local 3114), Huntsville (Local 3807), Palestine (Local 3806), Gatesville (Local 3920), Abilene (Local 3963), Lubbock (Local 2974), Amarillo (Local 3848), Wichita Falls (Local 3116) and Beeville (Local 3890).

Our leadership has always been comprised of correctional employees. In 1999, Officer Daniel Nagle, president of Local 3890 and an officer at the McConnell unit, was murdered by an inmate while on the job. Tragically, two weeks before he was killed, Nagle had addressed a rally in Austin, stating, “Someone will have to be killed before the Texas Department of Criminal Justice does anything about the shortage of staff in Texas prisons.”

Our members risk their lives every day at work. Our history lead us to fight every day for improvements in staffing levels, equipment and training, as well as recognition and rewards for employees.



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What AFSCME TX Corrections Does

AFSCME TX Corrections stands for changes at work that positively impact the lives of our members, their families and our communities through:

- **Representation** — AFSCME TX Corrections is the only organization that represents correctional employee union members in disciplinary meetings and grievances.
- **Training and Education** — we offer members and their families free college benefits including the ability to earn associate degrees online in criminal justice. We also provide steward training to our members on TDCJ policy and personnel directives. We mentor new stewards in how to represent members in disciplinary hearings and in grievances.
- **Research and Technical Expertise** — as problem solvers, we turn to our professional research team for the facts that will help us effectively propose changes in the workplace. Our team’s research has helped us secure raises; preserve our pension; develop our career ladder; solve workplace problems related to health and safety; and address ongoing challenges, such as climate control.
- **Advocacy** — whether it is with TDCJ or the Legislature, our professional staff advocates for the changes that will make TDCJ a better place to work, whether that be making improvements in on-the-job training and the mentoring system or working with legislators to propose legislation.

Improvements in Wages, Benefits and Working Conditions

- In 2015, we advocated for significant pay raises to improve retention and won one of the biggest pay raises in corrections history.
- In 2017, we stopped layoffs and won \$14 million dollars for vehicles and maintenance of the units.
- In 2019, we won \$84 million for a CO pay increase; \$54 million for facilities repair; \$26 million for surveillance cameras and technology upgrades.
- Secured funding for our pension.
- Proposed and secured a career ladder for correctional officers.
- Defeated attempts to require TDCJ employees to pay for uniforms and meals.
- Proposed and won full representation for members in disciplinary hearings and grievances.
- Won independent mediation/arbitration on terminations.
- Won changes to the TX code to allow for employee management meetings with TDCJ on matters related to retention.
- Won overtime pay for sergeants.
- Pushed back on the privatization of correctional units.

