

State Employees' Association of NH, SEIU Local 1984
Board of Directors Monthly Meeting, Concord NH
Minutes
January 8, 2015

Call to Order: 2:00 PM

Present: Rich Gulla, Tammy Clark, Ken Roos, John Amrol, Mary Fields, John Hattan, Cindy Perkins, Germano Martins, Judi Brideau, Kathleen Mayo, Heather Fairchild, Cheryl Towne, Kevin Myers and Diana Lacey

Excused: Ralph Tilton, Brenda Thomas, Jim Nall

Emergency Business: none

MOTION to accept Board Agenda: Moved Germano, Seconded John A., Motion carries
Review of Board Packet material and Correspondence

Old Business:

- Committee Assignments: Mikayla Bourque as Chairperson of the Lavender Caucus, Dennis D'Ovidio to Land Use Study Committee
- President's Updates – meetings with Commissioners, politicians, site visits
- Report out on Priorities: Rich, John H., Tammy, Kathleen reported getting new members and convincing fee-payers to join – kudos!
- MOTION to enter Executive Session: Moved Diana, Seconded Tammy, carries 2:54 PM
- MOTION to exit Executive Session: Moved John A., Seconded Cheryl, carries, 3:21 PM
MOTION to enter Executive Session: Moved Diana, Seconded Cindy, carries, 3:34 PM
- MOTION to exit Executive Session: Moved Tammy, Seconded Cindy, carries 3:37 PM
MOTION: General Counsel to receive scheduled step increase. (Board action required for all step increases for managerial staff). Moved Diana, Seconded Tammy, carries.
- MOTION to recommit all Board members to completing online ethics training provided by SEIU within 60 days after on-site ethics training, and that KJ contact members who have not yet taken the test for it. Moved Heather, Seconded Cheryl, carries
- Steward Training: 53 stewards signed up. Will take place on 1/13/15. Reservations closed 1/9/15.
- Wisdom Council (any leaders/Councilors/officers who choose to attend, to provide thoughts and agenda items for Board Retreat): 1/26/15, 6:00 to 8:00 PM at the SEA Office
- General membership meeting to discuss the NH Supreme Court decision that ruled the increase in pension rates for those NHRS members with 10 or more years of service is not unconstitutional. Will take place on 1/31/15 from 10:00 AM to noon at the SEA Office
- Member Benefits – Flatiron Financial Group (Manchester) offers 20% discount on financial counseling fees to SEA members. MOTION to accept the offer Moved Cindy, Seconded Heather, carries.

Reports:

MOTION to accept consent agenda: Moved Mary Seconded John H. Motion carries

Approximately 30 members hold positions in more than one State Agency, working 2 PT jobs or 1 FT/1 PT job.

As a result of the ACA's employer mandated requirements, the State is concerned about tracking hours for PT employees to determine eligibility for health benefits (over 30 hours - employer must offer health benefits under ACA). The issue for our members is that the State now considers themselves a single employer, whereas in the past the State functioned under a system that treated individual agencies as separate employers for FLSA overtime purposes.

Concern: The State will likely eliminate the ability for our members to work PT positions in other agencies to avoid paying overtime compensation as required under the FLSA. What this means is the State will end the practice of allowing these members to work these positions at straight time.

Analysis: The SEA will have to decide what position to take: 1) do we defend the arrangement which has developed over the years to allow this type of dual agency employment, despite the FLSA concerns, or 2) work with the State on finding a resolution which would allow the dual agency employment to continue into the future by agreeing on a solution that complies with the ACA and FLSA and CBA.

- Other Consideration: Evaluate the approximately 30 positions affected for exemptions under the FLSA.

Committee Reports

- Land Use – Need to assess SEA's needs for space now and projected future, capacity of current properties to support those needs.
 - MOTION to contract with Warrenstreet Architects from Concord to conduct needs assessment and advise Board on land and building needs, dedicating \$5000 from Capital Improvement Fund. Moved John Amrol, Seconded Germano. Discussion ensued regarding sending out a bid for this work. Warrenstreet Architects has worked for us in the past and provided excellent service. Motion carries.
- Political Education – report by John Hattan
- Organizing/Chapter elections – Tammy: Chap 45 will have special meeting regarding health incentives, raises, etc. Kathleen: Chap 65 (Strafford County employees) finalized their CBA - \$400,000 increase, lowered insurance premiums and improved benefits.

MOTION to accept all reports into record. Moved Kevin Seconded Cheryl Motion carries

New Business: none

MOTION to Adjourn Moved Mary Seconded Tammy Motion carries 4:30 PM

Respectfully,
