

**New Hampshire SEA Board of Directors' Meeting**  
**SEA Office Concord, NH 03301**  
**January 12, 2017**

The meeting was called to order by President Gulla at 1:05PM:

- a. In attendance: Rich Gulla, Ken Roos, Tammy Clark, Avis Crane, Heather Fairchild, Mary Fields, John Hattan, John Amrol, Germano Martins, Jim Nall, Cheryl Towne, Jen Hunt, Terry Locke and Wendy Parent
- b. Excused Absences: Kristen Marabella, Frank Wike, Ralph Tilton, Cindy Perkins & Cindy Sanborn-Dubey

MOTION TO ACCEPT Agenda: Moved by Jim Nall, seconded by John Amrol. Motion approved.

MOTION TO ACCEPT December 15, 2016 Board meeting minutes as amended:

Moved by Jim Nall, seconded by John Amrol. Motion approved

Motion to modify COMMITTEE ASSIGNMENTS as follows: Add Marissa Berry to Political Education Committee, Add Melvin Friese as Chair of Retirement Committee and Add Stan Freeda as Chair of Communications Committee. Remove Lynn Ducasse from Social Activities Committee and Contract Action Team. Moved by Jim Nall, seconded by Cheryl Towne. Motion approved.

President's Report: Rich Gulla

President Gulla noted that he and Jay Ward had a relatively positive meeting with then Governor-elect Sununu. While he did not waiver on his support for RTW, the Governor did recognize the need for more DCYF staff and is concerned about finding funding for retiree services, and indicated that any surplus funds have already been earmarked. The Governor also attended the conservative member group meeting held earlier this week for about an hour.

President Gulla also notified the Board of his hiring of an independent lobbyist, Rich Newman, as authorized by the Boards' decision of 12/15/16.

President Gulla also successfully lobbied SEIU President Henry & EVP Conroy for \$100,000 for member growth and anti RTW activities!

a. Personnel Matter:

MOTION to enter Executive Session. Moved by John Amrol, seconded by Heather Fairchild. Motion approved 1:35pm.

MOTION to exit Executive Session. Moved by Jim Nall, seconded by John Amrol. Motion approved 1:46pm.

MOTION to support the President's decision to fill the Legal Coordinator position with the recommended candidate. Moved by Jim Nall, seconded by Cheryl Towne. Motion approved.

- b. Board Retreat: Thurs Feb 9 after noon Board meeting, planning session & team building dinner, and Thurs Feb 10 day long facilitated meeting with managers and staff at Concord site TBD.  
Administrative Time request to be sent shortly.
- c. Retiree Medical Trust. Ken Roos, as chair of RMT Board of Trustees, updated the Board as to the status of the SEA RMT. This project has been under consideration for nearly 10 years. Little activity in the past 5 years and partner unions (NEA & PFF) have suspended their activities. All three groups would pool membership for economies of scale in obtaining preferred actuary and TPA rates. A few years ago, SEA stopped paying fiduciary insurance required to keep these TPA & actuarial rates in force. Per Article 13.2 of the RMT Trust agreement: "This Trust Agreement may be terminated at any time by action of the SEA/SEIU Board of Directors on its own accord after 15 days advance notice to the (RMT) Trustees..."

MOTION that the SEA/SEIU 1984 terminate the trust associated with the Retiree Medical Trust. Moved by Heather Fairchild, seconded by Jim Nall. Motion approved with Ken Roos abstaining due to conflict of interest.

- d. Communications- Calypso Report out. They have hit the ground running and provided major support for the legislative RTW fight providing talking points, strategy, media training, media outreach, creating contacts and proving Face Book and Twitter feeds.

Joe Cicirelli presented an ala carte menu of desired add-ons to the basic plan approved at the 1/4/17 emergency meeting. These include a web site 'landing page', media training (1/2 day for 10 people with expectation resulting in train-the-trainer graduates), design & production of a field staff booklet for use as a talking piece (2,000 copies) and production of 4 SEA promotional videos. This package is estimated to cost approximately \$22,000 combined. A separate direct mail campaign aimed at specific movable legislators will be brought up within the Poli-Ed Committee due to campaign finance issues.

MOTION that the SEA Board of Directors approve that up to ~\$22,000 be used to fund the Calypso Communication ala carte package as presented by Joe Cicirelli subject to successfully addressing copyright ownership concerns regarding future use for train the trainer initiative. Moved by John Hattan, seconded by Wendy Parent. Motion approved.

- e. CCSNH Update: IBEW-2320 is raiding our unit AGAIN. Notice again has been sent thru AFL-CIO NH and SEIU to IBEW. Hope is to get the PELRB to pull the election filing. Sean Barrett from SEIU will be assisting in fighting this raid.
- f. President Gulla gave a report out of the 2017 Legislative Analysis and Planning Meeting.
- g. MLK day of Action: Monday January 16, 9-noon, member leaders and staff going door-door in Concord area to upgrade fair share payers to full memberships.
- h. Staples: Nationwide Staples Boycott has ended with successful resolution; Staples will no longer provide USPS services.

MOTION to end Boycott of Staples by SEA/SEIU-1984. Moved by Germano Martins, seconded by Heather Fairchild. Motion approved.

MOTION to accept the resignation of Cindy Sanborn-Dubey, with regret. Moved by Tammy Clark, seconded by Jim Nall. Motion approved.

#### MOTION TO ACCEPT CONSENT AGENDA:

Finance Committee Report, Treasurers Report, Membership Report, Road Race Committee Report, Organizing Report and Department Reports

Moved by Jim Nall, seconded by John Hattan. Motion approved.

#### COMMITTEE REPORTS:

a. Political Education-John Hattan: Member to member phone banks every Wednesday 5-7 connecting to legislators re: RTW and potential elimination of payroll dues deduction.

b. Finance Committee, Avis Crane

MOTION that the Board adopt the auditor's recommendation to raise the capitalization threshold from the current \$1,000 to the more standard \$5,000 level. Moved by Avis Crane, seconded by John Amrol. Motion approved.

c. Organization Committee, Tammy Clark. Tammy reported out on exceptional member growth including Fair share conversions and SEAPAC growth.

d. Retirement system, Germano Martins. Germano indicated that there is a large list of unclaimed retirement benefits that cannot be posted to the Secretary of State's website. It is listed on the NHRS site, and it was suggested that our website create a link to it.

e. Bargaining, Jim Nall. Jim indicated that pharmaceuticals are the leading cost driver.

f. Member Benefits: Wendy Parent

MOTION that the Board approve the \$25 discount & other benefits to H&R Block statewide. Moved by Wendy Parent, seconded by Jim Nall. Motion approved.

MOTION TO ACCEPT All Reports into Record. Moved by Jen Hunt, seconded by Cheryl Towne. Motion approved.

Meeting adjourned at 3:55pm.

Submitted by

Ken Roos, Acting Secretary