

**State Employees' Association of NH, SEIU Local 1984**  
**Board of Directors Monthly Meeting**  
**Concord, NH**  
**MINUTES**

**February 12, 2015**

**1. CALL TO ORDER: 3:27**

PRESENT: Ken, Rich, Tammy, Ralph, Jim, Judi, Heather, Mary, Cheryl, Kevin, Germano, John H., Cindy, John A., Diana (left early), Brenda, Kathleen (by Skype)

None absent or late

STAFF present: Beth D., Mike, KJ, Sean B., Lauren, Jay

Guest present: Attorney Glenn Milner

**2. EMERGENCY BUSINESS: none**

**3. MOTION TO ACCEPT Agenda--** Moved: John A. Seconded: Germano. Motion carried.

**4. REVIEW OF BOARD PACKET MATERIALS**

**5. MOTION TO ACCEPT December 11, 2014, January 8, 2015 and January 15, 2015 Board meeting minutes;** Moved: John A. Seconded: John H. Typo corrected in 12/11/15 Minutes. Motion carried.

**6. CORRESPONDENCE**

**7. OLD BUSINESS:**

**COMMITTEE ASSIGNMENTS:** Remove Diana Lacey Finance, Retirement, Constitution & Bylaws, Political Education, Building Use and AFL-CIO; Remove Lynn Ducasse from OSC; Add Peggy Rossing to Political Education.

**8. REPORTS:**

a. **President's Update, Rich Gulla:** consulted with Commissioner Toumpas on union access to Client Services. Comm. Copadis voluntarily approached Rich to offer better access to NHES. DHHS is moving toward banning smoking from all DHHS buildings, campuses, and parking lots.

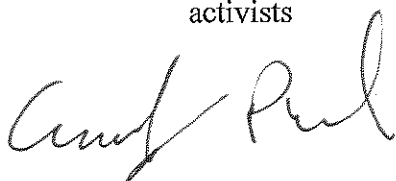
i. **Flex/Alternative Schedules (Sean Bolton reporting):** Some employees have apparently been scheduled to work 32 hours one week and 48 the next, paid for 80 hours straight time biweekly. For most hourly employees, this is illegal. Fair Labor Standards Act forbids averaging hours, as well as changing regular schedules without 3 weeks' notice. NH First problems brought this to light. NH First also cannot handle LWOP, which is seriously problematic in terms of accurate calculation of seniority, and has been quite unreliable in reporting to the NH Retirement System.

a. **MOTION** by Diana, seconded Jim, friendly amendment by Heather: To seek a Legislative investigation of the inadequacies of the implementation of the NH First project and ongoing implementation. **Discussion:** According to a Board member who was present when the State's implementation team was installing the second module, they had known beforehand that the first wouldn't work properly. Motion carries unanimously.

ii. **Full/Part time Appointments, Dual Agencies (Lauren reporting):** State becomes a "single employer" as ACA takes effect. Employees working FT for one department and PT for another could become eligible for overtime and those with 2 PT positions could become benefits-eligible. Fewer than 50 employees could be affected.

iii. **Wisdom Council Update** – will be rescheduled

iv. **Retirement Decisions Workshop Re-cap** – about 30 attendees, some new potential activists



**9. REPORT FINDINGS, ATTORNEY GLENN MILNER**

- a. Diana lodged 3 charges regarding Rich Gulla's campaign promise to not take the stipend budgeted for whoever serves as President of the SEA. No election challenge has been launched.
- b. Atty. Milner interviewed Diana, Rich, Ralph, KJ, and briefly contacted Peter Brunette, as well as consulting with the US Department of Labor.
- c. **Recommendations:**
  - 1. The Board of Directors should find that the allegation of corruption under the Financial Management Policy is unfounded.
  - 2. The Board of Directors should find that no unethical or fraudulent or corrupt action was undertaken by any SEA Officer, Members of Staff.
  - 3. The Board of Directors should dismiss the report made by Diana Lacey and take no further action.
- d. **MOTION** by Germano, seconded Tammy: Accept Atty. Milner's recommendations. Diana abstains, all others in favor. Carries.

**10. REPORT OF THE CAMPAIGN FOR \$15.00, ATTORNEY GLENN MILNER**

**11. MOTION TO ACCEPT CONSENT AGENDA:** Moved: Tammy, Seconded: John A.

- a. Outside Legal Activity Report, Finance Minutes, Treasurer's Report, Retirement Committee Report, Ethics Scorecard, and Department Reports

**12. COMMITTEE REPORTS:**


- a. Political Education-John Hattan
- b. Collective Bargaining, Jim Nall
- c. Dues Assistance, Jim Nall (Motion to accept by Ralph, 2<sup>nd</sup> John A., carries)
- d. Constitution & Bylaws Committee Report, John Amrol

**13. MOTION TO ACCEPT All Reports into Record** – Moved: Ralph Seconded: Cheryl

**14. POSTPONED UNTIL NEXT MEETING:**

- a. Personnel Issue
- b. Obligations Approved Motions Carry

**15. ADJOURN** Moved: John A. Seconded: Cheryl



Cindy Perkins  
Acting Secretary