

**State Employees' Association of NH, SEIU Local 1984  
Board of Directors Special Meeting  
207 North Main Street, Concord, NH  
March 2, 2015**

Attendance: (P=Present, A=Absent, E=Excuse, L=Late, D=Departed Early)

Rich Gulla	P	Diana Lacey	P
Ken Roos	P	Germano Martins	P
Tammy Clark	P	Kathleen Mayo	A
Ralph Tilton	P	Kevin Myers	E
John Amrol	P	Jim Nall	P
Judi Brideau	P	Cindy Perkins	P
Heather Fairchild	P	Brenda Thomas	P
Mary Fields	P	Cheryl Towne	P
John Hattan	P		

**Staff Present:** KJ, Beth D.

**Guest Present:** Attorney Glenn Milner, Attorney Richard Molan

President Gulla called the meeting to order at 5:01 pm.

President Gulla requested that 1st VP Ken Roos assume the position of Chair.

Attorney Milner briefed the Board on the most recent allegation by Diana Lacey who sent a request to President Gulla expressing her interest in beginning the Ethics/Charge and Trial process. This request will begin the pre-charge dispute resolution in an effort to exhaust any and all local remedies under the current SEA Constitution.

Past President Lacey explained that she intentionally filed her concern with President Gulla as a way to informally settle without any legal implication.

Attorney Glenn Milner recapped the events that led to today's meeting.

Discussion ensued with respect to the outcome of the previous allegations that were made by Past President Lacey regarding the allegation of corruption. The Board of Directors accepted Attorney Milner's outcome that no corruption had occurred and there was no basis for her claim.

President Gulla introduced Attorney Dick Molan as his legal representative.

Attorney Milner read Diana Lacey's email into the record:

*Dear President Gulla,*

*I would like to begin the Ethics/Charge and Trial process. I believe I am required to so notify you, and to additionally attempt informal settlement accordingly.*

*I believe that you, Ralph Tilton and Kathy Desjardin have violated our Ethics Policy, as your*

*actions/inactions pertain to the 2014 SEA Presidential election process and subsequent events. Given the Association's potential legal exposure and reputation, coupled with the circumstances all labor unions are facing in the US today, I would like to request that Glenn Milner assist us, as the neutral third party, if that is permissible. I remain committed to the SEA members and organization and do hope that we can amicably and productively resolve these conflicts in such a way that all members will benefit for years to come. Please advise.*

*Diana*

Attorney Milner offered to be the neutral 3<sup>rd</sup> party but made it clear that he is not a neutral mediator and cannot facilitate formal proceedings but, at the will of the BOD, will take direction from the Board of Directors for the informal process.

Past President Lacey also indicated that the allegations may implicate a staff member and as it is not covered by the State Employee Association's Constitution it could be resolved through the SEIU code of Ethics Policy.

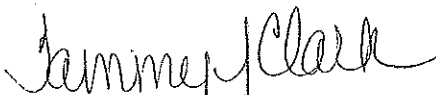
Attorney Milner confirmed that there is no election challenge.

Past President Lacey was asked to be specific about the charges brought forth. Past President Lacey indicated that it was due to the actions or inactions of the 2014 election process and pre-election conversations. Diana explained that her previous allegations have been investigated and are unfounded. Diana Lacey's concern was about the correcting inconsistencies within Constitution and the Board Policies.

Motion: Under the direction of the Board of Directors, with the agreement of the parties, Attorney Milner will facilitate the meeting to see if the parties can come to a resolution through the pre charge dispute resolution process; made by Jim Nall and second by Heather Fairchild. Discussion ensued. Motion passed.

Adjourn 5:47 pm

Respectfully submitted



Tammy J. Clark  
2<sup>nd</sup> Vice President