

**New Hampshire SEA/SEIU Local 1984 (SEA) Board of Directors' (Board) Meeting**  
**SEA Office Concord**  
**Thursday, March 15th, 2018**

**Minutes**

**1. CALL TO ORDER: 1 PM**

- a. Present – Rich Gulla, Avis Crane, Ken Roos, John Hattan, Cindy Perkins, John Amrol, Corey Dearborn, Heather Fairchild, Mary Fields, Phil, Burt, Terry Locke, Ken Muske, Mikayla Bourque, Frank Wike
- b. Late – Germano Martins
- c. Excused — Ralph Tilton
- d. Absent — Jim Nall, Sylvie Pratte, Cheryl Towne

**2. EMERGENCY BUSINESS – none**

President delays agenda for executive session. In at 1 pm, out at 2 pm.

**MOTION TO ACCEPT** Agenda Moved by Ken, seconded, carries

Kudos to Frank Wike, who has his chapter's membership rate at 100%! (Chapter 6, Hampstead Hospital)

**REVIEW OF BOARD PACKET MATERIALS**

**MOTION TO ACCEPT** February 8th Board meeting minutes. Accepted, reconsidered, acceptance with amendments to Retirement Committee report and two small typos **moved** by Avis, seconded, carries.

**CORRESPONDENCE**

**OLD BUSINESS:**

**COMMITTEE ASSIGNMENTS:** John Hattan, Social Activities; Add Cheryl Towne, Deb Wheeler, Diana Richard, Diane Blodgett, Jenn Day, Mary Thomas, Pam Sullivan, Reba Jackman; to Convention Arrangements.

**MOTION** to accept all by John A., seconded, carries.

- a. President's Update, Rich Gulla (June and September Council Meetings)

June: Thursday 14<sup>th</sup>, 6:30 registration

September: Saturday 22<sup>nd</sup>, 9:30 registration. (We hope to find a site for a fun family event in conjunction with the Council meeting.)

- b. Large volume cash sales at NHSLC report out

This issue has been active for quite some time, but it just became public on NHPR. Quite a few out-of-state customers make large cash purchases at our liquor stores, frequently between \$9000 and \$9999. These purchases may be made several times a week at some stores. This leads to certain major concerns:

- Member safety. Employees have to double-count such sums at the register, usually in front of large plate-glass windows, and someone has to deposit the daily receipts. While some small pilots have been run involving armed escorts after some busy holidays or armored car pickup at select stores, no sustained effort has been made to assure safety. This has been brought up at Labor-Management Committee and other venues over quite a few years, and some legislators (including conservatives) have expressed concern. The Liquor Commission recommends that the worker making the deposit should wear street clothes, maybe a cap, and carry the money bags in a paper bag.
- Possible legal entanglements. The buyers are likely bootlegging, supplying out-of-state outlets with NH liquor against the laws of their home states. More concerning, Federal laws concerned with tax evasion and racketeering require that any cash transaction over \$10,000 trigger the filing of a Form 8300 to report it, AND that retail employees have a responsibility to provide that form if associated transactions that add up to over \$10,000 are detected. NH Liquor Commission employees have actually been disciplined for providing the form when

customers who come in together buy very large volumes of the same product at the same time that add up to over \$10,000 in cash. Although millions of dollars in liquor have been sold this year (\$27 million of just one specific brand), not a single Form 8300 has been sent to the Commission.

c. E – poll results to approve Jan minutes and to accept Poli-Ed committee endorsement recommendations: Both carried.

d. Avis report from COSH Board Meeting: In memory of NH workers killed on the job, COSH plans a dinner on Tuesday April 24<sup>th</sup> at 5:30, and a vigil on Thursday April 26<sup>th</sup> at noon. All welcome. Please RSVP. Info at [www.nhcosh.org](http://www.nhcosh.org).

**MOTION** to transfer up to \$9999 from the Legal Defense fund savings acct (line 1024) to Utside Firm line 5710 for the purpose of representing a member. Moved by Avis, seconded. Discussion: In response to questioning, Jake K., Esq., advises No, that a Board motion does not imply legal precedence or “past practice.” Motion carries.

In discussion, the Board supports Rich or another party in proposing rulemaking to consistently protect Liquor employees who handle large amounts of cash.

3. **MOTION TO ACCEPT CONSENT AGENDA: MOTION** by John Hattan, seconded, carries

Treasurers Report, Membership Report and Department Reports

4. **COMMITTEE REPORTS:**

a. Political Education, John Hattan

A lot of good news on House bills we introduced. SB 538, including campus police in Group II for bargaining, and SB 323 regarding RIF policies both passed. Also passed: a resolution to hire 15 more Child Protective Service Workers and to appropriate \$100K to study what reasonable caseloads might be.

b. Finance Committee, Avis Crane ( Resolution of Attitash Bill)

Attitash quoted us \$40K. They failed to provide some promised services, but did throw in some extras around dinner., then billed us \$90K. We have remitted \$40K and told them we felt we were paid in full. They have not agreed, but they did cash the check.

c. Organization Committee, John Hattan

Good recruiting and SEA-PAC continues. Among our SEIU member benefits – FREE COLLEGE! You can get an accredited associate's degree online from Eastern Gateway Community College. The scholarship covers whatever Federal and State aid won't.

d. Retirement System, Germano Martins

Members have been paying an extra 2% into the system since 2011, supposedly to close the unfunded liability gap. All pension plans carry some unfunded liability, based on the expectation that current and new workers will be paying in. The system's investments are now worth almost \$9Billion. The administrators claim there is no money for COLAs, no money to keep retiree contributions to healthcare down. Germano pointed out that if they ever did completely close the liability gap, they would be able to instantly close down the pension entirely and establish a defined contribution plan, which puts the investments risk on the workers and retirees instead of the employer.

**MOTION** to sponsor another Speechcraft session with Toastmasters, Tuesday April 10<sup>th</sup> to Tuesday May 15<sup>th</sup>. The members who attended the last one found it valuable, and it's good for leadership. All members welcome (limited by class size). Moved by Mary, seconded, carries.

Breakout sessions committee work groups: Communications; Mission Statement, Internal Structure – breakout at 3:45, reconvened at 4:30

5. **MOTION TO ACCEPT All Reports into Record MOTION** by John Amrol, seconded, carries.

6. **NEW BUSINESS** (two thirds vote required for any action to be taken) – none. **Board Policy drafts presented regarding chapter elections. Please study and consider for next Board meeting.**

7. **ADJOURN 4:35**