

**New Hampshire SEA/SEIU Local 1984 (SEA-NH) Board of Directors' (Board)  
Meeting  
SEA-NH Union Hall, Concord, NH  
Thursday, May 10th, 2018**

**MINUTES**

CALL TO ORDER: SEA-NH President Rich Gulla called the meeting to order at 1:00 PM.

- In attendance: Vice President Ken Roos, Treasurer Avis Crane, Cheryl Towne, Sylvie Pratte, Corey Dearborn, Mary Fields, Mikayla Bourque, John Amrol, Ken Muske, Terry Locke, President Rich Gulla, Phil Burt, Germano Martins, Heather Fairchild (excused late – arrived at 1:37 PM); Second Vice President/Acting Secretary John Hattan
- Excused — Ralph Tilton, Jen Hunt, Cindy Perkins, Jim Nall, Frank Wike
- Departed Early — Cheryl Towne, Terry Locke
- Guests: Outside Legal Counsel Jake Krupski, Esq.; C45 Councilor Diana Lacey; Chapter 21 President Karen Crowley; Organizing Administrator Joe Cicirelli, Business Administrator Kristen Cocuzzo; Communication Administrator Melissa Moriarty; Grievance Representative/CUE President Sean Bolton; Interim Legal Counsel Gary Snyder; Government Relations Coordinator Brian Hawkins
  
- Jim Nall addressed the Committee prior to start of meeting and wished the Committee well. He left to attend a Tentative Agreement road show session.
- EMERGENCY BUSINESS** – none
- MOTION TO ACCEPT Agenda** – Germano Martins motioned to accept the agenda; Mary Fields seconded. Motion carried unanimously.
- REVIEW OF BOARD PACKET MATERIALS - MOTION TO ACCEPT** March 15<sup>th</sup> & April 12th Board meeting minutes – John Amrol motioned to amend the March 15 minutes; Mikayla Bourque seconded. Minutes carries as amended. John Amrol motioned to accept the April 12 minutes; seconded by Mary Fields. Minutes amended to include the attendance of Sylvie Pratte. Motion carries.
- CORRESPONDENCE** – Correspondence folder was shared with all present; there was a lot of materials in it.
- OLD BUSINESS:** Election Rules Modification: Ken Roos moved to amend the General Rules of election, which were part of the packet. Avis Crane seconded. Point IV shortened the minimum notification period from ninety (90) to forty-five (45) days. (Inspection of membership list was eliminated last month in Board Policy.) Motion carried.

*NOTE: Election Rules Modification: Done prior to each board election to identify specific dates & times. It also now allows for email notification of election & opening of nominations.*

**COMMITTEE ASSIGNMENTS:** Add James Nall, James Kowalik, Dave Rys,

Peter Brunette, Diana Richard, Kenneth Muske, Nancy Marchand, Leah McKenna, Traci Knierieman, Heather Fairchild, Betty Thomas, Alisa Druzba, Cheryl Cizewski, Lindsey Richard and Diana Lacey to Collective Bargaining Advisory Committee (CBAC). Remove Tina Kelley from Constitution and Bylaws. Cheryl Towne motioned to accept the recommendations. Corey Dearborn seconded. Motion carried.

- **President's Update** – May Day Faith & Labor Rally report out – rally had gone well. Walked around the State House. SEA-NH Is continuing to work with faith-based constituencies; for the most part has turned out to be a great thing.
- **Operation Santa Claus (OSC)** - Rich Gulla had met with Betty Baker, members of the Operation Santa Claus Committee, and Finance Committee regarding Finance Committee's recommendation not to fund the OSC manager position. *NOTE: This was the only plan in place and without it OSC could not function this fiscal year.*
  - OSC will start meeting weekly. Rich stated he would be writing a letter seeking help from members. OSC members had had a lot of questions.
  - Rich explained to them about Janus. Rich felt they had a much better understanding of the Finance Committee's decision.
  - He stated he will meet with them again.
  - Stated he would provide data about hours worked by Staff last year and amount of checks.
  - Avis stated that it had been an emotional session and was hopeful that things would work out.
  - Phil Burt stated at the Board meeting where we had voted against funding the position, he felt it had not allowed members sufficient notice. Stated that in future he would not vote for something that members had not been given notice about.
  - Diana Lacey reminded the Board that the OSC is a separate Board and that the OSC Board must be given leave to weigh in on any Board decision which might affect it.
- **Executive Session** – Cheryl Towne motioned to send the Board into Executive Session. John Amrol seconded. Motion carried. Executive session was initiated at 1:27 PM.
- Mary Fields motioned to come out of Executive session; seconded by many. Motion carried. Out of Executive Session at 1:56 PM.
- Cheryl Towne **motioned to limit member presentation to fifteen minutes.** Seconded by Mary Fields. Motion carried.
- Rich welcomed **Chapter 45 Councilor Diana Lacey** to address the Board regarding what had been going on between the Board and the Liquor Commission. Diana stated that she did not understand if what was going on was Board sanctioned.
  - She stated that the SEA-NH had known about these goings-on the past; had

formed an LMC to address these concerns. Then other issues had taken precedence.

- That, in the past, other options had been chosen to address specific member concerns regarding “bootlegging”; that in general Liquor Commission chapter 54 members’ concerns could be best addressed through legislation, the LMC, etc.
- Diana cited a prior Liquor Commission LMC meeting minutes available off the Chapter page on the website.
- Diana Lacey stated she was concerned regarding the Board’s agreement to spend \$10,000 to legally represent a member. Wanted to know why the Board recommended an outside legal firm. Wanted to know if it was a sanctioned role. Wanted to know how someone from SEA could get into the back room of a liquor store, which was not a place where the public were allowed.
  - Did the Board approve of SEA’s role in the “sting” operation?
  - Did SEA follow legal protocol and why or why not?
  - Does the SEA plan to report out fully about these activities?
- She also asked if the State was filing an Unfair Labor Practice or grievance against the SEA-NH.
- John Amrol motioned that the Board go into **Executive Session**; seconded by Ken Muske. Motion carried. Board went to executive session at 2:17 PM.
- Corey Dearborn motioned that the Board leave Executive Session; seconded by Heather. Board out of Executive Session at 2:37 PM.

- Sununu Youth Services Center** – The *Union Leader* newspaper reported that in 2016 two youth councilors, one of whom still works there, had had an altercation with a 14-year old juvenile.
  - John Hattan motioned that SEA-NH put out a solidarity statement about the positive role SYSC and its staff plays in the lives of the children that it serves. Seconded by Mary. Motion carries.
- Chapter President's call** – how is outreach going? Directors asked for assistance regarding their assigned Chapter presidents. Directors also requested that they be sent an agenda so they can talk about the meeting.
- Thursday June 14 Council** – volunteers for set up/clean up BBQ which was being staged by Chapter 1 on Thursday, June 14, the location of which was to be determined. Chapter 1 was asking for assistance. Setup would occur between 4:45 and 5 PM and there would be cleanup afterwards. Barbecue starts at 5:30 PM. Council starts at 7 PM. The IT committee suggests that the outdoor sites open up also in Keene and Portsmouth. Sylvie Pratte suggested that there be no remote access in Berlin at the June 14 council meeting.
- Saturday, Sept. 22**, Rich asked that the Board host the **Fall Council** meeting up at the Berlin site. Ken Roos made the motion; Cheryl Towne seconded. Motion carried.
- Janus readiness** Update- Post Card Program – Rich shared a Postcard that is being sent out to talk about the upcoming Janus campaign.
- Poor People's Campaign**, which was an initiative of the faith-based community to call attention to poverty – had reached out to the SEA-NH and asked the SEA-NH to help them with messaging about rally details, for instance, wanted members, etc., to follow the Poor People's Campaign on social media. SEIU supports this work and Rich shared a letter; that the SEIU would assist with any legal fees for those arrested due to their social work. John Amrol motioned that we support the poor people's Campaign; Avis seconded. Motion carried.
- Ballot committee** – Rich asked for a ballot committee to be Chapter 1 to count the TA ballots, as has been the practice in the past. Mary Fields motioned as such. Germano Martins seconded. Motion carried.
- MOTION TO ACCEPT CONSENT AGENDA**: Avis moved to accept the consent agenda; seconded by Ken Muske. Motion carried. Within the consent agenda were the minutes of the Constitution & By-Laws Committee, Convention Arrangements Committee, the Treasurers Report, the Membership Report and Department Reports
- COMMITTEE REPORTS**:
  - Political Education, John Hattan** – stated that the Committee had interviewed Mark McKenzie, Mindi Messmer, Chris Pappas, and Maura Sullivan and probably would vote on whom to endorse at the next Committee meeting, Monday, May 14, 2018, at which time the Committee would also be meeting with Democratic gubernatorial candidate Steve Marchand. Monday, May 21, the Committee would be meeting with both Garth Corriveau and Gray

Chynoweth. Monday, June 11, the Committee would be meeting with Democratic gubernatorial candidate Molly Kelly.

- **Finance Committee, Avis Crane** = no new business.
- **Lavender Caucus, Mikayla Bourque** – stated HB1319 had passed. Stated that a movie PRIDE was being shown June 1 here at the SEA Union Hall. The Committee would also have a table at the Concord June 2 Pride event.
- **Organization Committee, John Hattan** – 132 new members, 83 of which were new members and 49 of which were conversions. 49 total new SEAPAC conversions for monthly total of \$447 additional.
- **Retirement System, Germano Martins** – We did not have enough support from the Senate to add a Labor trustee to the NHRS Independent Investment Committee – bill failed.
- **Bargaining, Richard Gulla** – Jim Nall was out doing road shows regarding the Tentative Agreement (TA) with members throughout the State.
- **Member Discounts, Ken Roos** – Motioned that the member discount at Goodyear Tire & Rubber at the Concord Goodyear at 86 South Main Street be approved. Avis seconded. Motion carried. The member discount is 10 per cent off all tires and 15 per cent off all parts and service.
- **Dues Assistance** - Kristin Cocuzzo stated that there were no new requests.
- **Guest Diana Lacey** asked about the work surrounding **the VISION statement**; she encouraged that Board to be robust regarding working on a VISION statement for the next ten years. Stated that work had been particularly valuable when it had happened the last time.
- **MOTION TO ACCEPT ALL Reports into Record** was made by Avis Crane; seconded by John Amrol. Motion carried.
- **NEW BUSINESS** (two thirds vote required for any action to be taken) – no new business was brought forward.
- **ADJOURN** – Cheryl Towne motioned to adjourn the meeting. John Amrol seconded. Motion carried. Meeting ended at 4:01 PM.

*NOTE: Per Board Policy, all motions shall be submitted in writing to the Secretary prior to discussion or action upon the motion. Additionally, questions or statements that Board members wish to have read into the record shall be submitted in writing to the Secretary who shall read aloud the question and/or statement.*

Acting Secretary John Hattan

Amendments by Board in 6/14 meeting entered by Secretary Cindy Perkins