

**State Employees' Association of NH, SEIU Local 1984**  
**Board of Directors Monthly Meeting**  
**207 North Main Street, Concord, NH**  
**December 10, 2015**

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

Rich Gulla	P	Avis Crane	P	Germano Martins	P
Ken Roos	P	Jeremy Dupuis	P	Kevin Myers	P
Tammy Clark	P	Heather Fairchild	P	Jim Nall	P
Kristen Marabella	P	Mary Fields	P	Wendy Parent	E
Ralph Tilton	P	John Hattan	P	Cindy Perkins	P
John Amrol	P	Diana Lacey	P	Cheryl Towne	P
Judi Brideau	P	Terry Locke	P	Frank Wike-Clerk	E

Staff Present: K.J., Beth, Charlie, Michelle, Glen and Jay Ward

Guest Present: Matt Pickering, Kevin McMahon, Rene St. George

President Gulla called the meeting to order at pm.1:00 PM

1. Motion to Accept Agenda moved by Tammy Clark and duly seconded. Motion carries.
2. Motion to Accept 10/22 & 11/12 Board Meeting Minutes as Amended made by Jim Nall, duly seconded. Motion carries.
3. President's Update, Rich Gulla
  - a. Roles and Responsibilities of Board Members:
    1. **BOD Policy, Section 1 B**  
 "The Board sets policy & shall delegate to the President the administration of the Association"
    2. **BOD Policy, Section 1 C**  
 "Authority of the Board rests with the Board as a whole not with the individual board members"
    3. **Section XVI G.2, Procedure for member issues.**  
 Members with issues should be going to Association staff under direction of the President.

What is the Board's pleasure on action they may deem necessary to protect this organization and our members?

- i. The Board of Directors direct Diana Lacey to cease and desist from any and all involvement related to the wage/step freeze issue brought to the Board on December 10, 2015: Moved by Germano Martins, Seconded by Ralph Tilton. Motion Passed. Diana Lacey calls for Roll Call Vote: Yes- Tammy Clark, John Amrol, John Hattan, Ken Roos, Avis Crane, Ralph Tilton, Cheryl Towne, Jeremy Dupuis, Germano Martins. No- Kristen Marabella, Judi Brideau, Heather Fairchild, Mary Fields, Diana Lacey, Terry Locke, Kevin Myers, Jim Nall and Cindy Perkins.
  - ii. Motion to Reconsider Germano's Motion made by Jeremy Dupuis and Seconded by Cheryl Towne. Motion Passed. Discussion ensued.
  - iii. Motion to move on with the agenda made by Diana Lacey Seconded by Cheryl Towne. Motion Passed.
- b. Wage/Step Freeze Issue, Diana Lacey- Member Rene St. George addresses the Board.

- i. The Board directs the President to entertain a discussion with the Governor regarding the delayed implementation of the Wage Freeze Settlement Agreement for New Hires made by Diana Lacey, Seconded by Judi Brideau. Discussion ensued. Motion Failed.
- c. Mike Nesseralla report out on the Audit.
  - ii. Motion to accept the financial report presented by our auditor moved by Mary Fields, Seconded by Cindy Perkins. Motion Carries.
  - iii. Motion to accept the Fair Share report presented by our auditor moved by Cheryl, Seconded by Jim Nall. Motion Carries.
  - iv. Motion to have Fair Share remain at 67.98% moved by Ralph Tilton, Seconded by Germano M. Motion Carries.
- d. Social Media Policy Update.
- e. Ex Branch Negotiator interview panel: Jake Krupski., K.J. and Jim Nall.
- f. Motion to go into executive session at 3:55pm made by Mary F., Seconded by Cheryl. Motion Carries. Motion to come out of executive session at 4:13pm made by Jim N., duly Seconded. Motion Carries.
  - i. Motion to table acting on the tentative SEA-AWU agreement for the October 1, 2015 through September 30, 2017, to a time certain, the January 2016 Board Meeting, and that we direct SEA outside legal counsel to provide the SEA Board with a legal analysis of the SEA-AWU CBA as it pertains to the final paragraph of the Tentative agreement presented this date- Moved by Diana L., Seconded by Cheryl. Motion passed.
  - ii. Motion for a period not to exceed two months the position of Accountant shall receive a temporary promotion and the amount of compensation shall be fifty percent of the bi-weekly difference between the accounts labor grade and step and Business Administrators labor grade and step 1- Moved by Avis, Seconded by Ralph. Motion passed.
- 2. Committee Reports:
  - a. Political Education report out- John Hattan
    - i. Motion for the Board of Directors to confirm the e-poll results of Monday, November 16, 2015 to accept the Political-Ed Committee's recommendation to endorse Vermont's US Senator, Bernie Sanders as the Democratic candidate for President of the United States. By a vote of 15 to 5- Moved by John Hattan, Seconded by Ken Roos. Motion passed.
    - ii. Motion that the Board make a vote of no confidence against the Fiscal Committee members who voted to increase the retire members medical insurance fees & copay- Moved by John Hattan, Seconded by Cheryl. Motion passed.
  - b. Organization Committee Report out- Tammy Clark
  - c. Collective Bargaining Update- Jim Nall
  - d. Flex Schedule Issue, Diana Lacey
    - i. 91A Request was just made.
- 3. New Business:
  - a. Diana Lacey verbally submits her resignation effective today from the Board.
    - ii. Motion to not accept Diana Lacey resignation made by Kevin Myers, Seconded by Cindy Perkins. Motion failed.
- 4. Motion to adjourn at 4:47pm made by Tammy Clark, duly seconded. Motion passed.

Submitted by:



Kristen Marabella