

**State Employees' Association of NH, SEIU Local 1984
Board of Directors Monthly Meeting, Concord NH
Thursday December 13, 2018**

Minutes

Call to Order: 1:00 PM

Present: Rich Gulla, Mary Fields, John Hattan, Avis Crane, Cindy Perkins, Sylvie Pratte, Phil Burt, Jim Nall, Germano Martins, Corey Dearborn, Heather Fairchild, Ken Muske, Mikayla Bourque, Laura Drew, Mike Derderian

Excused: Cheryl Towne

Late: John Amrol

Emergency Business: none

Review of Board Packet material and Correspondence

MOTION to accept agenda as amended: Moved by Jim, carries

MOTION to accept Board Meeting Minutes for 11/8/2018: Moved by Jim, seconded, carries

Old Business:

COMMITTEE ASSIGNMENTS:

Add Campaign for Public Good Ad-Hoc Committee (CPGC)

Add Mikayla and Phil as co-chairs of the CPGC, and John Hattan as a member

Add Jeff DeRego, Laura Drew and John Hattan to Communications Committee

Add Debbie Wheeler to Convention Arrangements, Ethics and Road Race committees

Add Jennifer Pickard to Social Activities and Chuck Koontz to Political Education committees.

MOTION to bundle the nominations above and approve them. Moved by Jim, seconded, carries.

President's Update: At the most recent SEIU International Executive Board meeting, it was announced that due to our input and that of some other locals, the SEIU 2020 Presidential Committee's process for determining whom to endorse has changed to be more bottom-up than it has been in the past.

Operation Santa Claus: Phil Burt reported that the project was "awesome!" Volunteers, mostly from Chapter 1, and the hard work of the DHHS local office caseworkers, made it happen with considerably less load placed on the SEA staff.

Executive Session to discuss legal and personnel matters. In at 1:33, out at 3:18.

MOTION to follow the recommendation of the President to hire for the vacant Internal Organizer position. Made by Jim, seconded, carries. (Secretary's note: the reason that the approved candidate is not named is that he or she may yet refuse our offer; we are preserving the person's privacy in that case.)

Board Retreat Reminder: It will be 2 full days, January 10 and 11, with the Board meeting from 1 to 5 pm on the 10th.

IEB meetings – who has not attended one? (Sylvie, Mike, Laura)

Special Convention: Associate membership, approved at our last convention, needs to have dues attached. Also to be discussed would be having all our annual conventions be one day long, to save considerable funds. No other items would be on the agenda, and none may be added once the agenda is sent out.

MOTION to set the date of the Special Convention as Thursday February 21, 2019. Moved by Corey, seconded, carries.

seconded, carries.

Audit Presentation, Michael Nesseralla: Findings of the audit, which is conducted annually by the public accounting firm Nesseralla and Company, LLC, were presented in detail to the Board of Directors. Points in our current bookkeeping process where errors can occur were identified and suggestions brought forward.

MOTION to accept the audit and management letter as presented. Made by Jim, seconded, carries.

Apprentice Program: Gary Snyder presented the idea of establishing a formal apprenticeship program with the Department of Labor, to train people entering staff positions at the SEA. These apprenticeships include classroom and on-the-job training, with salary graduations upon completion of each year of apprenticeship. Further details to follow.

MOTION to accept consent agenda. Moved by Jim, seconded, carries.

Committee Reports:

- a) Political Education, John Hattan and Gary Snyder, with comments by Rich: The new legislative leadership welcomed conversation with SEA representatives and gave us hours of time to speak with them, a welcome change from previous leaders.
- b) Finance Committee, Avis Crane: **MOTION** to approve the Finance Committee's recommendation to move \$125,021.65 from the CAP1027 savings account – Fairshare 17/18 – to the general savings account 1023, per the auditor's advice. Moved by Avis, seconded, carries.
- c) Steward Committee, Ken Muske: Suggested policies were again presented, and discussion centered on whether the job description was too intimidating and might deter people from volunteering to be stewards. **MOTION** to postpone this discussion and decision until next meeting. Moved by Cindy, seconded, carries. Mary suggested that disseminating the policy to Board members in electronic form so that we might discuss different wording or material changes ahead of time. General agreement.
- d) Lavendar Caucus, Mikayla Bourque: Postponed in the interest of time.
- e) Organization Committee, John Hattan: CFPG activities, past and future, were presented.
- f) Bargaining, Jim Nall: The Judicial Branch has approved its tentative agreement 125 – 0; some significant gains are included. Strafford County is at impasse. Executive Branch bargaining should start soon; the State may make its initial presentation on Jan. 3rd.
- g) Member Discounts, Phil Burt: Rockingham Fireworks offers a discount to SEA members. **MOTION** to accept Rockingham Fireworks' offer. Moved by Jim, seconded, carries.

MOTION to accept all reports into record Moved by Jim, seconded, carries.

MOTION to Adjourn Moved by Jim, seconded, carries. **Meeting ended 4:55 pm.**

In Solidarity,

Cindy Perkins