

# VOTING ON THE FACT-FINDER'S REPORT

**It is important that you vote on this!** Due to recent confusion generated by Gov. Chris Sununu's email to union members, the SEA wants you to understand that members of the SEA are voting on accepting or rejecting the fact-finders report from Nov. 12, 2019. Members are not voting on a contract agreement! **Due to confusing and misleading information provided in the governor's email, please be sure to read the fact-finder's report as it differs significantly from the governor's statements.**

The SEA Executive Branch Master Bargaining Team finds the fact-finders report to be fair and acceptable in its entirety. **The SEA is recommending a vote to accept the fact-finder's recommendations.**

Included with this informational sheet is a ballot card. In order for you to vote to accept or reject the fact finder's recommendations, the ballot card must be filled out and returned to the SEA offices. For your convenience, a ballot envelope and a postage paid return envelope have been provided.

**All mailed in ballots must be postmarked no later than Friday, January 3, 2020.** Members can also submit their ballots in person at the SEA office at 207 N Main St, Concord, NH.

Please call 271-3411 or reach out to your worksite leaders if you have any questions.

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The Executive Branch master bargaining team has put together the following outline of the fact-finder's report. Page numbers are provided for you to reference the full recommendation for each issue - You can find the fact-finder's online at [www.seiu1984.org/executive-branch-bargaining-2019](http://www.seiu1984.org/executive-branch-bargaining-2019).

**Wages:** State's proposal: a one-time payment of \$250 on January 1, 2020 and a 1% raise effective on January 1, 2021. SEA's proposal: 4% effective when contract signed and 4% effective on January 1, 2021.

› **FACT FINDER DOES NOT RECOMMEND EITHER PROPOSAL (pp 3-13)**

›› **FACT FINDER RECOMMENDS** 2.86% effective when the contract is signed, but no later than January 1, 2020, and 1.16% effective July 1, 2020.

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**Step Increase:** SEA's proposal: addition of a 10th step and shortening timeframe between step 8 and 9 to 2 years.

› **FACT FINDER DOES NOT RECOMMEND (pp 13-16)**

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**Remove Memos of Counsel:** SEA's proposal: 12 months after receipt of a memo of counsel, employer must permanently destroy the memo upon request by employee.

› **FACT FINDER DOES RECOMMEND (pp 16-18)**

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**Health Promotion Sunset Date:** SEA's proposal: Extend the existing \$100 health promotion activities (3 max per year) through June 2021.

› **FACT FINDER DOES RECOMMEND (pp 18-19)**

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**Health Care Layoff Sunset Date:** SEA's proposal: Extend the existing one month health care coverage after lay-off through June 2021.

› **FACT FINDER DOES RECOMMEND (p 19)**

**Insurance Benefits for dependents with Autism:** SEA's proposal: The Employer shall provide coverage under the health plans consistent with Chapter 417-E:2 of the Laws of 2014, (i.e., Connor's Law).

› **FACT FINDER DOES RECOMMEND (p 20)**

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**Direct Care Pay:** SEA's proposal: Addition of \$20 weekly to Direct Care Pay, totaling \$25 per week.

› **FACT FINDER DOES RECOMMEND THE ADDITION OF \$5 WEEKLY, TOTALING \$10 PER WEEK (pp 21-22)**

**Hazardous Duty Pay:** SEA's proposal: Addition of \$20 weekly to Hazardous Duty Pay, totaling \$45 per week.

› **FACT FINDER DOES RECOMMEND THE ADDITION OF \$5 WEEKLY, TOTALING \$10 PER WEEK (pp 22-23)**

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**Definition of Time Worked:** State's proposal: Any leave time used during a work week would count against overtime calculation (in addition to existing 'unscheduled sick leave').

› **FACT FINDER DOES NOT RECOMMEND (pp 23-26)**

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**Family Medical Leave Insurance (FMLI): State's proposal:** Governor's concept with no written proposals to explain the plan, nor any method to pay for it.

› **FACT FINDER DOES NOT RECOMMEND (believes that it would come at a future cost to employees) (pp 26-27)**

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**Prescription medication:** State's proposal: Add the availability of brand name drugs before generic if brand names are cheaper.

› **FACT FINDER DOES RECOMMEND BUT SUGGESTS THAT BOTH SIDES AGREE TO LANGUAGE TO SPECIFY WHAT THIS BENEFIT MEANS. (pp 27-31)**

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**Holiday Pay:** State's proposal language was flawed (would have required employees to be on leave the day before/after a holiday in order to get paid for the holiday).

› **FACT FINDER DOES NOT RECOMMEND (pp 31-32)**

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**Holidays on Flex Schedules:** State's proposal: limit premium pay to 7.5 or 8 hours on a holiday, regardless of hours worked.

› **FACT FINDER DOES NOT RECOMMEND (pp 32-34)**

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**Definition of Family:** State's proposal: Remove existing ability for supervisors to expand definition of family for purposes of approving sick-dependent and bereavement leave.

› **FACT FINDER DOES NOT RECOMMEND (pp 34-36)**

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**Short Term Disability Income Protection:** State's proposal: Change the name of the program to "Income Protection Leave".

› **FACT FINDER DOES RECOMMEND CHANGING NAME, BUT PROVIDES ALTERNATE CHOICES FOR BOTH SIDES TO CONSIDER (pp 36-37)**

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**Discount at State Parks:** State's proposal: Add a guest to the existing 50% discount on state owned parks. Remove the existing 50% discount for state owned campgrounds on Friday and Saturday nights.

› **FACT FINDER DOES NOT RECOMMEND (pp 37-38)**

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