

New Hampshire SEA/SEIU Local 1984 (SEA) Board of Directors' (Board) Meeting

Thursday, May 14, 2020

Via Zoom Meeting

MINUTES

CALL TO ORDER:

- a. Present – Rich Gulla, Mary Fields, John Hattan, Kimothy Griffin, Avis Crane, Cheryl Towne, Germano Martins, Ken Muske, Heather Fairchild, Jim Nall, Peter Brunette, Corey Dearborn, Mike Derderian, Phil Burt, Mikayla Bourque, John Amrol
- b. Staff and Guests – Beth Aborn, Gary Snyder, Andy Capen, Jay Ward, Melissa Moriarty, Jake Krupski, Adam Huberty

1. EMERGENCY BUSINESS

2. MOTION TO ACCEPT Agenda Jim, seconded, carries

3. REVIEW OF BOARD PACKET MATERIALS

MOTION TO ACCEPT April 9, 2020 Board Meeting Minutes. Phil - change “ban” to “policy” Motion to accept as amended: Jim, seconded, carries

4. CORRESPONDENCE

5. OLD BUSINESS:

COMMITTEE ASSIGNMENTS: Tracy Rousseau to Poli-Ed – John H, seconded, carries

a. President's Update – Rich Gulla 10 min

- a. GOFERR committee and Governor have not sent any stipends to SEA members. Strafford County has fronted money to support its staff.
- b. Bad communication with Liz McCormack and department. Not enough PPE for staff.
- c. Liquor Commission concerned about chapter communications.
- d. Employment Security – Rich Lavers being dishonest about reasons for not allowing more folks to work from home. Will not return emails or answer questions (like whether mandatory overtime includes working on Memorial Day). Looking to Admin Services to get answers.
- e. Standard masks may be too hard to breathe through for some employees. Surgical-level masks work much better but are more expensive; Glencliff has provided some.
- f. Having to go back to work when coworkers aren't wearing masks – various situations. What are our rights?
- g. SEIU and SEA communications: “Fireside Chats”. We have put out demands based on survey results. Plan is to combine these with LTEs and Op-Eds to get/keep up momentum.
- h. Political plan, with \$350,000 or more of support from the International, to raise the count of supportive politicians in NH Executive Council, House and Senate as well as keep our Federal reps in place and replace Sununu. Hoping to get funding for some paid positions for members to do politics. Need to strongly support vote-by-mail

b. Motion to enter Executive Session – Moved by Jim, seconded, carries. In 2:15, out 3:45.

- a. MOTION: To accept recommendation of legal counsel. Jim, duly seconded, carries.

c. Amendment to Board Policy 30 min

- a. MOTION: To adopt Sexual Harassment and Non-Discrimination Policy as presented. Moved by John H., seconded, carries

d. CUE Matter 30 min.

- a. 3rd step grievance – duties moved from a CUE position to management position, which is reorganization (at least of the Communications Dept.) and ought to involve CUE consultation per CBA.
- b. MOTION to deny grievance. Jim, seconded, carries.
- e. Virtual Convention – 15 min.
 - a. Working on methods and training, especially to include retirees
- f. 2020 Elections

MOTION TO ACCEPT CONSENT AGENDA: Operation Santa Claus Committee Report, Treasurers Report, Membership Report, and Department Reports Jim, seconded, carries

- 6. COMMITTEE REPORTS: 10 min each
 - a. Political Education, John Hattan - More candidates are approaching the Committee for endorsements. There are conservative members on the Poli-Ed committee. As members and candidates approach Committee for endorsement, committee leadership asks whether they identify as conservative or progressive. Germano motioned to approve Poli-Ed's recommendation for endorsement of Jeanne Shaheen, Chris Pappas, Annie Kuster, Deb Pignatelli, Kevin Cavanaugh, Dianne Schuett, Kathleen Martins, & Art Ellison. Peter Brunette seconded. Motion carried.
 - b. Finance Committee, Kim Griffin – Hasn't met
 - c. Collective Bargaining, Jim Nall – not much happening. Liz McCormack evasive
 - d. Lavender Caucus, Mikayla Bourque – Hasn't met
 - e. Steward Committee – Ken Muske – Hasn't met
 - f. Organization Committee, John Hattan - for April and March 76 new members, 21 new SEA Pac donations for a total of \$184/month. Organizers saved two drops this week, and were revamping how they address requests to drop to respond more quickly. Organizers may now attend orientation if they wish, and need a letter from the employer that they are practicing social distancing.
 - (1) Associate memberships – Mary, seconded, carries. All 3 from Clinicians United. Welcome packet and welcome letter exist, but letter has not been going out.
- 7. MOTION TO ACCEPT All Reports into Record. John A, seconded, carries
- 8. NEW BUSINESS (two thirds vote required for any action to be taken)
- 9. ADJOURN Jim, seconded, carries. Adjourned 4:43.

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.