

**New Hampshire SEA/SEIU Local 1984 (SEA) Board of Directors' (Board) Meeting**  
**SEA Union Hall, Concord**  
**Thursday, March 12, 2020**

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**Minutes (draft)**

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CALL TO ORDER: 1:00 pm

- a. **Present:** Rich Gulla, Mary Fields, John Hattan, Kimothy Griffin, Avis Crane, Cindy Perkins, Cheryl Towne, Phil Burt, Jim Nall, John Amrol, Germano Martins, Corey Dearborn, Heather Fairchild, Ken Muske, Mikayla Bourque, Peter Brunette
  - b. Excused — Mike Derderian
  - c. Departed Early — Kimothy
  
  - d. Staff present: Andy Capen (CUE President), Gary Snyder
  - e. Guest: “Jake” Krupski, 2 presenters from NH Civil Rights Commission
- 1. EMERGENCY BUSINESS - none
  - 2. MOTION TO ACCEPT Agenda . Jim, seconded, carries.
  - 3. REVIEW OF BOARD PACKET MATERIALS  
MOTION TO ACCEPT February 13, 2020 Board Meeting Minutes. Jim, seconded, carries.
  - 4. CORRESPONDENCE
  - 5. OLD BUSINESS:

COMMITTEE ASSIGNMENTS: none

SEIU Convention April 22-27 postponed per IEB Resolution. May be held electronically.  
Decision by Rich and 1<sup>st</sup> and 2<sup>nd</sup> VP – tonight’s Council meeting canceled. All non-essential meetings canceled until further notice.

**MOTION** to enter Executive Session for legal briefing: Moved by Jim, seconded, carries. **In at 1:04, out 1:59.**

**MOTION** to award the new Strafford County Sheriff’s Department chapter the number 75. John Amrol, seconded, carries.

Ethics& Sexual Harassment Training – 1.5 hours

**COVID-19 planning:**

The 2<sup>nd</sup> VP has the authority to allow chapters to postpone quarterly meetings. In consultation with General Counsel, this authority seems to extend to April’s annual meetings (required by Constitution) in this emergency situation. No motion required.

**MOTION** to vest the President of SEA/SEIU1984 with special authority to make decisions that will keep members and staff safe during the COVID-19 crisis. Moved by Germano, seconded.  
Discussion: Board can meet remotely, so we do not need to relinquish power. Fails.

**MOTION** that if COVID-19 prevents assembly, that certain Board policies be suspended until July 30, in order to allow electronic or e-poll operational decisions that need to be made by the Board. (This wording final after multiple friendly amendments and discussion.) Moved by Cindy, seconded, fails.

Meetings can be held electronically, but we don’t have a method to conduct voting.  
Suggestions for protection of union staff:

- No more site visits until further notice.
- Office will remain open for now.
- Empower members already on site (Chapter presidents?) to sign up new hires.
- Safety advisory on door, masks and sanitizer in lobby. Sanitizer has already been placed throughout the building; we are waiting on backordered automatic dispensers for the lobby.
- Update staff contact info
- Members will make appointments to see staff, not walk in (this will also help if staff need to work remotely)
- Cross-train and share responsibilities to cover functions if one or more staff cannot work.
- Bring in extra cleaning service for daily disinfecting (contemplated, not enacted yet).

Sean Bolton reported that Rockingham County negotiations are stuck at the ground rules stage. Board policy requires the negotiating team to communicate with membership. Management wants ground rules to prohibit general communication of negotiations. The Board indicated we are not willing to set those policies aside.

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

- Political Education, John Hattan – endorse Bill Bolton in Dem primary for SD2. John H, seconded, carries; Phil abstains.
- Finance Committee, Avis Crane – income still exceeds expenditures, so right now we are doing OK.
- Collective Bargaining, Jim Nall – Randy Hunneyman presented to the Joint Committee regarding the Factfinder’s Report; did a great job. Committee vote 12-3 (party lines) recommends House and Senate should support the report.
- Lavender Caucus, Mikayla Bourque – postponed for time
- Constitution and Bylaws, John Amrol – MOTION to accept Chapter 24’s revised bylaws. Moved by John A, seconded, carries.
- Steward Committee, Ken Muske – 4 stewards at last meeting.
- Member Benefits, Phil Burt – Dead River offers discount agreement on oil and propane to SEA members – code SEA1144. Accepted.
- Organization Committee, John Hattan – We have sign-ups and new SEAPAC contributors, but more dropped or retired this month. Signups at orientations way down.  
3 Associate memberships (all Clinicians United). MOTION to accept them by Peter, seconded, carries.

7. MOTION TO ACCEPT All Reports into Record

8. NEW BUSINESS (two thirds vote required for any action to be taken)

9. ADJOURN – moved by John A., seconded, carries. Adjourned at 5 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.*

In solidarity,

Cindy Perkins