

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

**Thursday, August 13, 2020
Via Zoom Meeting**

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MINUTES

CALL TO ORDER: 1:05

- a. Present – Rich Gulla, Mary Fields, John Hattan, Cindy Perkins, Kimothy Griffin, Avis Crane, Ken Muske, Heather Fairchild, Jim Nall, Germano Martins, Peter Brunette, Mike Derderian
- b. Excused — Mikayla Bourque. John Amrol, Phillip Burt (popped in for a moment), and Cheryl Towne
- c. Late – Corey Dearborn has told us he will be late maybe an hour. (Arrived 1:45-ish)
- d. Departed Early — Kimothy

- e. Staff and Guests – IT Manager Michael McCarthy, Jeremy Denlea (Chapter 2 and Poli-Ed), Political Director Cullen Tiernan, Art Ellison (Chap. 1 & Poli-Ed), Stan Freeda (Chap. 44 & Poli-Ed), Internal Organizer/CUE President Andy Capen, Communications Manager Melissa Moriarty, Chief Operating Officer Ela Schmuhl, Jodi Roos (Honorary & Poli-Ed), SEA Legal Counsel Gary Snyder, Jake Krupski, Alex Lloyd (Chap. 45 & Poli-Ed)

1. EMERGENCY BUSINESS

MOTION TO ACCEPT Agenda: Amend to bring Poli-Ed to the top of agenda. Accepted. Moved by Jim, seconded, carries.

2. John Hattan MOTION to accept all recommendations for endorsement from the Poli-Ed committee. Made by John, seconded, carries.

3. REVIEW OF BOARD PACKET MATERIALS

MOTION TO ACCEPT July 9, 2020 Board Meeting Minutes. Moved by Jim, seconded, carries

4. CORRESPONDENCE

5. OLD BUSINESS:

COMMITTEE ASSIGNMENTS: Add Mary Thomas, Erik Swanson, Jim Kowalik, Alisa Druzba, Leah McKenna, Thomas Taggart, Jim Nall, David Rys, JoAnne Dionne-Lord to CBAC. **MOTION** by Rich, seconded, carries.

a. President's Update – Rich Gulla

- a. Attended virtual SEIU Convention. VERY different. Resolution to increase transparency failed, in a bundle with other resolutions. Felt very isolated. Discussed the best platform for our virtual Convention.
 - b. Hope to extend SEIU contract for Conservative Member Committee coordination.
 - c. Onboarding, meeting with organizing staff, and due to having a COO now, have been able to meet with some members.
 - d. Ken Roos Memorial subcommittee – who's on it? Not Phil. Cindy (chair), Jodi, John Hattan, Peter. What can the committee plan?
- b. Associate Memberships – John Hattan provided the Board copy of Nancy Sheridan's application. Approval moved by Jim, seconded, carries.
- c. Organizing Manager Job Description – Rich Gulla Approve and repost changed job description. **MOTION** by Jim, seconded, carries.
- d. Executive Session for personnel matters. **MOTION** by Jim, seconded, carries. **In at 1:57, out 2:34**

- e. **MOTION** – We accept the COO’s proposal regarding a personnel issue. Moved by Jim, seconded, carries.
- f. Problems with sub-units – because lately the State has refused to negotiate cost issues with sub-units, some are deeply dissatisfied with master bargaining. Some want to break away either from the master team or from the whole SEA. We are seeking a PELRB declaratory hearing that sub-units can bargain cost items. We might have a decision by the end of the year.
- g. SEA Policy discussion – If a unit wants to break away, it has the legal right to decertify (leave the SEA) or to form its own master bargaining team for its own unit. A Corrections subunit wants to break away. Gary presented a draft policy on how to form their own bargaining unit.
MOTION – That the Board supports units that wish to be independent bargaining units, pursuant to Board policy that will be adopted expeditiously, while at the same continuing to pursue the subunit issues with PELRB. Moved by Avis, seconded, carries.
- h. Amendment to Board Policy, Concerning Anti-Discrimination – Gary Snyder & Jake Krupski.
The Board discussed it extensively, then tabled until next meeting.
- i. Organization Chart – Rich Gulla: **MOTION** to adopt, by Jim, seconded, carries.
- j. Council & Bargaining Senate meetings, Electronic Voting Proposal – Finance Committee recommends a trial of electionbuddy (\$500/election) -**MOTION** to accept the recommendation by John Hattan, duly seconded, carries.
- k. Council meeting planned for September

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, (see Item 2.)
 - b. Finance Committee, Avis Crane – Next year’s budget was supposed to be presented today, but for many good reasons, it is not ready. **MOTION** to allow the committee more time to prepare the budget and to hold a Zoom meeting to discuss and vote on it. Made by Jim, seconded, carries.
 - c. Collective Bargaining, Jim Nall – Not enough people self-nominated, so all are elected and the Bargaining Chair will appoint enough people to fill out the Team.
 - d. Steward Committee – Ken Muske – Third Thursday virtual meetings seem to be popular.
 - e. Organization Committee, John Hattan – net loss 30 members due to retirements, etc.
- 7. **MOTION TO ACCEPT** All Reports into Record – Jim, seconded, carries
- 8. **NEW BUSINESS** (two thirds vote required for any action to be taken)
- 9. **ADJOURN** Jim, seconded, carries – adjourned at 4:20.

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.