Hello!

We know that questions continue to arise regarding the COVID-19 pandemic, the vaccination process, and how the new emerging variants are being addressed in the workplace. Based on everything that we have heard from you, SEA is happy to announce that we will be hosting a series of new Town Hall-style listening sessions to answer some of your specific questions regarding COVID-19.

Join us for our first Member session, a special Town Hall with Dr. Benjamin Chan, The State of New Hampshire’s Chief Epidemiologist, February 1, 2021, at 11 am via Zoom. To submit your questions for Dr. Chan, please fill out the form here, https://forms.gle/ej9HUJHnRm8rUAzp6. All questions must be submitted ahead of time.

If you wish to attend the virtual event, you must also register in advance at https://secure.everyaction.com/52b2jtuPsEKMREUeigJexQ2.

As the State Epidemiologist for the Department of Health and Human Services, Dr. Benjamin Chan’s goal is to prevent and control disease and promote Granite State residents’ health. Dr. Chan has provided medical expertise and support in the state’s response to emerging infectious...
TOWN HALL WITH DR. CHAN CONTINUED

disease outbreaks, such as COVID-19, Ebola, and Zika, and will discuss COVID-19, the new variants, and vaccines. If you cannot make it, a recording will be made available on the SEA/SEIU 1984 website, seiu1984.org.

Don’t Miss Out on Our Special Members-Only Event- Ask Dr. Chan your COVID-19 Questions.
Monday, Feb. 1, 11 am-noon, online via Zoom

Link to submit a question for Dr. Chan on COVID-19:
https://forms.gle/ej9HUJHnRm8rUAQp6

Link to register to attend virtual Town Hall with Dr. Chan on COVID-19:
(please note: You must register in advance and be notified and provided with a personalized link when your membership is verified. Members are registered, first-come, first-serve.)
https://secure.everyaction.com/52b2jtuPsEKMREUeiqJexQ2

RESPECT AND CIVILITY IN THE WORKPLACE

The Department of Administrative Services is excited to announce the launch of the statewide Respect and Civility in the Workplace initiative to all employees and state officials in the executive branch. This initiative includes:

- Governor Chris Sununu’s Executive Order 2020-01 Regarding Respect and Civility in the Workplace.
- The Respect and Civility in the Workplace Policy and Employee Core Values.
- Accompanying Standard Operating Procedure.
- The Respect and Civility in the Workplace website, https://respect.nh.gov, where you can find the above documents.
- Mandatory Respect and Civility in the Workplace Training for all employees and state officials, including board and commission members and volunteers.
- Mandatory Respect and Civility in the Workplace Training, Executive Leadership Edition for Commissioners and Directors.
- Periodic additional Respect and Civility in the Workplace training.
- Surveys, data collection, and compliance reporting to help us identify opportunities for improving our work environment.

MANDATORY TRAINING:
All employees (including executives and supervisors) and state officials are required to complete the Respect and Civility in the Workplace Training course by March 14, 2021, available on the Statewide Learning Portal.

STATEWIDE LEARNING PORTAL ACCESS
You will need to use your NH FIRST username and password to access the Statewide Learning Portal. If you need to reset your password, navigate to the following link: https://sson.nh.gov/.

Next, click the “Change Your Password” option. If you do not have NH FIRST credentials, please contact your agency’s Human Resources Office for assistance. If you experience technical difficulties with the Portal or the training, please contact Stephen Mason, Division of Personnel, Stephen.J.Mason@das.nh.gov.

Respect and civility in the workplace is an important and timely issue. Cultivating a respectful and civil work environment is a responsibility we all share. We are pleased to provide this guidance and training to the State workforce. For more information about this initiative, contact your agency Human Resources Administrator.
The Governor’s Office and the DOP have recently issued the following in regards to extended leave due to COVID-19.

The ability to exceed the maximum amount of annual leave accrual in effect for 2020 has been extended until March 31, 2021. This “excess” leave will have to be used by the end of the fiscal year, June 30, 2021.

We will change back to the accrual limits, as stated in the CBA on July 1, 2021. Current unused balances of COVID-19 leave (COVID-S/O and COVIDX) on our timesheets was not lost at the end of December but will be allowed to carry over or use until March 31, 2021.

For clarity, EPSL=COVIDS/O and FMLA+=COVIDX on our timesheets.

Note: No additional COVID-19 leave will be added; only existing unused balances can be carried forward until March 31, 2021.

Please understand these changes are in response to the recently approved federal legislation, and we are sharing information as soon as we receive it. For more information on the State’s COVID-19 plans, please visit nh.gov/covid19.

On Monday, January 18, 2021, the SEA/SEIU 1984 lost a long time member and friend, Lisa Corson.

Lisa started her career with the state in 1991 as a Laboratory Scientist with the New Hampshire Department of Public Health. She joined the State Police Forensic Laboratory as a Criminalist in the Drug Unit, eventually leading to her transfer to the Pattern Evidence Unit. She specialized in examining and comparing fingerprint, footwear, and tire track impression evidence. During that time, she testified in court as an expert witness in a wide variety of investigations ranging from burglaries to homicides. In 2019 she transferred to the Evidence Control Unit.

Sadly, Lisa ended her career prematurely due to unforeseen serious health concerns. Lisa was 54 at the time of her death. She is survived by her childhood sweetheart and loving husband Mark and their two adult sons, Sam and Alec. Lisa was a proud member of the NH S.E.A. since 2007.

SEIU MEMBER SURVEY ON COVID-19

The Division recently launched a worker survey to understand better the COVID-19 pandemic impact on public sector members’ jobs and livelihoods. We’re pleased with the response so far, but we need another push to get us over the finish line and reach our survey goal (2,000 surveys completed).

SEIU members are often on the frontlines of this crisis, and the economic effects have been severe. We need to identify how much more funding is needed in these communities — and what may happen if additional federal funding doesn’t come in. The SEIU will share the results of the survey with lawmakers on Capitol Hill and the media.

We are asking members to take the survey by clicking the member survey link below.

Member Survey

We are asking that you take the survey before January 31, 2021.

COVID-19 EXTENDED LEAVE POLICY

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Board of Directors Nominations, MARCH 11, 2021

The election will be for the following positions:

- Treasurer (one position, remainder of a two-year term, 2021)
- Director of County & Municipal (one position, remainder of a three-year term, 2021)
- Director of Private Sector (one position, remainder of a three-year term, 2021)
- Director of Executive Branch (one position, remainder of a three-year term, 2022)

Following the SEA Constitution, to be nominated as a director, a member must have been in good standing for at least one year immediately before the election.

The name of any member seeking election at the March Council Meeting shall not appear on the printed ballot unless a declaration of candidacy has been filed with the Membership Clerk of the Association no later than Tuesday, February 9, 2021, at 5:00 PM for distribution to the membership. Nominations must be accepted ‘from the floor’ during the Council meeting.

Nominations will be at 6:40 PM. Balloting will be online starting at 7:00 PM March 11, 2021, for 20 minutes. The format can be found here: https://seiu1984.org/wp-content/uploads/2021/01/March-2021-Nomination-form_FINAL.pdf

SEA/SEIU ANNOUNCEMENTS

Messages from SEIU Regarding COVID-19

SEIU hosted two national forums to answer the COVID-19 vaccines – one for English speaking members and one for Spanish speaking members. They each featured a pre-recorded COVID-19 vaccine roundtable video, featuring members from across the union asking questions about vaccine development, efficacy, and safety in a conversation with Dr. Alicia Fernandez, a Professor of Medicine at UCSF and a general internist at Zuckerberg San Francisco General Hospital. For more information on or to watch this video, please visit our website at https://seiu1984.org/staying-paid-during-covid/

Updates from SEA

- Master Bargaining Update – The State’s bargaining team and the union committee have met several times over the last seven weeks. The union side members have made all of their initial presentations. The SEA Master Bargaining Team has presented its proposals, and SEA sub-units have also met with the State and presented their submissions. The State bargaining team has yet to present any proposals to the union committee. The State and the Union Committee last met on Tuesday, December 22nd, and the parties are scheduled to meet again for negotiations on Tuesday, January 19th. The SEA master team hopes that the State comes prepared on the 19th with proposals and responses to the union’s initial presentations.

- FACT FINDERS – Supreme Court Appeal Update – We are appealing the decision from the PELRB, which denied the SEA’s and the NH Trooper Association’s motions for reconsideration and rehearing concerning the Board’s decision on the legislature’s vote on the fact finder’s report. The report found that the legislature’s vote on the fact finder’s report is non-binding on the parties. We still assert the vote was binding and imposed contractual terms as recommended by the fact-finder. As a result, the SEA has filed a appeal with the Supreme Court on January 25, 2021.
In our glorious fight for civil rights, we must guard against being fooled by false slogans, such as ‘right-to-work.’ It provides no ‘rights’ and no ‘works.’ Its purpose is to destroy labor unions and the freedom of collective bargaining. We demand this fraud be stopped.”  

Martin Luther King, Jr.

Yesterday, Tuesday, January 26, 2021, the fight against the Right to Work campaign took center stage at the statehouse in New Hampshire. Labor activists from across the state called in to voice their opposition to the bill, SB61, including SEA President Rich Gulla.

“Right to work” is the name for a policy designed to take away rights from working people. Backers of right to work laws claim that these laws protect workers against being forced to join a union. The reality is that federal law already makes it illegal to force someone to join a union.

The real purpose of Right to Work laws is to tilt the balance toward big corporations and further influence the system at working families’ expense. These laws make it harder for working people to form unions and collectively bargain for better wages, benefits, and working conditions.

Twelve of the 15 states with the worst pay gaps between men and women are “right to work” states. Just by living in a Right to Work state, the average worker gives up $1,540 in salary every year. Right to Work laws eliminate freedoms and flexibility for workers and forfeit job security and benefits in Right to Work states. In short, Right to Work is an unfair attack on the working class that strips millions of Americans of their freedoms at work.

We now know that there will not be a Senate session until February 4th at 10:00 AM. So when SB 61 is voted out of the Commerce Committee, it will not come to the Senate Floor for a vote until that date.

SEA CONSERVATIVE MEMBERS

The Conservative Members Committee will host a ‘Meet and Greet’ for legislators today, Wednesday 1/27/21, at 5:00 PM via Zoom.

Several legislators have checked in so far, with some confirming their attendance; however, many do have prior commitments. We are fortunate that a few of our friends will be available to support SEA/SEIU1984 legislative priorities and talk about the legislation they support. This event is an opportunity to build relationships. Your attendance at this meet and greet can produce desired outcomes for the SEA and the State of New Hampshire.

If you cannot make tonight’s event, here are a few more ways you can help the Conservative Committee.

- Join our next Conservative Members Committee meeting on Zoom held on the Second Tuesday of each month at 5:00 PM.
- Connect with legislators in your district. If you don’t know who they are, you can find them here.
- Donate to SEAPAC, our Political Action Fund. As little as $1.00 a month helps. The link is here.

For more information or if you have any questions, please contact Mason Petit, mpetit@seiu1984.org.
The Road Race Committee has scheduled its next meeting for February 18, 2021, from 5-6 pm. The SEA 5k is registered online with Millennium Running & RunReg.com! The event is set up, and it is now live for online registration. Here is the link to your registration page: https://www.RunReg.com/sea-5k

The Campaign for Public Good provides members with opportunities to ‘do good’ and give back and grow bonds that strengthen our union and the community. In recent projects, the Campaign for Public Good has organized include:

Food drives, Purple Pages Book Drives for DCYF kids summer reading, Annual Backpack drives for children in need, Knitting for Public Good, where we donate knitted products to the Friendly Kitchen in Concord, Public Speaking training, Tabling at community events- and much more.

Now, we want to identify what you would like to do next. We want to activate members, showcase the good that we can all do together, and engage with non-members. Please complete the brief survey to help inform our next projects.

Take the survey here. https://docs.google.com/forms/d/e/1FAIpQLSeBigs9jy8y6BtsFrO5B52Byv6jdOQ/viewform?vc=0&c=0&w=1&flr=0&gxids=7628

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If you’re interested in joining one of our SEA/SEIU Committees, learn more or reach out to our Committee Chairs by visiting https://seiu1984.org/membership/committees/

Or call the union office at 603-271-3411. The meeting date and time listed are the regular meeting times and are subject to change.

Join the NH Veterans Home in an online ceremony honoring veterans who have passed in 2020.

To attend by phone call 603-931-4944 ID#462 664 257#

To attend, RSVP to Sarah.Stanley@nh.vh.nh.gov.

For questions, contact Pastor Paul DeHart at 603-527-4412
**EVENT UPDATES**

**CAMPAIGN FOR PUBLIC GOOD**

The Campaign for Public Good is organizing a Virtual Silent Auction to be held online in February to raise money to donate to the NH Food Bank. Programs like this have been stretched to the limit by the pandemic of 2020 and need our help.

We ask each Chapter to come together and donate a Gift Basket or other item to the auction. Some ideas for basket themes: Spa Day, Coffee, Candies, Wine, Travel, Movies, and Automotive.

If you have any questions or would like to help us organize this event or organize a pickup of a gift basket or item, please contact David Holt at dholteseiu1984.org or call 603-781-8649. The deadline for donating items is **February 1, 2021**.

**KNITTING FOR PUBLIC GOOD**

Returning for 2021, Knitting for Public Good returns with virtual zoom how-to’s. We’re also looking for donated items. Yarn, hats, mittens, and blankets are all useful.

Get your patterns and your needles ready. The need is great, and it’s fun too!

Share your talents for the greater good! Contact David Holt at dholteseiu1984.org for more information.

**SOCIAL ACTIVITIES, BOOK CLUB**

The SEA/SEIU’s Social Committee held its’ first book club meeting on Monday, January 4, 2021. The book the group chose first to read is Radio Free Vermont, by Bill McKibben.

The publisher states the book is "A book that’s also the beginning of a movement. Bill McKibben’s debut novel Radio Free Vermont follows a band of Vermont patriots who decide that their state might be better off as its own republic."

Bernie Sanders also states that "We’ve got a long history of resistance in Vermont and this book is testimony to that fact."

The book club is still open for anyone interested to join. The next meeting will be on **Monday, February 1, at 6 PM, via zoom**.

Please contact dholteseiu1984.org if you’d like to join or have any questions.