

New Hampshire SEA / SEIU 1984 Board Meeting

207 North Main Street
Concord, NH 03301

December 10, 2020

Minutes

Call to Order: 1:03 pm

Attending: Rich Gulla, Mary Fields, John Hattan, Cindy Perkins, , John Amrol, Heather Fairchild, Mike Derderian, Kathy Mather, Brenda Thomas, Cheryl Towne, Corey Dearborn, Germano Martins, Kenneth Muske, Kristy Blanchette, Mikayla Bourque, Peter Brunette, Christine Turgeon

Staff and guests attending: Ela Schmuhl, Andy Capen, Michael McCarthy, Brad Frey, Cullen Tiernan, Gary Snyder, Jay Ward

Laurie Pelletier will address the Board, and auditor Mike Nesseralla will present at around 3 pm.

MOTION: Accept the Agenda, by John Amrol, seconded, carries

MOTION: Accept the Minutes from November, as amended, by Heather, seconded, carries.

Amendments: Last month, John Hattan responded to Germano's motion regarding Sharon Carson. He pointed out that the arguments against had been presented at the Political Education Committee, and they had discussed the issues and voted to endorse her 11-4. Also, Ken Muske will be replacing Phil Burt on the SEA/CUE safety committee.

COMMITTEE ASSIGNMENTS: ADD Karen Irwin and Tam Feener to Election Process Committee; Carol Sillars to Organization Committee

President's Report:

- National Guard being brought in to reinforce State employees in the prison and the Veteran's Home, and may be brought in to work at DHHS as well. This drains their talent out of their own workplaces and communities. Further, despite administration assurances, the NG are working in direct contact with inmates at the prison.
- Bargaining still stalled, chapter presidents will write to Governor about the crisis, LMC requests for info on testing stalled until a recent ruling that they will not pay for tests unless doctor has ordered it.

- Employees feeling overwhelmed and swamped in multiple workplaces.
- Safety Committee at NH Employment Security had a good meeting, and a followup is scheduled.
- Contact tracing: In the spring, the plan was to contact 2-3 people per case. Then it went to 5-7 when things were slower in the summer, it was 5-7 per case. Now they are only tracing infections from clusters and asking individuals to communicate to their own contacts.
- Another Right-to-Work bill to fight... we are coordinating with other unions.
- Will schedule a Board retreat for early February.
- David Holt is organizing at Elliott Hospital. If someone knows someone, absolutely put them in touch with David. (20% of our operating budget is supposed to be spent on organizing. Proposal to SEIU: we would like to spend it all on external organizing.)
- OSC Delivery Day happened, all with gift cards; we were able to give to about 3000 kids.
- Looking into whether FMLA and Worker's Compensation can apply to COVID isolation.
- Some workers going to work symptomatic. DOT has begun disciplining staff who do that, and other agencies are discussing that.
- State employee personnel files may no longer be considered fully confidential. Performance and disciplinary records (even if you're exonerated) may be considered public information.

MOTION to approve associate membership application: Jonathan Whitehead, by Cindy, seconded, carries.

Jay and Cullen present on LSRs, sponsors for our Resolution initiatives, and all political currents. LSR themes: Law enforcement issues (Laurie List, weapons, stand-your-ground, etc.) Election issues (eliminate vote-by-mail, for example). Dick Hinch died of COVID-19; Republicans will have to elect another. Republicans want to meet in person and Democrats prefer remote. Republicans will make the rules, so we can't know how reliably Democrats will show up. This will be a very defensive year. Please pass on any info about labor-friendly Republican reps you know.

Concern: the Convention's resolution regarding COLAs, and the Conservative Committee's interest in 273-A, could backfire on us. A bill can be presented that's in our favor and get "amended" into the opposite. This Legislature could be dangerous.

John Amrol notified us that previously passed increases in retirement benefits were not paid out to him, and he has been fighting with NHRS about it. We need to ask our retirees if they got

benefit raises when they were supposed to. NHRS is disorganized and does not keep good records.

MOTION to enter Executive Session, for legal, personnel and international internal issues. Moved by John Amrol, seconded. In at 2:15, out at 2:56.

MOTION to allow flexibility in ratification procedures due to COVID barriers to in-person gatherings, by Cindy Perkins, seconded, carries.

MOTION to name Avis Crane as Finance Committee chair until a new Treasurer can be elected, by Mary Fields, seconded, carries.

Auditor's report, Mike Nesseralla: SEA-PAC financials need to be consolidated with SEA's financials because SEA controls it. For internal purposes, OSC finances are broken out. Most changes in income and liabilities are positive for us. A major legal settlement caused a loss for the union, but is not considered an ongoing operational expense.

MOTION TO ACCEPT CONSENT AGENDA: OSC, Treasurer's Report, Membership Report, by Mary, seconded, carried.

COMMITTEE REPORTS: 10 min each

1. Collective Bargaining, see report from Leah McKenna
2. Dues Assistance, Cheryl Towne. One request. Approved.
3. Finance Committee, Kim Griffin (has resigned)
4. Lavender Caucus, Mikayla Bourque . Nothing to report.
5. Organization Committee, John Hattan. Getting prepared for Chapter elections. Working on committee chair packets, to help new chairs understand their role and responsibilities.
6. Political Education, John Hattan. THANK YOU to the phonebank volunteers!

Bundy, Paula

Crane, Avis

Hattan, John

Thyng, Elizabeth

Irwin, Karen

Demeroto, Victor

Mecheau, Ralph

Flynn, Regina

LaFave, Deb

Kelley, Tina

Davies, Laura

Brousseau, Stephanie

Gorczyca, Chelsey
Breckenridge, Robert
DeRego, Jeffrey
Lloyd, Alexander
Gulla, Richard

The following staff participated as well

John Thyng
Cullen Tiernan
Andy Capen
Laurie Pelletier
Adam Huberty
Justin Jardine
Meredith Mank
Mason Petit

7. Steward Committee – Ken Muske. Fifteen at the Steward’s meeting last month, many new, some bringing problems in their agencies. Please help get experienced stewards to the meetings to help the new ones.

Laurie Pelletier (ex-employee) spoke to the Board about improving member engagement through trainings, new member socials (online now, of course). Overall union unity is not strong across agencies and chapters. It is unfortunate that we have no county/municipal Board member, and all members need to be responsible for electing Board members.

Also, there needs to be stability in union staff. Somebody internal could be appointed to fill vacant management positions, because it is a problem as an employee to be without a direct supervisor for over a year.

MOTION TO ACCEPT All Reports into Record, by John Hattan, seconded, carries.

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

Peter Brunette told us that he will probably retire next month, which would take him off the Board.

MOTION to Adjourn – Moved by Cindy, seconded, carries. Meeting ended at 3:45 pm.