



**State Employees' Association  
SEIU Local 1984  
Board of Directors' Meeting (via Zoom)  
Thursday, January 14, 2020  
1:00 PM**

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***MINUTES***

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CALL TO ORDER:

- a. Present – Rich Gulla, Mary Fields, John Hattan, Cindy Perkins, Heather Fairchild, Mike Derderian, Kathy Mather, Brenda Thomas, Cheryl Towne, Corey Dearborn, Germano Martins, Kenneth Muske, Kristy Blanchette, Mikayla Bourque, Christine Turgeon
- b. Staff and guests attending: Ela Schmuhl, Andy Capen, Jake Krupski, Brad Frey, Cullen Tiernan, Gary Snyder, Jay Ward, Avis Crane
- c. Excused — John Amrol

1. EMERGENCY BUSINESS

2. MOTION TO ACCEPT Agenda – Heather, seconded, carries

3. REVIEW OF BOARD PACKET MATERIALS

MOTION TO ACCEPT December 10, 2020 Board Meeting Minutes – John H., seconded, carries

4. CORRESPONDENCE

5. OLD BUSINESS:

COMMITTEE ASSIGNMENTS: ADD Jeremy Denlea, Alex Lloyd and Chelsey Gorczyca to Election Process Committee. Mary, seconded, carries.

a. President's Update – Rich Gulla

- a. State House – Would not vote to condemn the violence in the Capitol, and voted to allow guns and drinking on the House floor.
- b. Employment Security admin failed to schedule the Safety Meeting as promised.
- c. COVID – there will be no mandate to get vaccinated. DHHS is doing well for employee safety in terms of remote working, and is leading the way for the State.
- d. Change to Accountant job description, to add confidentiality requirement. Also, some responsibilities have been shifted to the Finance Manager. Labor Grade is unchanged; no responsibilities added. Move to accept – John H., seconded, carries.
- e. A bill to protect organizing and establish Fair Share has been sitting on Mitch McConnell's desk. Now it may come forward. 2474 is the number.
- f. **MOTION** to adopt SEA Principles re COVID vaccination. John, seconded, carries

- b. Executive Session for organizing and legal matters. Cindy, seconded, carries. In at 1:37, out at 2:50.
  - c. **Motion** to authorize a 5% temporary increase for an employee who has taken on advanced duties, without establishing precedent. Cindy, seconded, carries.
  - d. Break – 10 min.
  - e. LSR’s Update – Building a coalition to watch and respond to this Right to Work LSR; language is not out yet.
  - f. How State is handling COVID – there’s a breakdown in middle management; department communications and actions are inconsistent, some decisions are bad for safety (like a presenter without a mask, infecting the whole room, or sending COVID-positive inmates to Berlin and starting the epidemic there). Although the State has asked companies to have employees work at home whenever possible, Employment Services refuses to allow employees to work from home. Some agencies have done really well – DOT allows Highway Maintainers to bring a camper to State facilities or encourages them to go home if possible, and the commissioner visits sites constantly. DHHS gets positive reviews. Union leadership has brought this to Administrative Services
  - g. Chapter Presidents’ letter campaign update
    - a. They are writing to administrators and the Governor.
  - h. Board retreat in March.
6. MOTION TO ACCEPT CONSENT AGENDA: OSC, Treasurers report, Membership Report. Mikayla, seconded, carries.
7. COMMITTEE REPORTS: 10 min each
- a. Political Education, John Hattan  
Good meeting with Dan Feltes and a union leader from NEA national. She noted that Republican governors are all doing the same thing, and that no Republican governor lost in this last election. Of course, Right to Work is back, with lots of money backing them.
  - b. Finance Committee, Avis Crane  
Income and expenses are right on track at this point in the year. Avis and Rich are both inspecting and approving expenses, and Avis is moving toward inspecting the bank registers; the auditor recommended more controls, meaning multiple people with eyes on the finances.
  - c. Lavender Caucus, Mikayla Bourque  
Tracking HB139, barring transgender students from women’s sports teams. This comes up every year...
  - d. Steward Committee – Ken Muske  
Meeting numbers going up (10-15 attending). Hearing a lot about problems, especially re vaccines. About 50% of our members do not want a vaccine.
  - e. Organization Committee, John Hattan

Chapter elections are coming up. We have a Leadership training for potential chapter leaders on Wednesday; all are very welcome!

8. MOTION TO ACCEPT All Reports into Record. Corey, seconded, carries.
9. NEW BUSINESS (two thirds vote required for any action to be taken) none
10. ADJOURN. Cindy, seconded, carries. Out at 3:26

*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.*