President-Elect Biden recently unveiled his American Rescue Plan, a bold proposal for our nation’s rescue and recovery. This proposal is expected to address many of the demands SEA/SEIU members, workers, leaders, and our Union allies have made during the COVID-19 pandemic. Funding to ramp up national vaccination efforts, emergency funding for cities, towns, states, schools, and child care must pass.

Yesterday, in an attempt to put pressure on Congress, SEIU’s across the country took part in a nationwide Call-in Day to generate calls to Senators demanding they pass this relief bill.

Here in NH, our agencies are facing potential layoffs as our Governor has decided that it will be better to increase spending while cutting taxes. Reducing funds and jobs in many state agencies to make this new budget work is not what we need right now, and it will not benefit our state. The New Hampshire State Budget funds essential services for Granite State families, including infrastructure, education, health services, and public amenities critical to our residents. These are alarming steps that the Governor is proposing and only delay costs and, more important, exacerbate them in the future.

These are critical discussions and decisions that are happening daily, and we need your participation and involvement. First, call your Senators, tell them they must pass the relief bill. Second, get involved; we need the Governor to hear us. This budget cannot pass as it stands right now, and we will keep you informed of its progress.
It is time for the election of Chapter Officers, Councilors, and Alternate Councilors as dictated by the SEA Constitution. To meet Federal Union Officer Election Law as stated in Labor-Management Reporting and Disclosure Act (Landrum-Griffin), these elections follow strict procedures. And locally, elected Officers and Councilors have an important role in our member-led Council and Annual Convention.

As a member-driven organization, the work that we do and the efforts we take on are directly related to your involvement in your Chapter. If you're willing and able to step up to a leadership role, there is a Chapter Nomination Form on our website, which is due back by Friday, February 26th.

The forms can be emailed to Chapters@seiu1984.org or mailed to SEA/SEIU Local 1984, 207 N. Main Street, Concord, NH 03301, respectively.

Chapter elections for contested seats will follow in March.

We are committed to assisting you in building strong Chapters and continuing to grow your involvement and leadership role. If you have questions about the procedure or if you need assistance, please call or email us directly. Thank you for all that you do in your jobs and as a union member.

Join us for an SEA/SEIU 1984 Members-Only Special Event featuring guests from our State Legislature

Monday, March 1, at 5 pm


Register in advance for this meeting: https://us02web.zoom.us/meeting/register/tZEvfu2prD gpG9e_4zxLdHZjn-nhC8aC6fZx
After registering, you will receive a confirmation email containing information about joining the meeting.

Submit your questions in advance by filling out the form here: https://forms.gle/QdfdmlGhpCzG7jVn7

CHAPTER ELECTIONS DEADLINE IS FRIDAY!

It is time for the election of Chapter Officers, Councilors, and Alternate Councilors as dictated by the SEA Constitution. To meet Federal Union Officer Election Law as stated in Labor-Management Reporting and Disclosure Act (Landrum-Griffin), these elections follow strict procedures. And locally, elected Officers and Councilors have an important role in our member-led Council and Annual Convention.

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IT'S A WIN!

THE STATE EMPLOYEES' ASSOCIATION, SEIU, LOCAL 1984 AND STATE OF NEW HAMPSHIRE STATE VETERANS HOME

We recently received a very positive arbitration decision concerning the short-term disability income protection language in the state CBA. As some of you may have been aware, the State asserted that even if a person was out on disability, the State could terminate the person without cause once the 12-week protection of FMLA had been exhausted. However, the STDIP plan is 26 weeks, not 12, and it contemplates a return to work following recovery, and employees maintain employment benefits throughout the process. When the State terminated an employee before the benefit had lapsed, Field Representative Sean Bolton filed a grievance, which eventually rose to arbitration. Field Representative Bolton argued that the State is not entitled to terminate employees without cause after 12 weeks. It doesn’t even make sense that we would have bargained and agreed to a 26-week benefit that the employer can unilaterally end after only 12 weeks. The arbitrator agreed with the SEA’s arguments and issued a decision in our favor, reinstating the terminated employee with back pay and benefits. This is a great win for the State employees, as it strengthens employees’ benefits and ensures job security when employees are ill and need it most.

IT'S A WIN!

THE STATE EMPLOYEES' ASSOCIATION, SEIU, LOCAL 1984 AND STATE OF NEW HAMPSHIRE DEPARTMENT OF SAFETY

The SEA recently arbitrated a Shift Differential grievance with the DOS, who refused to pay employees who agreed to work the second shift to help with social distancing in the workplace. The State/Safety refused to pay any differential because they felt that the Governor’s State of Emergency allowed them to ignore the language in the CBA. SEA Steward Kevin McMahon and SEA Grievance Representative Charlie McMahon prosecuted the case on behalf of the members. Their advocacy paid off. The arbitrator agreed with the SEA and found that all affected employees deserved to be paid the differential and issued an order and award providing for exactly that. This hard-won decision will put more money in the hands of SEA members and creates a good precedent for future interpretations of the CBA.

MASTER BARGAINING UPDATE

As most of you know, the Manager of Employee Relations (Liz McCormack) has resigned from her position, with her last day being March 12, 2021. Until then, she will continue in her current role while the State makes arrangements to have someone fill her position. It is still unclear how this will affect bargaining and labor-management relations. Liz will still be attending the Executive LMC meetings in the near future. Overall, the State was unprepared for Liz’s resignation, and they are still in the process of assessing the situation and have no answers on how they plan to proceed.

Master bargaining is moving forward. The State sent the union committee the names of three mediators it is willing to consider for impasse. The union committee will be reviewing the list and deciding if any of the names submitted will work. If not, then the union committee will forward additional names back to the State team. Once a mediator has been agreed upon between the parties, then a mediation date will be scheduled.

SEA sub-unit teams will be meeting during the day on Thursday (Feb 18, 2021). The teams will be discussing the next steps in the process, the status of the State’s bargaining team, and the negotiator’s resignation. After the sub-unit meeting Thursday, an official bargaining notice will be sent to the State asking for an update on their status and requesting to meet to resume sub-unit bargaining. I will keep you posted on things as they develop.

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 an appeal with the Supreme Court on January 25, 2021.
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LEGISLATIVE UPDATES AND POLITICAL INSIGHTS

THIS WEEK’S LEGISLATIVE ACTION

This week, we will know which bills will 100% be voted on during the House Session and tomorrow, Wednesday, and Thursday (2/24 and 2/25).

As many of you know, SB-61 AND HB 20 are the most dangerous bills that will be voted on during this week's House Session. Please continue to push members and allies to contact their legislators and urge them to vote NO on the bills.

SB-61: Working families are under attack in New Hampshire. SB-61 is a "right to work" bill that would directly attack workers' rights, interfere in our business environment, and cut wages for workers — including the essential workers we have been relying on throughout the COVID-19 pandemic.

HB-20 aims to establish an "education freedom account program" that would drain millions from our neighborhood public schools and help wealthy families send their children to the same private schools they’re already attending.

SEA CONSERVATIVE MEMBERS

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.
FUEL ASSISTANCE PROGRAM, STATE OF NEW HAMPSHIRE

If you or someone you know is having trouble paying for heat during the winter season, the Fuel Assistance Program (FAP) may be able to provide some relief.

The Fuel Assistance Program in New Hampshire’s arm of the federal Low Income Home Energy Assistance Program (LIHEAP) is funded through the US Department of Health and Human Services. While OSI administers the program, the on-the-ground work is done by local Community Action Agencies with whom OSI contracts.

As funds become available, the Fuel Assistance Program benefits qualified New Hampshire households to assist with heating costs. The Fuel Assistance Program can also help families during a heating emergency by securing an emergency delivery of fuel, delaying a shut-off notice, or referring clients to another source of assistance.

Fuel Assistance benefits are a grant and do not have to be paid back. Fuel Assistance benefits range from $158 to $1,575, depending on household income and energy costs. Benefits are calculated considering household income, energy costs, number of heating degree days within a region, and housing type. This targeting allows FAP to provide those households with the lowest incomes and the highest energy costs with the highest benefits. (See the eligibility guidelines.) The average benefit is $889.00. Fuel Assistance benefits are not counted as income when applying for other assistance programs.

For information on how to apply, please visit https://www.nh.gov/osi/energy/programs/fuel-assistance/index.htm or call 211.

If you or someone you know is having difficulty paying for home heating fuel or utilities, please call your local Community Action Agency. If you need help locating the agency in your area, click on the Community Action Agencies link or call 211 for additional information.

FREE COLLEGE DEGREES PROGRAMS

Open to eligible SEIU members and their families. You can choose from several online programs offered by Eastern Gateway Community College (EGCC) and Central State University (CSU).

Your college degree is within reach! Federal, state, and employer grants don’t always cover the full cost of earning a degree online. SEIU is proud to partner with Eastern Gateway Community College and Central State University to help eligible students fill the financial gap.

Associate’s Degree or Certificate
EGCC welcomes anyone with a high school diploma or GED regardless of past academic performance. Associate’s degrees or certificates available in Accounting, Business Management (with certificates in Advertising, Cyber Security, Data Science, Digital and Social Media, and many more.

Eligible SEIU members and family members may also enroll in other online programs at EGCC, such as Medical Coding, Health Information Management, IT, Fire Science, and more.

Bachelor’s Degree available in Business Administration, Criminal Justice, Education – Early Childhood Education, Education – Intervention Specialist, Interdisciplinary Studies/Humanities

Please find out how to apply or read our Frequently Asked Questions at https://www.seiumb.com/education/seiu-free-college-benefit-faq or call 1-855-469-SEIU (7348) toll-free to talk to an advisor.

Take the next step toward your future—apply now!
**RESOURCES AND NOTIFICATIONS**

**STAY ACTIVE, WITH THE ANTHEM HAT APP**

Do you want to make lifestyle changes, but aren’t sure where to start?

The Anthem Mobile Health app and its Health Assessment Tool (HAT) can support your health with personalized tips and resources. The HAT is a voluntary, confidential questionnaire that takes approximately 15 minutes to fill out online.

When you complete the HAT, you can earn $200 toward your health reimbursement arrangement (HRA).

To learn more, you can download the Mobile Health Consumer app from the App Store® or Google Play™, or access it on the web at [https://www.mobilehealthconsumer.com/web/pages/login.html](https://www.mobilehealthconsumer.com/web/pages/login.html).

**YOUR HEALTHCARE FSA CHANGE DEADLINE**

Notice regarding special changes to the 2021 Healthcare Flexible Spending Account and Dependent Care Flexible Spending Account (FSA) plans.

As part of the federal Consolidated Appropriates Act 2021: the grace period for spending unused funds from 2020 Healthcare or Dependent Care Flexible Spending Accounts will be extended from March 15, 2021, to December 31, 2021.

The maximum age of eligible dependents for daycare purposes will increase to age 13 (rather than 12) for the plan year 2021; for a limited time, employees may increase, decrease or stop their Health Care FSA or Dependent Care FSA election for 2021. Certain restrictions and time limits apply. Read the FAQ thoroughly for more information. After reading the attached FAQ, if you still have questions about your Health Care FSA or Dependent Care FSA, please contact ASIFlex at (800) 659-3035.

Any employees electing to make a change to their 2021 FSA elections should complete a 2021 FSA change form and forward the form to their agency HR representative no later than this **Friday, February 26, 2021.**
COMMITTEE EVENTS & UPDATES

CAMPAIGN FOR PUBLIC GOOD VIRTUAL AUCTION ENDING SOON!!!

There are only a few days left to bid on your favorite items in the CFPG Virtual Silent Auction!

**BID HERE NOW! [www.facebook.com/campaignforpublicgood](www.facebook.com/campaignforpublicgood)**

We are raising 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. If you have any questions regarding this on-line event, please contact David Holt at dholt@seiu1984.org or call 603-781-8649.

SOCIAL ACTIVITIES, BOOK CLUB

The second book for the SEA’s new book club is Second Glance by Jodi Picoult. This breathtaking novel from #1 New York Times bestselling author Jodi Picoult asks: Do we love across time, or in spite of it?

An intricate tale of love, haunting memories, and renewal, Second Glance begins in current-day Vermont, where an old man puts a piece of land up for sale and unintentionally raises protest from the local Abenaki Indian tribe, who insist it’s a burial ground. When odd, supernatural events plague the town of Comtosook, a ghost hunter is hired by the developer to help convince the residents that there’s nothing spiritual about the property. [https://www.google.com/books/edition/Second_Glance/IqHtes-2Hx4C?hl=en&gbpv=1&printsec=frontcover](https://www.google.com/books/edition/Second_Glance/IqHtes-2Hx4C?hl=en&gbpv=1&printsec=frontcover)

The book club is still open for anyone interested to join. The next meeting will be on **Monday, MARCH 1, at 6 PM via zoom**. Contact dholt@seiu1984.org if you’d like to join or have any questions.

CFPG AND THE SOCIAL ACTIVITIES COMMITTEE HOST MOVIE NIGHT MARCH 1, 2021

**9TO5: THE STORY OF A MOVEMENT**

Join us on March 1 as we stream this documentary through zoom, contact dholt@seiu1984.org for more information.

The documentary uncovers the inspiring and useful history and shows organizing as rewarding, engaging, and joyous.

The feminist movement sometimes gets derided as ignoring working-class women, but in fact, it was the source of urgent demands for equal pay and childcare as well as some of the most creative labor organizing of the 1970s. A new documentary, 9to5: The Story of a Movement, premiering February 1 on PBS, captures a vibrant part of this movement: the pioneering organizing of clerical workers starting in 1972. Led by feminists, 9to5 pioneered new pressure tactics, and its multi-pronged strategy of research, street heat and legal challenges plus unionization improved conditions for clerical workers throughout the country.

SEIU 1984 ROAD RACE COMMITTEE

The Road Race Committee has scheduled its next meeting for March 4, from 5-6 pm, Join with Google Meet @ meet.google.com/emx-hswn-fdv

The SEA 5k is registered online with Millennium Running at RunReg.com. Online Registration Deadline: Thursday, Sep 16, 2021, at 9:00 AM ET. The event is set up to be both a race and a virtual event, which will be held on September 18, 2021.

Here is the link to your registration page: [https://www.RunReg.com/sea-5k](https://www.RunReg.com/sea-5k)