MESSAGE FROM THE PRESIDENT

Richard Gulla, SEA/SEIU 1984 President

SB 61, The Right to Work bill, is headed to the New Hampshire House of Representatives to be heard in the House Labor Committee tomorrow at 10:00 AM. This is important legislation that, if passed, will hurt all New Hampshire families and our economy. We must take this opportunity to make sure that our voices are heard and that the House Labor Committee members hear the citizens of New Hampshire who oppose the so-called "right-to-work!"

From 1992 to 2020, the legislature has heard and defeated 20 Right to Work for Less bills in the state of NH.

Despite its misleading name, Right to Work legislation is nothing more than a union-busting bill; It has nothing to do with increasing wages, benefits, or safety for working people and everything to do with weakening unions and removing worker protections.

Right to Work laws undermine union protections by attacking the union security clause in contractual agreements that requires all workers who benefit from a contract to pay their fair share of the cost to represent them. These laws also force unions to protect even those who do not contribute, unfairly penalizing dues-paying members.
In addition to being unfair to union members, Right to Work legislation hurts the economy. Studies have found that states with right-to-work laws had wages that were on average 16% lower than non-right-to-work states. Backers of right-to-work claim it protects employees from being forced to join a union, but federal law does that already.

In short, right-to-work is wrong for New Hampshire. Please do your part tomorrow and help STOP RTW legislation from moving forward. To sign in to speak, register your position on the bill, and/or submit testimony, use this link: http://gencourt.state.nh.us/house/committees/remotetestimony/default.aspx.

A Special Event with Martin Luther King scholar, Michael Honey on RTW in NH

All Labor Has Dignity
A conversation with Martin Luther King Jr. scholar Michael Honey on Dr. King & Labor on the precipice of the “right to work” vote in NH.

Monday, April 5, 2021
6:30-7:30 p.m. — via Zoom

REGISTRATION
Use this link to register: https://us02web.zoom.us/webinar/register/WN_6CPNX1BsRWVXPalCn2vMzQ
Registration in advance is required to receive the Zoom link.

Michael K. Honey, a former southern civil liberties organizer, is a scholar of African American, labor, and civil rights history and of nonviolence and Martin Luther King Jr.

He is a Professor of Humanities at the University of Washington Tacoma. Dr. Honey’s recent works include the book To the Promised Land: Martin Luther King and the Fight For Economic Justice and the film Love and Solidarity: Rev. James Lawson and Nonviolence in the Search for Workers’ Rights.

This program is sponsored by the NH Faith & Labor Collaboration; NH Council of Churches; NH Conference UCC-Economic Justice Ministry; Meriden Congregational Church, UCC; AFSC-NH Program; NH AFL-CIO, SEA/SEIU #1984 & NH Voices of Faith

For more information, contact economicjustice.nhcucc@gmail.com
SEA CONSERVATIVE MEMBERS

SEA Conservatives Are in an Excellent Position to be a Powerful Influence

New Hampshire voters selected Republican candidates to lead the legislature. With a clear majority in the New Hampshire House and Senate, Republicans will take over leadership in both chambers. The takeaway means that it is less likely Governor Sununu will veto as many legislative efforts and may allow SEA conservatives an opportunity to move on some of the SEA legislative priorities, not to mention our ability to secure a contract.

Here’s How You Can Help.
1. Join our next Conservative Members Committee meeting on Zoom on 4/13/21 at 5:00 PM.
2. Connect with legislators in your district. If you don’t know who they are, you can find them here.
3. 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.

A Message from the NH Campaign for Voting Rights

Last week, the House Election Law Committee voted to kill anti-student voter bill HB 429 and retain the following bills:
- HB 531 - Unconstitutional provisional ballots bill
- HB 535 - Anti-voter qualified affidavit same-day registration bill
- HB 554 - Anti-student voter bill
- HB 362 - Anti-student voter residency bill

The retained bills have such significant issues that the Republican majority on the House Election Law Committee was forced to retain the bills. This does not mean they are dead. For more information on each, please see below.
HB 544 Does More Harm than Good

By: Mikayla Bourque, Director and Chair of the SEA/SEIU 1984 Lavender Caucus

HB 544 summarized, “Prohibits any public employee training or education in New Hampshire that teaches "divisive concepts." The definition of "divisive concepts" includes several concepts on race and sex, such as the concept that "an individual, by virtue of his or her race or sex, is inherently racist, sexist, or oppressive, whether consciously or unconsciously."

We, the Lavender Caucus of the SEA/ Local 1984, strongly oppose HB544. This bill does nothing to prevent divisiveness but only seeks to obfuscate the truth. We know that homophobia is a problem in our society and our political lives. Recently, State Rep. Dick Marston, R-Manchester, caused the House Criminal Justice and Public Safety Committee meeting to end abruptly when he raised the chairman’s ire by referring to the LGBTQ+ community with the words “deviant sexuality.”

It will be a roadblock to holding discussions around accountability, equality, and justice. This dangerous and ignorant bill has real-world consequences. I, as the chair of the Lavender Caucus, representing the Lesbian, Gay, Bisexual, Transgender, Intersex & Questioning (LGBTIQ) communities within NH, strongly oppose this bill.

According to the Concord Monitor, the bill is similar to the federal executive order issued by President Donald Trump in November 2020 that restricted federal institutions from using curriculum about systemic racism, white privilege, and other race and gender bias issues. President Joe Biden rescinded the order on Jan. 20, 2021, the day of his inauguration.

NHPR states that the bill text reads, "topics that would be banned include ideas that New Hampshire or the U.S. is fundamentally racist or sexist, that individuals are inherently oppressive due to their race or sex, that individuals should feel discomfort or guilt on account of their race or sex, that meritocracy and “hard work ethic” is inherently oppressive, and or any other form of race or sex “stereotyping” or “scapegoating.” The bill addresses race and sex, but not gender.

This bill was heard by the House Executive Departments and Administration committee on February 18th; please reach out to the committee members at HouseExecutiveDepartmentsandAdministration@leg.state.nh.us to let them know this bill should be tabled or voted as Inexpedient to Legislate or ITL.
The SEA and the Master Bargaining team are excited and pleased to announce that we have reached a tentative agreement on a new master contract for 2021-2023! Congratulations to all involved in this process, as it has indeed been a very long road and a great deal of work!

There are still several steps that need to be completed before this agreement becomes the official new contract. If approved by the members, the new contract would take effect on July 1, 2021.

The new tentative agreement includes some positive changes and improvements that include items such as:
- Cost of living increases
- Added healthcare coverage for children with Autism
- Increases in Direct Care and Hazard pay
- An increase to longevity pay
- And more

The next step in this process, as you all know, is a meeting of the SEA Collective Bargaining Senate. At this time, the Master Bargaining Team has set the meeting for **Tuesday, April 6, 2021, at 6:00 pm**. Due to the COVID-19 restrictions still in place, the Bargaining Senate meeting will be conducted remotely. The SEA Master Bargaining team and the staff are working on creating a process to conduct the required vote for this meeting. Should the Bargaining Senate vote to approve the tentative agreement, the SEA will be sending the new language out to all SEA members who work in Executive Branch bargaining units. The Master Team anticipates being able to conduct the ratification vote during the second week of April.

While we are happy about reaching an agreement for the master contract, there are still negotiations ongoing for ten sub-units such as the Department of Transportation and the Veterans Home (to name a few). Meetings with the State regarding these negotiations have been scheduled for March 23rd and March 25, 2021. The SEA sees the recent settlement as a positive sign, and they are hopeful that the momentum keeps going, and our sub-unit bargaining teams and the State are also able to reach agreements in the coming weeks.
Last week we had several great negotiations happen; KUDOS goes to everyone involved in the bargaining process for Corrections Supervisors, who will see pay increases, hazard duty pay adjustments, and amended benefits!

The Town of Salem reached an agreement on some changes to their Collective Bargaining Agreement. As a result, on April 1, 2021, all bargaining unit members will get a 1.9% raise.

In other good news, the Strafford County Riverside Rest Home CBA that was negotiated in December was executed on Friday, March 12, and employees will see their raises on 4/1/2021 as well.

Corrections Council Training

The Corrections Council is offering a 3-session spokesperson training series for SEIU members to have more effective conversations with reporters, elected officials, and coworkers rooted in your personal story and experience in corrections. We will work together to develop a shared understanding of the power analysis that drives decisions in the corrections industry and how together SEIU members have the power to help change it through effective storytelling.

This 3-session spokesperson training series will be held via Zoom on March 24, April 7, and April 21 from 4 pm - 5 pm. We ask participants to commit to all three dates since each session will build on the previous one. Please register here to sign up for the three training sessions.

We look forward to building a strong group of SEIU member spokespeople who can help change the conversation about corrections and criminal justice reform by centering your powerful personal stories.

Please feel free to invite 1-2 member leaders from your local. You're also welcome to reach out to Avril Smith from our communications team with questions about the training at smith.avril@gmail.com.

FACT FINDERS UPDATE

On 3/23/21, the New Hampshire Supreme Court accepted the SEA's appeal regarding the PELRB's decision on the legislature's vote for the fact finder's report. The appeal was joined with that of the Troopers Association, as well as the Probation and Parole unions, who had likewise challenged the Board's ruling. Soon the Court will request the record from the PELRB and will then issue a briefing schedule.
MARCH IS NATIONAL SOCIAL WORKER'S MONTH

Social workers have helped bring about some of the most profound, positive changes in our society over the past century. Whether through direct client service, or by working at systems and policy levels to advocate for others, social workers enhance the lives of our most vulnerable people, offering support and resources where and when they are needed most.

Social workers have played a key role during the COVID-19 pandemic response, working to ensure that individuals, families, and communities have the resources they need to cope with the challenges they face in order to reach their full potential.

Social workers across New Hampshire, including our DHHS colleagues, are dedicated to supporting and enhancing the well-being of our families, children, older adults, veterans, people with disabilities, and many other vulnerable groups. Their tireless efforts play a crucial role in improving all New Hampshire residents' well-being, making our state a better place to live.

Please join us in celebrating March as Social Work Month.

HEALTH COACH HIGHLIGHTS ON DIABETES AND RESOURCES FROM ANTHEM
The SEA Book Club meets again on Monday, April 5, to discuss their next read, The Night Circus by Erin Morganstern.

*The circus arrives without warning. No announcements precede it. It is simply there when yesterday it was not. Within the black-and-white striped canvas, tents is an utterly unique experience full of breathtaking amazements. It is called Le Cirque des Rêves, and it is only open at night.*

*But behind the scenes, a fierce competition is underway—a duel between two young magicians, Celia and Marco, who have been trained since childhood expressly for this purpose by their mercurial instructors. Unbeknownst to them, this is a game in which only one can be left standing, and the circus is but the stage for a remarkable battle of imagination and will.*

*Despite themselves, however, Celia and Marco tumble headfirst into love—a deep, magical love that makes the lights flicker and the room grow warm whenever they so much as brush hands. True love or not, the game must play out, and the fates of everyone involved, from the cast of extraordinary circus performers to the patrons, hang in the balance, suspended as precariously as the daring acrobats overhead.*  [http://erinmorgenstern.com/writing/the-night-circus/](http://erinmorgenstern.com/writing/the-night-circus/)

Again, The book club will meet on Monday, April 5, to discuss it and anyone still interested is welcome to join! Contact dholt@seiu1984.org if you’d like to join or have any questions.

**SEIU 1984 ROAD RACE COMMITTEE**

The Road Race Committee has scheduled its next meeting for April 1, 2021. Here is the Zoom link for our next meeting:

**Topic:** SEA 5k Planning Meeting  
**Time:** Apr 1, 2021, 05:00 PM Eastern Time (US and Canada)

Join Zoom Meeting:  
[https://us02web.zoom.us/j/82985451758?pwd=b3F4cFgyd2syTzNPTWZ5OWxyRm9iUT09](https://us02web.zoom.us/j/82985451758?pwd=b3F4cFgyd2syTzNPTWZ5OWxyRm9iUT09)

It takes a lot of preparation and many volunteers to make this fun and exciting race such a wonderful fundraising effort for Operation Santa Claus.

The SEA 5K Road Race and Fitness Walk has taken place for over 20 years on April's first Saturday. With the uncertainty of the pandemic, we have moved our race to Saturday, September 18th @ 9:00. This fast, flat, family-friendly 5K loops through the state office park and along Hazen Drive. The SEA 5k is registered online with Millennium Running at RunReg.com. Online Registration Deadline: Thursday, Sep 16, 2021, at 9:00 AM ET. Register for the race here: [https://www.RunReg.com/sea-5k](https://www.RunReg.com/sea-5k)

**SEA COMMITTEE MEETINGS**

CFPG meets on the **first Tuesday of the Month at 5 pm, next meeting is April 6, 2021.**  
Social Activities Committee meets on the **first Friday of the month at 5 PM, next meeting April 2, 2021.**  
The NH Faith and Labor Coalition meet on the **third Wednesday of the Month at 12, the next meeting is April 15, 2021.**  
The Clinicians United NH Associate Members Chapter meets at **noon on the first Monday of the month, next meeting is April 5, 2021.**
It's quick and easy to get started! Find coupons and Cash Back in just 1 click. Plus, spend $25 or more at any qualifying Rakuten store, and receive a $10 Welcome Bonus... just for joining!*

**Exclusive Deals for SEIU Members**
- Tax Prep
- Food Club
- Shoes & Apparel
- Electronics and so much more!

Cash Back powered by [Rakuten](https://www.rakuten.com/)

*To qualify for a Welcome Bonus, you must be a new Rakuten member and place qualifying orders totaling a minimum of $25 within 90 days of becoming a new member.*

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We are excited to announce that starting March 17, 2021, all SEIU travel products for members are now offered under one umbrella called the SEIU Travel Program.

The new SEIU Travel Program is designed to be a one-stop-shop to help make travel accessible and affordable for SEIU members. We welcome you to visit [www.seiumb.com/travel](http://www.seiumb.com/travel) and check it out.

The platform – offered in conjunction with Arrivia, one of the leaders in this space – integrates the ability to book hotels, car rentals, airfare, resorts, guided tours, and cruises through one easy-to-use website. Within the platform, members will be able to browse for information, view rates, and book the travel option they want all in one location. Also, members won’t need any special discount codes to realize the savings offered through the program.

We apologize for the disruption that the transition to our new program caused for SEIU locals and members. The new program is a drastic improvement from our past offerings. We hope that as travel becomes a bigger part of our lives once the COVID crisis begins to end, our members will have all the tools they need to visit family or get back to exploring at the lowest price possible.
We apologize for the incorrect information in last week's Message from the President. Please see the last paragraph below for the correction.

Celebrating Women’s History Month

Throughout March, we celebrate women’s achievements and continue the fight for women’s rights. The theme for 2021 is #ChoosetoChallenge. The idea is that from challenge comes change, so the theme urges the calling out of gender bias and inequality with the goal of making a major change to make things more inclusive.

This speaks volumes to us here at the SEA, whereas part of our mission, we fight for and challenge the status quo for good with the intent to make change happen for the betterment of our members and the public overall.

Within the SEA, we have strong leadership in our Board of Directors, in our chapters, and throughout our membership. Your dedication to the many causes we fight and the good that we do is what makes us stronger together, and we thank you and applaud all of your efforts.

Here in New Hampshire, our own State Senator Jeanne Shaheen (D-NH) is the only woman to sit on the Senate Foreign Relations Committee. She also introduced a bill called the Women, Peace and Security Act in 2017 and Sen. Shelley Moore Capito (R-WV), which was signed into law. She has also led well through this pandemic, ensuring her team’s safety and putting the public’s safety first throughout this crisis.

New Hampshire is lucky enough to have several firsts in women’s history. At one point in time, Democratic Congresswomen Ann McLane Kuster and Carol Shea-Porter joined Sens. Jeanne Shaheen and Kelly Ayotte in the nation’s first all-female congressional delegation, leading the way for many more to come.

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!

Correction in the Message from the President issued 3.10.21

We apologize for the incorrect information in last week’s Message from the President. Please see the last paragraph below for the correction.