Advocating for working people and their families in New Hampshire.

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This year’s annual SEA Convention for elected delegates (councilors, chapter presidents) will be held on Saturday, October 16, 2021, via Zoom, which will allow more to participate. This is an exciting opportunity to hear from all corners of the state. Members are also allowed to register as guests if they would like to attend as well.

The convention begins at 9:00 AM and at 10:30 AM we will hear from Senator Maggie Hassen, who will address the membership and speak about what's happening next in Washington.

Like last year, the election process will be electronic. Again, Convention registration is open to elected delegates (councilors, chapter presidents), and the online registration form is linked here https://secure.everyaction.com/aOlzwS76cU-U7vuy9oSW9g2.

Please note that a non-work email address is required to participate in the voting process. If a home email address is not provided, you will not be able to receive the link to vote. Final registrations are due September 30th.

Registration due by September 30!!

The 2021 Convention for councilors and chapter presidents of SEA/SEIU 1984 is scheduled for Saturday, October 16th, 2021.

Like last year, the convention will be virtual, making it easier to participate in this event.

- Registration is due by September 30th

This year we will be giving all who attend a NEW SEA rain jacket, pictured to the left.
CONSERVATIVE MEMBERS COMMITTEE

Do You know that approximately 30% (or more) of SEA members regularly vote for Republicans in federal, state, and local elections and have done so for years? Republican candidates and incumbents in New Hampshire have finally figured that out. Many are now seeking support from the SEA through the Conservative Members Committee and are openly supportive of workers and unions. Many of our conservative friends come from union families or are themselves, union members.

SEIU, our parent organization, has funded a pilot project for the last two years to poke at that reality here and in other States. As a result, working people understand that many of their values are mirrored by conservative concepts and proposals.

It’s time for SEA conservatives to rise, get active and understand the opportunity we have to help the State make sense of its many problems. We can help this State overcome some of its failures to support pro-people institutions, communities, families, and workers.

We now have a group of Republicans whom we know, trust, and trust us. Republicans are in the majority in the House, Senate, and on the Governor’s Council. The metal is HOT!

Join the Conservative Members Committee to help us define our goals as a committee and as a union. Help us bend the curve of the SEA. We meet on the 2nd Tuesday of each month. Our next meeting will be on October 12 at 5:30 PM.

WHAT’S NEW

NH Politics

LSR’s

Our political department has reviewed more than 800 LSRs that have been authored by representatives of the New Hampshire State House. We will continue to review them as more are released. We will share details on legislation related to retirement benefits, working conditions, safety in the workplace, and more as the language becomes available.

CONSERVATIVE MEMBERS COMMITTEE

The New Hampshire Fiscal Policy Institute (NHFPI), founded in 2009, is an independent nonprofit organization dedicated to exploring, developing, and promoting public policies that foster economic opportunity and prosperity for all New Hampshire residents, emphasizing low- and moderate-income families and individuals. Based in Concord, NHFPI produces regular reports on the fiscal and economic challenges facing New Hampshire and strives to serve as a resource to anyone interested in meeting those challenges fairly and soundly.

In its efforts to promote equitable, responsible, and sustainable fiscal and economic policies, NHFPI collaborates with two national networks of state-level policy research organizations, the State Priorities Partnership (SPP) and the Economic Analysis and Research Network (EARN).

Last week, Phil Sletten, Senior Policy Analyst at the New Hampshire Fiscal Policy Institute, presented a review of the 2022-2023 State Budget at our quarterly Council meeting. The detailed presentation can be found here.
Supreme Court Hearing

On April 30, 2019, SEA filed an Unfair Labor Practice against NH DOT, arguing the State committed an unfair labor practice when it unilaterally imposed a new term and condition of employment requiring that all employees obtain CDL medical cards for purposes of internal movements like transfer or promotion. This act violated the State's obligation to collectively bargain any such condition of employment with the SEA. The State also altered previously negotiated terms for obtaining a CDL medical card that currently exists in the CBA, which constitutes another violation.

Following a hearing at the PELRB, the Board issued a decision finding in favor of the SEA and determined the State committed an Unfair Labor Practice. The State appealed to the NH Supreme Court, and on September 15, 2021, Oral Arguments were held. The Parties are currently awaiting a decision by the Supreme Court.

Update on Fact Finders

On September 1, 2021, the SEA and the State of New Hampshire conducted several fact-finding hearings for individual bargaining units (sub-units), including DOT, DOIT, DOS, DHHS, and Marine Patrol Dept. of Safety and NHLC.

While the results are not yet known, the SEA bargaining teams put forth strong arguments supporting the need to improve wages and other terms and conditions of employment. Once the fact-finder renders recommendations, the parties will meet to try to reach terms based upon the findings. If the parties are unable to reach an agreement, the impasse processes will continue.

Update on Contract Books

We are working to have the contract books printed and delivered to all members shortly. Unfortunately, we did run into a formatting issue with the State, which has delayed our process a bit, but we should be able to send them to the printer by the end of the month. We will keep you informed about when they may be ready.
A union steward is a union representative and an employee of an organization or company who represents and defends the interests of their fellow employees.

The role of the union steward is to represent the bargaining unit employees, commonly referred to as the “rank-and-file” and to be a link and conduit of information between the rank-and-file and the union leadership.

We are offering Steward Training for the fall with the class below.

**OUR NEXT TRAINING CLASS IS:**

**OCTOBER 21, 2021 - DURING STEWARD COMMITTEE MEETING**

For more information, please visit our website at: [https://seiu1984.org/membership/your-chapter/stewards/](https://seiu1984.org/membership/your-chapter/stewards/)

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**CONTRACT INTERPRETATION TRAINING OCTOBER 21, 2021 @ 5:30 PM**

This training will be held via Zoom. Emails will be sent to all stewards at the beginning of October.

No reservations are needed.

"The purpose of interpretation as justice requires is always the discovery of actual intention:—the intentions of both parties if they are the same,—the actual intention of one party if the other knew or had reason to know what it was,—but absolutely never to give effect to a meaning of words that neither party in fact gave them, however many other people might have given them that meaning."

Carlton J. Snow, Professor of Law and Executive Director, Center for Dispute Resolution
Part of staying healthy, especially going into the fall and winter seasons, is making sure you have your preventive screenings such as your annual physical as we discussed in last month’s newsletter. Part of staying healthy includes being vaccinated.

Many adults are unaware that vaccinations are part of our overall health prevention and are not just for kids. Vaccines help all of us stay health, prevent contagious diseases, decrease severity of illnesses and even prevent death from certain diseases. Vaccines are also very heavily researched and recommended by the Centers of Disease Control (CDC) at different intervals through our lives. Vaccines are important to help give our immune systems the tools it needs to fight off different bacteria and viruses when we are exposed to them. They make our immune system stronger.

One of the most important vaccines this time of year is influenza (flu). Many agencies are currently scheduling flu clinics and will be advertising the dates they are available between September and December. You also have many other resources available to you in order to receive a flu vaccine. (see below).
Saturday, September 18th, the 28th Annual SEA 5K Road Race was held to benefit Operation Santa Claus. After tons of hard work by both SEA staff and the Road Race Committee members, we are pleased to announce that there were a total of 261 race participants.

This year, the SEA 5K was the final race of the Capital Area Race Series (CARS). Joe Kasper, CARS Chairman said, "The SEA 5K is a wonderful addition to the Concord Area Race Series. It’s a faster, flatter track so that participants could focus on having fun and getting out to support a good cause. In addition, there was much diversity in the runners, with our youngest participant being six years old and our oldest being in their late 70's. It was a great event, and we're thankful for everyone who helped organize it and who participated."

The race was well attended, and several SEA Members and Board representatives were on hand for all of the festivities, some of whom can be identified in the images below. There was also a Chapter Competition; The winner for the quickest team goes to Chapter 50, Environmental Services, and in second place was Chapter 60, the Monadnock Area. Kudos also go to the Monadnock area Chapter 60 who won the competition for the most money raised with $1250.00! Great work and congratulations to all of you!

Again, we thank everyone for their participation and all of their hard work. It was a great day enjoyed by all.
COMMITTEES MAKING A COMEBACK FOR THE FALL

If you are interested in joining or attending a committee meeting, please reference the schedule below.

- CFPG will now meet on the first Tuesday of **every other month at 5:30 PM**. The next meeting will be on November 2, 2021. Join us if you can!

- Social Activities Committee will now meet on the first Monday of the month from 5-6 PM. The next meeting is scheduled for October 4 @ 5:00 PM.

- The Social Activities Book Club will meet on the first Monday of the month at 6:00 PM, immediately following the Social Activities Meeting. The next meeting will be on October 4 @ 6:00 PM.

- NH Faith & Labor Coalition meets on the third Wednesday of the Month at 12; the next meeting is on October 20, 2021.

- Clinicians United NH, Associate Members Chapter meets at noon on the first Monday of the month; the next meeting is on October 4th.

- Conservative Members Committee meets on the second Tuesday of each month at 5:30 PM; the next meeting is October 12th, 2021.

- The Organizing Committee meets on the first Wednesday of every month; the next meeting is on October 6th @ 5:00 PM.

- The Board of Directors meets on the second Thursday of each month, the next Board of Directors Meeting is October 14 from 1:00 - 5:00 PM.

- **The SEA/SEIU Local 1984 Convention will be hosted virtually by ZOOM on Saturday, October 16 at 9:00 AM.**
Are you an imaginative and creative person who wants to share new skills with your peers in a fun and safe environment? One hour a month is all you need to engage with others and expand your horizons while having a good time. The goal is to improve relationships with different agencies to foster goodwill and positivity.

Don't hesitate to contact Rebecca Ladd at 581-5977 (texting is best) for more details if you're interested.

Some of the fun things we are already organizing include Casino Trips, Camping Trips, Bookclubs, Game nights, Movie nights, Committee meetings, Decorating the office, Planning new and fun adventures, Motorcycle club, Holiday parties.

This committee is a great escape from home life and/or work (but it doesn't have to be that for you). Join me to learn about your fellow state employees and build on your networking skills. Check out our latest events below and text Rebecca Ladd if you are interested in participating!

The next meeting will be on Monday, October 4th, from 5 PM - 6 PM.

Upcoming Events

BIKE RUN & BBQ
Historical and scenic stops throughout.

RIDE TO THE
FALLEN 7 MEMORIAL
CHECK-IN STARTS
AT 8:00 AM
NEW HAMPTON
PARK & RIDE
(ROUTE 104. JUST
OFF EXIT 23).
SAFETY MEETING
8:30, KICKSTANDS
UP AT 8:45.

Contact Rebecca Ladd for details TBD, contact Rebecca Ladd for more info. at 581-5977 (texting is best).

Fall Camper Weekend
October 22 - 24, 2021
Ellacoya RV’s and campers only - no tents or auxiliary shelters are allowed.
Hiking - River Trekking - Adventure Games - Treasure Hunts - and more!
To register please contact Rebecca Ladd (texting is best) at 603-561-5977.

Adventure Awaits!
COMMITTEE EVENTS & UPDATES

Social Activities, Book Club

The next book club meeting will be on October 4 from 6 PM - 7 PM, the first Monday of the month. The meeting will be at 6:00 pm, and the next book of choice to read is I Beat The Odds by Michael Oher.

If you are interested in joining the book club and wish to be sent the link to join or added to our email list, please email Andrew Moore at amoore@seiu1984.org.

Michael Oher is an American football offensive tackle for the Baltimore Ravens of the National Football League. He was drafted by the Ravens in the first round of the 2009 NFL draft. He played college football at the University of Mississippi for the Ole Miss Rebels. He is best known as the subject of Michael Lewis’s 2006 book, The Blind Side: Evolution of a Game, and the even more popular 2009 film The Blind Side, in which Michael is portrayed by Quinton Aaron.

The football star made famous in the hit film (and book) The Blind Side reflects on how far he has come from the circumstances of his youth. Michael Oher shares his personal account of his story, in this inspirational New York Times bestseller.

Knitting for the Public Good

We are excited to announce that Knitting for the Public Good has returned. We are searching for people who like to knit in their spare time and donate items to those less fortunate. We are also accepting all purchased warm articles of clothing for donation as well if knitting is not your choice.

In November, we will donate the items received to the Concord Friendly Kitchen. We are also looking for other organizations to donate to. If you know of any or have any suggestions, please let us know. We will be happy to include them. Please send suggestions to Tamara Feener at tamarafeener@metrocast.net.

We will also be making a second donation in February of 2022.

THANK YOU!
Regional Benefits Are Back!

We are excited to announce that as we all start returning to normal, we can offer a couple of our member benefits again this year. Canobie Lake Park tickets are available now for $35 per ticket. Regal Movie Theater tickets are also available now for $9 per ticket.

Other vendors are working on their offerings as well, and we will keep you posted, but please keep in mind that not all of our past vendors will be able to do so.

For more information, please call the main office line 603-271-3411 and dial zero (0).

SEA PAC Drive

INCREASE YOUR SEA PAC CONTRIBUTION!

Apart from being a union member, there are two other ways you can contribute to a stronger union.

If you are an active member of SEA/SEIU Local 1984, please click the link below and fill our SEA PAC Authorization, which supports our legislative priorities and political advocacy.

Make a donation of $10 or more to SEA PAC or increase your current donation to SEA PAC and receive a SEA backpack!

Donate here today!
Apply for a scholarship just for union families!

New and returning applicants: Click here to create a new application or to log in.

Logged in users: Click on the "Continue with Application" link.

Application deadline: 12:00pm (Noon, Eastern Standard Time), Monday, January 31, 2022.

Since 1991, the Union Plus Scholarship Program has awarded more than $5 million to students of union families. Over 3,500 union families have benefited from our commitment to higher education.

This program is offered through the Union Plus Education Foundation, which Union Privilege sponsors.

The Union Plus Education Foundation is funded in part by donations from Capital One N.A., the Union Plus Credit Card (You do not need to be a Union Plus Credit Cardholder to apply for this scholarship.)

Award amounts: $500 to $4,000. These one-time cash awards are for study beginning in the Fall of 2022. Students may re-apply each year.

Award date: May 31, 2022. During the first week of June 2022, award recipients will be notified by postal mail, and all applicants will be sent an email notification.

Eligibility Criteria:

- Current and retired members of unions participating in any Union Plus program, their spouses, and their dependent children (as defined by IRS regulations) are eligible. Grandchildren are not eligible unless a legal dependent (as defined by IRS regulations).
- At least one year of continuous union membership by the applicant, applicant’s spouse, or parent (if the applicant is a dependent). The one-year membership minimum must be satisfied by May 31, 2022.
- Members of participating unions from the U.S., Puerto Rico, Guam, the U.S. Virgin Islands, and Canada are eligible.
- The applicant must be accepted into a U.S. accredited college, university, community college, technical, or trade school when the award is issued. Awards must be used for the 2022 - 2023 school year.
- Undergraduate and graduate students are eligible to apply.
Private Student Loans With Your Needs in Mind.

Federal loans, grants, and financial aid packages don't always cover all of the costs of higher education. Let us help you bridge that gap.

SEIU℠ Undergraduate Loan Program
The SEIU Undergraduate Loan Program can help undergraduate students pay for college so you and they can focus on learning—with less financial stress.

- A special 0.25% interest rate discount.
- An additional 0.25% interest rate discount with auto-pay enrollment.
- Coverage of up to 100% of the school-certified cost of attendance.
- No origination or application fees, or pre-payment penalties.
- Choice of loan terms of 5, 8, 10, or 15 years.

TO LEARN MORE VISIT: https://www.seiumb.com/education/seiu-undergraduate-loan-program

SEIU℠ Graduate Loan Program
Flexible, competitive private student loans to help pay for expenses financial aid may not fully cover. (For students seeking graduate or professional degrees)

- A special 0.25% interest rate discount.
- An additional 0.25% interest rate discount with auto-pay enrollment.
- Coverage of up to 100% of the school-certified cost of attendance.
- No origination or application fees, or pre-payment penalties.
- Choice of loan terms of 5, 8, 10, or 15 years.
- Four repayment options - full principal and interest, Interest-only, flat payment, and deferred payment.

TO LEARN MORE VISIT: https://www.seiumb.com/education/seiu-graduate-loan-program

SEIU℠ Parent Loan
The SEIU Parent Loan Program can help a student you care about pay for their degree so they can focus on learning—with less financial stress.

- A special 0.25% interest rate discount.
- An additional 0.25% interest rate discount with auto-pay enrollment.
- Coverage of up to 100% of the school-certified cost of attendance.
- No origination or application fees, or pre-payment penalties.
- Choice of loan terms of 5, 8, 10, or 15 years. You can even have up to $2,500 sent directly to you for education costs outside of tuition and fees.

TO LEARN MORE VISIT: https://www.seiumb.com/education/seiu-parent-loan-program
FREE COLLEGE DEGREE PROGRAMS

SEIU℠ FREE COLLEGE BENEFIT

EARN AN ASSOCIATE’S DEGREE, OR CERTIFICATE, OR COMPLETE YOUR BACHELOR’S DEGREE ONLINE FOR FREE—PAY NOTHING FOR TUITION, FEES, OR E-BOOKS!

- Earn an Associate’s degree or certificate—for free!
- Complete your Bachelor’s Degree—for free!
- Pay nothing for tuition, fees, or e-books – a savings of at least $20,000!
- Open to eligible SEIU members and their families

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.

https://www.seiumb.com/education/seiu-free-college-benefit
Resources for You and Your Family

The New Hampshire Emergency Rental Assistance Program (NHERAP) provides rent and utility assistance to eligible households who have been impacted by the COVID-19 Pandemic.

Have you experienced at least ONE of these in the past year?
- Reduced income
- Significant costs
- Other financial hardship
- Qualified for unemployment benefits after March 12, 2020

Are you:
At risk of homelessness, paying more than 30% of your income for rent and utilities, or living in unsafe or unhealthy housing, or under a certain income level?

The NH Emergency Rental Assistance Program will cover up to 15 months of:

- Past-due and future rent payments, including late fees and legal fees (back to April 1, 2020)
- Past-due and future utilities and home heating costs (back to March 13, 2020)
- Other housing-related costs such as internet and relocation expenses, including rental application fees, utility hook-up fees, and security deposits

What is the application process for the NH Emergency Rental Assistance Program?
- Apply using the online application, which can be found here on our website: https://www.snhs.org/new-hampshire-emergency-rental-assistance-program-nerap
- Call us if you need assistance in completing the application or need a paper application (603) 668-8010 Local, (800) 322-1073 Toll-Free, (800) 877-8339 Hearing Impaired.

When you apply, we will assist you in identifying the information and documents you need. This may include documentation of unemployment, job loss, or hours being reduced, increased expenses, or other COVID-related income hardships.

We will review applications, and once approved, will process payments for expenses to landlords and utilities. We will make every effort to process each application as quickly as possible. You may also visit https://www.goferr.nh.gov/covid-expenditures/new-hampshire-emergency-rental-assistance-program for more...