

**State Employees' Association  
SEIU Local 1984  
Board of Directors' Meeting  
Thursday, August 12, 2021, via Zoom  
1:00 PM**

**MINUTES**

**CALL TO ORDER:**

a. Attending: Rich Gulla, Mary Fields, Cindy Perkins, Kenneth Muske, Kristy Blanchette, Mikayla Bourque, Germano Martins, Melissa Kelleher, Corey Dearborn, Mike Derderian, Kathy Mather, John Amrol

Guests – Gary Snyder, Jake Krupski, Cullen Tiernan, Ela Schmuhl, Jasmine Gosselin, Beth Aborn  
Excused — Deb Haskell, Heather Fairchild, Cheryl Towne, John Hattan, Brenda Thomas

b. Departed Early —

1. EMERGENCY BUSINESS

2. MOTION TO ACCEPT Agenda Moved by Mary, duly seconded, carries

3. REVIEW OF BOARD PACKET MATERIALS

MOTION TO ACCEPT July 8, 2021, & July 22, 2021 Board Meeting minutes Moved by Cindy, duly seconded, carries

4. CORRESPONDENCE

5. OLD BUSINESS

6. COMMITTEE ASSIGNMENTS: add Stan Freeda Chair Resolutions Committee. MOTION to accept. Moved by Mary, duly seconded, carries

a. Executive Session. Moved by Cindy, duly seconded, carries. In at 1:02, out at 2:43

MOTION to approve the Associate Counsel position as written. Moved by Cindy, duly seconded, carries

MOTION to disallow the telework request. Moved by John A., seconded, fails

b. President's Update, Rich Gulla.

Ralph Micheau – terminated after disagreeing with a July newsletter article that suggested the liquor employees should be grateful for their jobs, and communicating his disapproval in an email blast. Union (including Mike Derderian, chapter president, and President Gulla) met with HR and administrators to argue that Ralph should be reinstated and made whole. They refused. Gary is now writing the ULP. Talks with admin will continue. (When they sent out a letter to all employees, they asked for constructive criticism. They argued that they expected a call or something, and they claim they haven't fired Ralph, just removed him from the schedule until further notice.)

c. Budget Review and Approval FY 2021- 2022, Rich Gulla for Brenda Thomas

MOTION to accept 2021-2022 budget. Moved by Ken, duly seconded, carries

MOTION to move \$375,000 from Operations to Cap Savings. Moved by Ken, duly seconded, carries

MOTION to enter into audit contract with Chancery Group. Moved by Mary, duly seconded, carries.

Ken Muske from Finance Committee expressed great appreciation for Jasmine's work.

d. Appreciation for Reps that stood with us on RTW, Rich & Cullen Suggestion to send them cards rather than an in-person event, given COVID surge.

e. Political Endorsement Policy, Rich Gulla

MOTION to add this policy to Board policy. Moved by Cindy, duly seconded, carries.

f. Membership, Gary Snyder.

Discussion of drop windows. Court cases have gone well for unions, but it hasn't been to the SCOTUS yet. We haven't been holding to the drop windows, but it looks like we could with little risk. MOTION to reactivate the drop window policy. Moved by Mary, duly seconded, carries.

7. MOTION TO ACCEPT CONSENT AGENDA: Treasurers report, Membership Report, Communications report. Moved by Cindy, duly seconded, carries.

8. COMMITTEE REPORTS:

a. Associate Memberships, Rich Gulla MOTION to accept these as members. Moved by Cindy, duly seconded, carries.

b. Political Education, Cullen Tiernan Germano has been nominated for the Retirement Board. NH Dems officially supported the PRO act (a pro-union bill).

d. Conservative Committee Report, Rich Gulla for Karen Irwin

e. Lavender Caucus, Mikayla Bourque Nothing to report

f. Road Race Committee Report submitted by Jen Day. The race will not be canceled.

g. Steward Committee, Ken Muske. Training continuing, but there was no meeting this month.

h. Organization Committee, Rich Gulla. Last meeting, talked a lot about chapter elections and the committee's role in it. Fourteen people attended Treasurers' training. Membership is moving up. New hire orientations are mixed (virtual and in person).

9. MOTION TO ACCEPT All Reports into Record. Moved by Mary, duly seconded, carries.

10. Convention Arrangements – Swag will be good. Still virtual, still condensed. Convention could include discussion of political endorsement process.

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

ADJOURN: Moved by John Amrol, duly seconded, carries. Adjourned at 3:56.

Respectfully submitted,

Cindy Perkins

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.