MESSAGE FROM THE PRESIDENT

SUPREME COURT WIN!

ROCKINGHAM COUNTY WIN!

NEWS YOU CAN USE

CONSERVATIVE MEMBERS INVITATION

STEWARD TRAINING

UPDATE ON CONTRACT BOOKS

CDC GUIDELINES FOR COVID-19 IN 2021

COMMITTEE UPDATES & EVENTS

OSC DELIVERY DAY

CFPG CARDS FOR THE MILITARY

RENTAL ASSISTANCE PROGRAM

NEW 2022 SCHOLARSHIP APPLICATION AVAILABLE

STUDENT LOAN PAYBACK PROGRAMS

FREE COLLEGE PROGRAMS
In recognition of Veterans Day, I'd like to take a moment and say thank you to the men and women of our membership, retirees and staff who have served, are currently serving, and have family who serve. You have sacrificed your time, energy, and in some cases, lives to protect all of us, and we are grateful.

Today, despite the anxiety and strains on our lives from COVID-19, it is more important than ever to take the time to reflect on the positives in our families, communities, and around the state. Veteran's Day provides one of those great reasons to pause, reflect, and recognize.

In 1954, when November 11th was officially named Veterans Day, United States President Dwight D. Eisenhower called upon all citizens to join and "solemnly remember the sacrifices of all those who fought so bravely on the seas, in the air, and on foreign shores, to preserve our heritage of freedom." Today, our troops continue to serve with dedication and honor all around the world. We recognize the commitment, and sacrifices of our membership, our soldiers, sailors, airmen, marines, coast guardsmen, merchant mariners – and their families.

We owe you our thanks, but more than that, we owe you our freedom. There's no way to thank you for that sacrifice, but on Veterans Day, we have to try. So thank you to all our servicemen and women, both past and present!

Rich

Thank You!
In the spring of 2019, the NH DOT created and unilaterally implemented a new policy requiring employees to have a CDL medical card in order to be eligible for any sort of internal movements such as transfer, promotion, or demotion. As a result, the SEA filed an unfair labor practice with the PELRB, asserting that NH DOT was required to first bargain any such new change to the terms and conditions of employment. The Board issued a decision in favor of the SEA, and the NH DOT appealed to the Supreme Court. Following briefs and oral arguments, the Court found in favor of the SEA, affirming the PELRB's decision.

What does this mean?
This decision is a significant win for the members of the NH DOT. As you are aware, the State tried to force medical cards on DOT CDL drivers without bargaining it. This resulted in some very angry and vocal DOT members who wanted to know what the union was going to do about it. Many of the DOT bargaining unit members voiced the belief that the SEA would not be able to stop the State. As you are aware, and it was mentioned above, the SEA filed an Unfair Labor Practice complaint with the NH Public Employee Labor Relations Board over the unilateral medical card requirement and won the case against the State. The State in response appealed the case all the way to the NH Supreme Court. The State was determined to squash employees' bargaining rights on medical cards because it could not get any agreement with the DOT unit in bargaining without having to offer DOT members compensation for it. The SEA pushed back at the Supreme court and the SEA legal team won a precedent-setting case for DOT employees. This ruling preserves employee bargaining rights and keeps CDL medical cards as a mandatory subject of bargaining between the SEA and the State.

While the legal process of Unfair Labor Practice complaints and court appeals is very time-consuming and complicated, this ruling is a significant example of how a strong union protects its members rights and to what length the State is willing to go in an attempt to take away those rights.

It's a WIN for Rockingham County!

After a long battle for the better part of six weeks with HR and the County Commissioners, we reached agreement with Rockingham County on stipends paid from ARPA funds for all bargaining unit employees retroactive to September 12, 2021.

Most full-time and part-time employees at the Rockingham County Nursing Home will be receiving increased pay in the form of various stipends as a result of a Memorandum of Understanding negotiated by the SEA and the County. While the stipends vary, eligible employees will receive increased pay through June of 2023. For 2021, employees will be receiving up to an additional $150 per week, with retroactive payments going back to September. In the following years of the agreement, employees will be eligible to receive stipends of $1,250 on a semi annual basis assuming the employee remained actively working during that time. Part-time employees are eligible for pro-rated stipends depending on the number of hours each works during the time periods in question.

Congratulations!
News You Can Use

Majorities of Americans say unions have a positive effect on the U.S. and that decline in union membership is bad

BY JOHN GRAMLICH

According to recent Pew Research Center surveys, a narrow majority of Americans continue to say labor unions have a positive effect on the way things are going in the United States. Most Americans also say the long-term decrease in the percentage of workers represented by unions is bad for working people in the U.S., and for the country as a whole.

As of July, 55% of U.S. adults say labor unions have a positive effect on the way things are going in the country, unchanged from August 2019, the last time the Center asked this question. While the overall figure has remained the same, Democrats have become more likely – and Republicans less likely – to say unions have a positive effect.

Around three-quarters of Democrats and independents who lean to the Democratic Party (74%) now say labor unions have a positive effect on the way things are going in the country, up from 66% in August 2019. The share of Republicans and GOP leaners who say unions have a positive effect has fallen from 44% to 34% during that span. Democrats and Republicans have diverged in their views of several other institutions since 2019, too.

Liberal Democrats are especially likely to see labor unions in a positive light, while conservative Republicans are especially likely to view them negatively. More than eight-in-ten liberal Democrats (83%) say unions have a positive effect on the way things are going in the U.S., but only around a quarter (27%) of conservative Republicans agree. Seven-in-ten conservative Republicans say unions have a negative effect on the way things are going in the country today.

Around two-thirds of Black adults (68%) and 64% of Hispanic adults say unions have a positive effect on the way things are going, compared with smaller shares of White and Asian adults (51% and 50%, respectively).

Younger adults see unions more positively than older Americans. For example, while 69% of those ages 18 to 29 say unions have a positive effect, fewer than half (44%) of Americans ages 65 and older say the same.

Continued on page 4
The percentage of American workers who belong to a labor union has declined in recent decades, despite a slight uptick last year amid the COVID-19 pandemic. In 2020, 10.8% of wage and salary workers ages 16 and older belonged to a labor union, down from 13.4% in 2000, according to the Bureau of Labor Statistics.

Six-in-ten U.S. adults say the large reduction in the percentage of workers represented by unions over the past several decades has been very or somewhat bad for working people, while a similar share (56%) say it has been very or somewhat bad for the country, according to an April 2021 Pew Research Center survey.

On these questions, too, Democrats and Republicans hold very different views. Around three-quarters of Democrats and Democratic leaners (76%) say the long-term decline in union representation has been very or somewhat bad for working people, while a similar share (72%) say it has been bad for the country. By contrast, most Republicans and GOP leaners say the decrease has been very or somewhat good for working people (55%) and for the broader nation (57%).

Among Republicans, attitudes about the long-term decline in unionization in the U.S. differ by demographic factors including age, education and income. While 72% of Republicans with higher incomes say the decline in unionization has been very or somewhat good for working people, fewer middle-income Republicans (55%) and Republicans with lower incomes (45%) share this view.
The Conservative Members Committee is pleased to announce that Representative Karen Umberger, Carroll 2, and the newly installed Chair of the House Finance Committee will be attending our next Zoom meeting. The meeting will occur on Tuesday, November 9th at 5:30. The link to join the event is below.

This is an exciting addition and it's really important that we all try to connect in some way with our representatives with Republicans in the majority of the House, Senate, and Executive Council, not to mention the Governor's office. To find out who your representatives are, go here.

Just sending an email or making a call can make a difference to your representatives. Let them hear your concerns regarding your employment, your family, and your communities. This DOES make a difference. Remember, they are your neighbors and may have many of the same concerns.

Join us for what will be an interesting and educational discussion at our next Zoom meeting on Tuesday, Nov. 9 at 5:30 PM.

To join our Zoom meeting, please use the link below or if you have any questions please reach out to Mason Petit at mpetit@seiu1984.org, (603) 717-1983.

https://us02web.zoom.us/j/84570817559?pwd=NDYzcWFDZ3lZMmw0cTVhTEZxdFdxUT09

https://www.seiu1984.org/conservative/
Steward Training

Course Descriptions

**Tuesday, January 11, 2022, 2:00 PM – 4:00 PM**
Reinforcement of Basic Steward Concepts (focusing on 101) - Instructors: Neil/Sean
This course is designed to review advanced stewards who may benefit from a refresher course for concepts learned years ago. Subjects covered will be the rights of employees to be represented, due process rights prior to discipline, rules for criminal allegations, and other practical tips when acting as a steward.

**Tuesday, February 8, 2022, 10:00 AM to 12:00 PM**
101 of PELRA Rights for all stewards- Instructors: Randy/Gary
This course provides an overview of public sector labor law in the State of New Hampshire. Attendees will learn about union, employer, and employee rights under this law, covering bargaining, unfair labor practices, and representational rights.

**Thursday, March 24, 2022, 2:00 PM to 4:00 PM**
Appeal Writing (just for the State stewards) - Instructors: Sean/Gary
This is a course specifically for writing and filing appeals under the State Personnel Rules. Attendees will learn about the regulatory requirements of State appeal documents, and tips for how to make such appeals as strong as possible.

**Tuesday, April 5, 2022, 10:00 AM - 12:00 PM**
Grievance Writing - Instructors: Randy/TBD
The focus of this course will be the ins and outs of writing a grievance. In addition, attendees will learn proper formatting and how to form facts and contract language into persuasive, written legal arguments.

**Tuesday, May 17, 2022, 1:00 PM - 3:00 PM**
Case Study Scenarios - Instructors: Neil/Sean
This course provides real-life examples of past cases (with names changed to protect the innocent) to be discussed and dissected by the class. We will delve into the facts of each case, determine the issues, strengths, and weaknesses of the parties’ arguments, and discuss how the matters concluded.

*Pre-registration is required. After registration, please look for an email a few weeks before each training with more information.*
Update on Contract Books

Good news!

The contract books are in the process of being printed!

This is a large project and will take approximately 5-6 weeks, however, we expect to have them by the end of the year.

Stay tuned for more information on how you can get yours!

INCREASE YOUR SEA PAC CONTRIBUTION TODAY!

Apart from being a union member, there are two other ways you can contribute to a stronger union. Start donating today or increase your current donation amount.

If you are an active member of SEA/SEIU Local 1984, please click the link below and fill out our SEA PAC Authorization.

SEA PAC funds are often used for the following:

- Donations to political candidates, both Democrats and Republicans, who support working families
- Advertisements on TV and radio
- Organizing initiatives on the ground - that's all of you!

It's important to note that dues money is not and cannot be given to candidates running for office; only SEA PAC funds are used for the above.

Why is SEA PAC important?

- Involvement in politics is how we change the structure of power and improve lives
- Money is important to winning political battles - we need to pool our resources to be powerful

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!
Recomendations from the CDC Regarding COVID-19 in 2021

Some of you may have questions about what to do this winter if you find that you have been exposed to or come into close contact with someone who has been diagnosed with COVID-19. Below are some of the CDC's recommendations on what to do and how to proceed as well as what it means to quarantine rather than isolate and when you should each.

What the CDC recommends if you have had close contact to someone with COVID-19 and the differences in handling them for those who are vaccinated and those who are not. To find more detailed information you can use the link below.


Quarantine vs. Isolation

- You quarantine when you might have been exposed to the virus.
- You isolate when you have been infected with the virus, even if you do not have symptoms.

Quarantine

Quarantine if you have been in close contact (within 6 feet of someone for a cumulative total of 15 minutes or more over a 24-hour period) with someone who has COVID-19, unless you have been fully vaccinated.

People who are fully vaccinated do NOT need to quarantine after contact with someone who had COVID-19 unless they have symptoms. However, fully vaccinated people should get tested 5-7 days after their exposure, even if they don't have symptoms and wear a mask indoors in public for 14 days following exposure or until their test result is negative.

What to do
- Stay home for 14 days after your last contact with a person who has COVID-19.
- Watch for fever (100.4 ° F), cough, shortness of breath, or other symptoms of COVID-19.
- If possible, stay away from people you live with, especially people who are at higher risk of getting very sick from COVID-19.

After quarantine

Watch for symptoms until 14 days after exposure. If you have symptoms, immediately self-isolate and contact your local public health authority or healthcare provider.

Isolation

Isolation is used to separate people infected with COVID-19 from those who are not infected. People who are in isolation should stay home until it's safe for them to be around others. At home, anyone sick or infected should separate from others, stay in a specific “sick room” or area, and use a separate bathroom (if available).

What to do
- Monitor your symptoms. If you have an emergency warning sign (including trouble breathing), seek emergency medical care immediately.
- Stay in a separate room from other household members, if possible.
- Use a separate bathroom, if possible.
- Avoid contact with other members of the household and pets.
- Don't share personal household items, like cups, towels, and utensils.
- Wear a mask when around other people if able.

Learn more about what to do if you are sick and how to notify your contacts.
November Wellness Webinar Series

Managing Stress Free Holidays

Not feeling particularly cheery this time of year? You're not alone. Many find that the holidays bring as much stress as they do joy. But there are ways to ease through the season.

To help make the most of your festivities, the Wellness Webinar series from the State of NH and Anthem have some holiday tips for you to stay in the spirit of the season!

ACA Open Enrollment

November 1, 2021 and runs through January 15, 2022

The Affordable Care Act makes affordable health insurance available to more people. The law provides consumers with subsidies ("premium tax credits") that lower costs for households with incomes between 100% and 400% of the federal poverty level (FPL).

Note: If your income is above 400% FPL, you may still qualify for the premium tax credit in 2021.

The national open enrollment period for major medical coverage – also referred to as the Affordable Care Act or Obamacare coverage – begins on November 1, 2021 and runs through January 15, 2022 in most states. However, for coverage that starts January 1, 2022, you will need to enroll by December 15, 2021.
CFPG will now meet on the first Tuesday of every other month at 5:30 PM. The next meeting will be on January 4, 2021. Join us if you can!

Constitution and By-Laws Committee will not meet again until after the holidays.

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

NH Faith & Labor Coalition meets on the third Wednesday of the Month at 12; the next meeting is on November 17, 2021.

Clinicians United NH, Associate Members Chapter meets at noon on the first Monday of the month; the next meeting is on December 6.

Conservative Members Committee meets on the second Tuesday of each month at 5:30 PM; the next meeting is November 9, 2021.

The Organizing Committee meets on the first Wednesday of every month; the next meeting is today, November 3rd @ 5:00 PM.

The Board of Directors will meet on November 18th due to the Veterans Day holiday from 1:00 - 5:00 PM.
Social Activities

Social Activities Committee will be decorating the office within the next week or so for the holidays! If you’d like to assist, please get in touch with Rebecca Ladd, texting is best, 603-581-5977.

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! 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, December 6th, from 5:00 PM - 6:00 PM.

Book Club

The next book club meeting will be on December 6th from 6:00 PM - 7:00 PM, the first Monday of the month. The meeting will be at 6:00 pm, and the next book of choice to read is A Winter Dream by Richard Paul Evans.

The #1 bestselling author of The Christmas Box and master of the holiday novel reimagines the biblical story of Joseph and the coat of many colors, presenting an inspiring modern story of family and forgiveness.

Joseph Jacobson is the twelfth of thirteen siblings, all of whom are employed by their father’s successful Colorado advertising company. But underneath the success runs a poisonous undercurrent of jealousy; Joseph is his father’s favorite and the focus of his brothers’ envy and hatred. When the father seems ready to anoint Joseph as his heir, the brothers make their move, forcing Joseph from the company and his Denver home, severing his ties to his parents and ending his relationship with his soon-to-be fiancéé. Alone and lonely, Joseph must start a new life.

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.
CFPG & Holiday Cards for our Military Challenge

The committee members of CFPG are looking for all those interested in participating in this year's Holiday Cards for our Military Challenge! The deadline to mail cards out should be no later than December 3, 2021.

The primary goal of Holiday Cards for our Military Challenge is the collection and delivery of personalized, signed expressions of respect, caring, and gratitude to deployed U.S. troops.

Your personalized signed holiday cards and letters reflect your genuine support and appreciation for our military heroes, letting them know that they are not alone during the winter holiday season.

This year, New Hampshire schools and agencies are all invited to participate in the Holiday Cards for Our Military Challenge.

Cards should be addressed to “Dear Warrior,” and include a holiday greeting and personal note signed with a first name only. Please do not seal envelopes. Cards should be mailed to Holiday Card Challenge, PO Box 103 Hollis, NH 03049. Click below for more details, https://militaryholidaycardchallenge.com/

CFPG’S Knitting for the Public Good

It's the time of year when we all like to give back!

We have received new donation requests to help TLC Recovery Programs in Claremont, the Friendly Kitchen in Concord, and the Franklin Catholic Church.

If you're interested in assisting, please get in touch with Tam Feener at tamarafeener@metrocast.net. We are looking for more items to donate and volunteers to deliver them to the locations mentioned above. If anyone is headed out to those areas, please let us know if you'd be willing to drop off some donated items on behalf of the CFPG please let us know.
Operation Santa Needs YOU!

Operation Santa Claus is a non-profit organization started in 1960 by the State Employees' Association of New Hampshire / SEIU Local 1984. The program began in 1960 with 14 children, and the State Troopers delivered the gifts from county to county.

Our program now assists approximately 3000 NH children every year! Volunteers from Chapter 1 (Retirees from State Service) help run the program day to day beginning in October and going right through to December 13th, this year's delivery date.

Children are chosen by the Dept. of Health & Human Service Caseworkers all over the state. These are children who have had tough times, have lost parents, have been separated from their families or their family is receiving state assistance. Each Caseworker tells us a little about the child, and then we ask for what the child needs and what they would like for Christmas. We ask that a minimum of $85 be spent and a minimum of 2 gifts be delivered for each child.

At this time, we are in need of SPONSORS. If you or someone you know is looking to donate this season, please consider Operation Santa and reach out to the OSC team at seaosc@seiu1984.org and someone will return their call.

OSC Delivery Day!

Operation Santa Claus Delivery Day has been scheduled for Monday, December 13, 2021.

If you'd like to assist please contact Phil Burt at Phillip.R.Burt@dhhs.nh.gov

or visit
https://www.facebook.com/OperationSantaClausNH

http://www.operationsantanh.org/
Treasury Department’s Emergency Rental Assistance (ERA)

The Treasury Department’s Emergency Rental Assistance (ERA) program was created to help renters cover their housing-related costs and remain housed during the pandemic. These programs have distributed more than 1.4 million payments to households, totaling more than $7.7 billion to support the housing stability of vulnerable renters. The eligibility requirements and how money is distributed vary across states and localities. Federal Program information can be found here.

Information specific to NH residents can be found below or here.

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-nherap
- 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 resources.
Apply for a scholarship created 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: 12:00 pm (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.
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](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](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](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. Visit https://www.seiumb.com/education/seiu-free-college-benefit