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- ROCKINGHAM DECLARATORY RULING
- MEMBERS IN ACTION
- POLI-ED MEETING WITH REP. RO KHANNA
- STEWARD TRAINING
- COMMITTEE UPDATES & EVENTS

MORE GREAT CONTENT INSIDE:
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In Case You Missed It!

Vaccine Mandate Injunction

On 11/29/21, a federal judge indefinitely suspended the vaccination mandate deadline for employees of healthcare facilities in New Hampshire imposed by the Center for Medicare and Medicaid Services (CMS). The order comes after the State of New Hampshire, and nine other states challenged the authority of CMS to promulgate said rules and requirements for these facilities in order to receive Medicare and Medicaid funding.

This injunction means that many medical facilities that employ SEA members will be rescinding policies and directives requiring staff to be vaccinated. We have gotten word that Strafford County has already rescinded its policy, but we are still waiting to hear from others. We expect any such State-run facilities will likely rescind said mandates as well seeing as the State was the party that sought and won the injunctive order.

Some employers may still seek to invoke vaccine mandates despite no longer being required to do so based on internal governance decisions and safety needs. We will address those situations as they may arise. There will likely be more information in the coming weeks as this story continues to develop. For those who have gotten part or are planning to get vaccinated, it is still a good idea to follow through as a preliminary injunction is no guarantee that the vaccine will not become mandatory for such medical staff in the future.

DOT Decision Upheld

In October of this year, the SEA won an appeal at the Supreme Court determining that the State could not require that employees get a CDL medical card in order to be considered for a transfer or promotion. The State filed a motion for reconsideration with the Court, and earlier this week the Court upheld the SEA's victory, ensuring that if the State wants to make changes to your terms and conditions of employment, it must negotiate with you first.

Rockingham Declaratory Ruling

The SEA Legal Department recently filed for a declaratory ruling with the PELRB, to see if the Board is of the opinion that vaccine mandates are a mandatory subject of bargaining. We will keep you informed of the decision when we receive it. Please see below for more details.

Last month, the SEA learned that Rockingham County planned to require all of its nursing home staff to be vaccinated or face termination. On 11/17/21, the SEA filed a petition for declaratory ruling with the PELRB to ask the Board to advise the parties as to whether the parties must first negotiate a vaccine mandate, or whether the employer is permitted to unilaterally implement it. While we hope to receive guidance from the Board soon, there are no guarantees as to how this matter might be resolved, and many employers might require employees be vaccinated prior to receiving an answer from the Board. Employees subject to vaccine mandate requirements who choose not to receive a vaccine should be aware that choosing to not receive a vaccine could lead to adverse personnel actions. Should the Board determine the vaccine mandates must be bargained, there may be means to redress any such adverse personnel actions that resulted from the employer’s unilateral act to impose the mandate. If the vaccine mandates are found to not be a mandatory bargaining subject, it is unlikely any adverse personnel action would be fought and overturned.
Proud of SEA/SEIU1984 Members standing up for fair wages and good faith contract negotiations at @GovChrisSununu’s Executive Council Meetings!

The next two upcoming Executive Council meetings are December 8 and December 22, 2021, mark your calendars!

Poli-Ed Meeting with Ro Khanna, December 13 @ 5 PM

Congressman Ro Khanna represents California’s 17th Congressional District, located in the heart of Silicon Valley, and is serving in his third term.

Rep. Khanna sits on the House Agriculture, Armed Services, and Oversight and Reform committees, where he chairs the Environmental Subcommittee. Additionally, Rep. Khanna is the Deputy Whip of the Congressional Progressive Caucus; serves as an Assistant Whip for the Democratic Caucus and is the Democratic Vice Chair of the House Caucus on India and Indian Americans.

Rep. Khanna will be joining us to give updates on President Biden’s Build Back Better Agenda, the Bipartisan Infrastructure Bill and to take your questions!
Steward Training

Course Descriptions

**Tuesday, January 11, 2022, 2:00 PM – 4:00 PM**
- Please check your emails regarding this training which is now full, but we are accepting names for the waitlist in case a steward cancels.
- 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.*
Health and Safety Trainings Near You!

The New England Consortium (TNEC) is a regional worker health and safety training project funded by the National Institute for Environmental Health Sciences and hosted at the University of Massachusetts Lowell (UML) in partnership with MoxSHP, RICSH, Connecticut OSHA, NIOSH, and SEIU Local 1984. Since 2016, TNEC has delivered training in hazardous materials operations, emergency response, infectious disease preparedness, disaster preparedness, and general workplace health and safety.

COVID-19 and its Variants: Latest Workplace Protection Strategies
Monday, 12/13/21 @ 1:00PM-3:00PM
This 2-hour virtual course is intended for workers and employers on the latest on the fight against COVID and its variants. It addresses ventilation issues, vaccine spills, and hazardous waste & workplace exposure prevention.

HAZCOM – Hazard Communication
Monday, 12/13/21 @ 9:00AM-11:00AM
This is a no-cost, 2-hour virtual course intended to inform workers and employees of their rights under the OSHA Hazard Communication Standard and how it is designed to protect employees from hazardous chemicals used or stored in the workplace.

For further information and updates contact Annemarie_Tapoulidis@sea-seiu.org

Disaster Preparedness
Thursday, 12/16/21 @ 9:00AM-11:00AM
This 2-hour virtual course focuses on decreasing the risk of worker and community resident injury and illness in responding to severe weather events, such as storms and floods, and planning next steps in preparing for disasters in the participants’ own work setting and in their communities.

Click here to register for the 12/13/21 course. Click here to register for the 12/16/21 course.

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!
Here we go! Bring on the cold frosty mornings, leaves falling from the trees, and the slow rise of us being able to see our breath in the air. Fall is in full force, which only can mean one thing….the holidays are near!

This time of year, many of us are being pulled in multiple directions. We are trying to complete our fall clean-up both at home and work, organizing plans for the holidays, and trying to make our lists and not forget anything. With all the competing priorities, stressors start to play a role in our daily life. Therefore, we need to make sure we are setting realistic expectations.

Recognizing when you are stressed is one of the key components of working through stress. In addition, being aware of when to seek help is key to remaining healthy. Unfortunately, many times others will notice our stress before we do, especially family or friends. Included below is a great flyer to have on hand, which helps identify some of the signs of stress and reminds us of some great ways to reduce our stress, especially for this time of year.
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.
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 January 4, 2022. Happy Holidays!!

- 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 meets on the first Monday of each 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 December 15, 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 December 14, 2021.

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

- **The Board of Directors** will meet Wednesday, December 8, from 5:00 - 8:00 PM. Before the meeting, we will be assisting at Operation Santa Delivery Day headquarters, 54 Regional Drive, Concord, NH, to help with inventory beginning at 1:00 PM. Please make the appropriate adjustments.
It's Certainly a Happy Holiday for Operation Santa Claus this season!

Congratulations to all of the volunteers and members of this committee who work so hard this time of year. We are pleased to announce that they are the proud recipients of a $5,000.00 grant from the New Hampshire Charitable Foundation. The grant is to purchase holiday gifts for Seacoast-area children who have been identified by the Department of Health and Human Services as those in need this year.

This is fantastic news and will only allow Operation Santa to provide more holiday cheer for more children this year!

To learn more about the New Hampshire Charitable Foundation, please visit nhcf.org or https://www.facebook.com/nhcfoundation.

OSC Delivery Day!

Join your union members and friends and all of the OSC Volunteers and the National Guard for Operation Santa Claus Delivery Day has been scheduled for Monday, December 13, 2021 beginning at 8:00 AM.

As you can see, Santa has been busy, and there is much work to be done, and every little bit helps!

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/
DOT and DOC are having Holiday Sales!
Just in time for the holiday season, DOT is selling Poinsettias, and DOC is having a sale on everything from artwork to leather goods, games, and gifts, all at 25% off!
Available at the Retail Showroom 312 N. State St, Concord, NH.
Social Activities Committee has beautifully decorated the office for the holidays! If you’d like to get involved with more of their activities, please contact 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, Bookclubs, Movie nights, Committee meetings, Decorating the office, Planning new and fun adventures, Motorcycle club, and even a Holiday party.

This committee is a great escape! As always, 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.**

Happy Holidays!
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 fiancé. 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.

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One Fair Wage

*One Fair Wage, Ending Subminimum Pay in America* by Saru Jayaraman

From the author of the acclaimed *Behind the Kitchen Door*, a powerful examination of how the subminimum wage and the tipping system exploit society’s most vulnerable.

This book uplifts the stories of subminimum wages workers across many sectors — including tipped restaurants, nail salons, parking attendants and airport wheelchair attendant workers, gig workers, workers with disabilities, incarcerated workers, and youth workers. These stories, paired with facts from years of research, advance the narrative of racial capitalism and the idea that all of the subminimum wages in different sectors are a reflection of America’s devaluation of people of color, workers with disabilities, youth, and immigrants as subhuman. The book also reveals the solution to addressing racial capitalism which is paying everyone a full minimum wage.

More information on this book can be found [here](#).
Holiday Cards for our Military Challenge DEADLINE

Friday, December 3, 2021, is the deadline to mail cards to the below address!

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 sincere 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 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 are donating 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.
NEW SEIU Member Benefits & Ticket Program

SEIU Member Benefits is excited to share that we just launched a new entertainment tickets program for SEIU members: the SEIU Discount Tickets Program. This new program is being offered in partnership with Entertainment Benefits Group (EBG), one of the nation’s fastest-growing e-commerce companies specializing in theme parks and live entertainment.

The SEIU Discount Tickets Program provides members with access to the world’s greatest entertainment brands including Walt Disney World® Resort, Disneyland Resort, Universal Orlando Resort™, Cirque du Soleil®, Cedar Fair, SeaWorld® Parks and Entertainment, and many more. Members may save up to 40%* on tickets in five event categories: Theme Parks and Attractions; Movies; Broadway Shows; Ski Resorts; and Preferred Access Events, including Concerts and Sports like the NFL, NBA, NHL, and more.

The SEIU Discount Tickets platform has been designed for ease of use and a superior member experience: transparent pricing that displays all taxes and fees; clear billing and credit cardholder information; and comprehensive ticket and box office/pick-up details. In addition, the program provides a dedicated, toll-free SEIU customer service phone number 1-844-398-SEIU (7384), which will operate from 8:00 a.m. to 10:00 p.m., Eastern Time, 7 days a week, 365 days a year.

SEIU members and their spouses/domestic partners, eligible dependents, and family members may participate in the program. Access requires registration or sign-in on the SEIU Member Benefits website at www.seiumb.com.

Beginning Monday, November 15, 2021, members may access the SEIU Discount Tickets Program platform at www.seiumb.com/tickets. If you have any questions about the SEIU Discount Tickets Program, please contact Moumita Bhattacharya, Manager, Branding and Product Marketing, at mbhattacharya@neamb.com.

* Actual savings will vary based on travel dates, location, season, availability, number of tickets purchased, and product purchased. Rates can change at any time without prior notice. Terms and conditions apply.
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 is New Hampshire's arm of the federal Low Income Home Energy Assistance Program (LIHEAP) which 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 provides benefits to qualified New Hampshire households to assist with heating costs. The Fuel Assistance Program can also help households 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 taking into account 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.

To learn more please visit, [https://www.nh.gov/osi/energy/programs/fuel-assistance/](https://www.nh.gov/osi/energy/programs/fuel-assistance/)
The scholarship **DEADLINE** is fast approaching!

**2022 Union Plus application now available!**

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.

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**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 a 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.

https://www.seiumb.com/education/seiu-free-college-benefit