



State Employees' Association SEIU Local 1984
Board of Directors' Meeting
Wednesday, December 8th, 2021 5:00 PM
Minutes - DRAFT

Call to Order: 5 PM

In attendance: Directors (In Person) President Rich Gulla, Kathy Mather, Ken Muske, Melissa Kelleher, Treasurer Brenda Thomas, 1st Vice President Mary Fields, Ralph Mecheau (late); Heather Fairchild, Kristi Blanchette; David Honeman (initially over Zoom), 2nd Vice President John Hattan **(via Zoom)** Germano Martins, Corey Dearborn, Mike Derderian, Cheryl Towne **(Excused)** Deb Haskell, John Amrol

Staff: (In Person) Outside Counsel Jake Krupski, **(via Zoom)** Chief Operating Officer Ela Schmuhl, Organizing Manager Justin Jardine, General Counsel Gary Snyder, Legal Coordinator Beth Aborn, Political Director Cullen Tiernan, Special Assistant to the President Jay Ward, Internal Organizer Cindy Perkins

1. EMERGENCY BUSINESS – no one brought emergency business before the Board
2. MOTION TO ACCEPT AGENDA – Rich stated that the scheduled meeting with Heather Conroy, SEIU Executive VP, had been rescheduled to January. At that time the SEA NH would report out about its resource agreements with the SEIU, for example, the ZIPS program, the Conservative Member Coordinator position, etc. He stated that earlier in the day Justin Jardine had presented a PowerPoint to the SEIU and that for want of the conversation with Heather Conroy, Justin would present an abbreviated version of the PowerPoint to the Directors. Mary Fields motioned to accept the agenda as amended, which was seconded. Motion carried.
3. REVIEW OF BOARD PACKET MATERIALS
MOTION TO ACCEPT November 18 Board Meeting minutes. Germano and Mike Derderian stated that they had both attended the November Board meeting remotely. Motion made to accept the minutes as amended by Kathy Mather, seconded by Germano Martins.
4. The Board Packet contained no CORRESPONDENCE
5. OLD BUSINESS – Justin Jardine shared a PowerPoint that he had previously shared with the SEIU in the morning. When he started in March of 2020, he had had only 4 organizing staff reporting to him.
 - At the time, we were losing membership at a rapid rate with the focus on getting members vaccinated. Memberships totals bottomed at 6568, down 38 from when he started with SEAPAC contributions at \$7,831.
 - Lots of members were leaving as other stakeholders, for example, Amazon and other corporations were upping their wage and benefit game.
 - Membership numbers were down 25 to 30 per cent since the SEA NH had been without a full-time organizing manager.
 - Intro ZIPS program with organizers also being allowed back in the workplace, as well as sign-ups occurring through the VAN Application, i.e., online or through cell phone
 - First breakaway bargaining occurred with the Department of Corrections
 - August 18 return to members being able to drop out of their membership on their anniversary week
 - Car rally action was also successful

- Currently new members have bolstered membership total numbers to 6,686 and SEAPAC contributions were at \$7719/month
- Various external campaigns were also occurring throughout the State
- Goals were to increase membership 5.5 percent and to increase SEAPAC by 5 per cent
- Also working to train member organizers in DES (Environmental Services) and another Department (I believe DoIT) which did not have high member density, other Chapters, for example, the Department of Agriculture and the Community College Adjutants were examples and train a member to recruit other members.
- Had convened six trainings with members regarding these type of actions
- New material had been worked up recruitment packets
- Also working to recruit for committees

6. COMMITTEE ASSIGNMENTS:

1. President's Report, Rich Gulla – 50 members appeared for the Executive Committee meeting regarding wage enhancements two meetings ago and at today's meeting District 2 Councilor Cindy Warmington had asked Lori Shibinette some pointed questions based on materials provided to her by Executive Branch Negotiator Randy Hunneyman.
 - Heather Fairchild asked what the percentage of vacant positions the State had.
 - Rich stated the SEA NH had filed an Unfair Labor Practice with the Public Employee Labor Relations Board.
 - Jay Ward stated that the Dept. of Labor had ceased completing exit interviews and that the Dept. of Education had some ongoing personnel investigations happening, one of which was criminal
 - Rich stated that there was some will from commissioners to look at employee classification and having all parties at the table to address the issue
 - Reported that Lori Weaver and DHHS was using a firm to staff SYSC, i.e., contract with bodies outside of NH
 - Rich that there was some feeling within the State that the classification system was antiquated
 - Lori Weaver wants to get together the first of the year with other commissioners
 - The State is at a breaking point
 - Liquor Commission also had not been able to deliver
 - At the same time, there also seemed to be no willpower to address the problems within the State from some corners without much communication from the corner office
 - One thing was certain, Cindy Warmington had done a great job of asking Lori Shibinette pointed questions
2. Council Meeting December 9, 6:30 pm – Starting registration at 6 PM. Jake Krupski will provide a presentation on NH RSA [273-A: Public Employee Labor Relations](#) and the no right to strike clause. Rich asked that Committee Chairs submit an updated list of their committee members as well as pitch their Committee at the Council.
3. Strategic Planning Update, Rich Gulla – earlier in 2021, a group of SEA NH stakeholders had met with Bob Uedek and had not received any data back from those meetings. Individuals who attended the meetings stated that they went into the interviews without information about what the process was about and the whole thing had been a bit of a confusing ill-prepared knot. Rich stated that the Managers were discussing how they could get the data and then press restart with a local facilitator, not necessarily connected to the International. Parties

interviewed were as follows: Beth Aborn, Josh Adjutant, Justin Jardine, Micki Kelleher, Cindy Perkins, Ela Schmuhl, Cullen Tiernan, and Christine Turgeon.

4. Next Month's Board of Director's Meeting – The Annual Operation Santa Claus meeting
5. Executive Session – Mary Fields motioned to enter Executive Session, which was seconded by John Hattan. Motion passed at 5:39 PM.
 - Motion to leave Executive Session by Ralph Mecheau; seconded by Heather Fairchild. Motion carried at 6:04 PM.
 - Motion to hire recommended candidate for Associate Council by Ken Muske; seconded. Motion carried.
 - Motion to bring on a former employee to assist in data clean up, training, & the documentation of manual processes made by John Hattan; seconded by Cheryl Towne. Motion carries.
7. MOTION TO ACCEPT CONSENT AGENDA: Treasurer's report, Membership Report – made by Mary Fields, seconded. Motion carried.
8. COMMITTEE REPORTS:
 1. Political Education, John Hattan – committee had been working diligently on endorsement questionnaires for the various candidates; had completed the federal questionnaire; and were currently working on the State questionnaires, which had been divided into a gubernatorial questionnaire, an Executive Council questionnaire, and a legislative. After that, there remained Municipal.
 - Committee scheduled to meet with United States Representative Ro Khanna from California's 17th Congressional District (South Bay and East Bay regions of the San Francisco Bay Area, parts of Alameda and Santa Clara counties), Monday December 13.
 2. Finance Committee, Brenda Thomas – the audit of Operation Santa Claus was winding down
 3. Steward Committee, Ken Muske – meets the 3rd Thursday of the month from 5:30 pm to 7:30 PM. Lots of different stewards were turning out for meetings.
 - Three members, David Honeman, Kevin McMahon, and Betty Vanlandingham had attended an Arbitration Training, which left David Honeman feeling impressed. He stated that they provided different coaching tools and that all the featured arbitrators were awesome.
 4. Organization Committee & Associate Memberships, John Hattan – was planning for chapter elections and looking on the Committee taking on a larger role. Currently the Committee consisted of John Hattan, Rich Gulla, Deb Haskell, and Rebecca Ladd.
9. MOTION TO ACCEPT All Reports into Record made by Ken Muske, seconded.
10. NEW BUSINESS (two thirds vote required for any action to be taken) – no one required any new business
11. Motion to adjourn made by Kathy Mather, seconded. Motion carries. Meeting ended at 6:27 PM.

First Draft of Minutes submitted to Board of Directors Tuesday, January 4, 2022 by John Hattan