NEW YEAR CHEERS & THE YEAR GONE BY

by Rich Gulla, SEA/SEIU Local 1984 President

The year gone by was a rollercoaster ride. From HB 61 to wage enhancements to new beginnings and new projects, mishaps to detours, and in-office to out-of-office protocols, it was a wild ride.

The coming year will also have crucial impacts on new objectives, goals, and accomplishments and, with those many, many challenges. But every new year comes with a glimmer of hope and optimism - it’s time to share the excitement and the possibility of what the coming year can bring.

We’re ready to tackle 2022 head-on, fighting for fair and equitable wages, for plans to address and fill hundreds of open state job vacancies, and for continued retirement benefits.

Let’s continue our strife to success and shock everyone with our relentless determination to fight for what is right and just for all our members!

Cheers to 2022 and a new year!

Rich
In 2021, the SEA and the State of New Hampshire conducted several independent fact-finding hearings for individual bargaining units (sub-units), including the Department of Transportation, NH Hospital, Dept. of Safety Marine Patrol, and the NH Liquor Commission (NHLC). The recommendations for contract settlements and all of the necessary votes, ended with two in favor of accepting the fact-finder's submissions (NH Liquor Commission and NH Hospital) and two to reject the fact-finder's recommendations (DOT and Marine Patrol). However, public servants still need the Executive Council and the Governor to agree and vote with state workers. The reports are scheduled to go before the Executive Council on Wednesday, January 12, 2022, for review.

We ask the Council Members to do what is right by the public servants of this state and vote to move these contracts forward as a good step toward improving working conditions in NH.

Thank you to all of our members who assisted with the voting process. Special thanks to Dave Honeman and Phil Burt for assistance with the DOT vote and also thanks to Chris Tsoukalas and Garret Graaskamp for your service with New Hampshire Hospital and the Liquor Commission votes, we appreciate your efforts and time.

CONTRACT BOOKS

We know that you have been waiting for these books for quite some time, and we apologize for the delay. The printer is doing its best dealing with supply chain issues and a paper shortage.

We hope to have them here for you by the end of the month.

The State Employees’ Association, SEIU Local 1984 is calling on Governor Chris Sununu to provide fair contracts for public servants in state government and to allow the Executive Council to vote on the recent Fact Finders Reports before the Council, as required by law, on Wednesday, January 12, 2022.

FACT FINDER'S REPORT UPDATE

by Randy Hunneyman

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MEMBER LEADERSHIP TRAINING

Membership programs harness the power of the people who support our mission. Members matter. And because of this, strategic membership training programs matter.

As a chapter leader, you take on an important responsibility. You have some specific duties, which are outlined in training. For example, if you are a chapter president, you preside over meetings. If you are a chapter councilor, you vote on behalf of your coworkers at council meetings. But there is more than that.

Join our next chapter leadership training!

Leadership 101 on January 26, 2022. 5:30 - 7:30 PM

Registration Link https://us02web.zoom.us/meeting/register/tZUtcu-grzgiHdK90SICIdt_bZQUat7AER8q

For more information, please reach out to the organizing staff at organizing@seiu1984.org.

AVAILABLE NOW

Lawn signs are available in support of the Freedom to Vote act and to oppose gerrymandering. These are from 603 Forward. They can be picked up at the SEA Office.
STEWARD TRAININGS

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.

"Any societal platform needs a bold steward, willing to hold the moral compass and risk failure. A system steward must persist as a positive catalyst that continuously creates opportunities and sustains the grammar of the intent.”

Rohini Nilekani
THE STATE OF NH'S LSR'S FOR 2022

Jay Ward &
Cullen Tiernan

The 2022 LSR's to watch for SEA Members and Retirees.

HB 1535-FN
Title: Relative to cost of living adjustments for retirees in the state retirement system.
Sponsors: (Prime) Reps. Troy Merner, Joseph Guthrie, Mike Bordes, Brodie Deshaies

Provides retirees who have been retired 5 or more years a 1.5% COLA on the first $30,000 of their benefit on their retirement anniversary after 7/1/2022. Every date occurring after 7/1/2023 a % increase as outlined in federal Social Security shall be applied to a member's benefit of $30,000 or less after approval of the NHRS Board of Trustees. The cost of the COLA shall be terminally funded from the state annuity accumulation fund.

SB 434
Title: Relative to the reduction in the calculation of state retirement annuities at age 65.
Sponsors: (Prime) Kevin Cavanaugh, Troy Merner, James Allard, Kevin Pratt, Cindy Rosenwald, Brodie Deshaies

Connects the 10% reduction group I members currently receive at age 65 to social security eligibility age.

MONITORING:

HB 1587
Title: Relative to determination of average final compensation under the retirement system and making an appropriation therefor.
Sponsors: (Prime) Kevin Pratt, Mike Bordes, Douglas Trottier, Brodie Deshaies

New Hampshire was the first!
On Jan. 5, 1776, six months before the people of the United States claimed self-government, the people of New Hampshire gave this country its first state constitution. The next day, the House of Representatives was created.
RETIREMENT LEGISLATION FOR 2022

New Hampshire's 2022 legislative session began this week. The last several weeks have included the release of bill language and scheduling of the first public hearings. Several retirement bills will be before the committee for the first round of public hearings next week. If you have any questions, please reach out at info@nhretirementsecuritycoalition.com

Thursday, January 13, 2022

Senate ED&A Public Hearings - State House Rm 103

@ 9:20 am - SB434-FN: relative to the reduction in the calculation of state retirement annuities at age 65.
Original Committee: Senate ED&A
Sponsors: Sen. Kevin Cavanaugh
Coalition Position: SUPPORT

@ 9:40 am SB411-FN: relative to critical incident stress management for emergency services providers and establishing a violent act injury disability retirement for public safety employees.
Original Committee: Senate ED&A
Sponsors: Sen. Kevin Cavanaugh

House ED&A Public Hearing - LOB 302-304

@ 9:00 am - HB1535-FN: relative to cost of living adjustments for retirees in the state retirement system.
Original Committee: House ED&A
Coalition Position: SUPPORT

@ 10:00 am - HB1417-FN-L: relative to payment by the state of a portion of retirement system contributions of political subdivision employers.
Original Committee: House ED&A
Coalition Position: MONITOR

@ 11:00 am HB1079: relative to part-time employment of a retirement system retiree.
Original Committee: House ED&A
Coalition Position: SUPPORT

@ 1:00 pm HB1257-FN: requiring the retirement system to divest from investment in companies located in China.
Original Committee: House ED&A
Coalition Position: MONITOR

@ 2:15 pm - HB1590: relative to municipalities withdrawing from the state retirement system.
Original Committee: House ED&A
Coalition Position: OPPOSE

@ 2:30 pm - HB1318-FN-L: relative to penalties for employer noncompliance with retirement system requirements.
Original Committee: House ED&A
Sponsors: Rep. Dianne Schuett
Coalition Position: MONITOR

https://nhretirementfacts.com/2022-legislation/
Join members of the New Hampshire community and SEA/SEIU Local 1984 President, Rich Gulla in celebrating and honoring the 40th Annual Martin Luther King, Jr. community celebration day.

Musical selections by the Manchester High School West Jazz Band
Directed by: Rebecca Berger. Musical selections by the MLK Jr. Choir: Directed by James McKim

**Special Guest: TJ Wheeler**

Community shared reading of excerpts of Dr. Martin Luther King Jr’s 1957 sermon “Loving Your Enemies” with Rich Gulla.

2022 MLK Award Winner: Sebastian Fuentes- Vice-Chair of the NH Democratic Latino Caucus and on the Board of Directors of the NH Progressive Coalition

**Lionel Washington Johnson Youth Awards:**
1st place-Ariana Metzger- Grade 6-Newington Public School
2nd place-Drew Verweij- Grade 6-Barrington Middle School
2nd place-Mark Stapleton- Grade 6-Auburn Village School

### “LOVE NOT HATE”

**Topic:**
MLK Jr. 40th Annual Community Celebration

**Time:**
Jan 17, 2022, 01:30 PM Eastern Time

**Join Zoom Meeting:**
https://us02web.zoom.us/j/83815992942?pwd=MjlyUW1CR05MZGcxc043K1pHMzJldz09

**Meeting ID:** 838 1599 2942
**Passcode:** 267996
Dial by your location +1 929 205 6099 US (New York)

**Meeting ID:** 838 1599 2942
**Passcode:** 267996
**Find your local number:**
https://us02web.zoom.us/u/kdG6DSz76B

Immediately following the program, join the live Zoom discussion

MPTS: Please check the website www.manchestertv.org for broadcast times. This program will appear on Channel 16.
Begin the New Year on the path to wellness!
Complete the Health Assessment Tool (HAT) in 2022!

Visit www.mobilehealthconsumer.com to log in or log into the Mobile Health app and click on Health Assessment from the main menu. It will take 5-10 minutes to complete the HAT.

After you complete the HAT, you will get a personalized look at your health through the Mobile Health Coach and health plan active employee subscribers will earn a $200 Health Reimbursement Arrangement (HRA) through ASIFlex to pay for eligible medical copays, co-insurance, and deductibles (if applicable), prescription drug copays, and eyewear (prescription glasses or contact lenses).


New in 2022: Learn to Live
Providing virtual Behavioral Health programs to State of New Hampshire employee health plan participants

Life provides us with plenty of opportunities to feel stressed and worried. It's normal to feel sad, lonely, afraid, nervous, or anxious at times, but if those feelings don't seem to go away, it may indicate an issue with anxiety or depression.

Learn to Live is a new program that provides highly effective behavioral health programs used by people across the country. Their approach combines live coaching with caring clinicians and online Cognitive Behavioral Therapy (CBT) lessons to deliver measurably successful support that helps people improve their wellbeing.

Learn to Live offers customized online programs based on the proven principles of CBT. The programs are confidential, accessible anywhere, and based on years of research showing online CBT programs as effective as face-to-face therapy. In addition, these virtual visits are covered in full to those enrolled in the State of New Hampshire health plan.

Learn to Live helps you identify the thoughts and behavior patterns that perpetuate your concerns so you can work through them. You don't have to stay anxious and lonely. Your world can get bigger.

Visit www.anthem.com and log in to get started.
GET IN SHAPE

Health Coach Highlights from ANTHEM

JOIN A WEBINAR NOW

OUR TRAININGS!

State of New Hampshire Employee Wellness Webinar Series

Improve your knowledge and wellness!

Join our new monthly webinar series presented by Lori Hubbard, BSN, RN, Anthem Health Coach. She will assist in providing brief education on the monthly topic, recognizing signs and symptoms, and assist in goal setting to improve your overall wellness.

All webinars will be from 12pm - 12:30pm

January 2022 Webinar

Staying Active: Building a plan to support your activity goals

- What is physical activity.
- How activity supports your health.
- What activity is right for you.
- How to support your body through being active.
- What Health Plan Benefits for 2022 can help support your goals.

Dates:
- Tuesday January 4
- Wednesday January 5
- Tuesday January 11
- Wednesday January 12
- Tuesday January 18
- Wednesday January 19
- Tuesday January 25
- Wednesday January 26

How to join:
Microsoft Teams meeting

Join on your computer or mobile app
Click here to join the meeting

Or call in (audio only)
+1 567-340-3488
United States, Toledo

Phone Conference ID: 344 028 488#
Find a local number

GET IN SHAPE STARTING TODAY!
Click on any of the links below to learn more.

**ISOLATION & QUARANTINE GUIDANCE FROM THE CDC**

- Self Isolation Guide (NH.gov) Updated Dec 1, 2021
- Self-Observation Guide for Individuals Exposed, but Not Required to Quarantine Updated Dec 1, 2021

**TESTING RESOURCES**

**TRAVEL RELATED GUIDANCE FROM THE CDC**

- Domestic Travel During COVID-19 (Updated Nov 12, 2021)
- International Travel (Updated Dec 2, 2021)
- Holiday Celebrations (Updated Oct 15, 2021)

**READ MORE ON BEST PRACTICES**
We are excited to announce that the 29th Annual State Employees Association’s 5K Road Race and Fitness Walk is taking place on Saturday, April 2, 2022!

This race is held in accordance with the Governor’s Road Race Guidelines and is professionally timed by Granite State Race Services. The course is a five-kilometer route through the State Office Park on Hazen Drive in Concord. Register here: www.runreg.com/sea-5k.

All net proceeds from the race benefit Operation Santa Claus (OSC). OSC was founded in 1960 by State employees to provide Christmas gifts to the children and families they serve. Unfortunately, due to the economic challenges that families have faced over the last two years, OSC receives a record number of DHHS caseworker requests. Happily, we can report that OSC rose to the challenge this year, providing gifts to 2,900 children, thanks to generous sponsors, donations, and proceeds from this race!

Please consider getting involved, running, or becoming a proud sponsor of this event!

This year, the SEA 5K will be the first 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 can focus on having fun and getting out to support a good cause. In addition, there is much diversity in the runners, with our youngest participant being six years old and our oldest being in their late 70’s. It is a great event, and we’re thankful for everyone who helps organize it and who participates.”

For more information on the race day details, please get in touch with Jennifer Day at jennifer.day@des.nh.gov.
Committee Schedules

- CFPG will now meet on the first Tuesday of every quarter at 5:00 PM. The next meeting will be on April 5, 2022.
- Constitution and By-Laws Committee will meet again on January 25th at 5:15 PM via Google Meet.
- Social Activities Committee will meet on the first Monday of the month from 5-6 PM. The next meeting is scheduled for February 7, 2022, @ 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 February 7, 2022, @ 6:00 PM.
- NH Faith & Labor Coalition meets on the third Wednesday of the Month at 12; the next meeting is on February 16, 2022.
- Clinicians United NH, Associate Members Chapter meets at noon on the first Monday of the month; the next meeting is on February 7, 2022.
- Conservative Members Committee meets on the second Tuesday of each month at 5:30 PM; the next meeting is February 8, 2022, at 5:30 PM.
- The Organizing Committee meets on the first Wednesday of every month; the next meeting is on February 2 @ 5:00 PM.
- Stewards Committee meets on the third Thursday of every month at 5:30 PM next meeting will be Thursday, January 17th.
- The next Board meeting will be on Thursday, January 13, 2022, from 1:00 PM - 5:00 PM.

All Board, Chapter Presidents, and Council Meetings have been scheduled for 2022 and the links are on the website calendar. Chapter Presidents and Council Meetings will each have a recurring link, however, registration is required for these events.

SOCIAL ACTIVITIES, BOOK CLUB
Cloud Cuckoo Land by Anthony Doerr

From the Pulitzer Prize-winning author of All the Light We Cannot See, perhaps the most bestselling and beloved literary fiction of our time, comes Cloud Cuckoo Land.

Set in Constantinople in the fifteenth century, in a small town in present-day Idaho, and on an interstellar ship decades from now, Anthony Doerr’s gorgeous third novel is a triumph of imagination and compassion, a soaring story about children on the cusp of adulthood in worlds in peril, who find resilience, hope—and a book. In Cloud Cuckoo Land, Doerr has created a magnificent tapestry of times and places that reflects our vast interconnectedness—with other species, with each other, with those who lived before us, and with those who will be hereafter we’re gone.

The next book club meeting will be on February 7 from 6:00 PM - 7:00 PM, the first Monday of the month. 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.
We are excited to announce that the Campaign For Public Good has changed its schedule and updated its initiatives for 2022.

Meetings will now be quarterly on the first Tuesday of April, July, and November for 2022 at 5:00 PM.

Initiatives for this year will include the following:

1. Raise funds for the NH Food Bank to donate on behalf of CFPG & the SEA.
2. BackPack Drive in August for Department of Education.
3. Writing Holiday cards for Military personnel.

The mission of Campaign For Public Good remains the same, to use the strength of the SEA/SEIU Local 1984 union to provide opportunities for members, families, and friends to create positive change in NH communities.

If you're interested in taking part, do it! Knit, make a donation or write a message - save them up and use them when needed. No strings attached, no monthly meetings required - we're simply just trying to make a difference, and we can always use the help! All those who have received donations recently are very appreciative.

For more information, please reach out to Tamara Feener at tamarafeener@metrocast.net.
IN MEMORIAM

![Scott W. Marshall 1963 - 2021](image)

**SCOTT W. MARSHALL**

Scott W. Marshall, 58, passed away unexpectedly on December 17, 2021. He was born December 15, 1963, the youngest son of Theodore and Mary Jane Marshall. Scott had currently been working with the DOT, Shed 527.

Scott is survived by his wife, Angela; his two daughters, Megan and Kerri; his mother, Mary Jane; his brother, Bret Marshall and his wife, Lorna; and three grandchildren. Scott also had a brother, Mark Marshall, who passed away a few days later.

At Scott’s request, there will be no services. Local arrangements are in the care of the Lary Funeral Home. Messages of condolence and memories may be expressed at www.laryfuneralhome.com.

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.

**INCREASE YOUR SEA PAC CONTRIBUTION TODAY!**

If you are an active member of SEA/SEIU Local 1984, please click the link [here](https://laryfuneralhome.com/tribute/details/1116/Scott-Marshall/obituary.html?fbclid=IwAR1G5vSFw0KcCW3uV19sqU0oo2N5bajlgmN) and fill 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](https://laryfuneralhome.com/tribute/details/1116/Scott-Marshall/obituary.html?fbclid=IwAR1G5vSFw0KcCW3uV19sqU0oo2N5bajlgmN) today!
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.

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.

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.
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 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

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
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