Recently we completed the State Employee Viewpoints Survey, which is adapted from a similar survey employed annually by the federal government. It is designed to measure employees’ perceptions of their workplace, working conditions, management, leadership quality, and an assessment of their performance in and satisfaction with their job.

Most survey questions utilize five-point agreement or satisfaction scales, where the higher the number, the more significant the disagreement or dissatisfaction with the item.

This year the data was gathered during a two-week window, from December 9 to December 23, 2021. All executive branch employees, full and part-time, were invited to participate. A total of 383 respondents answered some or all of the survey questions, which is a significant drop from the 2019 executed survey.

Summary data are presented in tables and graphs, covering all survey questions and grouped by subject category, ranging from one’s work unit to job satisfaction.

You may find all of the results [here](#).
STATE HOUSE WATCH

New Hampshire State House Watch with Grace Kindeke and Maggie Fogarty brings you information about matters being discussed in Concord including housing, incarceration, immigration, and labor rights. The show also follows the state budget and tax system, voting rights, corrections policy, and more.

This spring join SEA President, Rich Gulla as he participates as a guest host and dives into the revenue crisis, the 2022 election cycle, and implementing realistic wages here in the state of NH. Rich will be hosting, shows on both March 21 and May 30 with special guests (TBD).

Listen to us on Monday, March 21st from 5 to 6 pm or to the re-broadcast Tuesdays from 8 to 9 am.

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 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 today!
The Department of Education recently announced major changes to Public Service Loan Forgiveness (PSLF), which guarantees complete student debt forgiveness to those who dedicate a decade or more to working in public service.

PUBLIC SERVICE LOAN FORGIVENESS (PSLF)

Under this temporary waiver period ending on October 31, 2022, public employees can retroactively receive credit for past years of service and nearly 50,000 borrowers will become eligible for $4.5 billion in loan forgiveness. As student loan repayments are scheduled to resume in March 2022, this change to the program provides a path to relief and is a huge victory for working people in the public sector.

There is a time limit on this waiver! SEIU members will need to take action by October 31, 2022, to benefit.

2022 DRIVING UNIONS FOR ALL  A message from SEIU

Across the country, workers are exercising their power like we haven’t seen in years— quitting bad jobs in record numbers, winning historic contract victories, demanding the right to form unions, insisting on a reckoning.

Throughout the COVID-19 pandemic, working people have risen up to say, “respect us, protect us, pay us.” Workers will continue to lead and help drive this momentum, making bold demands on corporations and using the upcoming 2022 midterm elections to call on candidates to publicly support our Unions for All demands.

By working together in 2022, we hope to empower our membership and choose candidates up and down the ballot to help move positive legislation forward.

Stay tuned for more updates from your SEIU leadership.

DID YOU HEAR?  There are big changes to Public Service Loan Forgiveness (PSLF)

You can retroactively receive credit for past years of service during the temporary waiver period.

Take action by October 31, 2022 to benefit!

https://seiu.co/PSLInfo
ORGANIZING

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

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.

TONIGHT!
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-grzgiHdK90SICldt_bZOUat7AER8g

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

CONTRACT BOOKS

We know that you have been waiting for these books for quite some time, and we are happy to announce that the DOC Supervisor Contract Books are now in. Please reach out to your organizer to find out how you can pick up your copy today at organizing@seiu1984.org.

The Executive Branch books are being finalized, we hope to have more information on these for you shortly.
LEGAL
UPDATES, TRAININGS AND MORE....

A FEW SPOTS ARE STILL AVAILABLE!

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.

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.

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.

UPDATES & COURT CASES

Unfair Labor Practice Regarding State Executive Branch Wage Enhancements
The SEA has filed an unfair labor practice against the State of New Hampshire for how it is utilizing what are supposed to be temporary wage enhancements. Wages are usually a mandatory subject of bargaining and thus must be bargained with you, the employees before they can be changed. However, the State has been increasingly and unilaterally imposing wage changes on employees without first bargaining these changes. Additionally, to the extent said wage enhancements are arguably permitted, they are supposed to be temporary adjustments resulting from hiring and retention issues, but said adjustments are being renewed year after year without being made permanent through collective bargaining. If the SEA is successful, the State would be required to bargain these wage changes.

Unfair Labor Practice- Union Animus Against NHLC Chapter Leader
NHLC investigated, suspended, and disciplined the Chapter Vice President for criticizing management in an official union communication. The SEA filed a ULP on his behalf, arguing that NHLC discriminated against the chapter vice president and had otherwise interfered with union business and administration. This case has been fully submitted, and we now await a decision from the Public Employee Labor Relations Board.

New Hampshire Supreme Court Appeal
Approximately two years ago, the SEA won two unfair labor practice charges in front of the Public Employee Labor Relations Board. The first regarded a letter from the Governor to employees influencing them how they should vote on a fact-finder report, and the second was the Governor’s refusal to place the fact finder’s report on the governor and council agenda to be voted upon. The State has appealed the PELRB’s decision to the New Hampshire Supreme Court, and the SEA is in the process of writing its legal brief.

TRAININGS

- Thursday, March 24, 2022, 2:00 PM to 4:00 PM
  A FEW SPOTS ARE STILL AVAILABLE!
  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.
FAIR MAPS COALITION

A majority of Granite Staters believe politicians shouldn’t pick their voters. The Fair Maps Coalition demands a fair, transparent, and accessible redistricting process.

Sign up to join Team 603 Forward and the New Hampshire Fair Maps coalition to call Granite Staters and connect them directly with their State Senators to ask they amend proposed gerrymandered maps.

If you’re interested in helping, join, and please urge your network to join 603 Forward’s phonebank to drive constituent calls to Senate Republican leadership this Thursday at 6:30 pm. More info and sign up here. Those who can’t attend on Thursday can also email the Senate Election Law Committee using the 603 Forward email tool here!

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.
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.

Connect with a Dermatologist online anytime, anywhere with LiveHealth Online

New in 2022! Using LiveHealth Online, you can visit with a dermatologist online, 24 hours a day, 7 days a week. No appointment or referrals are needed! Visits will be charged as a Specialty copay, the same copay for an in-office visit.

It's a great option for care when your own doctor isn't available, or you can't wait weeks for an appointment. Start a visit today to get a treatment plan and a prescription if needed.

Commonly treated conditions include:
• Acne • Athlete's Foot • Chronic Hives • Eczema • Lice • Psoriasis • Rash • Suspicious Moles

Visit www.solera4me.com/stateofnh or call 1-844-503-5117
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.m.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 meets on the last of the Tuesday of the month at 5:30 PM, the next meeting will be held on February 22 at 5:30 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, February 17th.

- The next Board meeting will be on Thursday, February 10, 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 reflect 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@seiul984.org.
We are excited to announce that we are exploring the possibility of starting a Veterans Group/Committee here within the SEA!

Veterans today have a lot of interests, resources, and needs. Sometimes they need support, and sometimes it's providing assistance to others.

Have you gone back to school, purchased a house, found good health care resources? Have you retired, or are you looking to make plans for your care as you age?

All of these items and more are things that the group can discuss, but make it your own - you decide based on where you are in life. You can share how you're navigating through them with other veterans!

In 2022, we are making an impact. If you are interested in forming this veterans' group we can explore doing service projects, planning fun events, or just meet to talk about the experiences only vets understand.

If you’d like to know more or would like to make suggestions, please contact Justin Jardine at jjardine@seiu1984.org.
NOW AVAILABLE, flyers and posters for your bulletin boards and shared workspaces. The flyers pictured to the left are now available. If you would like to use any of them, please let your organizer know.

Also available are the Weingarten Rights poster and the professionally printed posters shown in the small images below, these measure approximately 12" x 24" in size.

Again, if you see a need for these at your workplaces please reach out to your organizers or email organizing@seiu1984.org. Thank you!
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.

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.

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