2022 CELEBRATING BLACK HISTORY MONTH

Across the country, during the month of February, the nation celebrates Black History by paying tribute to the generations of African Americans who struggled with adversity to achieve full citizenship in American society.

For more than 300 years, the lives of African people and their descendants have been a part of New Hampshire's history. The Black Heritage Trail of New Hampshire promotes awareness and appreciation of African American history and life in order to build more inclusive communities today. To learn more, keep your eyes on the SEA’s social media posts on Facebook and Twitter this month, where we will highlight more of NH's history and provide you with more background on the Black Heritage Trail located in Portsmouth.

As we recognize Black history here in NH, the SEIU also identifies more global causes. Pictured below is A. Phillip Randolph, who founded the Brotherhood of Sleeping Car Porters, the first Black-led labor union, because he knew the importance of having a voice on the job to combat racial discrimination at work and unfair labor practices.

Today, our union and unions across the country are still fighting for working people to have a say in our communities and our workplaces regardless of what we do for a living.

Help win #UnionsForAll! [https://act.seiu.org/a/forallofus](https://act.seiu.org/a/forallofus)

“The essence of unionism is social uplift. The labor movement has been the haven for the dispossessed, the neglected, the downtrodden, the poor.”

- A. Phillip Randolph, Brotherhood of Sleeping Car Porters
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 March 21 and May 30 with special guests Senator Sherman and Senator Donna Soucy.

Listen to us on Monday, March 21, and Monday, May 30 from 5 to 6 pm or the re-broadcast Tuesdays from 8 to 9 am. Rich will also be a guest for the season wrap-up show on June 6, so stay tuned!

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 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 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 an 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.

As part of our push to urge the Senate to pass Build Back Better, we've developed the Build Back Better Calculator, which shows how the bill passed by the House would benefit your family.

Use the Build Back Better calculator to find out about how the Build Back Better bill passed by the House could benefit your family, and please share it widely on social media and call your senators and urge them to pass the Build Back Better Act.

#BuildBackBetter is a big deal for working families and will improve the lives of families, workers, and YOU! Will your family qualify for a Child Tax Credit? Will the elders in your life receive quality care at home? Will you save on prescriptions?

See how you can benefit by using the #BuildBackBetterCalculator: BuildBackBetterCalculator.org

Congratulations! Build Back Better would be a big deal for you!

Based on the information you provided here is how it will help your family and community:

✓ You may spend less on your prescriptions soon! Medicare will start negotiating prices of some drugs, cap the out-of-pocket cost for seniors and also limit increases in prices of drugs.

✓ You will be eligible for 4 weeks of paid family leave. Lower paid workers will receive 80% of your regular pay and higher earners will receive up to $3,300.

✓ Build Back Better will make a historic investment in shifting the country to renewable energy creating jobs, saving money for households, and lowering our greenhouse gas emissions by 2030 to help slow the climate crisis.

Sound good to you? We think so too. Call your Senator at 1-855-963-2258 and tell them to pass the Build Back Better Bill now!
As you may have heard, the Executive Council has tabled its vote regarding the recent sub-unit (DOIT, DOT, Liquor, Marine Patrol, and NH Hospital) Fact Finder Reports that are currently going through the impasse process.

The Legal and Political teams are working with the SEA Bargaining Team Members to determine a strategy for moving forward, in order to pursue the best outcomes for affected members and those members headed back into bargaining. We look forward to sharing updates as this approach continues to evolve.

EXECUTIVE COUNCIL’S TABLING OF FACT FINDER REPORTS

As you may have heard, the Executive Council has tabled its vote regarding the recent sub-unit (DOIT, DOT, Liquor, Marine Patrol, and NH Hospital) Fact Finder Reports that are currently going through the impasse process.

The Legal and Political teams are working with the SEA Bargaining Team Members to determine a strategy for moving forward, in order to pursue the best outcomes for affected members and those members headed back into bargaining. We look forward to sharing updates as this approach continues to evolve.

The State Employees’ Association, SEIU Local 1984 recently called 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.

Executive Branch Contract Books Are Here!

We are happy to finally announce that the Executive Branch Contract Books are in!

If any workplace leaders would like to get contract books passed out at their worksite, please contact your organizer at: organizing@seiu1984.org
LEGAL

UPDATES, TRAININGS AND MORE....

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.

"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
RETIEMENT COALITION

HB1417-FN-L: relative to payment by the state of a portion of retirement system contributions of political subdivision employers
Coalition Position: MONITOR  Update: Recommended ITL 10-8, will be on regular calendar
A lot of discussion regarding the fiscal responsibility of municipalities and that this would “allow” some communities to continue to be fiscally irresponsible and that if municipalities want the state to pay for retirement costs then the state should have a say in the hiring and salary process. It was also pointed out that this does not impact NHRS funding status at all.

HB1497-FN: relative to optional allowances in the retirement system
Original Committee: House Executive Departments & Administration  Sponsors: Rep. Tom Lanzara
Coalition Position: SUPPORT  Update: Recommended OTPA 18-0, will be on consent

HB1535-FN: relative to cost of living adjustments for retirees in the state retirement system
Coalition Position: SUPPORT  Update: No action today.
The drafted amendment included a typo of $50,000 instead of $30,000 on line 11. I spoke with Rep. McGuire and she said it should be ready today or tomorrow, but it was confirmed at the end of the executive session it wasn’t ready.

HB1557: relative to survivor benefit optional allowances under the retirement system
Coalition Position: SUPPORT  Update: After reconsideration, recommended Interim Study 18-0, will be on consent calendar
Because HB1497 and HB1557 deal with the same section of the RSA 100-a statute, language was included in the newly amended HB1497 to include the purpose of HB1557. The language included though was slightly different, so Rep Goley was agreeable to reconsideration and asked for support for the interim study motion just to have a backup route in case issues with HB1497 come later on in the process.

HB1563-FN: requiring state employees to be enrolled in the deferred compensation plan
Coalition Position: MONITOR  Update: Recommended ITL 17-1, will be on consent

HB1587-FN-A: relative to determination of average final compensation under the retirement system and making an appropriation therefore
Coalition Position: MONITOR  Update: Recommended OTP 12-6, will be on the regular calendar.

VIEW ALL 2022 LEGISLATION THE NHRSC IS TRACKING
February 2022 Webinar Heart Health: The importance of reducing your risk for heart disease

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

- Why is a healthy heart so important?
- What makes a healthy heart?
- What can you do to maintain a healthy heart?
- Learn about your benefits related to biometric screenings and how results can impact heart health.

Tuesday, February 15
Wednesday, February 16
Tuesday, February 22
Wednesday, February 23

February is American Heart Month, a time when all people can focus on their cardiovascular health. The Division for Heart Disease and Stroke Prevention is shining a light on hypertension (high blood pressure), a leading risk factor for heart disease and stroke. By living a healthy lifestyle, you can help keep your blood pressure, cholesterol, and blood sugar levels normal and lower your risk for heart disease and heart attack.

Fortunately, there are many things you can do to reduce your chances of getting heart disease, below are a few:

- Control your blood pressure.
- Keep your cholesterol and triglyceride levels under control.
- Stay at a healthy weight.
- Eat a healthy diet.
- Get regular exercise.
- Limit alcohol.
- Don’t smoke.
- Manage stress.
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.
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.
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.
SOCIAL ACTIVITIES

If you have a passion for creating a social, collaborative, and engaged membership, become a part of the Social Activities Committee or join us for an event, everyone is welcome!

We’re looking to host movie nights, organize casino trips and motorcycle runs, and so much more. Share your ideas with us!

Planning and hosting fun social events for members is proven to increase member engagement! Social Activities also help build stronger relationships with members and local businesses within the community.

JOIN US TODAY!

BULLETIN BOARD CONTEST

Don’t forget to check your work site bulletin boards and update your space for union information with some new swag!

Reach out to your organizers for assistance if needed.

Once it is updated, take your pictures and send them to Andrew Moore at amoore@seiu1984.org

SEA Social Activities & Networking Events

Looking for some fun this year, or do you want to know more about your community?

Join the SEA Social Activities Committee as we come together to brainstorm, collaborate, and create something special. A social activity committee simulates a real collaborative process and allows members to get to know one another. We’re looking to host movie nights, organize casino trips and motorcycle runs and so much more, come share your ideas with us!

Planning and hosting fun social events for members is proven to increase member engagement! Social Activities also help build stronger relationships with members and local businesses within the community.

If you have a passion for creating a social, collaborative, and engaged membership, become a part of the Social Activities Committee or join us for an event, everyone is welcome!

A FUN AND COLLABORATIVE COMMITTEE FOR SEA MEMBERS AND GUESTS

Contact Rebecca Ladd (texting is best) at 603-581-5977
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 March 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 March 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 March 7, 2022.

- Conservative Members Committee meets on the second Tuesday of each month at 5:30 PM; the next meeting is March 8, 2022, at 5:30 PM.

- The Organizing Committee meets on the first Wednesday of every month; the next meeting is on March 2 @ 5:00 PM.

- The Retirement Committee will meet February 15 from 5:00 - 6:30 PM the link to join is: https://us02web.zoom.us/j/81067911659

- 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. You may join at: https://us02web.zoom.us/j/83486021328?pwd=czMxbS9VS3JMSXVpC0wzZitUcFm3QTQ9

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

The next book club meeting will be on March 7 from 6:00 PM - 7:00 PM, the first Monday of the month. The next read will be The Third Twin by Ken Follett. 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.

Using a restricted FBI database, genetic researcher Jeanie Ferrami has located identical twins born to different mothers. Frightened by her bizarre discovery, she is determined to discover the truth at any cost—until she finds herself at the center of a scandal that could ruin her career. To fight the charges, Jeannie plunges into a maze of hidden evidence. With growing horror, she uncovers a cynical, far-reaching conspiracy involving disturbing genetic experiments and some of the most powerful men in America—men who will kill to keep their secrets concealed.
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](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)
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