IT'S A WIN!

NH PUBLIC DEFENDERS VOTE YES TO JOIN SEA/SEIU LOCAL 1984

Congratulations!

The New Hampshire Public Defender Attorneys came together to vote for unionizing and creating a working environment that is equitable and fosters the development of its' talented workforce.

Now, the real work begins as we concentrate our efforts on bargaining for the benefits that will help improve their working environment and help them retain needed attorneys.

We are excited by the opportunities in front of them and are honored to have them join the ranks of some truly incredible, hard-working members.

Over the next few weeks, expect to see more communications pertaining to the formation of their chapter government, as they prepare for bargaining.

Richard Gulle
SEIU UPDATES

On January 26, news broke that Supreme Court Justice Breyer is retiring, and on January 27, President Biden reaffirmed his commitment to nominate the first Black woman to the Supreme Court. The next justice will make history no matter whom the president selects, and we have an opportunity to gain a pro-worker voice on the nation’s highest court who shares our priorities.

This is an incredibly exciting moment for our nation. Finally, after more than 230 years, we will have the first Black woman nominee for the Supreme Court.

This is the first time a Democratic President has been able to nominate a Supreme Court nominee who only would need 51 votes to confirm. In this moment and through this work, we also have an opportunity to build a ramp to launch energy and enthusiasm into the 2022 midterm elections.

Stay tuned for more information. Here’s what a timeline for confirmation by early April could look like:

- **Mid-February**: The President announces a nominee.
- **Late February - Mid March**: Nominee has 1:1 meetings with Senators
- **Mid-March**: Senate Judiciary Committee Hearings
- **Late March**: Senate Committee Mark Up / Vote
- **Early April**: Floor Vote for Confirmation

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.

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.
WANT EQUAL PAY?
GET A UNION.

By: Wendy Chun-Hoon, Liz Shuler

Aurora Bihler waited tables for years. Despite being more experienced than her male co-worker, she later learned that he was paid more doing the same job. That all changed when she joined Ironworkers Local 396 in St. Louis eight years ago. Not only was this a higher paying job, but she also worked alongside her male counterparts as an equal, and was able to buy a car and her own home. She credits being in a union for helping her achieve what is out of reach for too many working women – financial independence. To pay it forward, she is now focused on helping women and diverse candidates enter the union-building trades so they can have the same opportunities through a program called the Missouri Works Initiative. Her wish is for more women to experience the transformative difference a union can make in their own lives.

Aurora’s story is not unique. The Bureau of Labor Statistics’ findings are clear. Unionized women make on average 23% more than women without a union. They are also far more likely to have paid leave and stronger protections against discrimination and sexual harassment in the workplace. So yesterday we not only observed Valentine’s Day but also Union Women Equal Pay Day – when union women reach what men earned in 2021 – ahead of when non-union women catch up.

Union Women Equal Pay Day comes a full month earlier than Equal Pay Day for all women because of the significantly smaller pay gap between unionized women and men. Being represented by a union reduces women’s wage gap by nearly 40 percent compared to the pay gap experienced by non-union women. For Black and Latina women, the union advantage is even greater. This translates into hundreds of thousands of additional dollars in union women’s pockets over the course of their careers.

Greater pay equity exists for union workers because of the transparency and equality provided by a union contract. Collective bargaining agreements apply to all workers at a job, regardless of their race or gender. Importantly, workers with unions feel more secure speaking out about pay and other workplace issues, because they know they have the power of a union.

Some may wonder why Union Women Equal Pay Day isn’t Jan. 1? Why is there a pay gap at all?

The answer lies in the jobs women do – men still hold the highest-paying jobs in our economy in construction and manufacturing, so women’s pay, mostly in service occupations and industries, on average, is lower. This is a persistent problem that suppresses the wages of women and workers of color – and even more so for workers without the benefit of a union. Creating opportunities for women like Aurora in these higher-paying jobs is a top priority for both the Biden-Harris administration and the AFL-CIO.

In order to ensure equal pay across the board, the Biden-Harris administration established the White House Task Force on Worker Organizing and Empowerment to find ways that federal government agencies can use their authority to support the formation of unions. The task force just released its first report, containing nearly 70 recommendations. At the U.S. Department of Labor’s Women’s Bureau, we are finding ways to get information about organizing and bargaining rights into the hands of more workers, so more working women will know about opportunities they have to form a union. And we are going to work with other agencies on a Unions and Collective Bargaining Resource Center, so more workers will have information about the many ways having a union can improve their lives.

Union approval is the highest it has been in nearly 50 years, with 60 million non-union workers saying they would vote for a union if they could. Now is the time to act. Encourage the women in your lives to get union cards.

Wendy Chun-Hoon is the director of the Women’s Bureau at the U.S. Department of Labor. Liz Shuler is the president of the AFL-CIO, a federation of 57 national and international unions representing 12.5 million workers.
The student dining services workers at Dartmouth College are engaged in a robust unionization campaign to secure a collective voice regarding wages, working conditions, workplace safety and health, and overall dignity and respect.

In order to support and celebrate the students' efforts, Rich Gulla, the NH Faith & Labor coalition, and the Student Worker Collective will be at Dartmouth holding a Solidarity Town Hall on Thursday, February 24, at 6:00 p.m.

This event will be held at the Church of Christ at Dartmouth College, UCC, 40 College Street, Hanover (in the heart of the Dartmouth campus).

All are welcome to join!

“Power concedes nothing without a demand. It never did and it never will. Without a struggle, there can be no progress.” - Frederick Douglass, former President of Colored National Labor Union #BlackHistoryMonth

Join our demand for #UnionsForAll! https://act.seiu.org/a/forallofus
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.
RETIREMENT COALITION WINS!

The votes on HB 1535 & 1587 are wins for our members!

Thank you to all of our members who made calls in support of HB-1535 and HB-1587 and thank you to our allies in both political parties who voted for these bills with strong majorities to support New Hampshire’s Retirees.

HB1535-FN: relative to the cost of living adjustments for retirees in the state retirement system.

Original Committee: House Executive Departments & Administration
Coalition Position: SUPPORT
Action: passed on a voice vote

HB1587-FN-A: relative to the determination of average final compensation under the retirement system and making an appropriation therefore.

Original Committee: House Executive Departments & Administration
Coalition Position: SUPPORT
Action: passed on a roll call vote 232-113

The Senate ED&A is meeting today for a public hearing at 9 am and then the committee will be voting on outstanding legislation following the close of that hearing. They will be voting on HB434 (10% reduction) and SB363. The committee is holding SB411 for as long as possible.

SB363: relative to service credit for certain group II retirement eligibility.
- Original Committee: Senate Executive Departments & Administration
- Sponsors: Sen. Lou D’Allesandro
- Coalition Position: MONITOR

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 Executive Departments & Administration
- Sponsors: Sen. Kevin Cavanaugh
- Coalition Position: MONITOR

SB434-FN: relative to the reduction in the calculation of state retirement annuities at age 65.
- Original Committee: Senate Executive Departments & Administration
- Sponsors: Sen. Kevin Cavanaugh
- Coalition Position: SUPPORT
Get ready to Survive the Sahara Challenge!

Mobile Health is hosting our next team challenge from March 1st to March 31st. You can create or join a team of up to 10 co-workers and compete against other State employee teams during the month to virtually travel through the world’s largest desert!

Registration for “Survive the Sahara” is open from February 14th to March 7th. During the Challenge, team members can walk, run and participate in other activities that they will report in Mobile Health manually or by linking an activity tracker for daily reporting. Activity reported is converted to steps and is applied to your team’s progress in the Challenge.

As a bonus to participating in the Challenge, you can earn Mobile Health Library Points when you:
- Connect Your Activity Tracker
- Create/Join a Team for the Challenge
- Reach Team Challenge Destination
- Take 5,000 Steps in a day
- Take 10,000 Steps in a day

Beginning February 14th, log into your Mobile Health app and click on the Sahara Challenge icon from the menu to get started. You can create a team and invite other co-workers to join. If you receive an email invite to join a team, search the team directory in Mobile Health by the player or team name to join that team.

We’ll see you in the Desert!

COVID-19 OTC Home Test Coverage Information

Recently President Biden signed a mandate requiring employee health plans to provide coverage for Covid-19 home tests beginning January 15, 2022. The following link contains Frequently Asked Questions for more information about this new mandate and how you can access coverage.

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).


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
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!
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 Tuesday of the month at 5:30 PM, the next meeting will be held on March 29 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 March 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, March 17th.

- The next Board meeting will be on Thursday, March 10, 2022, from 1:00 PM - 5:00 PM. You may join at: https://us02web.zoom.us/j/83486021328?pwd=czMxbS9VS3JMSXVPcWorZitUcFM3QT09

- 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.

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.
The CFPG committee is still receiving requests for knitted items, and we are distributing them as fast as possible to the Franklin/Tilton areas' St. Gabriel's Parish, the Concord Friendly Kitchen, and the Claremont TLC Recovery Center.

Because we are receiving these requests, we are still looking for anyone who would like to donate knitted items or warm wearables to help the citizens of NH stay warm through the rest of the cold winter months. To donate or for more information, please contact Tam Feener at tamarafeener@metrocast.net.

In light of another year of covid looming around, the Campaign for Public Good is looking to our chapters to help with making a monetary donation to the NH Food Bank.

To donate or for more information, please contact Tam Feener at tamarafeener@metrocast.net.

You can find the donation form here.

Be on the lookout for backpacks!

Spring and summer sales will be right around the corner! Please keep the CFPG back-to-school backpack drive in mind if you spot a deal!
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 memberships, 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
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
SEIU℠ MEMBER BENEFITS

Don't forget about your SEIU Member Benefits

Find out more about the new and exclusive benefits available to you as an SEIU member.

It’s quick and easy to get started!

- Get up to 40% off theme parks, Broadway shows, movies, sporting events, concerts and more!
- Earn cashback while you shop thousands of online retailers.
- Get everything you need for your next vacation, at low prices, including car rentals, airline tickets, hotel and resort stays, cruises and guided tours.
- See how much you could save on auto, home and renters insurance from Travelers.
- Shop new & used vehicles from top brands online to find the right car for you. Plus, get $2,000 in post-sale benefits.