



State Employees' Association SEIU Local 1984
Board of Directors' Meeting Wednesday, February 10, 2022, 5:00 PM
Minutes

Call to Order: 1 PM

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

Staff: (via Zoom): Chief Operating Officer Ela Schmuhl, Legal Coordinator Beth Aborn, Organizing Manager Justin Jardine, Political Director Cullen Tiernan, Finance Manager Jasmine Gosselin, Internal Organizer Adam Huberty, Communications Manager Christine Turgeon

Guests: SEIU Executive Vice President Heather Conroy; SEIU Director Norma Gutierrez; Ex-SEIU Vice President Andy Potter, part of the International Executive Board (IEB)

CALL TO ORDER at 12 noon.

1. Rich suspended the agenda and introduced guests Heather, Norma, and Andy, who were attending the meeting to do the following:
 - I. Review 2021 Resource Agreements between the International and Local 1984; agreements were commonly used to assist locals toward joint political goals
 - II. Talk about recent IEB agenda

Heather Conroy stated that it was nice to meet everyone, and that she was looking forward to getting to know all of you, looking forward to meeting in-person.

Andy Potter, who was a lead voice for conservatives in the SEIU, thanked Rich for all he done.

2021, Heather stated we had added more intention. Local 1984 was a vital part of the SEIU family, and the International's interests are about your interests. We want you to succeed.

Andy Potter stated that the American Relief Package had passed as much because of Local 1984's efforts, combining all our resources together, and gave us the American Relief Act. We have shared interests.

International realized that were still issues with Union Ware and Van, but the team of Rich, Justin, Ela, John, etc., at Local were working out the challenges with the data.

Other shared successes:

- Training support on Internal organizing with the ZIPS program that had enabled staff to dramatically increase recruitment numbers, despite not a lot of hiring by the State
- Defeated right to work bills in NH
- Senators Shaheen and Hassan in the implementation of the CARES Act and in assisting NH through the last couple of years
- Prior to ZIPS implementation, rates of sign-up had been at 30 per cent, but had jumped to 70 per cent sign-up

- SEAPAC/COPE donations had jumped from 3 to 4 per cent to 15 to 20 per cent of sign-ups
- Heather Conroy showed a slide of what new employees were seeing. Adam Huberty talked about the process was legal and allowed for deductions of dues and SEAPAC.
- New employees used a polling system on Zoom. The new employee clicked YES on a poll and then the employee is enrolled.
- ZIPS – Zoom-Integrated Polling System

We want to keep pushing innovations.

Time to raise the stakes in 2022. The situation for working people is untenable. We are trying to build a society where everyone can thrive by pushing on the following two fronts:

- I. Unions for All
- II. Voting for All – to work against current state legislative trends

We are doing this in a few different ways:

1. Backing workers
2. Supporting Union-friendly candidates up and down the ballot
3. Being robust at the bargaining table
4. Acting anti-racist

Heather asked what mattered most to us?

Ralph Mecheau asked if there was collaboration between SEIU and the AFL-CIO? We are partnering with the AFL-CIO in fighting for labor-friendly legislation, for example, Fight for Fifteen and the CARE agenda, as well as public safety and the role therein of police officers. We must promote collective bargaining. Rich Gulla stated that the SEA NH works with the AFL-CIO in support of retirement as well as against right-to-work legislation.

Heather Conroy stated we must work both sides against the middle, and that is not uncommon, even in these times, to find common ground. We must focus of municipal elections, as they are pipeline for politicians. In Florida, conservative iconoclast Steve Bannon was working to have like-minded people to him elected to school boards.

She thanked all in attendance for taking the time to meet with her, Norma, and Andy, and hoped we had a great meeting.

2. EMERGENCY BUSINESS – no one brought any emergency business before the Board.
3. MOTION TO ACCEPT Agenda – Ken Muske motioned to approve the agenda, as presented. Seconded. The motion carried.
4. REVIEW OF BOARD PACKET MATERIALS
MOTION TO ACCEPT January 13 Board Meeting minutes were amended to include the motion to include that the SEA NH would rehire to assist with clerical functioning as well provide written detail about her functionality for future employees – Melissa Kelleher motioned to approve the amended minutes. Ralph Mecheau seconded. Motion carried.
5. CORRESPONDENCE – Heather suggested keeping the correspondence folder in the lobby.
6. OLD BUSINESS – no old business
7. COMMITTEE ASSIGNMENTS:
 - a. President’s Report, Rich Gulla – see above
 - b. Year-end report on Resource Agreements with Heather Conroy – see above

- c. Road race letter from Committee Chair Jennifer Day. Stated she was trying to buy Union made but she had found a local vendor, Stickman's Sports, who could provide gloves at a much lower rate than the current vendor of record. Mary Fields motioned to approve the purchase pending vetting the employer. Seconded by many. Motion carried.
- d. Data Specialist SJD – wants a small committee to sit down with CUE. Position would report directly to Ela. Asked Board to look it over for next month.
- e. At the council, March 10, Casey McCabe, a speaker from the Retirement Coalition, would address the council. Also Special Elections for Secretary, Retiree Director, Private Sector and Municipal would happen.
- f. Strategic Planning would include the following topic areas:
 - a. Bargaining
 - b. Employment Concerns
 - c. Member Engagement
 - d. External Organizing

Would work to establish a timeline for a group of Directors to look at a topic, as well as data surrounding it, for the April meeting. Would include test models. Work in May on the metrics. Implement through August. September full launch.

- g. Fact-finding reports – NH Hospital and Liquor – Executive Council brought them both forward and then tabled them. Brought up again and tabled again.
 - Rich wanted to engage members to call up the Council and bring it off the table. Doesn't force anyone to sign it. Other people could ratify it, for example, the Joint Committee on Economic Resources.
 - Must work up ways to apply pressure in support of sub-unit teams. Can't make the Governor move forward on this and sign it, at present. We do have the law but, at present, the Legislature's vote is non-binding. How it gets in front of Executive Council is not clear, but the current state of law doesn't support it.
 - Can we make the Executive Council cooperate, by going after them as an Unfair Labor Practice. Would take six to eight months.
 - Currently Cinde Warmington and Janet Stevens voted to take them off the table. The Executive Council was not the friendliest bunch. Joe Kenney could change.
 - h. Motion to go into Executive Session made by Ken Muske, seconded. Motion carried at 1:56 PM.
 - Motion to come out of Executive Session made by Brenda Thomas, seconded. Motion carried at 4:30 PM.
 - Motion to accept President's recommendation on the Step Increase; to accept the President's recommendation for the Part-time Admin position, and to accept President's recommendation for Associate Council made by Melissa Kelleher, seconded by Kristie Blanchette. Motion carried.
8. MOTION TO ACCEPT CONSENT AGENDA: Treasurer's report, Membership Report made by Kristine Blanchette, seconded by Ken Muske. Motion carried.
 9. COMMITTEE REPORTS: Rich Gulla motioned to put off committee reports until next month, seconded. Motion carried.
 10. Melissa Kelleher motioned to accept all reports into record; seconded by Corey Dearborn. Motion carried.
 11. NEW BUSINESS (two thirds vote required for any action to be taken) – no new business.
 12. Corey Dearborn motioned to adjourn the meeting, which Heather Fairchild seconded. Motion carried and the meeting adjourned at 4:33 PM.