



**State Employees' Association SEIU Local 1984**  
**Board of Directors' Meeting Wednesday, January 13, 2022, 5:00 PM**  
**Minutes - DRAFT**

**Call to Order: 5 PM**

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

**Staff: (In Person)** Outside Counsel Jake Krupski, General Counsel Gary Snyder **(via Zoom)** Chief Operating Officer Ela Schmuhl, Organizing Manager Justin Jardine, Political Director Cullen Tiernan, Finance Manager Jasmine Gosselin, Internal Organizer Andy Capen, Communications Manager Christine Turgeon, Special Assistant to the President Jay Ward

CALL TO ORDER at 12 noon.

1. EMERGENCY BUSINESS – no one brought any emergency business before the Board.
2. MOTION TO ACCEPT Agenda – Mary Fields asked that the agenda be amended to indicate that the Committee assignments being made were for the Collective Bargaining Advisory Committee, and motioned to approve the agenda, as amended. Kristi Blanchette seconded. The motion carried.
3. REVIEW OF BOARD PACKET MATERIALS  
MOTION TO ACCEPT December 8th, Board Meeting minutes – David Honeman motioned to approve the minutes as presented
4. CORRESPONDENCE – Rich stated the NH SEA had received a bunch of holiday cards that he would be happy to show anyone who stopped by his office.
5. OLD BUSINESS
6. COMMITTEE ASSIGNMENTS: Add Alisa Druzba, Dawn O'Brien, Mary Thomas, Kendra Anthony, Deborah Haskell, John Woodhull, Katrina Taylor, Angela Breck, Cassandra Hoefs, Mark Hamilton, Karen Irwin, David Burris, Becky Baker, Lynn Ducasse, and Victor Demeroto to the CBAC moved by Melissa Kelleher, seconded by Mary Fields. Motion carried.
  - a. President's Report, Rich Gulla – next month, February, Rich would be meeting with SEIU Executive Vice President Heather Conroy and making a joint presentation at meeting about the SEA NH/SEIU's joint agreements
    1. The SEIU's International Executive Board would be meeting virtually Wednesday, January 26; Thursday, January 27; and Friday, January 28 in a Zoom call all day.
    2. Thursday, December 23, a Vaccination Clinic had been convened for SEA NH family members at the NH SEA Union Hall and 207 were vaccinated. The entire Organizing Department had worked all day. Unfortunately, DHHS had messaged wrong about the event and stated that it was open to the public, with one man waiting until the bitter

end. Brenda Thomas stated that she had brought her son and had been the Organizing Team worked very hard on event due to 211 stating it was an open event. Melissa Kelleher stated her son had gotten vaccinated at event. Mike Derderian stated he had brought his dad and they were in and out in a half hour. Stated his dad had been a state employee for fifteen years. Ralph Mecheau stated he had received many positive emails from members for doing the clinic; stated he was happy to talk with anyone about getting vaccinated for COVID-19

3. Rich stated he would guest hosting Statehouse Watch on Concord area radio station WNHN 94.7 Mondays, March 21, and May 30 at 5 PM and that he was working on what the content would be with Christine Turgeon.
  4. Friday, January 15 he was meeting with the Department of Administration to help clear up some contradictory statements being uttered about the bargaining process
  5. The Factfinder' Report about wage enhancements had been tabled again. District 4 Executive Councilor Ted Gatsas had been upset by the process. NH SEA Legal was working on an analysis at present.
  6. Meeting with Department of Labor Ken Merrifield had not happened. Currently there was a bit of a mass exodus from DoL. In conversations with DoL employees, it was stated there was no real personal bullying happening there, just a lot of micromanaging.
  7. Met with Democratic State Senator Lou D'Allesandro and talked about how detrimental the current state budget is, also about wage enhancements. Stated he was sending a letter in support of the Public Defenders, who were set to vote by Friday, February 18; the ballots going out Friday, January 28. Senator D'Allesandro stated that the whole current political situation was very disheartening, and that as bad as it is now, he felt that the NH House would only get crazier. Stated that he was feeling very down on democracy with the libertarians only seem to gain in strength in NH. He agreed the minimum wage must move higher. Talked about corrections and back of the budget cuts and what damage they did. Acknowledged what State employees are going through. Stated that we must keep doing what we are doing; banding together to work towards our collective interests.
  8. Currently the State had hired a right-to-work law firm to combat the Public Defenders' Unionization.
  9. Jay is reaching out to Sharon Carson about supporting the Public Defenders' unionizing.
  10. Had attended a few Chapter meetings.
- b. Council Thursday, March 10 at 6:30 PM, elections for two Board seats and Secretary. Had hoped to have a possible Governor running for office available for the council.
- c. Board Retreat – several interviews took place last year for which they are still trying to get data. It hasn't been pretty. Some of the recommendations involved: working more explicitly for wage and benefits and retirement security and having more one-on-one interaction
1. Getting together for a day and a half some stuff emerges, but over time we lose track of the goals.
  2. Doesn't want to do that. Wants to bring staff and directors together to change how we do business; start workgroups to address issues. Doesn't want to call it a "retreat."
  3. States a barrier is determining and limiting our goals to only key issues.
  4. Set up workgroups to work with staff, with the staff giving input and Board determining goal.
  5. Key issue is how get members to engage
  6. How do we upgrade training for members and how we activate members when needed, as well as training for staff?

7. We have 9,000 members, some of whom are perfectly happy with only paying their dues; how do we activate some more, at least more than the 200 who are currently active. We need to find out how they want to be engaged.
  8. Germano stated sometimes small things set people off and that is good to know what that small thing is.
  9. Ralph says he has been listening to members and there seems to be a sense today of blue collar vs. white collar.
  10. Mary states we have internal talent.
  11. Will we have a retreat day? Can it be a longer Board Day or could we stop the meeting at say 2:30 PM and then work towards specific Union-related actions. Heather stated she liked this idea.
  12. Andy Capen states that sometimes CUE gets involved in conversations.
  - d. Ralph stated that without a binding Fact-Finding Report, we have an open-ended bargaining system that only serves the status quo. Asked how we close the loop? How do we expedite our system of bargaining?
  - e. Melissa Kelleher made a motion to enter Executive Session, which Mary Fields approved. Motion carried, and the Board entered Executive Session at 1:47 PM.
    1. John Hattan motioned to leave Executive Session, which Mary Fields seconded. Motion carried, and the Board left Executive Session at 2:42 PM.
  - f. John Hattan motioned to accept the President's recommendation for organizer. Ralph Mecheau seconded. Motion carried with one abstention.
  - g. Rich read aloud a Congressional Statement by NH State Senator Jeanne Shaheen on behalf of John V. Amrol.
7. MOTION TO ACCEPT CONSENT AGENDA: Treasurer's report, Membership Report made by Mike Derderian, seconded by Corey Dearborn. Motion carried.
  8. COMMITTEE REPORTS: 10 min each
    - a. Political Education, John Hattan – Committee had approved the State Endorsement Questionnaires for Executive Council, Governor, and Senators/Representatives
    - b. Finance Committee, Brenda Thomas – mostly focused on OSC these days
    - c. Steward Committee, Ken Muske – encouraged Directors to attend the Steward meeting on the third Thursday of the month. Discussion was very lively with diverse input.
    - d. Organization Committee & Associate Memberships, John Hattan – David Honeman motioned to approve Christine O'Brien and Andrea Mitchell's membership. Ken Muske seconded. Motion carried.
  9. Ken Muske motioned to accept all reports into record; seconded by Corey Dearborn. Motion carried.
  10. NEW BUSINESS (two thirds vote required for any action to be taken) Rich stated that funding for Mason Petit's position had dried up and last day was January 31. Currently Randy Hunneyman was fulfilling the role.
  11. John Hattan motioned to adjourn the meeting, which Germano Martins seconded. Motion carried and the meeting adjourned at 3:04 PM.