President Gulla called the meeting to order at 1:01 p.m.

Avis Crane motioned to accept the agenda. Brenda Thomas seconded the motion. Motion passed.

Avis Crane motioned to accept the June 9, 2022 board meeting minutes. Ken Muske seconded the motion. Motion passed.

President Gulla submitted the following names to be added to the Collective Bargaining Advisory Committee (CBAC): Nikki Gauthier, Michelle Heaton, Kristy Blanchette, Robin Blanchette, Corinna Parker, Rhianna Dube, and Meagan Guay. President Gulla also submitted Deb Haskell to the Honorary Membership Committee. President Gulla then submitted the following names to the Political Education committee: Alex Lloyd, Jennifer Day, Joan Hamblet, Brenda Sullivan, and Ralph Mecheau. John Hattan motioned to accept these committee assignments. Mary Fields seconded the motion. Motion passed.
David Honeman, SEA Staff and former DOC employee, and Captain Gary Burke reported on the One Voice Corrections Council conference in DC. David Honeman reported that the One Voice United is a unity campaign for Corrections staff. The group can bring up issues of concern for all corrections staff. David presented a video, The Secret is Out, taken at the DC conference. The video is about problems encountered by corrections staff. Corrections staff have a 34% PTSD rate. They have an increased risk of heart disease and other medical issues, as well as a high divorce rate. The average life span for a corrections officer is 59 years. Norway is instituting a program where the ratio of officers to inmates is 1.4 to 1. In New Hampshire, the ratio has been 288 to 1, but usually is approximately 100 to 1. The staff regularly work 16 hour days. These issues are also seen in other Corrections staff, such as case counselors and nurses. The One Voice initiative is trying to give a voice to everyone at Corrections.

David Honeman and Gary Burke have been invited by the international to go to Norway in August to see their prison model.

Both David Honeman and Gary Burke thanked the local for allowing them to attend the conference in DC.

President Gulla reminded the Board that the August Board meeting will begin at 12:00 for the annual Land and Building Association meetings.

President Gulla reported on the International Executive Board (IEB) meeting held in June. There were nine retirements on the board, so the meeting included elections. The meeting included topics such as Anti-Racist union, including break out sessions. Also discussed was national political races.

President Gulla is scheduling the September council meeting for September 8, 2022, the same day as the Board meeting. There is also a special council meeting scheduled for July 28, 2022 solely for the purpose of elections.

President Gulla met with Senator D’Allesandro. The Senator has received calls from constituents about the environment at Department of Labor. The DOL was not doing exit interviews. President Gulla and the Senator met with Charlie Arlinghaus. They met at the SEA office with some former employees. Folks had been subject to bullying. The DOL currently has a 22% vacancy rate.

President Gulla also reported about NHES requiring employees to use sick and vacation time for Covid related reasons, rather than allowing employees to work remotely.
Gary Snyder reported he spoke with Peter Demas, manager of employee relations, on this issue. Gary felt that Peter agrees with the SEA that NHES is instituting a bad policy to not let people work if sick, but it is NHES. We are giving Peter Demas a chance to speak with Deputy Commissioner Lavers, then Rich Gulla wants to speak with Deputy Commissioner Lavers in a consultation.

Christine Turgeon presented the Social Media Campaign. The SEA should have more of a social media presence. The campaign will tell the stories of our members. The plan is for 8-10 weeks, the SEA will release content on Mondays and Fridays on the "I am a State Employee" campaign. Examples provided.

Mike McCarthy reported on why Board elections could not be held at the June, 2022 council meeting. He found some irregularities regarding people who were and were not councilors. Ten were not in our system correctly. April chapter elections and untimely notices of the results caused a lot of the problem. We are not going to have special elections in June in the future.

Jasmine Gosselin spoke about the Account Tech 2 recent posting. She wants to change this position from a labor grade H to labor grade K, with some duties changed. She is hoping to make it more attractive. Currently it is a labor grade H, same as a secretory 2. This job takes more knowledge. The Finance Committee supported this change. We do have the money for this upgrade.

John Hattan motioned to change the title of this position and increase the labor grade from H to K. Avis Crane seconded the motion. Motion passed.

Brenda Thomas motioned to go into executive session. Avis Crane seconded the motion. Motion passed. Into executive session at 2:15.

Out of executive session at 3:24.

Brenda Thomas motioned to continue the temporary stipend for two employees for up to 90 days, or until the Executive Assistant position is filled. Melissa Kelleher seconded the motion. Motion passed.

Brenda Thomas motioned to approve the SEA reorganization plan. Avis Crane seconded the motion. Motion passed.

Brenda Thomas motioned to approve the Executive Assistant to the President job description and post the position. Mary Fields seconded the motion. Motion passed.
Brenda Thomas motioned to change the job description, adding human resources duties, to the Finance Manager position. Avis Crane seconded the motion. Motion passed.

The Board heard a grievance from CUE. Andy Capen presented the grievance for CUE. Jake Krupski presented the defense for SEA.

Avis Crane motioned to go into executive session. Brenda Thomas seconded the motion. Motion passed. Into executive session at 4:14 p.m.

Out of executive session at 4:28 p.m.

Melissa Kelleher motioned to uphold the decision of the president regarding the grievance. Heather Fairchild seconded the motion. Motion passed.

Avis Crane motioned to accept the Consent Agenda. Brenda Thomas seconded the motion. Motion passed.

Ken Muske motioned to approve Political Education’s recommended candidates for SEA endorsement. Heather Fairchild seconded the motion. Motion passed.

John Hattan motioned to forward $500 for each of the representative and senator candidates from SEAPAC funds. Ken Muske seconded the motion. Motion passed.

John Hattan motioned to approve Yevgeniy Mazon-Thomas’s application for associate membership. Brenda Thomas seconded the motion. Motion passed.

John Hattan motioned to approve the Dues Assistance request for one member. Mary Fields seconded the motion. Motion passed. Mike Derderian suggested contacting members requesting dues assistance to advise them of fuel assistance and other programs for additional assistance.

Ken Muske reported that the Steward Committee had not met this month.

Germano Martins reported on the Retirement Committee. The Committee is doing a nationwide search for one member. If we get a good replacement, things will go well for us.
Brenda Thomas presented the finance report. We are at 75% of the budget, which is where we should be. Brenda reported that Jasmine Gosselin is still working on the 2020 audit. Next month the Finance Committee will be asking for approval on the budget and financial part of bargaining.

Brenda Thomas motioned to accept all reports into the record. Ken Muske seconded the motion. Motion passed.

There was no new business for the Board.

Mary Fields motioned to adjourn the meeting. Ken Muske seconded the motion. Motion passed.

Meeting adjourned at 4:54 p.m.

Respectfully submitted,

Betty Vanlandingham
SEA Board Secretary