President Gulla called the meeting to order at 1:00 p.m. There was no emergency business before the Board.

Mary Fields motioned to accept the agenda. Heather Fairchild seconded the motion. Motion passed.

John Hattan motioned to accept the July 14, 2022 Board meeting minutes. Avis Crane seconded the motion. Heather Fairchild noted a typographical error on page 3. Avis Crane mentioned that Germano Martins gave a report of the Board of Trustees, not the Retirement Coalition, as stated on page 4. John Hattan noted that Gary Burke, DOC, attended the meeting as a guest. John Hattan also suggested adding Peter Demas’s title, Employee Relations Manager, where he is referenced in the minutes. Motion to accept the minutes as amended passed.

John Hattan motioned to accept the results of three e-polls regarding political endorsements conducted subsequent to the July 14, 2022 Board meeting. Betty Vanlandingham seconded the motion. The motion passed.
Ken Muske motioned to add Kristy Blanchette as chair of the Member Benefits Committee. Cheryl Towne seconded the motion. Motion passed.

President Gulla presented the President’s Report. Rebecca Ladd of the Social Activities Committee requested to have a barbeque on September 10, 2022 from 2:00 to 5:00 at the SEA office. This is self-funded.

President Gulla will be on vacation from August 27, 2022 through September 6, 2022, returning on September 7, 2022.

The quarterly council meeting is scheduled for September 8, 2022. This meeting will be open to all members. We will review political primaries and endorsed candidates. We are hoping to have four endorsed candidates speak at the meeting. All members will be able to listen. This meeting will be via Zoom.

President Gulla reported that the state budget has a $429 million surplus.

President Gulla reported that there has been another meeting with members regarding concerns with Department of Labor. The Attorney General’s office is conducting an investigation regarding allegations of bullying and rewriting of accident reports. Additional members who worked at Department of Labor may also be interviewed.

Members of Liquor Retail have emailed and written regarding staffing and long lines at the stores, especially Portsmouth and West Lebanon locations. We have scheduled some site visits with local senators.

Ralph Mecheau noted some people who are leaving Liquor are asking to do exit interviews with SEA.

President Gulla reported some members have quit rather than be forced to work in another location further from their homes.

President Gulla reminded the Board of the AFL-CIO Labor Day breakfast scheduled for 9/5/22 at 9:00 a.m. at St. George’s Church in Manchester.

The Granite State Organizing Project (GSOP) will be having an awards event on September 18, 2022 from 2:00 to 4:00 p.m. at the state park on River Road in Manchester. Germano Martins added that the GSOP consists of people from faith based groups, and they are our allies.
Brenda Thomas presented the fiscal year 2023 budget, to start October 1st. Betty Vanlandingham motioned to accept the budget. Ken Muske seconded the motion.

Heather Fairchild inquired about the $1 listed in some Committees. Brenda Thomas explained this was a placeholder as there is currently no activities in those committees.

Brenda Thomas explained this is a deficit budget. We are not going to hire all the current vacant positions. This will give about $200,000 in savings. We typically adopt a negative budget.

President Gulla stated SEA currently has seven vacant positions. President Gulla would like to fill three of them and track the others to see how we are operating. An open field representative position, lobbyist, and accountant/secretarial position need to be filled. This should reduce the negative budget from $541,888 to $221,320. Travel is not going to happen as frequently as another cost saving measure.

Motion to accept the fiscal year 2023 budget passed.

President Gulla discussed the SEA’s two software programs that do not talk to each other. We have been waiting for the international to create a program to get them to talk. This hasn’t happened yet.

Mike McCarthy, SEA staff, stated we have gone through demonstrations for replacements. We have to manually enter the information from the state when we get it. At this point, we are looking at Salesforce and replacing both current programs. No matter what we do we will still get some bad data from the state. Their data still shows 93 employees at Stickney Avenue.

For the second part of this upgrade, we are looking at a member portal. Trying to fix website. A member portal and website will be one cost.

To obtain and implement Salesforce, there would be another $30,000 a year cost with a limited number of logons. With Elevation, our website design, no extra charge for logons. The Salesforce bill is $80,000 to build. It would take approximately 4-5 months to build. It will be about $10,000 less a year to go to Salesforce. We would not have to pay Maine SEA as we do now.

Christine Turgeon, Staff member, stated she has used Salesforce before for a marketing campaign. The system is pretty easy to use with good support.
Justin Jardine, Staff member, stated this is an important tool for stewards doing grievances. Often, SEA does not know what stewards are doing until they get to a certain point.

President Gulla suggested taking the money for this out of savings, leaving SEA a little less than $5 million in savings.

Brenda Thomas motioned to approve the purchase of Salesforce software for $80,000 from savings. Cheryl Towne seconded the motion. Motion passed.

Brenda Thomas motioned to approve website design and member portal software purchase in the amount of $30,000 from savings. John Hattan seconded the motion. Motion passed.

John Hattan motioned to go into Executive Session. Heather Fairchild seconded the motion. Motion passed. Into Executive Session at 1:39 p.m.

Out of Executive Session at 2:18 p.m.

John Hattan motioned to change the Organizing Administrator, labor grade 31, title and labor grade to Field Operations Administrator, labor grade 32. Cheryl Towne seconded the motion. Motion passed.

A new Social Media policy was distributed to Board members. Discussion on the suggested policy will be at next month’s Board meeting.

President Gulla brought up a grant from the international for $30,000 to match our $30,000 for Together We Rise grants that we did not use. The idea of this political grant is to increase member voter rate by 1.5%, increase COPE, and help with canvassing events. Up to $30,000.

John Hattan motioned to approve the expenditure for the matching grant from COPE (SEA PAC) funds. Avis Crane seconded the motion. Motion passed.

Mary Fields motioned to accept the consent agenda. Cheryl Towne seconded the motion. Motion passed.

John Hattan presented the Political Education report. The Poli-Ed Committee has a slate of candidates they are recommending for endorsement. These candidates all
scored a 6 out of 6 from the Poli-Ed Committee for endorsement. They support our union priorities. The Committee recommends the SEA endorse the following candidates:

NH Senate: Charlene Lovett
NH House: Maxine Mosley, Michela Hites, Keith McGuigan, Diane Langley, Mary Heath, Renee Monteil, Chuck Grassie, Ken Wells, and Jeff Goley.

Mary Fields motioned to accept Poli-Ed’s recommendation to endorse the listed candidates. Heather Fairchild seconded the motion. Motion passed.

Cullen Tiernan, Staff member, stated SEA is generally donating $500 to campaigns for House endorsed candidates and $1000 to Senate and Executive Council endorsed candidates.

John Hattan mentioned SEA PAC donated $5000 to Cindi Warmington, Executive Council candidate.

Cullen Tiernan recommended up to $5000 for Senator Sherman, Democratic candidate for Governor.

Brenda Thomas presented the Treasurer’s report.

Ken Muske presented the Stewards Committee report. The next Steward Committee meeting is Thursday, August 18, 2022. Thursday, September 15, 2022 is an in-person stewards training at the Puritan Back Room in Manchester. We need to keep steward slots filled.

Germano Martins presented the Retirement Board of Trustees report. This board is hiring a director of investments.

Justin Jardine asked about the rate for Group II buy back. Germano Martins responded he will look into this and get back to Justin.

Germano Martins next spoke about an effort to help homeless veterans. Harbor Care does physical exams and other medical assistance. This is an opportunity for us to do something for the veterans. On September 23, 2021, there is an event for the veterans and Harbor Homes. DHHS staff will be there.
Christine Turgeon stated the Campaign for Public Good (CFPG) wants to partner with this group for the event.

Avis Crane motioned to accept all reports into the record. Cheryl Towne seconded the motion. Motion passed.

New Business:

John Hattan mentioned the annual Merrimack County Democrats Harvest Dinner is Saturday, August 27, $25 per person. It is catered. There will be Democratic candidates in attendance.

Avis Crane motioned to adjourn the meeting. Cheryl Towne seconded the motion. Motion passed. Meeting adjourned at 3:09 p.m.

Respectfully submitted,

Betty Vanlandingham
SEA Board Secretary