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<th>Name</th>
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<tr>
<td>Kristy Blanchette</td>
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<td>Phillip Keech</td>
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<td>Avis Crane</td>
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<td>Melissa Kelleher</td>
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<td>Corey Dearborn</td>
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<td>Germano Martins</td>
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<td>Mike Derderian</td>
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<td>Kathy Mather</td>
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<td>Heather Fairchild</td>
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<td>Mary Fields</td>
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<td>Ken Muske</td>
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<td>Rich Gulla</td>
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<td>Brenda Thomas</td>
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<td>Deborah Haskell</td>
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<td>Cheryl Towne</td>
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<td>John Hattan</td>
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<td>Betty Vanlandingham</td>
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P – Present  L – Late Arrival  Z – Zoom  D – Departed Early  E – Excused  U – Unexcused

Staff: Justin Jardine, Cullen Tiernan, Christine Turgeon, Jeremy DeCruze, Beth Aborn.

Guests: Jake Krupski.

President Gulla called the meeting to order at 1:03 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 August 11, 2022 Board meeting minutes. Mary Fields seconded the motion. Heather Fairchild noted a typographical error on page 3. Motion to accept the minutes as amended passed.

Melissa Kelleher motioned to accept the results of two e-polls on political endorsements. Brenda Thomas seconded the motion. Motion passed.

President Gulla presented the President’s report. He brought up the Executive Council vote on Wednesday, which he feels circumvents the bargaining process. President Gulla asked Jay Ward to reach out to Administrative Services and Cassie Keane. Both have said neither the Governor nor Administrative Services was behind the enhancements. The enhancements include an additional 15 percent enhancement for
Glencliff, Veterans’ Home and New Hampshire Hospital through the end of fiscal year 2023. This brings that enhancement to 30 percent.

Another of the Council’s passing votes concerned sign on bonuses of $10,000 for new hires and $5,000 for existing officers at Corrections and highway maintainers. There are currently 167 vacancies for highway maintainers. President Gulla stated the Council passed something that will allow state employees in other agencies with a CDL to be eligible for the winter maintenance money.

Phillip Keech stated the guys at DOT are basically on call. If someone needs help, they go to wherever they go. The folks work as more of a volunteer than the DOT folks not in that role.

President Gulla stated Councilor Warmington did a great job questioning Charlie Arlinghaus about bargaining at the Council meeting. She got Governor Sununu to say yes, we are doing that. President Gulla had Cullen Tiernan reach out to Senator Lou D’Allesandro and two others about our concerns. The $10,000 and $5,000 is tied to the Fiscal Committee.

Heather Fairchild added that the enhancements are good for those people, but at the end of fiscal year 2023, those employees are not going to continue to work there.

Jake Krupski stated the money is coming from ARP (American Relief Program) funds.

President Gulla noted the enhancements are coming out of the agencies’ budget, the $10,000 and $5,000. The SEA has put out a public statement that while we support the employees getting the enhancement, it is detrimental to the bargaining process.

President Gulla reminded everyone of the GSOP (Granite State Organizing Project) awards event scheduled September 18, 2022 at Stark Park, River Road, Manchester. For those interested, contact Cullen Tiernan, SEA staff person. He also reminded everyone of the September 14, 2022 bargaining senate meeting. Registration for the Bargaining Senate meeting starts at 6:00, the meeting starts at 6:30 p.m., via Zoom.

Avis Crane spoke about the John Amrol committee, consisting of Avis, Kristy Blanchette, John Hattan and Brenda Thomas. The committee wanted to find a way to honor John Amrol. The committee decided on a scholarship. Avis has been in touch with the NH Charitable Scholarship organization to set up the scholarship. The minimum amount required to establish a scholarship fund is $25,000.
Avis motioned to pursue getting the scholarship set up and funding the $25,000 out of savings. Heather Fairchild seconded the motion.

Mary Fields asked how would recipients of the scholarship be decided. Avis responded that usually the NH Charitable Scholarship makes those decisions, based on criteria we provide. Avis believes the SEA would have the ability to state how many recipients it wants for the scholarship money.

Cheryl Towne stated she believes the SEA can pick the recipients of the scholarship.

Kathy Mather asked if the scholarship opportunity would be open to all members, not just executive branch. Avis responded it would be open to all members, so long as the member meets the criteria the SEA decides for the scholarship.

Motion passed.

President Gulla brought the Board’s attention to a letter from Casey McCabe of the NH Retirement Coalition. The SEA has been part of that coalition for years, with other unions. Last year, not everyone showed up for the meetings. Casey wrote what she is willing to do. There are some unions not participating going forward. Will have more to tell at the next meeting.

Jake Krupski discussed the social media policy. The draft distributed for this meeting was after a consultation with CUE. This draft expands to social media and public activities. There are three levels of responsibility listed.

Christine Turgeon, SEA staff member, stated she attended a training with SEIU on social media, and feels this is a good policy.

Betty Vanlandingham motioned to accept the social media policy. Cheryl Towne seconded the motion. Motion passed.

Mary Fields discussed the recent One Voice United trip to Norway with Gary Burke and David Honeman. This week was to discuss One Voice United, to look at Corrections. One of the better models for Corrections programs is Norway. They focus on reform. Thirty-two individuals from the United States attended the conference. The agenda was packed daily. They visited two prisons. They have two unions there for Corrections. They work collaboratively. Their focus is all the people in prison will someday be your neighbor, so how do we make it better. There were individuals from other countries there as well. It was very powerful. David Honeman and Gary Burke were shining
stars. They came across as intelligent and professional. Some of the most respected people at the conference now wanted their ear.

President Gulla stated his hope is that the three of them can debrief and report out at the council meeting. He hopes to get other Correctional facilities involved.

Betty Vanlandingham reported out on the consultation with the state regarding the telework policy. Betty, along with Randy Hunneyman and Gary Snyder, met with Charlie Arlinghaus, Mat Mavrigorge, Peter Demas, Cassie Keene and one of the attorneys from the Attorney General’s office. The state’s concern is not only with compliance in tax laws for surrounding states, but also unfamiliarity with other state’s employment related law, and having to represent New Hampshire in another state’s court system. The state is not interested in allowing employees in states other than Vermont, Massachusetts and Maine to work remotely for New Hampshire. The state is looking into the issue, including laws of bordering states, and will get back to us in approximately 3-4 months.

Ken Muske motioned to go into executive session. Melissa Kelleher seconded the motion. Motion passed. Into executive session at 2:08 p.m.

Out of executive session at 2:29 p.m.

Brenda Thomas motioned to accept the consent agenda. Ken Muske seconded the motion. Motion passed.

John Hattan motioned to approve a recommendation of the Political Education committee to contribute $500 to the Merrimack County Democratic Committee. The Poli-Ed committee wants members to be active in these committees. John Hattan disclosed he was a member of the Merrimack County Democratic Committee.

Kristy Blanchette asked if this committee made this request because they had access to John. John Hattan responded yes.

President Gulla stated he felt this was setting up a dangerous precedent, and that SEA donates to candidates, not parties.

Ken Muske stated he spoke out against this recommendation at the Poli-Ed committee for the reasons being brought up. He does not completely oppose it because we have John Hattan and three other members running that group. Ken stated he abstained.
Germano Martins stated for purposes of transparency, Merrimack County is his county. This committee does a fabulous job. Germano was in favor of the recommendation initially. He stated a lot of good points have been raised here. There are a lot of committees not on the right track.

President Gulla said we get much better bang for our buck when we donate to candidates. We lose control when donating to a committee.

Cullen Tiernan, SEA staff member, stated we are leading the curve in focusing on candidates and not the parties. This will help us in the long run.

Motion failed.

John Hattan submitted a list of candidates to endorse for the upcoming elections. Poli-Ed recommends the following endorsements:

Ruth Larson, State Senate District 6
Amanda Elizabeth Toll, State Rep, Cheshire District 15
Lorrie Carrie, State Rep, Merrimack District 1
Loren Selig, State Rep, Strafford District 10
Kris Schultz, State Rep, Merrimack District 29
Paul Berch, State Rep, Cheshire District 15
Connie Lane, State Rep, Merrimack District 16
Christine Duerr, State Rep, Rockingham District 18

John Hattan stated all recommended candidates received a 6 out of 6 score from the Poli-Ed committee. John explained the committee looks at six specific things that are important to labor when considering recommendations for endorsement. A 6 score is the highest.

Melissa Kelleher motion to approve the recommendation to endorse the candidates. Ken Muske seconded the motion. Motion passed.

Cheryl Towne submitted one request for Dues Assistance. Mary Fields recommended the request be approved. Ken Muske seconded the motion. Motion passed.

Brenda Thomas did not have a Finance Committee report as the committee will be meeting next week.
Cheryl Towne noted a typographical error in the Organization Report, specifically, the percentage of membership at Hampstead Hospital. This will be corrected for next month.

Justin Jardine, SEA staff member, stated the SEA is currently in negotiations for two new bargaining units. We do not collect dues from these groups until after their first contract is negotiated. Once negotiations are complete, this will add 120 members.

Ken Muske presented the Stewards Committee report. The committee meets the third Thursday of the month at 5:30. The committee also has the first in-person training in three years coming up on September 15, 2022 at the Puritan Back Room. Ken states stewards are starting to call each other for assistance. Need to recruit for any vacant steward positions.

Germano Martins gave the Retirement Board of Trustees report. The Retirement System hired a director of investments. The hired candidate asked to remain confidential until he gives notice. Investments are doing well.

John Hattan requested a point of personal privilege. There is a Veterans’ Committee that meets on the last Thursday of the month.

Cullen Tiernan spoke about Stand Down, the event on September 23, 2022. Germano Martins will be at the event representing DHHS. We saw this as a good opportunity for our union. Should not have homeless veterans. SEA will have union table there.

Justin Jardine added that they are seeking cots and donations. He researched and found $50 military style cots. The group is also seeking gift cards for grocery stores in amounts of $20. They asked if we could supply cots and gift cards for the September 23, 2022 event.

Christine Turgeon stated the Campaign for Public Good (CFPG) may be donating to this. She will confirm with the CFPG committee chair.

President Gulla asked Christine to circle in with Jasmyn to see about any donation.

Mary Fields suggested also bringing this item up at the council meeting that night.

Ken Muske motioned to accept all reports into the record. Cheryl Towne seconded the motion. Motion passed.
There was no new business before the Board.

Christine Turgeon asked Board members to be on the lookout for the social media bargaining campaign stories, and requested liking, commenting and sharing the items. This will give the SEA more attention.

Mary Fields motioned to adjourn the meeting. Avis Crane seconded the motion. Motion passed. Meeting adjourned at 3:07 p.m.

Respectfully submitted,

Betty Vanlandingham
SEA Board Secretary