

MSEA/SEIU 1984
BOARD OF DIRECTORS MEETING
October 12, 2023

Name	Attendance	Name	Attendance
Kristy Blanchette	P	Elizabeth Howell-Woodbury	Z
Gary Burke	Z	Phillip Keech	E
Avis Crane	P	Melissa Kelleher	P
Corey Dearborn	Z L D	Germano Martins	L
Mike Derderian	Z	Ralph Mecheau	P
Mary Fields	P	Ken Muske	P
Rich Gulla	P	Brenda Thomas	P
John Hattan	P	Betty Vanlandingham	P

P – Present L – Late Arrival U – Unexcused
D – Departed Early E – Excused Z – Zoom

Staff: Jasmine Gosselin, Justin Jardine, Bob Blaisdell, Christine McManus, Gary Snyder, Cullen Tiernan, Beth Aborn, David Honeman.

Guest: Jake Krupski.

President Gulla called the meeting to order at 1:01 p.m. by suspending the agenda to allow for a guest speaker.

Ray Buckley, Chair of the New Hampshire DNC, spoke about the status of the democratic party in New Hampshire. NH DNC Staffers Colin Booth and Jack Tormoehlen appeared with Mr. Buckley.

There was no emergency business before the Board.

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

Brenda Thomas motioned to accept the September 14, 2023 Board meeting minutes. Avis Crane seconded the motion. Motion passed.

Brenda Thomas motioned to accept the September 27, 2023 Special Board meeting minutes. Avis Crane seconded the motion. Motion passed.

There was no old business brought before the Board.

President Gulla reported that he, Mary Fields, Bob Blaisdell and Cullen Tiernan were attending an event for New Hampshire Young Republicans during the evening of October 12, 2023. President Gulla will be speaking before the group. Presidential GOP candidates are expected to be in attendance.

Betty Vanlandingham motioned to accept the results of the September 15, 2023 e-poll regarding outside legal counsel contract. The poll results were twelve yes votes. Avis Crane seconded the motion. Motion passed.

President Gulla stated the employees of Hampstead Hospital are subject to fair share as they are a private entity. Based on first quarter data, President Gulla is recommending that the fair share amount be set at 60% of the member rate (1.25 percent). John Hattan motioned to set the fair share amount at 60%. Ken Muske seconded the motion. Motion passed.

President Gulla stated that last year, due to a large deficit budget, this Board approved a policy to have committee expenditures of \$150 or more come to the Board for approval. While our ending budget appears better than expected, President Gulla recommends this policy continue this year. Brenda Thomas motioned that committee expenditures of \$150 or more come before the Board for approval. Ken Muske seconded the motion. Motion passed.

President Gulla next discussed the new award, the Yes We Ken award, to be given out at this year's convention. The recommended recipient is Shawn Jones. Ken Muske motioned that this award be given to Shawn Jones. John Hattan seconded the motion. Motion passed.

Gary Snyder (SEA staff) discussed a change in the personnel rules. We initially thought that the BOD policy restricted us from representing members in reclassification requests. We want to be clear about what we can do. We want to make it permissible, not required. This policy would permit the Association to assist in reclassification requests, but not require it.

Jake Krupski (SEA outside counsel) stated the changes to the personnel rules allow for the union to be the initiating party and bring forth economic data.

Ken Muske stated this will assist with membership. We need this.

John Hattan asked if there was an appeal process, even not bringing an appeal forward.

Gary Snyder responded there is a general appeal process, it is in the Board policy that a person can bring a case forward to the President. Then that person can go to Grievance Committee. This process is not used much.

Mary Fields asked if this policy was for the Board to review and vote on next month. [It is.]

Brenda Thomas motioned to go into Executive Session. Ralph Mecheau seconded the motion. Motion passed.

Into Executive Session at 2:24 p.m.

Out of Executive Session at 3:20 p.m.

Ken Muske motioned to suspend the master collective bargaining policy Sub-Section D. 3., meaning and intending to suspend the time lines associated with the voting of a Tentative Agreement and the deadline submitted thereby. Avis Crane seconded the motion. Motion passed.

Mary Fields motioned to accept the consent agenda. Avis Crane seconded the motion. Motion passed.

Political Education report: Bob Blaisdell (SEA staff) reported that the deadline for bill submission to the Senate is the close of business October 12, 2023 for the 2024 legislative session. There are currently 846 Legislative Service Request (LSRs). We expect 900-1000 bills. One bill, sponsored by Representative Keith Murphy, LSR 2819, is relative to misrepresentations by state employees. We will be having discussions with Representative Murphy on that.

Gary Snyder added there is language going around the Senate regarding Just Cause for the state employees.

Jake Krupski added this would give Loudermill rights. A terminated employee would not have to prove the employer was wrong in firing you. The employer would have to prove just cause to fire you.

Cullen Tiernan (SEA staff) spoke about New Hampshire continuing to be snubbed by the national DNC regarding the first in the nation primary. He reported the union staff at SEIU have won a fair contract. Cullen also reported many Republicans are being very visible at the UAW strikes.

Finance Committee: Brenda Thomas presented the Finance Committee report. SEA has ended the fiscal year at \$12,780.86 in the red, which is significantly reduced from the anticipated deficit. Brenda recognized the work of Jasmine Gosselin and SEA staff, who took on extra work, in helping SEA get to this point.

Brenda Thomas also had one Dues Assistance request. Brenda motioned that the Dues Assistance request be denied. Betty Vanlandingham seconded the motion. Motion to deny the request is approved.

Brenda Thomas also reported that at next month's Board meeting, the auditor will present the 2022-2023 audit.

Steward Committee: Ken Muske reported the Stewards' Committee's next meeting is the third Thursday of this month. There are a lot of pretty serious things going on. All stewards are encouraged to attend.

Retirement Board of Trustees: Germano Martins presented the report of this board. The Board will be meeting every other month beginning February of 2024. Germano also reported on the Retirement Benefits Commission, for which he attended a meeting today. It does not appear that some members are willing to move from their positions. Some members are recommending changes to Group 2 employees that will make it worse for employees. Germano reported that NEA is seeking to have vesting occur at five years, as well as part-time employees be allowed into the system on a pro-rated basis.

President Gulla reported out on the SEIU Affiliation agreement. He has had discussions with Heather Conroy at SEIU. We have told SEIU that what they have presented is not sufficient. Heather Conroy will be speaking with her folks and get some numbers back to us.

Organization Committee: John Hattan stated next Monday there will be two new field representatives starting with the SEA. John stated we need to continue to grow members as we are currently just treading water.

Justin Jardine (SEA staff) reported on the Veterans' Committee. On December 2, 2023, the committee will be gathering to put wreaths at the Veterans' Cemetery. The wreaths are \$18 a piece. Donations are accepted. There are 7000 gravestones for wreaths. We are hoping to get funds donated by elected folks to help with the costs. Any assistance on December 2, 2023 to place wreaths is greatly appreciated.

Avis Crane motioned to accept all reports into the record. Brenda Thomas seconded the motion. Motion passed.

There was no new business before the Board.

Mary Fields motioned to adjourn. Brenda Thomas seconded the motion. Motion passed.

Meeting adjourned at 4:08 p.m.

Respectfully submitted,

Betty Vanlandingham
SEA Board Secretary