

EA/SEIU 1984
BOARD OF DIRECTORS MEETING
July 13, 2023

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

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

Staff: Jasmine Gosselin, Beth Aborn, Justin Jardine, Bob Blaisdell, Christine McManus, Andrew Moore, Gary Snyder.

President Gulla called the meeting to order at 1:00 p.m.

John Hattan motioned to accept the agenda. Ralph Mecheau seconded the agenda. President Gulla requested the agenda be amended to add “n., Service Fee Recommendation, Gary Snyder” after “m.” Motion passed to accept the agenda as amended.

Brenda Thomas motioned to accept the June 8, 2023 Board meeting minutes. Elizabeth Howell-Woodbury seconded the motion. Motion passed.

President Gulla submitted his written President’s report in Board members’ packets. He reported he and First Vice-President Mary Fields attended the recent budget signing. SEA was the only labor organization present.

President Gulla reported the SEA is still working on getting some ceremonial contract signings.

Ken Muske motioned to go into Executive Session. Avis Crane seconded the motion. Into Executive Session at 1:11 p.m.

Out of Executive Session at 1:52 p.m.

Melissa Kelleher motioned to authorize a step increase for an employee, as discussed. Ken Muske seconded the motion. Motion passed.

Melissa Kelleher motioned to authorize Legal to enter into an agreement as discussed. Ken Muske seconded the motion. Motion passed.

President Gulla requested a confirmation vote on the June 11, 2023 e-poll. The e-poll results were that the motion passed. Confirmation motion passed, one abstention.

Bob Blaisdell, SEA staff, stated the legislative session has wrapped up. It was a positive session for us. We are now looking at the Governor's race. A recent Union Leader article mentioned possible Republican contenders of Edlebut, Kelly Ayotte, and notably, no mention of Chuck Morse. Republicans appear to be waiting for Sununu to announce or not. Democratic contenders are currently Cinde Warmington, Executive Councilor, and Joyce Craig, Manchester Mayor. Warmington and Craig are currently fundraising and campaigning.

John Hattan motioned to donate \$1000 to the campaign of Kevin Cavanaugh for Manchester Mayor, from SEAPAC funds. Ralph Mecheau seconded the motion. Motion passed.

Bob Blaisdell stated the Retirement Benefits Commission is waiting for the additional members to be named. We will be very involved with this commission. This is a 15 member commission.

Ken Muske made a motion to nominate Germano Martins as the SEA representative on the Retirement Commission. Avis Crane seconded the motion. Motion passed, with Germano Martins abstaining.

Jasmine Gosselin (SEA staff) discussed the dues scale review from the Finance Committee. Jasmine and Tina (SEA staff) prepared the documents included in Board members' packets, for next fiscal year's budget.

Brenda Thomas motioned to accept the Finance Committee recommendation that the Board of Directors sponsor a resolution for the Convention for the dues rate to increase to 1.5%. Melissa Kelleher seconded the motion. After much discussion, motion passed.

Christine McManus (SEA staff) and Avis Crane reported out on the ad hoc committee for the Standing Committee review. The ad hoc committee recommends as follows:

Finance Committee: remain as is, stand alone committee.

Convention Committee: remain as is, stand alone committee.

Resolutions Committee: combine with Constitution and Bylaws Committee.

CBAC: remain as is, stand alone committee.

Constitution and Bylaws: combine with Resolutions Committee.

Conservative Member Committee: remain as is.

Social Activities: Combine with similar committees, Campaign for Public Good, Book Club, Lavender Caucus. Noted – Veterans Committee is an Ad hoc committee, not a standing committee.

Operation Santa Claus and Road Race: remain as separate committees as OSC is its own corporation.

Member Benefits/Discounts: remain as is.

Organization Committee: remain as is, stand alone committee.

Retirement Committee: remain as is, stand alone committee.

Steward Committee: remain as is, stand alone committee.

Dues Assistance: put under Finance Committee tasks.

Ethics / Grievance / Charge and Trial: remain as individual committees.

Honorary Membership: part of Board duties.

IT Committee: remove, not active, no longer needed.

Communications: remove, not active.

Lavender Caucus: move to Social Activities.

Strategy and Outcomes Committee: remove, not active, no longer needed.

Dispute Resolution Committee: part of Charge and Trial board.

Avis Crane will draft a constitutional amendment reflecting these changes for the Board to review at the next Board meeting.

Ralph Mecheau reported on the Land and Building ad hoc committee. Ralph recommends the Board go forward with having an official appraisal done for possible sale of the land and/or building. This will cost \$6000. Ralph motioned the Board approve expenditure of \$6000 for the appraisal. John Hattan seconded the motion. Motion passed.

Ralph has also been looking at some properties that the SEA may be able to get into. He will continue to review options.

President Gulla reported on the SEIU Affiliation Agreement ad hoc committee. President Gulla and Gary Snyder had an initial conversation with Heather Conroy, VP at SEIU, and its general counsel. SEA is looking at reviewing the agreement, trying to put a value on current services, and renegotiating agreement to cost less.

Gary Snyder (SEA staff) discussed the new personnel rules. When the reclassification project is completed, the rules provide for the union to file for reclassification on behalf of employees.

Justin Jardine (SEA staff) stated that with the current staffing level, they have their workloads, with some stuff not getting done that is part of the job of field representative. They are all working on legal stuff. My hope is that the Board would adopt a policy saying we “may” assist with reclassification, not “have to”.

Ken Muske asked about putting something in there about stewards assisting in these reclassification requests.

Justin Jardine stated right now we are not in there at all.

Ken Muske added will have to give some training to do it.

Mary Fields stated she agrees that this is important, but does not think it is appropriate to put this task on stewards.

Brenda Thomas reported on the ad hoc committee for a Ken Roos acknowledgement. The committee discussed many options, and felt a yearly award at convention was the appropriate option. A “Yes We Ken” award recognizing a member with Ken Roos traits. Melissa Kelleher motioned to accept the recommendation for the Yes We Ken award. Avis Crane seconded the motion. Motion passed.

Gary Snyder distributed suggested changes to the Board policy’s service fee amounts. These fees have not been looked at in many years. The suggested changes are more in line with actual costs. The Board will review the suggested changes and discuss and vote on them at the next Board meeting.

Beth Aborn (SEA staff) discussed deadlines for Conventions. August 11, 2023 is the deadline for any resolutions or constitutional amendments. Notice of this deadline will be going out to chapter presidents on Monday, 7/17/23. Beth can create a Ken Roos nomination form and send that out as well. Convention registration forms and Board self-nomination forms will be mailed by August 22, 2023 and in the SEA news on August 23, 2023, with Friday, 9/22/23 as the deadline for nominations. Friday, 10/13/23 is the absolute deadline to register for the convention.

Mary Fields requested a box indicating Zoom or in-person attendance to ensure space for in-person attendees.

Brenda Thomas motioned to accept the Consent Agenda. Germano Martins seconded the motion. Motion passed.

Committee Reports:

Political Education: No report.

Finance Committee: Already provided. Brenda Thomas motioned for approval for one Dues Assistance application. Mary Fields seconded the motion. Motion passed.

Steward Committee: Ken Muske reported the committee next meets the July 20, 2023 at 5:30 p.m. The committee plans on having another in-person steward training in September, 2023.

Retirement Board of Trustees: Germano Martins reported the Board will meet next Tuesday. He reported improvement with the new Executive Director.

Organization Committee: No report.

Justin Jardine (SEA staff) reported that the Veterans Committee is organizing a presence at the Stand Down NH even for veterans on or about September 7, 2023. The committee is looking for donations for MREs (Meals Ready to Eat).

Ken Muske motioned to accept all reports into the record. Melissa Kelleher seconded the motion. Motion passed.

There was no new business before the Board.

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

The meeting adjourned at 4:44 p.m.

Respectfully submitted,

Betty Vanlandingham
SEA Board Secretary