

State Employees' Association of NH, SEIU Local 1984
Board of Directors Monthly Meeting
207 North Main Street, Concord, NH
JULY 21, 2011

5:00 PM

Attendance: (P=Present, A=Absent, E= Excused, L=Late, D=Departed Early)

Diana Lacey	P	Sheila Heath	E
Ken Roos	P	Randy Hunneyman	P
Laurie Aucoin	E	Kathleen Mayo	E
Ralph Tilton	P	Gemano Martins	E
Brenda Thomas	P	Jim Nall	E
John Amrol	P	Brian Pike	P
Sean Bolton	P	Diana Richard	P
Shirley Dawson	E	Betty Thomas	P
Ana Ford	D	Bruce Vanlandingham	E

Staff Present:

KJ Desjardin

Call to Order: President Lacey called the meeting to order at 5:15 pm

Emergency Business: no issues presented

Review of the Board Packet Material: Board consented to waive due to lateness of the start of the meeting.

MOTION to Accept the Agenda of July 21,2011 made by Ralph Tilton, seconded by John Amrol, motion passed.

MOTION to Accept June 9, 2011 Board meeting minutes made by Sean Bolton, seconded by Ana Ford, motion passed, unanimously with amendments.

Discussion of amendments:

Betty Thomas would like to change name of Mary Hillier to Mary Fannion as Chair of the Road Race Committee.

Old Business

Committee Assignments:

Remove Mary Fannion as Chairperson of the Road Race Committee but will stay on as a member of that committee. Remove Ana Ford from Communications Committee. Add Peter Bartlett to Retirement Committee

At June, 2011 Board meeting, Brian Pike agreed to serve on the CUE LMC. After the meeting it was found that this committee is over populated and is necessary to vote to remove Brian Pike with appreciation for stepping forward to serve on this committee

MOTION to accept withdrawal of Brian Pike from this committee made by Diana Lacey, seconded by John Amrol, motion passed.

Dispute Resolution: take off of agenda for August and Board will revisit when Board member Bruce Vanlandingham returns.

Board Chapter Assignments: will be postponed until August meeting.

Road Race Committee: In August will put out a recruiting message to the members and revisit at September Board meeting

Policy to respond to requests for information: Attorney Glenn Milner would like to postpone until August 2011 Board of Directors Meeting. He has been delayed getting the information for the Board due to the lawsuits he has been working on.

Reports President update:

Legal Update:

MOTION to enter into executive session, made by Brian Pike, seconded by Randy Hunneyman, motion passed.

MOTION to exit executive session made by Sean Bolton, seconded by John Amrol, motion passed

Personnel Update:

MOTION to accept with regret the resignation of Stephan McCormack, senior field representative, made by Randy Hunneyman, seconded by Brian Pike, motion passed.

Randy Hunneyman and Betty Thomas commented on the loss of Steve McCormack and the positive impact he has on the organization and his representation abilities. Steve will be missed by all.

MOTION to accept with regret, the resignation of Marc Abear, grievance representative, made by Brian Pike, seconded by Diana Richard, motion passed

Budget/ jobs/ pension

Less than 150 layoffs have been done due to retirements and moving around in state budget cuts thus far. The 2009 vacancy cushion is gone and it will be very different picture for layoffs. Brian Pike said that the worksite at DOT is stressful due to thoughts about layoffs. Sean Bolton said that at DHHS between now and end of calendar year there are 124 additional cuts expected.

Under 65 retirees have gotten their notices about their raise in health care costs. People will need to drop insurance due to the cost of insurance. Can we revisit litigation for the under 65 retiree plan now that we have documentation to show the damage this does to people. In the last case, the courts didn't think it was a substantial impairment, but it has doubled and it is on a percentage now. Also, more documentation came forward in testimony from members at pension hearings. Request will be made of outside counsel to evaluate the potential of a subsequent suit.

Bargaining Update

Efforts to move master negotiations to a successful conclusion were discussed by Neil Smith, Dick DeSeve, Linda Huard, and Diana Lacey. The Governor's team will go back to the table to work with our bargaining team. There is state recognition that rights are an

important factor to reach a deal.

When a tentative agreement is reached, it will be important to educate members on the full picture, including legislative impact so that each individual can make an informed decision when they cast their ballot.

The lack of regular member messaging on the progress of master contract negotiations was discussed. President Lacey said messaging was limited because of the legislative battles we are in and the message could have been turned against us. There has to be a tentative agreement by August to avoid layoffs – if that is indeed what the membership wants.

Strafford County has a tentative agreement that was ratified yesterday. There is no evergreen language but there is a pay raise and added a step increase and briefing pay at straight time. Meredith has a tentative agreement after mediation and there is 100% participation. Adjunct collective bargaining has begun to bargain. Outside legal council is working on contracts.

Training August and September

Two trainings will be held, one in the North country and one in the southern area of the state. The goal is to train at least 40 members at each with 10 people from other organizations, who will commit to 4 hours of activity per week in their communities. This program will be in place of summer school and will have several different training units.

MOTION to schedule 3rd Quarter Council meeting for September 15, 2011 made by Ken Roos, seconded by Ana Ford, motion passed

President Lacey has asked Sean Tracey for 2 proposals regarding print material that enhances the member orientation packet and builds a stronger, higher value relationship throughout the career span. The recommendation is to not go forward with the rebranding at this time. Material could be used for many SEA events as well. The other proposal is for a strategy plan for social media.

SEIU UPDATE

RTW resources

Kathy Eddy is writing a report on SEIU assistance to local in the past six months, including additional funding for state labor table work. We are also planning and making a firm commitment to increase our capacity for member engagement, as well as joining locals from across the country to elevate a change to the national narrative about the economy.

Stakeholder relationships building is progressing and we are making progress in our 10-year goals. Granite State Fair Tax, GSOP, Portsmouth area Dems, Granite State Progress, America Votes, groups we are already members of the partnership.

Organizing report:

At UNH, the core organizing leaders there had wanted to join SEA because they wanted

to stop a trustee action that had already been authorized but would not go into effect until January 2012. There is less interest in organizing there now as the trustees' action will likely not be reversed. The campaign is put indefinitely on hold. President Lacey is in discussions with SEIU and local staff to evaluate work thus far, and help inform future campaigns, such as the upcoming PSU.

Recognition for Jean Chellis as she has been a strong staff rep and working well with leaders in the RTW fight. She is meeting her daily goals and informing members about events in a truly superior way.

Group discussion on Board Field Visits ensued:

Brian Pike and Ken Roos accompanied Jean Chellis to a Chapter 20 meeting and NH Hospital field visit.

Betty Thomas went with Michelle McCord to two Chapter meetings at DHHS and DMV. After work met with District 4 and the respect in the work place training

John Amrol and Ralph Tilton were unable to go on meetings this time.

Diana Richard went with Terri Wright into Rochester/Somersworth area and did not have a lot of luck in meeting with members.

Ana Ford went with Steve McCormack and Sean Bolton went with Joe Meagher and got to meet some members.

There was agreement that there is a need for more advanced planning before the Board makes these trips in the future.

MOTION to accept the Consent Calendar made by Ralph Tilton, seconded by Betty Thomas, motion passed
Committees:

Dues Assistance:
Three applications were reviewed.

MOTION to accept all three requests made by Betty Thomas, seconded by Randy Hunneyman, motion passed.

Retirement Committee:
The Committee will hold an educational evening for potential retirees and are talking about having a meeting with current retirees. The Committee is waiting to see what is going to happen with retirement for those over 65 years of age. Waiting for the decisions from Commissioner Hodgdon on under 65 retiree financial contributions.

AWU LMC: No changes until after contract negotiations with Board approval to continue for another year.

MOTION to accept with no changes but the date, made by Brian Pike, seconded by Betty Thomas, motion passed

Political Education:

City of Portsmouth, NH is holding a parade on Sunday, September 25th, 2011, to celebrate the Portsmouth Peace treaty and the Labor Movement. President Lacey will speak on behalf of our local.

MOTION for the State Employees' Association to be one of the supporters of this event, made by Diana Richard, seconded by Ken Roos, motion passed

The annual Labor Day breakfast is being held on Monday, September 5th, 2011, at the Executive Court banquet facility, Manchester, NH. This event is sponsored by several local labor unions.

MOTION to purchase a table of 10 seats at \$25.00 per seat for a total of \$250.00, made by Ken Roos, seconded by Diana Richard, motion passed,

These two items will be paid for from the Political Education budget but is voted on by the Board of Directors to be entered into the record of the organization.

Kevin Janvrin won the Republican primary for the Seabrook election. Political education will not endorse either the democrat or republican in this race as they are both friendly to working families. Currently phone banking for Bob Perry, who is running against Honey Puterbaugh in Strafford County.

Benevolence Committee:

Due to the lateness of the meeting, Brenda Thomas requested that the Board review the changes to Benevolence Committee policy and application and bring questions and comments forward at the August 2011 Board of Directors meeting.

MOTION to accept all reports into the record, made by Diana Richard, seconded by John Amrol, motion passed,

MOTION to adjourn made by Sean Bolton, seconded by John Amrol, motion passed,

Adjournment at 9:00 pm

Respectfully submitted by

A handwritten signature in cursive script that reads "Dana Lacey" with a flourish underneath.

Brenda Thomas,
Secretary SEA/SEIU
Local 1984