



News

from the State Employees' Association of New Hampshire SEIU Local 1984

October 2011

A Message from SEA President Diana Lacey

As we approach our 71st annual convention, I invite you all to reflect upon the year that has passed since our last gathering. Together, we have begun a journey that will **transform** our beloved association and **educate** the people we share our lives with in our communities. As a powerful and inspirational voice for the common good, we will **agitate** those who seek only to serve their own agenda of greed. Our values are strongly tied to what makes NH the place we all choose to call home.

When we rise each day, determined to make a better life for those we love, we re-dedicate ourselves to do what is moral and correct, and to take our rightful place in society. We join the vast majority of Americans who are committed to preserving a decent, just and caring country, as we do. And, when we identify individuals who willingly abandon these values, what do we do? We **mobilize!**

Today, our journey crosses many dimensions. No longer is a simple phone call or a kind handshake enough to make certain that we are all on the same page, preserving the standards we want to see live on for generations. No longer can we assume that those who are in or seeking positions of power are guided by the interest of the greater good. We must do all that we can to find out what values these individuals hold and then hold them accountable. To do so, we must build strong relationships with every person who seeks to govern our schools, our towns, counties, state, and country. We must use all the tools we have available — face-to-face discussion, phone calls, letters, e-mails, town hall forums, websites, social media, rallies, marches, and yes — even protests to defend the basic foundation of the society we know our families deserve.

In the past year, over 1,000 of you joined our journey and got more involved in our work. Next year, I hope to report that every single one of you became activists. There may be powerful forces to fight, people who can outspend us, as they try to silence us, but I know, like you do, that we will not be silenced.

Our men and women of the armed forces dedicate their lives to defending this country from foreign attacks, and we applaud them for it. Like our brave young men and women, the labor movement and our allies are here to defend our way of life on Main Street America. And, guess what — we need you!

Join the Fight for a Fair Economy. **Transform. Educate. Agitate. Mobilize.** It's the right thing to do.

Hitch a Ride! Political Education Committee Hits the Road

One thing became crystal clear in the past year — member activists from around the state are the key to successful outcomes in the Legislature and at all levels of government. That's why the Political Education Committee is taking their monthly meetings — traditionally held in Concord — on the road!

On October 10th, the cars were loaded up in Concord to drive to Great Bay College at the Pease Air Force Base. SEA members from throughout the seacoast region were invited to join the meeting to talk about what's important to working families right now, meet with candidates and political activists, and learn more about how decisions we made in 2010 impacted our present economy and how 2012 decisions could change things once again.

Joan Hamblet, Chapter 41 member from Health and Human Services, did a great job in coordinating the meeting. "I hope more members will come to these meetings as the Poli Ed caravan arrives. This is a great opportunity to hear from members!"



NOMINATION and ELECTION NOTICE
STATE EMPLOYEES' ASSOCIATION OF NEW HAMPSHIRE, SEIU LOCAL 1984
71ST ANNUAL CONVENTION

Saturday, October 22, 2011
Crowne Plaza Nashua - Nashua, New Hampshire

Registration 8:00 AM Call to Order 9:00 AM Nominations 10:00 AM Balloting Noon-1:00 PM

Nominations will begin on Saturday, October 22, 2011 at 10:00 AM

ELECTIONS FOR THE FOLLOWING POSITIONS WILL BE CONDUCTED:

- Director (State, three positions, three-year term)
Director (State, one position, term will fill the remainder of the unexpired term, two years)

NOTE:

*Article VIII, Section 5(a) - Eligibility: No member shall be eligible to be an Officer or a Director in the Association unless he/she has been a member in good standing of the Association for at least one (1) year immediately preceding his/her election."

*Article VIII, Section 5b - Election of Officers: The name of any member seeking election at the Annual Convention shall not appear on the printed ballot unless a declaration of candidacy has been filed with the Membership Clerk of the Association no later than 30 days before said convention is to convene."

*All candidates will be allowed to submit remarks to the SEA, SEIU LOCAL 1984 News. Remarks will be limited to 450 characters with spaces and will be published in the SEA, SEIU LOCAL 1984 News prior to the Convention. All candidates wishing to submit remarks to the newspaper should include their remarks on the nomination form which must be received by the membership clerk before 5:00 p.m. on September 22, 2011. Candidates who wish to submit campaign remarks for the SEA, SEIU LOCAL 1984 News should do so using the nomination form.

The State Employees' Association of New Hampshire, Inc., SEIU Local 1984, CTW, CLC

207 North Main Street, Concord, NH 03301 • 603-271-3411 • (800) 852-3737 • www.seiu1984.org

OFFICERS:

- Diana Lacey, President
Ken Roos, First Vice President
Laurie Aucoin, Second Vice President
Brenda Thomas, Secretary
Ralph Tilton, Treasurer



STAFF:

(603) 271-3411 or (800) 852-3737

- Beth Aborn, Paralegal..... x 125
Brad Asbury, Organizing Administratorx 123
Susan Boisvert, Tech Support Specialist/Secretary II..... x 121
Andy Capen, Field Representative I.....x 107
Jean Chellis, Senior Field Representative..... x 118
Jackie Colbert, Membership Coordinatorx 102
Beth D'Ovidio, Communications Administrator.....x 105
Kathy Desjardin, Business Administrator.....x103
Marianne Estey, Secretary II.....x 100
Jason Faria, Field Activities Coordinator.....x 128
Linda Fraser, Account Technician.....x101
Brian Hawkins, Government Relations Coordinator.....x 120
Liz Iacobucci, Public Information Officer.....x 109
Ahrien Johnson, Collective Bargaining Administratorx 106
Jo-Ann Keller, Health Benefit Member Advocate.....x 134
Diana Lacey, President.....x 104
Chris Long, Field Representative II.....x 117
Michelle McCord, Field Representative IIx 112
Steve McCormack, Senior Field Representative.....x 119
Nick McGinty, Grievance Representative II.....x 114
Tina McKnight, Accountant.....x 122
Joe Meagher, Field Representative II.....x 115
Robin Miller, Organizer.....rmiller@seiu1984.org
Ian Newman, Organizerinewman@seiu1984.org
Mike Reynolds, General Counsel.....x 125
Kristin Sheppe, Attorney.....x 127
Jay Ward, SEIU Political Director.....x 110
Anna-Marie Welch, Field Representative II.....x 116
Terri Wright, Education and Training Coordinator.....x 108

BOARD OF DIRECTORS

- John Amrol, Director
Sean Bolton, Director
Shirley Dawson, Director – Private
Ana Ford, Director
Randy Hunneyman, Director
Germano Martins, Director
Kathleen Mayo, Director – County/Municipal
Jim Nall, Director
Brian Pike, Director
Diana Richard, Director
Betty Thomas, Director
Bruce Vanlandingham, Director

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Candidates for Director

(State, three positions, three-year term)



Betty Thomas

Chapter 37

I've been an activist for many years, protecting our rights to organize and collectively bargain by canvassing, phonebanking & attending legislative hearings to protect good jobs that provide needed services to NH citizens. I believe our members are very diverse in their views in all respects. It is important that all members' views are represented on the Board. We are stronger, together, when everyone's opinion is valued, respected & most of all, heard.



James Nall

Chapter 9

Owen David

Chapter 50

SEIU member and volunteer – 10 years
Masters in Public Health (2009 graduation)
Masters in Public Administration
(2013 expected graduation)

(photo not available)

Candidates for Director

(State, one position, term will fill the remainder of unexpired term, two years)



Shelley Elmes

Chapter 4

Vice President Chapter 4
NHH LMC team
Chapter Steward

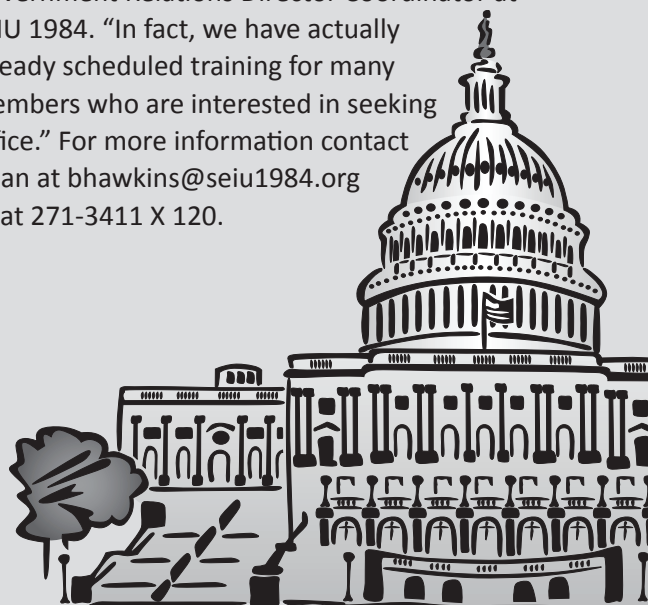
WE NEED MORE FRIENDS IN CONCORD

Our state legislature is one of the largest governing bodies in the world. It was designed that way to truly represent the people of our state. It seems the current legislature has lost sight of their charge to represent all of the people and is intent on only representing those with the most resources, power and clout. It is time for us to reverse this. We need more friends in the NH House and Senate. We need you.

Hundreds of SEA members retired from their jobs this year due to the attacks on public sector worker pensions here in New Hampshire. Retirees need a strong voting voice in the NH House to make sure that retirement is filled with dignified and respectful treatment – no matter how old you are or how long you've been drawing your pension. They have a unique sense of commitment to this state and the families who live in it. They know the value of strong communities, good public education, quality and affordable healthcare, a clean environment, safe roads and streets, and government services that lift families up rather than knocks them down. Retirees know it's about people – not politics!

It's time for retirees to take their seats in Representatives Hall and to use the power of your voices to make sure NH shines brightly once again.

"It isn't too early for people to think about running for office in 2012," said Brian Hawkins, Government Relations Director Coordinator at SEIU 1984. "In fact, we have actually already scheduled training for many members who are interested in seeking office." For more information contact Brian at bhawkins@seiu1984.org or at 271-3411 X 120.



DELEGATE SOUGHT FOR THE SEIU 2012 CONVENTION

As SEA, SEIU Local 1984 we will be sending delegates to the SEIU 2012 Convention. Delegates must be nominated and elected. The number of delegates that the Board of Directors has authorized is 12. At least 1 delegate from the private sector must be elected if nominated and at least 1 delegate from the county and municipal sector must be elected if nominated.

Requirements you must meet in order to run for a delegate's position:

1. You must have been a dues paying member for the past two years
2. Your membership is one on which SEA pays per capita tax to SEIU (this means retirees are not eligible)

If SEA officers are nominated, their names are put on the ballot first. Other names are listed in alphabetical order.

The Convention is to be held on May 26 through May 31, 2012 in Denver, Colorado. SEA President Diana Lacey cautions potential delegates that the Convention is a lot of work. There are compulsory early morning meetings and committee work that will last into the night.

SEA, SEIU Local 1984 Nomination Form

I, _____, of Chapter # _____,
request that my name be place on the ballot for election of
SEA, SEIU Local 1984 Delegates to the 2012 SEIU Convention.

**This form must be returned to the SEA Office
207 North Main Street, Concord, NH 03301
No later than November 28, 2011**

WELCOME!

We Welcome the Community College System of New Hampshire to SEIU 1984

We recently helped the Adjunct faculty members of the Community College System of New Hampshire to organize and become members of our union. Like the full time faculty and staff, the Adjunct faculty wanted input regarding the decisions being made about their wages and working conditions. With the support and assistance of many of their full time colleagues, over a majority of the CCSNH adjunct faculty spoke and said 'we want a voice' and successfully formed their own bargaining unit. The adjunct faculty unit includes approximately 500 workers. After surveying the membership, forming a negotiating committee and signing up members, they are on their way to negotiating their first collective bargaining agreement. "We were at a crossroads. We can only keep doing the work we love if we can make a reasonable living and have job security," said Craig Lange, an Adjunct at Nashua Community College. "With a union, we can have both." The first bargaining session is set for Tuesday, October 11, 2011.

Fighting for a Fair Economy - For All

Saturday, September 18 and Sunday, September 19, eighteen members attended a training session called, "Fighting for a Fair Economy – For All." The training focused on learning how individuals' actions can influence or change our economic future and that of subsequent generations.

The training provided a detailed look at how and why our economy has eroded and provided time to brainstorm ways we can empower ourselves to contribute to strengthening it by ensuring that all working families are a valued part of economic recovery regardless of their tax bracket.

Day one included activities designed to illustrate how laws governing our nation may be more one-sided than we originally thought. This was demonstrated through a wealth inequality activity that examined five divisions among wage earners (Low to high wages divided into five groups or quintiles). When looking at the period of time between 1949 thru 1979, all categories moved together equally; in other words, everyone benefited and was uplifted. There was shared prosperity and wealth.

The next 30 years showed a very different story. Between 1979 and 2009, participants found that middle class wage earners and below barely moved at all, while the top 5% gained so much wealth they could actually pay off the U.S. debt by themselves. That's eye-opening, isn't it?

On day two, participants focused on identifying ways they could help turn the economy around and make it work once again for everyone. In other words, they were focused on how we can all make a difference. Each participant accepted a personal challenge to join the Fight for a Fair Economy effort.

Members attending the two-day session were pinned as T.E.A.M. Leaders in order to Transform * Educate * Agitate * Mobilize other members of SEA to join the Fight for a Fair Economy. Each member of the T.E.A.M. took a pledge to recruit three more members to join the T.E.A.M.

"This is a continuation of the work which began at the first Member Leadership and Action Conference in Los Angeles back in March," said Tammy Sanborn, a Child Protective Service Worker from Lancaster and a trainer at the FFFE training. "1,500 members from SEIU Locals around the country came together and took on the same personal commitment. This weekend was an important step in making sure New Hampshire members contribute toward the national effort."

"A year ago I addressed the SEA Convention and said it would take all of us to move the mountains we face in today's economy. The Fight for a Fair Economy connects with people more than I thought was even possible. It was really exciting to be part of this training and I can't wait for our next one – filled with new faces ready to make their own personal commitment as well!" said SEA President, Diana Lacey.

"I thank you all for allowing me to attend the September 17th training, I learned from you all and enriched my life with your acquaintances. I walked away from the conference with my mind afire with ideas and my body ready to take action." ...

— **Jeremy Dupuis**
Administrative Services
Department/Chapter 20

"I couldn't believe how easy it was! I asked someone to get involved and they said yes. I never felt comfortable before asking someone to get involved or to attend an activity. Now, I will do it anywhere and everywhere."...

— **Kearston Crutchfield**
Judicial Branch/Chapter 20

ARTICLE XXVIII

ELECTION OF SEIU CONVENTION DELEGATES

INTERNATIONAL QUADRENNIAL CONVENTIONS

(rev 4/10/03 Board of Directors)

- A. **Purpose:** The election of delegates for SEIU International Conventions must be accomplished in a manner that meets requirements stated in the Federal Labor Management Reporting and Disclosure Act (Landrum-Griffin Act) and in the SEIU Constitution and By-Laws. It is the intent of this policy to set forth the rules and procedures to be utilized by this organization so that these elections meet the intent of the requirements.
- B. **General Requirements:** The general requirements are to have in place procedures for:
1. Nomination availability for all members meeting a 2-year membership requirement;
 2. Election of delegates using a secret ballot process and including all members.
- C. **Committee:** The President will appoint a Delegate Election Committee made up of five (5) members. It will be the responsibility of this committee to define the detail procedures for the nomination and election of delegates. This will include:
1. Planning the process and time frames;
 2. Verifying eligibility of nominees;
 3. Setting up the ballot;
 4. Receiving ballots, check off members returning ballots, and counting ballots;
 5. Processing any challenges to results;
 6. Maintaining ballots for a required time frame.
- D. **Number of Delegates:** The Board of Directors will determine the number of authorized delegates that will be elected and sent to represent SEA Local 1984. The SEIU Constitution sets up the number of delegates that a local organization may send to a convention based on the number of dues paying members for whom the organization pays SEIU per capita dues. The local may send any number of elected delegates up to the number authorized by this calculation without losing voting rights for the total authorized delegates. At least one delegate shall be a member from a private sector unit, if nominated, and at least one delegate shall be a member from a county or municipal unit, if nominated. The nominated member from a private sector unit and the nominated member from a county or municipal unit who receive the greatest number of votes shall each be elected as delegates. The remaining delegates will be elected based on the number of votes received by all other nominated members. Nominated members from a private sector unit will be identified on the ballot as private sector members. Nominated members from a county or municipal unit will be identified on the ballot as county or municipal members.
- E. **Nominations:** Any current member who has been a dues paying member for the preceding two (2) years, and for whom the organization pays SEIU per capita dues, will be eligible for nomination as a delegate. Notice of the delegate nomination procedures and requirements shall be sent to all members at their last known address using the SEA News. A nomination form will be printed in the newspaper which will need to be filled out and returned to the SEA for review by the Delegate Election Committee to assure compliance with the requirements.
- F. **Placement on Ballot:** The names of any five (5) SEA Local 1984 constitutional Officers, that submit nomination forms, will be listed first on the ballot in the following order; President, First Vice President, Second Vice President, Treasurer, Secretary.
- G. **Voting:** Ballots will be mailed to the last known address of all dues paying members for whom the organization pays SEIU per capita dues, with instructions for voting and return of ballots. A single envelope will be used for return of ballots. Proxy votes are prohibited; it will be necessary for each member voting to identify his / her name in the return address so that each voter's eligibility can be checked.
- H. **No Election:** If all qualifying candidates run unopposed, then no special election is required and they will be so notified.
- I. **Alternates:** Alternates, if necessary, will be selected from a list of nominated candidates based on the number of votes received.



Getting a Jump on the Holidays

During the hot and muggy days of August, employees at DHHS' Division of Public Health Services got their Operation Santa Claus mojo going in a big way. On Wednesday, August 12 the atrium at 129 Hazen Drive became the scene for a spectacular "Summer Market Day." The day included the sale of handcrafted items; a gently used book sale; raffles, including a 50/50 raffle and theme baskets.

This OSC work is a favored project of a group of SEA fee payers and members. OSC elf and 14-year DHHS employee Gloria Zela, describes their efforts: "I have organized fundraisers for Operation Santa Claus for quite a few years now. It started out as 'Bake Sales,' but now has turned into more than that. We have a 'team' that helps out: Karen Bugler, Michelle Ricco, Judy Nicholson, Susan Morrison and me. In addition to our market days, we also have a weekly 'Jean Day' fundraiser - anyone who wears jeans on Fridays can donate \$1.00 for Operation Santa Claus. (Some people are really dedicated to this. We have one staff person who comes and pays for the month. Others pay ahead for the year).

We try to raise enough money to spend \$120.00 or \$150.00 per child and we usually support six kids. That being said, in November, my friend Kathy (who doesn't even work for the state) and I go to North Conway to 'Shopping Camp' and shop for the kids. We are all

dressed for the occasion wearing reindeer antlers, Xmas sweaters and socks, Xmas gloves. We put smiles on everyone faces up there, and of course the employees remember us from year to year. We get the best sales possible so we can purchase lots of items.

I then bring in all the items purchased and put them all on display so everyone can see what we bought for the kids. They get just about everything they ask for - plus we make sure they get the necessities they need such as winter jackets, snow pants, warm hat and mittens, long johns, warm socks, boots, underwear, PJs and of course toys.

We would love to be able to see the kids' faces when they open their gifts to know their reaction, but we know that is not possible."

Operation Santa Claus is just one of the ways that SEA members give of themselves, their time and their passion to improve life for kids, families and our communities. It is a program that brings people together, like the members and fee payers discussed in this story. If you know of other great projects that SEA members are working on, please let us know. We would love to share your news.



From left to right: Michelle Ricco; Gloria Zela; Susan Morrison; Judy Nicholson; Karen Bugler all DHHS employees



**The State Employees' Association
of New Hampshire, Inc.**

SEIU Local 1984, CTW, CLC
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Chapter Takes Action!
*Silent auction from November 1st
until November 30th.*

Chapter 4, based out of New Hampshire Hospital, is holding a silent auction to help members that will be facing layoff. They are looking for items to be donated for the auction. Items must be new. Some examples of potential items include movie tickets; concert tickets; homemade crafts; homemade jewelry; afghan; quilt; gift certificates; etc. Cash donations are also welcome.

Chapter 4 is collecting items now until the end of October. If you have an item to donate please contact Chapter President, Laurie Aucoin @ 271-5357 or at laucoina@dhhs.state.nh.us or contact Dianne Blodgett @ 271-5831.

Everyone is invited to participate in this auction.



Proceeds will be used to help our co-workers in December when they will be facing layoffs due to the privatization of Transitional Housing Services. Please be as generous as possible.

Board of Directors:
Transitions and Good-byes

Sheila Heath, Chapter 50 member at Environmental Services, resigned her Director's seat at the September 2011 Board meeting. For more than two decades, Sheila has been an active SEA member and served on the Board several times. But like many people, Sheila is expanding her horizons and pursuing some personal goals she feels it's now time to pursue.

Diana Richard, Chapter 16 member at Health and Human Services, is not running for another term. Diana's departure spotlights an important obligation that our most seasoned SEA members hold dear: the need for members to become active and to find increasingly challenging SEA roles to take on.

Both Sheila and Diana intend to remain involved in the SEA; their passion for this work has not waived at all! The Board wishes them both very well in their continued work within the organization and in the workplace. And of course – is deeply grateful for their contributions and commitment to SEA's mission.

There are four seats open for the Board of Directors at the upcoming convention!