



# News

December 2010-January 2011

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

## 70th Convention elects Lacey as president

BARTLETT – Diana Lacey was elected president of the State Employees' Association of New Hampshire, SEIU Local 1984, during the 70th annual convention meeting at Attitash Grand Resort on October 31.

Lacey, who has served the past two years as First Vice President and as chair of the Master Bargaining Committee, is a contract administrator in the Department of Health and Human Services in Chapter 45.

"Our challenges are many, our goals are impressive and there is much to do to support working families and retirees," Lacey said. "I ask all of our members to actively involve themselves in this work because no one person can do what needs to be done. On the other hand, 8,500 people can move mountains.

Also elected as officers were:

- Ken Roos, Chapter 16 of DHHS as First Vice President. Roos



has been Second Vice President for the past two years;

- Laurie Aucoin, Chapter 4, New Hampshire Hospital, Second Vice President;

- Jessica Paul, Chapter 36, Department of Revenue, re-elected as Secretary;
  - Ralph Tilton, Chapter 44, Department of Education, re-elected to his fifth term as Treasurer;
- Elected to the Board of Directors were:

- Sheila Heath, Chapter 50, Department of Environmental Services;
- Ana Ford Herrero, Chapter 50, Department of Environmental Services;
- Bruce Vanlandingham, Chapter 22, Department of Transportation;
- Sean Bolton, Chapter 41, Department of Health and Human Services; and
- John Amrol, Chapter 1, Director Retiree. Amrol is retired from the Department of Transportation and served as SEA president for nine years.

### Convention highlights:

- Mary Kay Henry, international president of SEIU, outlined an 18-month plan following national elections that will focus on building

**(Continued on page 4)**

## SEA convenes key State stakeholder meeting

CONCORD – SEA leaders organized and convened a first-of-its-kind meeting in late December, pulling together key policy makers from the Governor's Office, NH Senate leadership, NH House leadership, NH State agencies, the NH Troopers Association, the NEPBA and the NH Retirement System. In one large room and around a single table, the group met for three and a half hours going over subjects that would normally each take a day or more to present and discuss.

The meeting was designed and chaired by SEA President Diana Lacey to encourage cross conversation by stakeholders and to build a common knowledge base about the state

employee workforce. Facts on demographics, retirees, the pension system and health care benefits were presented with help from SEA representatives, the Department of Administrative Services and the NH Retirement System. The meeting then moved into an open dialogue that identified opportunities for further collaboration.

The informal, non-binding session provided a unique environment to bring out ideas and issues that each of the distinctive groups could return to discuss with their colleagues.

In attendance for the SEA were President Diana Lacey, Retired Director John Amrol, Collective Bargaining Chair Neil Smith, Government

Relations Coordinator Brian Hawkins, Contract Administrator Dennis Kinnan, and SEIU Political Director Jay Ward.

"This was a great step in opening the door to more substantial dialogue with our stakeholders and with our members. As we move into contract negotiations with the Governor's team, and as we move into the legislative cycle with the Senate and House, our conversations and opportunities to work together will become more defined," said Lacey.

Information gathered from this meeting will also benefit SEA's county and municipal units due to the topics covered, which have widespread implications, like retirement and health care.

# **The Career Life cycle:**

## **Key to Savings and Sustainability**

By now, many of us have heard the 30-year-long tale of NH's policy makers putting off to tomorrow what should have been paid for yesterday. Things can turn around in a few short years if NH's policy makers focus on the career lifecycle of a worker and the economic benefits it provides throughout the years.

**First**, good jobs (full time jobs with responsible benefits) keep families independent and save taxpayers money by reducing demand for public assistance programs. Policy makers should commit to preserving good jobs and embracing policies that spur the growth of good jobs.

**Second**, pensions provide workers a path to leave the workplace and remain independent. Retirees are full-time consumers who stimulate the economy by purchasing products and services. More retirees mean increased demand for goods and services, which means more jobs.

**Third**, jobs left by retirees create productivity gaps the next generation of workers can fill. Removing people from the unemployment line after other people move into retirement makes the dollar go farther as new generations of workers typically enter the job market making less than senior generations leaving it.

**Fourth**, because the Baby Boomer generation has begun entering retirement, and because today's workers bring new money into the NH Retirement System and into retiree health care costs, more public sector workers are needed to make the per-worker cost more affordable for public employers.

Policy makers should consider restructuring publicly funded, privatized programs to return some of this work to the public sector workforce. The restructuring will yield large-scale efficiencies that surpass those offered by private sector and non-profit businesses.

**Fifth**, because newer generations of workers have different life expectancies and will face different health care issues and diseases than their

older counterparts, policy makers and labor representatives should consider redesigning compensation and benefit packages for future workers that will ensure they can appropriately provide for their families throughout their own career lifecycle and retirement.

For many of us, the key to our independence was always a good job. We have to make sure the promise it holds will be there for future generations without negating the promises to yesterday's workers or workers midway through their career.

In the coming months, my hope is that we all stand together, with one compelling voice that proudly proclaims, "good jobs are the answer and we want to help save them."

### **MEETING NOTICE**

#### **SPECIAL COUNCIL MEETING**

**Saturday, January 15, 2011**

**9:00 AM-1:00 PM**

**Lakes Region Community College**

**379 Belmont Road Laconia, NH**

Attendance by the full Council is needed to finalize our plans to preserve our pensions, jobs, health care, bargaining rights and our union during what can only be described as the most challenging legislative cycle we have faced in seventy years. To coin a common phrase, "This is not a drill!"

Your presence is needed at this Council meeting.



SEA staff lead discussions on public worker issues in Portsmouth at one of the five regional Secure Your Future summits in January.

## Secure Your Future summits prepare workers on issues

Balancing the state budget and legislation that damages pensions, job security, outsourcing, and health care are the priority challenges facing public employees during the next six months.

Five regional summits – in Lancaster, Portsmouth, Concord, Keene and Manchester – this month are preparing public employees to engage with co-workers, families, friends, and legislators as we seek to protect our families.

The summits offer an overview of the challenges and specifics about what we can do in the next few months.

The summits provide basic information, a chance to discuss the issue, and leave with a tool kit to get to work.

The SEA Council also will reconvene on Saturday, January 15, from 9 a.m. to 1 p.m. at the Lakes Region Community College, Laconia, where they will further define SEA's direction.

## MCDOC votes to stick with SEA

Workers at the Merrimack County Department of Corrections (MCDOC) have voted to stick with the SEA's representation.

By a vote of 50 to 41, the workers turned back an attempt by a raiding union based in Massachusetts.

"I want to thank all the members for voting today," said SEA Chapter 18 President Patrick Shultz. "Voters have realized that we need to stick with

what is working, in these uncertain economic times. This is not the time to be switching to an uncertain outcome."

"This is an eye-opener, a wake-up call to some changes that need to be addressed," Patrick added. "We will do everything we can to address these changes and work together for a better future."

## State Employees' Association of New Hampshire, Inc. SEIU Local 1984 207 North Main St., Concord, NH 03301 603-271-3411 www.seiu1984.org

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Ken Roos, First Vice President  
Laurie Aucoin, Second Vice President  
Ralph Tilton, Treasurer  
Jessica Paul, Secretary

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# Convention

(Continued from page 1)

a fair economy. She pledged to work with other labor and progressive organizations to find “unity of purpose” and to “treat everyone humanely and justly.”

- Outgoing president Gary Smith urged delegates to work toward changing the environment in which public employees find themselves in the 21st century. He pointed to the Vision Statement adopted in 2008 which directed the union to engage members, fight for health care reform, be involved in the political process by focusing on issues, finding partners to do the work necessary to improve the middle class, and improving our image as public employees.

- Executive Councilor Ray Burton addressing delegates Sunday afternoon, said, “You are the people who represent the best of public service in New Hampshire, But always remember that it is service above self.” Burton pledged to be “watchful about reorganizing state government,” noting that since 1976 he has supported local, county, and state employees.

- Peg Smith of the Department of Transportation said the greatest challenge in the coming two years will be the state budget and potential



**New SEA officers, from left: Diana Lacey, President; Ken Roos, First Vice President; Laurie Aucoin, Second Vice President; Jessica Paul, Secretary; and Ralph Tilton, Treasurer.**

layoffs that will make it harder to serve the public. “The best thing I saw at this convention was people working together and figuring out ways to help each other and the public.”

- Kate McGovern of Chapter 20, who also chairs the SEA’s new voluntary retirement medical trust committee, dispelled rumors that the retirement system is insolvent. “It is not true,” McGovern said. “Our pensions are safe. But we must educate members about the future of the pension system and get more members involved.” Retiree health insurance and cost of living adjustments for pensions will continue

to be challenges in coming years.”

- Daniel Webster, president of Chapter 1 retirees who has attended conventions for nearly 50 years, said the priority issues facing SEA members are retirement and health insurance. “Efforts to make retirees pay for health benefits is very scary,” he said, referring to several proposed laws to downshift costs onto retirees.

- Sheila Heath of Chapter 50, Environmental Services, said the union needs to embrace new technology and engage younger members. Mary Kay Henry agreed and noted that SEIU in Washington has 15 staff working on new media and said that must expand.

## Important prescription changes effective January 1

Starting January 1, 2011 employees and retirees who are covered by the State’s health plan will be able to choose whether to refill their maintenance drugs through mail-order or at retail pharmacies. You should have received a mailer at your home from CVS Caremark, explaining the benefit change.

If you are currently receiving one-month refills of maintenance prescriptions from your local pharmacy and wish to continue refilling those prescriptions month-to-month at a retail pharmacy you must “opt-out” of the mail order program by calling CVS Caremark on or after January 1, 2011 at 888-726-1630.

If you are currently in the mail-

order program and wish to switch to retail refills, you may “opt-out” of the program on or after January 1, 2011. If you elect to opt-out, you may only receive up to a 31-day supply at a retail pharmacy. You must also get a new prescription from your doctor for a one month supply with appropriate refills. Local pharmacies will not honor the 90-day prescription that you currently have. You will also be subject to the plan’s retail co-payment (\$5/\$10/\$15). You must “opt-out” of the mail order program by calling CVS Caremark on or after January 1, 2011 at 888-726-1630. Identify yourself, and that you are a member of the State of New Hampshire Program. Remember to cancel your automatic refills or renewals. An important

further note is that spouses and dependent children age 18 and older should call separately to opt-out due to HIPPA regulations.

Your request to opt-out will take effect immediately for all your long-term or maintenance prescriptions, including newly prescribed ones.

The opt-out feature will not apply for specialty medications, which will continue to be provided through CVS Caremark’s Specialty Pharmacy.

We urge you to continue refilling your maintenance prescriptions through mail order whenever it is appropriate. Mail-order refills offer a significant cost savings for both you and the State. It is also more convenient as you can order a 90-day supply through mail-order, but only a one-month refill at a retail pharmacy.

# Operation Santa Claus completes 50th year

For 50 years, the State Employees' Association has helped make children's holidays a little brighter through its charity, Operation Santa Claus. Each year, about 3,000 needy children receive gifts through the program. This year, more than half the children were sponsored by public employees.

"Operation Santa Claus captures the very best of what makes New Hampshire special and what gives us all that sense of belonging: the pride that comes with innovation, the satisfaction that comes with dedication, and the sense of peace that comes from working with others to serve those in need," said SEA President Diana Lacey.

Members of the National Guard and Operation Santa Claus volunteers loaded trucks on December 15 for distribution to the DHH District Offices and the families throughout the state.

"Because of the kindness and generosity of the sponsors of Operation Santa Claus, thousands of New Hampshire's neediest children will have presents to open this Christmas morning," Governor Lynch said. He then presented an official commendation recognizing "the past and present sponsors and organizers of Operation Santa Claus for 50 years of dedication to New Hampshire's children."



Santa (David Paul) joins Operation Santa Claus volunteers Chief Elf Charlene "Clar-  
kie" Clarke, long-time OSC volunteer Barbara Lillios, and OSC worker Carol Beau-  
doin on December 15 as gifts are loaded for DHHS District Offices.

## Public employees give generously

Public employees throughout the state helped children, the homeless, and struggling families this holiday season with record-breaking generosity.

In addition to Operation Santa Claus, SEA members also generously supported the Fifth Annual "Moore-Mart" Christmas Stocking Drive, coordinated by Milford District Court Special Justice Paul Moore. The drive shipped a record 3,911 care packages to members of the armed services.

Health and Human Services coordinated a holiday food drive this year that exceeded last year's first collection for the New Hampshire Food Bank. Also participating in the effort were the Departments

of Administrative Services, Agriculture, Banking, Cultural Resources, Environmental Services, Transportation, Resources and Economic Development, Education, Employment Security, Fish and Game and Insurance.

DHHS Commissioner Nick Toumpas said in a statement: "As you may recall, similar to last year's event, the goal this year was to collect 10,000 food items. I am happy to be able to report to you that after all the donations were counted, 16,447 items were collected, which, when weighed at the NH Food Bank totaled just shy of 6 tons of food. That is an incredible accomplishment. We, as State employees should be proud to

be part of an effort that will benefit so many people in our State."

In addition to supporting other charities, individual Chapters reached out to help coworkers in need of holiday assistance.

The Department of Transportation participated again this year in the "Warmth from the Millyard" clothing drive, collecting an estimated 1,400 coats, gloves, boots, blankets sweater and other cold-weather outerwear for agencies throughout the state.

Several DOT districts also collected multiple cartons of food that were distributed to the local Salvation Army branches.

## Emiro wins Proulx Political Award

Frank Emiro was presented with the SEA's annual Ray Proulx Political Action Award at the December Council meeting.

A Vietnam-era Navy and Army veteran and long-time union activist, Emiro began his career in politics in the early 1970's where he became a member of the staff for two congressmen.

In presenting the award, SEA First Vice President Ken Roos noted that Emiro has served in a number of veterans groups and has fought continuously for veterans and current military members and their families.

After serving six years on the Board of Directors of our organization and four years as the chair of the ethics committee, he retired from the Department of Transportation in 2005.

"In retirement, he re-energized his political career and has served two terms in the NH House where he had an attendance record of over 98%, advocating for seniors, Veterans and of course fighting for US every day,"



Roos said.

This past primary election season, Emiro waged a campaign for the Republican gubernatorial nomination.

"I know we haven't seen the last of Frank Emiro's political career and you definitely haven't heard the last of him," Roos said as the Council gave Emiro a standing ovation.

The Honorable Raymond E. Proulx Award for Political Action was established in 2002 to recognize members who exemplify the standard set by long-time member Ray Proulx, who believed that the SEA could make a difference in our lives.

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## Bedford PD is Chapter of the Year

"There's more to police work than police work," said Chapter 64 President Chris Storti, who accepted the Chapter of the Year Award for the Bedford Police department at Convention.

The Patrol Officers, Detectives, Sergeants, Dispatchers and Clerks have raised more than \$50,000 to start a community scholarship program for Bedford children, especially for those seeking a career in law enforcement. Their goal is \$100,000.

Last October, the Chapter presented "An All Star Night of Comedy" at the Manchester Radisson Hotel. More than 800 people attended the fund-raising event, Storti said.

In August, the Chapter held its biennial free "Family Fun Day" at Riley Field in Bedford. More than 1,000 people attended the day that included a helicopter show put on by the NH

State Police, a canine demonstration, a dunk tank where one could "dunk a cop", and a raffle of many items including a boy's bicycle, a girl's bicycle and a gas grill.

For both events, the chapter members planned activities, sold sponsorships, and produced a sponsorship booklet that was given to each person attending the events.

"It's hard work," Storti said, "but we benefit from the improved unity within the department and we get great support from the community. And that's important," he added, "especially for our younger co-workers who learn just how much community support we have out there."

The Chapter is currently in the middle of a five-year collective bargaining agreement that runs from January 2009 through December 2013. The bargaining unit has 34 employees and SEA membership is at 100%!

## News Briefs

### CCSNH agreement approved

SEA members have a new contract with the Trustees of the Community College System of New Hampshire.

The CCSNH Trustees approved the contract on December 9 following members' 78% vote to ratify the deal. "This Agreement represents a lot of hard work on both sides, during the past two years," said Manchester Community College Professor Dana Mosher.

The new contract covers members of the SEA's current CCSNH bargaining unit. The System's Adjunct educators are NOT covered by this agreement. Adjuncts are currently organizing into a bargaining unit.

### CCSNH Adjuncts file

The SEA filed signed Authorization Forms from hundreds of adjuncts across the state with the Public Employee Labor Relations Board (PELRB) in mid-December. Signed Authorization Forms say that adjunct professors are ready to have a voice at work and a relationship of equality with the administration of the CCSNH.

Once the final eligibility list is determined, SEA will know how close we are to having a clear majority of support for our union.

### Lodge lays off 22 workers

The Lodge at Belmont laid off 22 workers in December, citing the Legislature's new 10 percent gambling tax on winnings over \$600 and a failure to pass expanding gaming for the Lodge's 50 % loss in revenue. Many of the laid off workers had organized union representation through SEA last spring. The SEA is negotiating their first contract.

### HRC Employees Join SEA

The Public Employee Labor Relations Board formally certified the SEA as the union representing employees of the Human Rights Commission in December. Anti-Discrimination Investigator Teresa Gerrior said that "Management was very supportive" of the effort to organize. "We are looking forward to the protection – and benefits – of SEA representation."

# NOMINATION and ELECTION NOTICE

## STATE EMPLOYEES' ASSOCIATION OF NEW HAMPSHIRE/SEIU LOCAL 1984

### NOTICE OF CHAPTER ELECTIONS

This is notice to all members that the Chapter Elections process is about to begin. It will culminate in April with Chapter vote counts and conducting the annual chapter meeting to review and finalize the results of your chapter election.

In order to be eligible to vote or to be eligible to hold office in chapter election, a person must be on the membership list no later than 5:00 PM February 1, 2011.

Chapters will elect President, Vice President, Secretary, Treasurer, Councilors and Alternate Councilors.

Nomination forms must be received at the SEA/SEIU Local 1984 office at 207 North Main Street, Concord, NH by 5:00 PM on February 7, 2011.

Write-ins are not allowed in this election.

Ballots will be mailed to the last known home mailing address as of February 1, 2011 no later than March 7, 2011.

Ballots must be received at the SEA Office, 207 North Main Street, Concord, NH 03301 by 5 PM on March 31, 2011 or postmarked no later than March 31, 2011.

If your chapter voted to have a 2 year election cycle but have not changed your chapter's by-laws through the required procedure, you must hold your elections annually until those changes are made. Failure to hold chapter elections could result in not being seated at the Annual Convention.

Questions about election procedures should be directed to the Organization Committee's Sub Committee on Elections Chairperson, Debbie Wheeler, 271-3411.

Cut along the line, place in an envelope and return no later than February 7, 2011 to:  
SEA, SEIU Local 1984, 207 North Main Street, Concord, NH 03301

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### State Employees' Association of NH, SEIU Local 1984 Chapter Election Self Nomination Form

If you wish to have your name placed in nomination and have it appear on the ballot, please put your name on the line below and put a check mark next to the position (s) for which you want to run.

If you are considering Vice-President, Secretary, or Treasurer, please also run for a Councilor or Alternate Councilor position. Only the Chapter President and Councilors or their alternates may vote at the convention and council meetings. You may be both a councilor and a chapter officer.

**PLEASE FILL THIS FORM OUT AND RETURN IT NO LATER THAN FEBRUARY 7, 2011,  
TO THE SEA ORGANIZATION COMMITTEE, 207 NORTH MAIN STREET, CONCORD, NH 03301**

President: The president shall be the executive head of this chapter with full power to enforce the provisions of the by-laws. He/she shall conduct all meetings of the chapter.

Vice-President: -The vice president shall assist the president and in the absence or disability of the president, assume the duties of the president; shall be chairperson of this chapter's membership committee and submit a monthly report to the chapter secretary.

Treasurer: The treasurer shall be the custodian of the funds of this chapter; and give a financial report at each regular meeting of this chapter, and submit to the annual meeting of this chapter an itemized financial statement for the fiscal year.

Secretary: The secretary shall keep the minutes of all meetings of the chapter and carry out such correspondence as may be required to conduct the business of the chapter.

Councilor: It shall be the duty of councilors to keep the chapter membership informed at all times of union matters; to poll the members in order to determine their stand on issues; and to represent the chapter's members at annual conventions and quarterly council meetings.

Alternate Councilor: It shall be the duty of alternate councilors to stand in for councilors at annual conventions and quarterly council meetings when regular councilors are unable to attend.

Name \_\_\_\_\_ Chapter No. \_\_\_\_\_ Phone # \_\_\_\_\_

**The State Employees' Association  
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SEIU Local 1984, CTW, CLC  
207 North Main Street  
Concord, NH 03301**

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## **Operation Santa Claus Delivers!**



Operation Santa Claus, the SEA's annual holiday charity for needy children, celebrated 50 years of service this year. Nearly 3,000 children throughout the state received gifts on Christmas morning, thanks to the generosity of public and private employees and hundreds of volunteers, donors, and National Guardsmen who donated toys, clothing, gift cards, and financial support throughout the year. Joining Santa (David Paul) on Delivery Day were, from left, SEA President Diana Lacey, OSC Chair Linda Farrell, and Gov. John Lynch, who issued a 50th Anniversary proclamation. More information inside on page 5.