

**SEIU, Local 1984, State Employees' Association of New Hampshire
Unapproved Master LMC Meeting Agenda
November 29, 2010**

Present:

Thomas Manning	Sandra Adams
Richard de Seve	Dennis Kinnan
Liz LaBonte	Fran Buczynski

1. Promotional Rehires

Both employees were laid off in 2009 and reemployed prior to June 30, 2010. The language change in the CBA that would have favored these employees was effective June 30, 2010.

Employees have fifteen days from the date they knew or should have known there was an alleged violation of the CBA to grieve. The issue is not timely for the LMC – they should seek adjustment.

2. Step IV Grievance for the SEA – Representation of Employees

The arrangement offered by Revenue to the Association is the same accommodation that is made at New Hampshire Hospital and for the same reason – confidentiality.

3. Step IV Grievance: Training

The Racing and Charitable Gaming Commission does not require police certification and is not selecting or approving employees for training at Police Standards and Training.

The Supplemental Job Description and the Class Specifications for the position that the grievants hold do not require certification.

4. Step IV Grievance

The remedy for denial of "Weingarten Rights" for an employee who is the subject of an investigatory meeting or interview declared inadmissible. It is unclear the Mr. Varney was the subject of the interview in this case or that any information was elicited that was or could be used against him.

The remedies requested are not appropriate for the alleged CBA violation.

5. Step IV Grievance

The remedy for denial of "Weingarten Rights" for an employee who is the subject of an investigatory interview or meeting is to have any information gained in the investigatory meeting or interview declared inadmissible. It is unclear that Mr. Smith was the subject of the interview in this case or that any information was elicited that was or could be used against him.

The remedies requested are not appropriate for the alleged CBA Violation.

6. Step IV Insurance Annual Leave Issue (Assoc Grievance)

The Association has a right to grieve on its own behalf only when there is an alleged violation of a right of the Association as opposed to a right of an employee that has been violated. Annual leave is an individual employee right, not an Association right.

The Insurance Department is requesting a meeting with the Association without the presence of the grievant or the grievant's immediate supervisor.

7. Step IV Insurance FMLA

The Insurance Department is requesting a meeting with the Association without the presence of the grievant or the grievant's immediate supervisor.

NEW:

8. Step IV SYSC Privacy

Tom will send a note to thank Mr. Nachman for his letter with a copy to Mr Bussierre and let them know that they are in violation of Article 16.7 of the CBA.

9. Step IV SYSC Steward Investigation

Dennis will look into the matter, more information is needed.

10. Supplemental Sick Leave

Acted on 11 Supplemental Sick Leave requests.