

State Employees Association of NH, SEIU Local 1984
Board of Directors Monthly Meeting
Thursday, July 09, 2009
1:00pm
207 North Main St, Concord, NH

ATTENDANCE: (P=Present, A= Absent, E=Excused, L=Late, D=Departed early)

Gary Smith . P	Chuck Koontz -P
Diana Lacey . P	Jim Nall . P
Ken Roos - P	Jess Paul - P
Ralph Tilton . P	Brian Pike - P
Tammy Clark . P	Diana Richard . P
Marc Bergeron . P	Paul Stokes - E
Bill Fillion - P	Betty Thomas . P
Tom Hardiman . P	Bruce Vanlandingham - E
Sheila Heath . P	Rodney Woodill - P

Members present: None

Staff present: Kathy Desjardin, Jay Ward, Brian Hawkins
Dennis Kinnan

Legal Counsel: Attorney Richard Molan

CALL TO ORDER: President Smith called the meeting called to order at 1:05 p.m.

- a. Excused Absences - Bruce Vanlandingham and Paul Stokes
- b. Late - none

Motion to accept the agenda as amended made by Rodney Woodill and duly seconded. Motion passed as amended.

Motion to accept minutes from the June 11, 2009 BOD meeting as amended made by Rodney Woodill and duly seconded. Motion passed as amended.

Motion to accept the Special Board of Directors Meeting Minutes of June 18, 2009 made by Ralph Tilton and duly seconded. Motion passed without discussion.

Rules of decorum adopted at the January Board Retreat were read into the record by Secretary Clark.

Motion to table action on proposed policy amendments to Section II Organization and Operation of the Board of Directors+made by Brian Pike and duly seconded. Motion passed and tabled.

CORRESPONDENCE: Circulated

EMERGENCY BUSINESS: None

Motion to limit debate to time allotted for agenda items and speaking twice on any agenda item was made by Rodney Woodill and duly seconded. Motion passed; recorded in opposition were Tom Hardiman, Brian Pike, Betty Thomas, and Sheila Heath.

OLD BUSINESS:

- a. Committee Assignments

Motion to add Brenda Thomas to the Political Education Committee made by Rodney Woodill and duly seconded. Discussion ensued, motion passed.

Motion to appoint Shirley Silva-Paige as SEAs representative to the Martin Luther King Coalition made by Rodney Woodill and duly seconded. Motion passed.

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Motion to table proposed Social Activities Policy made by Rodney Woodill and duly seconded. Motion passed and tabled.

REPORTS:

President's . Gary Smith

President Smith relinquished the Chair to 1st Vice President Diana Lacey.

a. **USDOL Complaint** . Attorney Molan

- Update was given on the USDOL Complaint/Investigation.
- No findings were made regarding the complaint
- Molan, Milner and Krupski recommend that the Board of Directors adopt a Resolution that Re-election be held at the next Annual Convention.
- A Resolution was presented to the BOD regarding; *Board Policy Section IX, Membership roster Subsection E, Candidates for Union Office*
- A Resolution was presented to the BOD regarding conducting another election at the 2009 Convention for the positions of Association President and 2nd Vice President.

Motion to adopt the resolution pertaining to re-running the elections for SEA President and 2nd Vice President, as recommended by Attorney Molan, made by Ralph Tilton and duly seconded. Roll call Vote: in favor - Chuck Koontz, Brian Pike, Betty Thomas, Sheila Heath, Rodney Woodill, Diana Richard, Jessica Paul, Jim Nall, Ralph Tilton. Abstained: Tom Hardiman, Ken Roos, Bill Fillion, Gary Smith

Motion to override the Board Policy and to vote on the resolution; *Board Policy Section IX, membership roster, Subsection E, Candidates for Union Office*; made by Rodney Woodill and duly seconded. Motion passed; Gary Smith abstained.

Break 2:15 . 2:30

1st Vice President Lacey returned the Chair to President Smith

b. **Personnel Matters** . President Smith

- Interview Committee recommendations to the BOD for; Temporary 6-month Field Representative I position
- Human Rights Complaint made by Jeffrey Brown; letter in correspondence file.
- DOL . Whistleblower Complaint made by Jeffrey Brown; letter in correspondence file.
- Jeffrey Brown has been out and will continue to be out for additional 2-weeks on medical leave.

c. **Interview Committee** . Jim Nall

- Ken Roos, Brad Asbury and Jim Nall interviewed candidates for the temporary position of Field Representative I, a 6-month temporary position. Jim presented Marc Abear for the Board of Directors consideration for employment. Marc's resume was presented and reviewed by the BOD and Marc answered questions of BOD members. Marc is a former Corrections Officer and SEA member.

Motion to hire Marc Abear in the position of Temporary Field Representative I made by Jim Nall and duly seconded. Motion passed.

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The BOD welcomed Marc Abear as the newest staff member of the State Employees Association in the position of Field Representative I.

President's report contq

d. **Merrimack County**

- Supervisors have filed for a modification of the bargaining unit; it is unclear if they have found representation at this time. It was rumored that the Teamsters prompted this modification and according to Dave Laughton; Teamsters Local Officer, he states the rumor is unfounded; letter in correspondence file. Attorney Krupski is representing SEA in this matter.

e. **Department of Corrections**

- A ULP will be filed on behalf of Corrections Officers as the Department has stopped paying for briefing time, which is a violation of 273: A, as the Officers should be paid from the time they clock in as well as while on their way to the units. They have been asked by SEA to keep track of their time.

f. **NEPBA**

- Attempting to raid Corrections Officers, Probation/Parole Officers and Liquor Investigators. Attorney Milner is representing the Association in these matters.

Motion to accept consent calendar items (Communications Activity Report, Organizing Report, Staff Activity Report, Treasurer's Report) made by Rodney Woodill and duly seconded. Motion passed

COMMITTEES:

a. **Benevolence** . Jess Paul

- Brief update regarding the committee.

b. **CBAC** . Diana Lacey

- The State's bargaining team and SEA's master bargaining team are having a difficult time coming to an agreement. It seems there is more resistance from the State's team. Two mediators, Dick Molan and Jim Casey, will be brought in to help get some movement.
- DHHS has issued more lay-off notices; there will be more in the coming weeks.
- More details will be forthcoming at the CBAC Senate meeting tonight 7/11/09 at 6pm. The Senate will be asked to make a decision regarding which way to go with respect to negotiations.

c. **Constitution & Bylaws** . Chuck Koontz

- The committee reviewed Chapter 255 minutes and By-laws and a recommendation is made to the BOD to accept them.

Motion to accept the recommendation of the Constitution & By-laws Committee and approve Chapter 255's by-laws made by Marc Bergeron and duly seconded. Motion passed without discussion.

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d. **Finance** . Ralph Tilton

- Reminder to Committee Chairs that their budgets are due on July 17, 2009 as the fiscal year is closing.

e. **Member Benefits** . Betty Thomas

- Tire Warehouse
- Concord Yoga Center

Motion to accept the recommendation of the Member Benefits Committee to add Tire Warehouse as a member benefit made by Chuck Koontz and duly seconded. Motion passed without discussion.

Motion to accept the Member Benefit Committee's recommendation to add Concord Yoga Center as a member benefit made by Chuck Koontz and duly seconded. Motion passed.

f. **Organization Committee** . Ken Roos

- Chapter election update; chapter 22 extension through 6/22 and ready to be counted.
- Chapter 255 has to re-run their elections as some members were left off the ballot.
- Chapter 56 was sent their first letter about the need to conduct elections. A letter to all members will be sent next, and if still nothing happens then a recommendation to dissolve the chapter will come from the Organization Committee.
- Organization Report . discussion ensued regarding increase in membership.
- Professional based caucuses . discussion ensued

Motion to adopt the guidelines for developing professional based caucuses, as described by the Organization Committee, made by Diana Lacey and duly seconded. Motion passed without discussion.

Legal Report - Circulated. Discussion ensued regarding various issues the Association is involved in.

g. **Political Education** . Ken Roos

- Good Government Campaign . Highlights presented by Brian Hawkins. This includes ways of bringing transparency to State Government by tracking contracting. It is similar to the website USspending.gov. Twenty-one other states have done this and at this time potential sponsors for a bill to be submitted to the NH Legislature are being identified and contacted.

Motion to endorse the Transparency in Government Contracting Campaign made by Sheila Heath and duly seconded. Motion passed.

- Political Education Committee recommended that SEA continue to support US Congressman Paul Hodes and US Congresswoman Carol Shea-Porter.

Motion to accept the Political Education Committee's recommendation to continue to support US Congressman Paul Hodes and US Congresswoman Carol Shea-Porter made by Rodney Woodill and duly seconded. Motion passed.

- The Electoral Accountability Campaign . The accountability campaign will be geared toward holding accountable those elected officials who said they would work to support the issues important to public employees, many of whom received financial support from SEAPAC, but turned their backs on our members when it counted most.
- Discussion ensued about Representative Deb Wheeler, also a retired state employee, commending her for her courage and support for state employees by letting Governor Lynch know, in no uncertain terms, that he was hurting state employees, during a discussion she had with him after being summoned to his office regarding the budget.

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Motion to pursue an electoral accountability campaign based on the Political Education Committee's recommendations made by Diana Richard and duly seconded. Discussion ensued, motion passed.

Motion to accept the recommendation of the Political Education Committee to endorse Betsi DeVries for Manchester Alderman made by Tammy Clark and duly seconded. Discussion ensued, motion passed.

Motion to initiate legislation that restores the Office of Employee relations, places it within the Secretary of State's Office and creates needed resources to manage employee relations made by Diana Lacey and duly seconded. Discussion ensued, motion passed.

Motion to remove from the table the proposed Social Activities Policy made by Rodney Woodill and duly seconded. Motion passed by a 2/3 show of hands.

Motion to refer the proposed Social Activities policy back to the Social Activities Committee made by Ralph Tilton and duly seconded. Discussion ensued, motion passed and referred.

Motion to remove from the table proposed policy amendment to Section II Organization and Operation of the Board of Directors+made by Rodney Woodill and duly seconded. Motion passed by 2/3 vote.

Motion to adopt the proposed policy amendment regarding Section II Organization and Operation of the Board of Directors+made by Rodney Woodill and duly seconded. Discussion ensued, motion passed by 2/3 vote.

Motion to accept all reports into record made by Rodney Woodill and duly seconded. Motion passed without discussion.

NEW/GENERAL BUSINESS:

- a. **State Consultants** . Sheila Heath
Discussion ensued regarding holding the State accountable for its over-reliance on consultants and retired/rehired and pushing for making this a part of the larger transparency campaign.

ADJOURN: 4:28 p.m.

Respectfully submitted,

Tammy J. Clark, Secretary
SEA/SEIU1984