



State Employees' Association of NH, Inc.  
SEIU Local 1984  
Dues Structure Committee  
22 February 2006  
5:00 – 7:00 pm

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

Brian Pike – P  
Murray Howlett – P  
Barbara Tors – P  
Ken Roos – P  
Kathy Desjardin (KJ) – P  
John Amrol – E  
Avis Crane – E

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### Opening

The meeting was called to order and quick introductions were made. Brian handed out small packets consisting of resolution 05-4A, current member list, list of requested information, and draft goals.

Each part was reviewed with time and discussion spent on the requested information, with KJ's help, the requested information was narrowed down to what each person was asking for to include the why and how. We eliminated "doubles" and discussion revolved around ideas that included the following:

- Membership rolls to see how many multi-member households, possibly multi-union.
- Financials to determine growth rate of the SEA, and to help forecast dues revenue for the future.
- Cap of dues – change or leave alone? Cap lower LG's if higher LG's have one, ex. LG 8 S1 \$750.00 Bi-weekly, dues \$10.13 → 1.35%  
LG 31 S7 \$2593.50 Bi-weekly, dues \$25.37 → .98%
- How to calculate dues, and what to include? Percent, flat fee, graduated, OT, Premium, shift, etc.
- Need of the SEA, staff and resources
- Exclusions or waivers to paying dues other than Dues Assistance.

### General

Rough numbers we used to get a handle of the size of the population we have to work with are:

Approximately - 10,007 State Employees

6,940 paying Members  
6,064 paying State Members

Considering the numbers above, and the various pay scales for County, Municipal, and Private it was decided that we would look at the State only for basic calculations. All groups should be looked at in the end for fairness.

The question came up; do we need to come up with a number? To answer that we need to look at our charge – to evaluate and study the dues structure of this Association. Brian said yes, and not to duplicate the work of the Finance Committee, but to analyze what the SEA needs to function along with a dues structure that can support the Association, now and into the future. The information will be a rough idea of what we need to function, the fine-tuning is up the Finance Committee.

### **For Next Meeting**

- KJ said she would try and get the remaining information to the committee.
- Ken will try and look at the membership numbers and possibly have some analysis.
- Barb said she would try to break the information down to start looking at our growth rate.
- Brian will work with Murray to come up with some ideas of Pros & Cons of different types of dues structures for the Committee to look at.

### **Next meeting**

21 March 2006, 5pm – 7pm @ SEA HQ