

SEA NEWS

July-
August
2006



The State Employees' Association of New Hampshire

SEIU Local 1984 • CTW, CLC

State Employee Contract Action Bulletin, Pages 1-4

Together We Can Win!



This is an opportunity to participate and make the state of New Hampshire a better place to work. If you've got an idea or even a complaint, the only way to address it is to get involved.

Liz Gulker
Employment Security
Chapter 37

We need to find a way to address the lower labor grades that are not earning a livable wage.



According to the newest federal guidelines, a livable annual salary for a family of two is \$24,420. Many in state service are eligible for federal and state programs. The only way to fix this is to work together - in large numbers!

Diana Richard
Health & Human Services
Chapter 16

Do the Right Thing

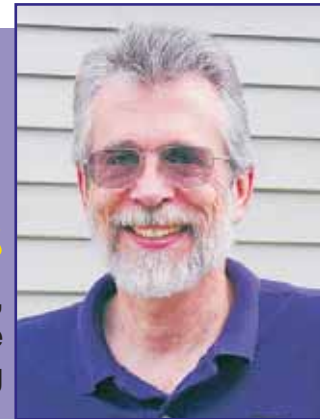
Negotiations: It's time for us to do the right thing, once again.

Once again it is time to begin a new cycle of contract negotiations. And that means that once again, state employees will work together to achieve a good and fair contract: a contract that ensures decent livable wages for our members and protects the right to decent health care for our families.

We will work to craft a contract that offers state employees the dignity and respect we deserve, for doing the tough jobs that we do. Every day we work to provide quality services for the people of New Hampshire. Every two years state employees spend a little time to do the right thing for our families, by participating in the process called collective bargaining.

Fair pay, decent health care, and safe working conditions don't just happen, and they won't last forever without some hard work. Protecting and respecting our families will take leadership and stewardship on the part of all SEA members. As the Chair of the SEA Collective Bargaining Advisory Committee, I am asking each of you to please do your part. That means, we all need to do at least one thing, no matter how small, during this contract cycle. If we all take part and move the process forward, we will be successful.

Paul Stokes
Chair,
Collective
Bargaining



This Contract Action newsletter is the first in a series of newsletters and updates that we will be publishing to make sure SEA members get good, solid information and stay informed. This issue has a great overview on the process of bargaining. And most importantly, it lists some of the ways you can get involved to make sure your voice is heard.

From processing survey information and input from members, to organizing teams to assist with analysis and action, there is a constant need for member involvement. There are many important parts to the collective bargaining process.

Please remember, in all the things we do, the most important part is you.

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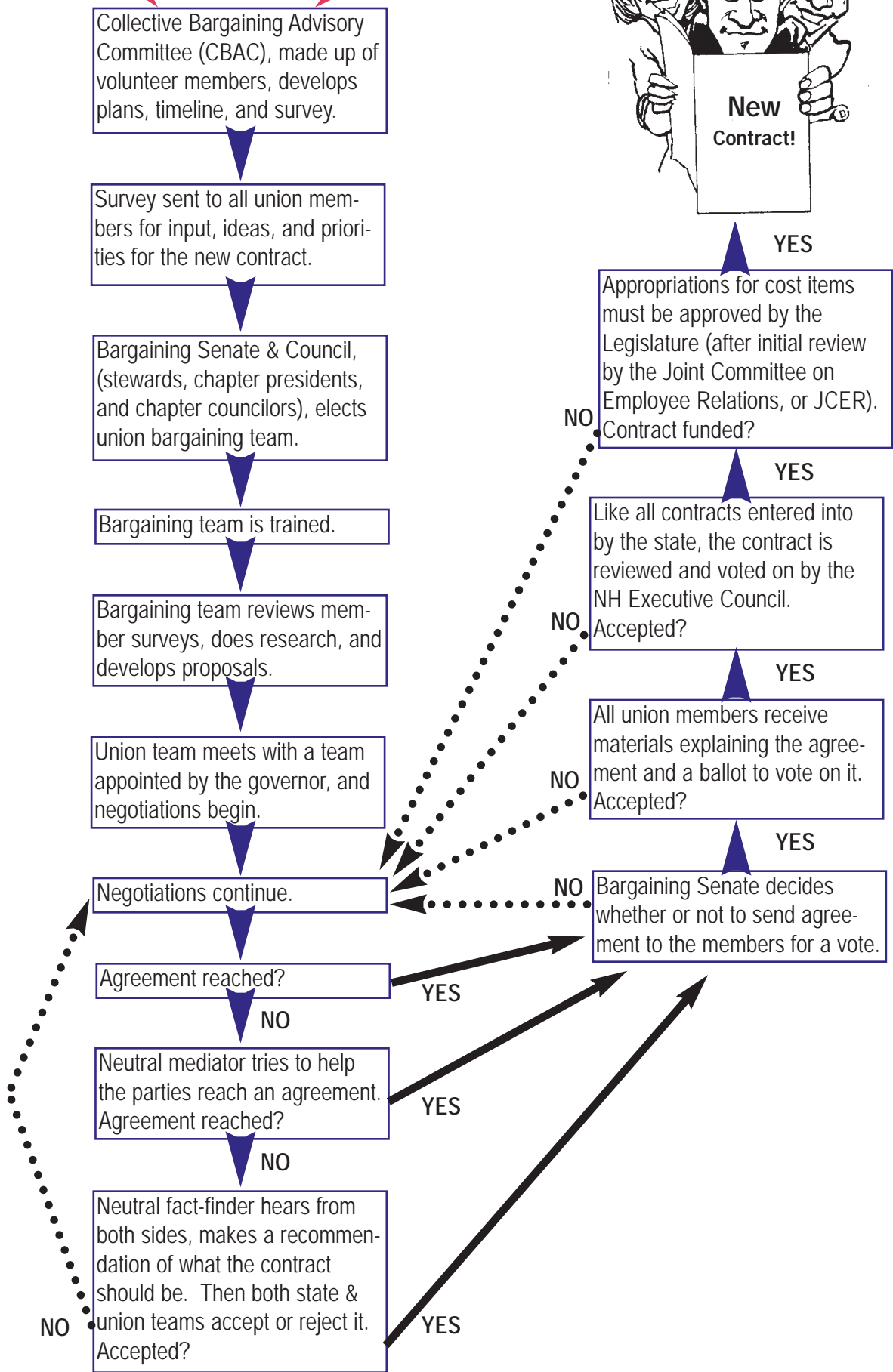
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The State Employees' Association of New Hampshire, Inc.
SEIU Local 1984 • CTW, CLC
105 North State Street
Concord, NH 03301-4334

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State Employees' Collective Bargaining Process

Start Here



Many Opportunities for You to Get Involved!

1. Help steer the whole process: join the Collective Bargaining Advisory Committee (meets on 3rd Monday evening each month). Any member can join.
2. Fill out and return your bargaining survey!
3. Talk to your steward, chapter president, and councilor/s about the Bargaining Senate & Council.
4. Run for election to the union bargaining team.
5. During negotiations, get involved with communications, support activity, workplace meetings, and other aspects of the contract campaign.
6. Vote on a tentative agreement!
7. Contact your Executive Councilor to urge them to support the union's position on a tentative agreement.
8. Contact your legislators to urge them to fund a completed contract.
9. Get involved in the union's political action efforts to help elect politicians who support our goals of good contracts and high-quality, efficient public services.

Your involvement can make a difference!

Cyan Magenta Yellow Black

Union Democracy in Action . . .

Run for the union negotiating team!

Yes!

I would like to run for a position on the master bargaining team for our upcoming negotiations with the state of New Hampshire!

Name _____

Address _____

City _____ State _____ Zip _____

Phone (H) _____ Phone (W) _____

E-mail (H) _____

E-mail (W) _____

Agency _____

Work Location _____

Please return to:

The State Employees' Association of NH - SEIU Local 1984
105 North State Street, Concord NH 03301

Deadline for return: July 28, 2006

The bargaining team will be elected at an upcoming meeting of the Bargaining Senate & Council (date and location TBA).

Training will be provided to the members of the team.

Cyan Magenta Yellow Black

Another option: Sub-Unit Teams

Our elected bargaining team is the negotiating team for the "master" contract, which covers all classified state employees.

However, there are agency-specific agreements in addition to the "master" contract. These agency-specific agreements are called "sub-unit" agreements, and are found in the back of the contract book.

Each sub-unit agreement is negotiated through meetings between a team of union members from that agency and a management team.

If you are interested in serving on the union's "sub-unit" team for your agency, contact your field representative.



You don't have to be a specialist to be on the bargaining team - just a union member!

"From the first day of training to the day a new contract was signed, team members learned the nuts and bolts of collective bargaining and negotiations.

Like a toolbox full of different equipment that's needed for this task or that, the training provided

to the team transformed each member into a valuable bargaining resource because each of us got the tools we needed to take on the challenges that we faced.

No one went in unprepared and that's how the job got done!"

Diana Lacey
Dept. of Health & Human Services
SEA Master Bargaining Team 2004-2005

Having a voice and building power starts right here . . .

Fill out and return the survey!

**Use more paper
if necessary!**



NH SEA - SEIU Local 1984 2006 State Contract Survey

How do we make these contract items better?

Pay/Salaries <input type="checkbox"/> Not a Priority <input type="checkbox"/> Equal Percentage Raise(s) <input type="checkbox"/> Equal Dollar Raise(s) <input type="checkbox"/> Equal Percentage and Dollar Raise(s) <input type="checkbox"/> Living Wage <input type="checkbox"/> Other _____	Comments:
Health Benefits <input type="checkbox"/> Not a Priority <input type="checkbox"/> Maintain No Premium Share <input type="checkbox"/> Improve Medical Coverage <input type="checkbox"/> Improve Dental Coverage <input type="checkbox"/> Improve Prescription Coverage <input type="checkbox"/> Other _____	Comments:
Leave/Time Off <input type="checkbox"/> Not a Priority <input type="checkbox"/> Different Time Accruals <input type="checkbox"/> Different Caps <input type="checkbox"/> Adjust Bonus Time <input type="checkbox"/> Flex Time <input type="checkbox"/> Other _____	Comments:
Employee Rights <input type="checkbox"/> Not a Priority <input type="checkbox"/> Increased Protections (investigations) <input type="checkbox"/> Benefit Equity for all Employees <input type="checkbox"/> Chief stewards w/ additional rights <input type="checkbox"/> Reduce Part-Timers/Contracting Out <input type="checkbox"/> Other _____	Comments:

What other ideas do you have?

Another Issue Important to Me	Comments:
Another Issue Important to Me	Comments:

Did you know . . . ?

Your agency or department may have an agreement in addition to the agreement that is common to all state employees. These are found at the end of the "master" contract.

Do you have any issues specific to your agency or department? Not a Priority

<input type="checkbox"/>	_____
<input type="checkbox"/>	_____
<input type="checkbox"/>	_____

What we win depends on you!

"The union" cannot win a contract for us, because we ARE the union.

Now that you have thought about the contract and bargaining, please let us know what you can do to help build our negotiating strength.

Please print your name, agency and chapter legibly.

Name _____
Agency/Dept. _____ Chapter _____

I will:

- Serve on the Collective Bargaining Advisory Committee (advises & guides bargaining & support activities)
- Distribute leaflets and other information to co-workers
- Be part of a telephone tree to contact other employees to get messages out quickly
- Attend rallies or special events to show we support our negotiating teams
- Be trained to speak to the news media about public services and their importance to the people of New Hampshire

Please return to: The State Employees' Association of NH - SEIU Local 1984
105 North State Street, Concord NH 03301

Union Advantage by the Numbers

Union workers earn higher wages and get more benefits than workers who don't have a voice on the job with a union.

Union workers' median weekly earnings	\$781
Nonunion workers' median weekly earnings	\$612
Union wage advantage	28%

Union women's median weekly earnings	\$723
Nonunion women's median weekly earnings	\$541
Union wage advantage for women	34%

African American union workers' median weekly earnings	\$656
African American nonunion workers' median weekly earnings	\$507
Union wage advantage for African Americans	29%

Latino union workers' median weekly earnings	\$679
Latino nonunion workers' median weekly earnings	\$428
Union wage advantage for Latinos	59%

Asian American union workers' median weekly earnings	\$765
Asian American nonunion workers' median weekly earnings	\$691
Union wage advantage for Asian Americans	11%

Union workers with access to guaranteed pension	73%
Nonunion workers with access to guaranteed pension	16%
Union pension advantage	356%

Union workers whose jobs provide access to health insurance	92%
Nonunion workers whose jobs provide access to health insurance	68%
Union health insurance advantage	35%

Union workers without health insurance coverage	2.5%
Nonunion workers without health insurance coverage	15%
Union advantage	500%

Union workers' average days of paid vacation	15
Nonunion workers' average days of paid vacation	11.75
Union paid vacation advantage	28%

*Sources: U.S. Department of Labor; Bureau of Labor Statistics;
Economic Policy Institute; Benefits Research Institute (2005)*



The Time Has Come for an Even Stronger Union

"Fair Share" is Being Implemented

SEA and the state of New Hampshire have begun to move forward with "fair share," meaning that state employees who choose not to join the union have to pay a fee known as an agency fee or "fair share."

Since May, members and staff have been visiting worksites to answer non-members' questions and help them make an informed decision whether or not to join.

The implementation plan involves several weeks of these in-person meetings with non-members, with the goal of speaking with as many as possible.

Those who choose to become union members will of course enjoy all of the benefits of membership, includ-

ing input on contracts, voting on contracts, participation in the union, representation in appeals under the state Personnel Rules, workers' compensation representation, and all of the member-only discounts and premium services.

Those who choose to remain non-members will pay the agency fee for the services already being rendered to them. As of June 2006 the fair share amount is 60% of union dues, and covers the negotiation and administration of the contract (the percentage could increase or decrease based on future audits).

SEA is the state's strongest voice for quality public services, and this is an opportunity for all state employees to join together to defend and improve



Face-to-face meetings with non-members include a packet of information about the differences between being a member and being a non-member.

the quality services that we provide for the people of New Hampshire.

Our strength comes in numbers, and those who join will make everybody stronger.

After being legislatively separated from the rest of the state workforce . . .

First Contract Achieved by N.H. Retirement System Employees

The employees at the New Hampshire Retirement System faced a difficult situation in August of 2003. The legislature had just separated them from the state classified system.

Immediately, SEA members united to carry on and prepared to negotiate a brand new union contract that would cover NHRS employees. In the meantime, they reached an agreement with NHRS management that the terms of the previous contract would remain in place until they agreed on a new one.

Negotiations finally began in March 2005, and in April 2006 they celebrated their victory: a brand new contract to protect the wages, benefits, and working conditions of all Retirement System employees.



*Front row, left to right: Jodi Kelley Holmes, Camille MacKnight, Kathy Roberge, and Angela Paulin.
Back row, left to right: Jeff Gendron, Tim Crutchfield, Denise Call, Merelise O'Connor, Marianne Brock, SEA Senior Field Representative Jean Chellis, Bonnie Caprarello, and Harriet Auren.*

Chapter Newsletters Improving Communications

A number of SEA chapters have taken the leap toward a new level of union communication by starting chapter newsletters.

Chapter 37 (NHES Concord/Manchester/Nashua) published an initial newsletter developed by chapter president **Tammy Clark**, and is recruiting one or more volunteers to produce subsequent newsletters.

Brenda Griffin, treasurer and councilor for Chapter 13 (NH Technical Institute) recently published an excellent newsletter for her chapter, and also volunteered to assist Chapter 20 (mixed state agencies) with theirs. With her help, Chapter 20 published their first newsletter in June.

All chapters are encouraged to develop and distribute regular newsletters. SEA staff are ready with training and assistance, and will even provide newsletter content from major events and campaigns. Contact **Patrick McCabe** or **Don Taylor** at the SEA office to get started.

"Fairness, equality and the rights and dignity of all workers and their families" Why Lavender Caucus is Important to Me

By Lorien Wilson, Chapter 45 (DHHS)

You might ask yourself why a woman who has been married to a man for fifteen years is a member of Lavender Caucus. It is for the same reason that I am a member of SEA: I care about fairness, equality and the rights and dignity of all workers and their families.

There are several members of my family who are part of the lesbian-gay-bisexual-transgender (LGBT) community. I love and

support all of them, and see them and their relationships as no different than my family members who happen to be heterosexual. It bothers me tremendously that part of my family does not have the same rights that I have. They are all still in the closet to varying degrees, because not everyone in the family is supportive. I am hesitant to mention them specifically, knowing that New England is a lot like a small town.

One couple in my family did what many same-sex couples have to do, draw up extensive (and expensive!) legal documents to try to give each other some protection in terms of property rights and medical decisions. The government gave me that and much more when I got a marriage license.

Beyond the legal issues, our society still has a long way to go in terms of accepting the loving and committed relationships of same-sex couples. One couple in my family is two young men who are still establishing themselves financially. One just graduated from college and the other is still attending college. They are currently living in the home of one's parents, who seem privately accepting but do not publicly acknowledge the relationship. They are forced to have separate bedrooms in the house and are referred to as "room-mates." There was recently a rather lavish wedding for their other son, who married a woman. It is situations like this that remind me why the suicide and alcohol or substance abuse rate is so high in the LGBT population.

I decided that I want to do something to make a difference, and joining Lavender Caucus is a step in that direction. There is much that Lavender Caucus can do to promote equality for all state employees. In the current contract, SEA was able to negotiate an expanded definition of family for use of sick dependent and bereavement leave. This has already made a difference for many members who previously had to use annual leave to care for their family members who did not fit into the previous guidelines.

There is still more that we can do. Just last year one of our members and his partner were the victim of a hate crime. We cannot sit idly by when any one of our own is such a victim. I find it unfair that I am able to provide health insurance benefits for my life partner and others who are working under the very same contract are not able to do the same. Even if we are able to secure domestic partner benefits, the dollar value of these benefits will be subject to federal income tax for the recipients. For reasons such as this I truly believe equal marriage rights on both a state and federal level are essential to the rights and dignity of all our families.

If these ideals are important to you too, please join us. Lavender Caucus meets at the SEA office on the second Wednesday of each month at 5:30.

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online at www.nhfcu.org.



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Minimum loan amount of \$125,000. Closing must take place within 120 days of the original application date. NH Federal Credit Union will pay closing and processing costs as follows: appraisal fees up to \$350.00, legal fees up to \$450.00, underwriting fees up to \$85.00, flood certification up to \$14.00, credit up to \$20.00, title insurance up to \$261, and recording fees up to \$100. The borrower is responsible for the costs of all property taxes and insurance, prepaid interest, points, real estate stamps, courier fees and any other required costs. The borrower agrees to reimburse NH Federal Credit Union on the above listed fees incurred if the mortgage does not close for any reason. This offer is not available for refinances of mortgages currently held with NH Federal Credit Union. Limited offer. Contact a NH Federal Credit Union Representative for details.

SEA Members' Children Win SEIU Scholarships Benefits Extend to Family

On June 7, the children of two SEA members received letters from SEIU Secretary-Treasurer **Anna Burger** with great news: they had won scholarships from this year's SEIU scholarship program.

SEIU has over 1.8 million members across the United States and Canada, and hundreds of applications were received for only 52 scholarships. SEA, SEIU Local 1984 is especially proud that not one but two of our members' children received awards from among this highly competitive pool.

Brittany Bauman of Laconia received a \$1,000 scholarship, renewable annually. She will enter Gordon College in Wenham, Massachusetts this fall to study Music Education. She graduated high school as her class valedictorian and has received numerous awards as a music student. She is the daughter of **Ray Bauman**, who has been an SEA member since 1999. Ray is a member of SEA Chapter 23 and works as a police communications specialist, handling third shift dispatch duties for the state police.

Malcolm Lewis of Plymouth received a one-time \$1,500 scholarship award. He is a junior at the College of William and Mary in Williamsburg, Virginia, and is majoring in Environmental Writing. Also a gifted, high-achieving student, Malcolm will be studying abroad in Spain and Ecuador this coming school year. He is the son of **Lynne Mitchell**, who has been an SEA member since 2002. Lynne is a member of SEA Chapter 45 and works as an attorney for the Department of Health and Human Services in Concord.



It's time for the 10th Annual Operation Santa Claus Golf Tournament!

Sat. Sept. 16, 2006

Registration 7:30 AM • 8:30 AM Shot Gun Start
Mojalaki Golf Club • Franklin, NH

All proceeds to benefit Operation Santa Claus in partnership with the State Employees' Association of New Hampshire, SEIU Local 1984

___ Register ___ players

___ Sponsor a hole \$125 each

Registration by 7/15/06:
\$85 per person; \$340 per four-some

After 7/15/06:
\$90 per person; \$360 per four-some

Please make checks payable to Operation Santa Claus and mail along with this form to:

State Employees' Association of NH
105 North State Street
Concord, NH 03301-4334
Attn: Golf Tournament

Includes greens fees, cart and meal.

Shotgun start, scramble format, post-tournament buffet, raffles and contests.

Questions:

Call Dianne Blodgett at 271-5831 or Laurie Aucoin at 271-5357

Contact Person & Hole Sponsors: If you are your team's contact person or if you would like to sponsor a hole, please complete the following. Please print.

Players Names (Please Print):

1. _____
2. _____
3. _____
4. _____

Name _____

Organization _____

Phone _____



Scholarships

for union members & their families

from the

New Hampshire AFL-CIO

Available to all union members in good standing, their spouses, children, stepchildren, or legal wards.

Winners must provide proof of undergraduate enrollment in a college, community college, university, or recognized trade school for the fall semester, 2006.

To apply, students must complete both sides of an application form and submit a 750-1000 word (3-4 pages double-spaced) essay on the topic "Organized Labor's Contribution to the Welfare of the People of the United States."

First prize: \$1,000

Second prize: \$500

For more information, contact:

Don Taylor, Education Coordinator
271-3411 ext. 107 or dtaylor@seiu1984.org

Download information & applications from
www.seiu1984.org

APPLICATION DEADLINE: AUGUST 15, 2006



66th Annual SEA Convention

66th Annual SEA Convention

October 21-22, 2006

Attitash Grand Summit Resort
Hotel & Conference Center
Bartlett, New Hampshire

What is the Convention?

The annual SEA Convention is the highest decision-making body in our union.

Who are the delegates?

- Chapter presidents and councilors
- Officers of the Association
- Board of Directors
- Committee chairs who are required to submit committee reports to the Convention

Notification to members: election of union officers and members of the Board of Directors will take place at this Convention.

Forms also available for download at www.seiu1984.org/ourlocal/convention.cfm



State Employees' Association of New Hampshire SEIU Local 1984 NOMINATION FORM for John B. Parker Award for Outstanding Member

The following individual, meeting the constitutional requirements, is recommended for consideration as an outstanding member in the State Employees' Association of NH, SEIU Local 1984 (any member can nominate another member).

Name _____

Home address _____

Employed by _____

State position(s) held _____

Position(s) held with chapter _____

What is the member's record of good service to the union? _____

Give other reasons why this individual should receive the Outstanding Member Award in 2006. _____

Nominated by _____

Mail to: State Employees' Association of N.H., SEIU Local 1984
105 North State Street, Concord NH 03301

Deadline for nominations: August 28, 2006

The award will be presented at the Annual Convention.



State Employees' Association of New Hampshire SEIU Local 1984 RESOLUTION FORM

1. Submitted by Chapter # _____ Date Submitted _____

2. Category (examples: constitution amendment, retirement issues)

3. Proposed resolution:
Whereas _____

Be it resolved _____

4. Additional Comments _____

Mail to: State Employees' Association of N.H., SEIU Local 1984
105 North State Street, Concord NH 03301

Deadline for resolutions: August 22, 2006



State Employees' Association of New Hampshire SEIU Local 1984 NOMINATION FORM FOR ANNUAL ELECTION

1. Name _____ Chapter # _____

2. I wish to be a candidate* for:

- _____ President (One position, two-year term)
- _____ First Vice President (One position, two-year term)
- _____ Second Vice President (One position, two-year term)
- _____ Treasurer (One position, two-year term)
- _____ Secretary (One position, two-year term)
- _____ Director (State, Three positions, three-year term)
- _____ Director (County & Municipal, One position, three-year term)

3. Remarks about activities or qualifications (optional):

Signature of candidate _____ Date _____

*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."

*Article VIII, Section 5(a) - Eligibility:
"No member shall be eligible for office in the Association unless he/she has been a member in good standing of the Association for at least one year immediately preceding his/her election. No member shall be eligible as president of the Association unless the member has previously served as an officer or a director of the Association."

Mail to: State Employees' Association of N.H., SEIU Local 1984
105 North State Street, Concord NH 03301

Deadline for nominations: September 21, 2006