

**NEA-NEW HAMPSHIRE
ASSEMBLY OF DELEGATES**

**Plymouth State University
Plymouth, NH
MARCH 22, 2019**

MINUTES

Agenda Items

President Megan Tuttle addressed the delegates with a request to delay the start of the meeting by 15 minutes to allow more time for delegates to arrive with consideration to the parking and weather.

MOTION: Carolyn Leite, Litchfield EA/Rebecca Butler, EA of Pembroke move to delay the start time of the Assembly of Delegates by 15 minutes.

MOTION CARRIED

President Megan Tuttle called the meeting to order at 9:48 a.m.

- 1) **Salute to the Flag** - led by Vice President Carolyn Leite
National Anthem - performed by Gretchen Dodge, a senior from Plymouth Regional High School
Welcome – Megan Tuttle, President NEA-NH

- 2) **Adoption of the Rules**
MOTION: Sue Hannan, Manchester EA/Diane Breault, Manchester EA moved to adopt the Rules as printed.
MOTION CARRIED

- 3) **Introduction of the NEA-NH Judicial Board Members in Attendance**
Regis Roy, North Country
Misty Crompton, South Central
Barbara Tsiaras, Southern
Edna Miller, Lakes
Matthew Pappas, Seacoast

- 4) **Introduction of Executive Board**
Introduction of the NEA-NH Executive Board members by President, Megan Tuttle
Introduction of Parliamentarian, Scott McGuffin, by President, Megan Tuttle

- 5) **Introduction of NEA-NH Staff**
Introduction of the NEA-NH Staff by Executive Director, Rick Trombly
- 6) **Introduction of Vendors**
Introduction of Vendors by Director of Governance & Administration, Bobbi-Jo Michael
- 7) **Official Count of Delegates presented by Jane Howard, Elections Committee**
Capital Region, 36; Eastern Region,16; Lakes Region,14; Monadnock Region,10; North Country Region, 9; Seacoast Region, 16; South Central, 32; Southern Region,33; Western, 18; Retired, 1. The total number of registered delegates to the 2018 Assembly of Delegates was 185 at 9:52 a.m.
- 8) **President’s Address – Megan Tuttle**
- 9) **John Tobin Presentation on Ed Funding 101 Forums**
The Friend of Education Award presented to Attorney John Tobin and Andru Volinsky (not in attendance) by President, Megan Tuttle
- 10) **Communications Update – George Strout, Communications Coordinator**
- 11) **Legislative/PAC Update – Executive Director, Rick Trombly**
- 12) **Presentation of Budget –Secretary/Treasurer, Rebecca Butler**

MOTION: Liz MacBride, Concord EA/Beth Piroso, Merrimack Valley EA moved to go into committee of the whole for the purpose of questions, answers and clarification of the proposed budget.

MOTION CARRIED

Introduction of the Budget Committee members by Rebecca Butler

- 13) **Nomination of Budget Committee Members**
MOTION: Megan Kilar, Manchester EA/Maddie Carignan, Manchester EA moved to nominate Sue Hannan, Manchester EA for a two (2) year term.

MOTION: Maxine Mosley, Manchester EA/Sue Hannan, Manchester EA moved to nominate Diane Breault, Manchester EA for a two (2) year term.

MOTION: Rebecca Butler, EA of Pembroke/Mike Macri, Concord EA moved that without objection the Chair cast a single ballot to elect the slate of budget committee nominees.

MOTION CARRIED

BREAK FOR LUNCH AT 12:10 P.M.

14) Drawings and Vendor Prizes – Megan Tuttle

15) New Business Items

MOTION: Rebecca Butler, NEA-NH Secretary/Treasurer/Maxine Mosley, Manchester EA moved that the 2019 Assembly of Delegates adopt New Business Item #1:

The NEA-New Hampshire will continue to assess new teachers reduced state dues for the 2019-2020 school year.

The NEA-NH dues for teachers on the first and second steps of the salary schedule will be as follows:

First Step	60% of the active member dues
Second Step	80% of the active member dues
Third Step and beyond	100% of the active member dues

If a Collective Bargaining Agreement does not refer to steps on the salary schedule, this provision will apply to teachers as follows:

First year teaching (total years)	60% of the active member dues
Second year teaching (total years)	80% of the active member dues
Third year teaching and beyond	100% of the active member dues

MOTION CARRIED

MOTION: Rebecca Butler, NEA-NH Secretary/Treasurer /Lisa Stone, Hollis EA, moved that the 2019 Assembly of Delegates adopt New Business Item #2:

The NEA-NH will assess new ESP member's reduced state dues for the 2019-2020 school year.

The NEA-NH dues for ESP members on the first and second steps of the salary schedule will be as follows:

First Step	80% of the active member dues
Second Step	90% of the active member dues
Third Step	100% of the active member dues

If a Collective Bargaining Agreement does not refer to steps on the salary schedule, the provision will apply to ESP as follows:

First year of hire for ESP (total year)	80% of the active member dues
Second year of hire for ESP (total year)	90% of the active member dues

Third year of hire for ESP and beyond 100% of the active member dues

MOTION CARRIED

MOTION: Kathryn Manning, KSCAS/Russ Cobb, Keene State Staff Association, moved that the NEA-NH President appoint a committee to investigate the dues structure for NEA-NH Higher Ed ESP members. The motion further asks the appointed committee to report their findings to the NEA-NH Executive Board or the Delegates Assembly. The investigation and analysis shall be completed by February 14, 2020.

MOTION CARRIED

16) Action on Budget

MOTION: Rebecca Butler, EA of Pembroke/Carolyn Leite, Litchfield EA moved to adopt the 2019-2020 NEA-New Hampshire Budget as recommended by the Executive Board.

MOTION CARRIED

AMENDMENT #1 – Tara Haarlander, Manchester EA/Shannon Fuller, Keene Paraprofessionals Association, moved that the NEA-NH budget be amended with a \$225,000 increase. This would result in dues going up an additional \$18.51. Discussion ensued with delegates speaking both in favor and against the amendment. President Megan Tuttle and Executive Director Rick Trombly responded questions.

AMENDMENT FAILED

MOTION: Carolyn Leite, Litchfield EA/Melissa Alexander, Monadnock Education SSA, moved to not reconsider the budget.

MOTION CARRIED

17) NEA-NH Awards presented by Vice President, Carolyn Leite and Secretary/Treasurer, Rebecca Butler

Christa McAuliffe Leadership Award – Bill Gillard, Keene EA
Communications Award – Jaffrey-Rindge Education Association

18) NHESO Guberman Award presented by UniServ Director, Michelle McCord

Jon Dugan-Henriksen, White Mountains EA

19) Public Education and School Support Report – Irv Richardson

20) Scott McGilvray Children’s Fund/NEA Member Benefits Update – Jeff Kantorowski, Benefits Coordinator

21) Executive Director’s Report – Rick Trombly

22) Action on Continuous Resolutions

MOTION: Sue Hannan, Manchester EA/Christine Heaton, Hollis EA, move to adopt the Continuous Resolutions as presented.

MOTION CARRIED

MOTION: Melissa Alexander, Monadnock Education SSA/Ed O'Brien, Rye Support Staff Association move the following ESP Committee Resolution regarding wage theft.

NEA New Hampshire opposes wage theft.

Wage theft is the denial of rightfully owed wages or employee benefits by one or more of the following:

- working off the clock,
- failure to pay overtime,
- minimum **wage** violations,
- employee misclassification,
- illegal deductions in pay, not being paid at all.
- NEA New Hampshire opposes **wage** theft because: not being paid for time worked is a violation of the Fair Labor Standards Act of 1938 and is therefore illegal.
- According to a 2014 study by the Economic Policy Institute wage theft cost American workers approximately \$50 Billion annually. Wage theft cost NEA-NH ESP members \$2,015,000, or \$650 per member.
- Education work is valuable and should not be given away for free.
- Negotiators work hard to raise **wage** rates. Giving work away for free by working off the clock or refusing to claim wages owed makes it more difficult to win fair pay during negotiations.
- School districts reduce employee hours to cut costs. Paraeducators are particularly vulnerable to wage theft since employers consistently deprive paraeducators of work hours necessary to complete their jobs, thereby denying them benefits such as membership in the New Hampshire Retirement System.
- All workers, whether they work inside or outside of education, should be paid for the time they dedicate to their jobs.

NEA New Hampshire opposes wage theft because wage theft harms public education and students by driving down the value of public educators and creating an environment where school districts pay less and get more. This is detrimental to recruitment and retention of quality public educators who improve the lives of the students they serve. Hourly jobs in education are not positions that we just

put a warm body because the incumbent will accept the depressed wages offered.

NEA-NH will seek to minimize wage theft by:

1. Educating our members about wage theft and the importance of being paid for all of one's work hours,
2. Discouraging all members, and Association leaders in particular, from turning a blind eye to wage theft, and
3. Collecting data to identify where wage theft is most prevalent among its members and acting to eliminate the practice.

MOTION CARRIED

23) Committee Reports

MOTION: Patrick O'Brien, New Boston SSA/Lisa Dillingham, Dover TU, move to accept the Standing Committees' reports as printed.

MOTION CARRIED

24) Drawing for free NEA-NH Membership

In a drawing for a complimentary 2019-2020 NEA-NH membership, Trisha Layfield, Jaffrey-Rindge EA was the winner.

25) Adjournment

The Chair, seeing no other business to come before the Assembly, declared the 2019 NEA-New Hampshire Assembly of Delegates adjourned at 2:43 p.m.

MOTION CARRIED

Respectfully Submitted,
Bobbi-Jo Michael
Director of Governance & Administration
NEA-NH