



NHLA Executive Board Meeting Minutes

April 9, 2019, 2:00

Baker Free Library, Bow, NH

Call to order at: 2:03 PM

Members Present: Christine Friese, Amy Lappin, Sarah St. Martin, Deann Hunter, Kim Gabert, Sylvie Brikiatis, Amber Coughlin, Sam Lucius, Nancy Farwell, Betsy Solon, Todd Fabian, Julia Lanter, Lisa Cutter, Denise van Zanten, Deb Hoadley, Caitlin Loving, Randy Brough, Lisa Jose, Carlos Pearman, Emily Weiss, Azra Karabegovic.

Amy Lappin made a motion to approve the agenda with the addition of the ULAC bylaws, seconded by Amber Coughlin. Motion approved.

Motion to approve February executive board minutes made by Sylvie Brikiatis, seconded by Carlos Pearman. Motion approved.

- President's Report
 - Attended the NHLTA meeting and they said they struggle with attendance from the north country. Suggested NHLTA collaborates with NHLA to offer a program geared toward both directors and trustees. If you have ideas send to Christine and Sylvie, or Lori for advocacy.
 - We have great support from our Congressional delegation!
 - No National Library Legislative Day this year, since ALA is in DC. If anyone wants to visit the Capitol at ALA in June, let Christine know. Or if you have stories to share, especially around veterans, families, education, programs, please send, so she can share those with our representatives or staff.
 - Not heard from anyone on state wide advocacy public service announcement. Idea will get dropped if there's no interest. Can focus on upcoming elections.
- [President Elect's Report](#)
- [Past President's Report](#)
- [Treasurer's Report](#)
- Approval of ULAC bylaw changes
 - ULAC changed some bylaws a while ago, but they weren't formally approved. Name change from URBANS to ULAC, and other minor changes, including bringing population requirement down to 1500. Chair election is from Jan-Dec.



- Motion to accept the ULAC bylaw changes made by Sylvie Brikiatas. Seconded by Julia Lanter. Motion passed.

- Spring Conference Update
 - One month away. Up to 16 paying vendors in, with an income of \$9600. (No major sponsors.) Book store will be in vendor hall, as well as a table for NHLA raffles. Breakfast in vendor hall (bagel bar with fruit).
 - Registration table is outside vendor hall in 'barn' area. Registration costs should cover food.
 - Currently have 174 total registered (120 paying, others are a combination of vendors/speakers and conference committee members- Denise will finalize numbers of vendors/speakers who will need meals)
 - Conference committee did a great job putting together program at very little cost. All speakers confirmed. Most costs are mileage as many presenters are local professionals and presenting for free.
 - Mills Falls is very good with food allergies.
 - Need someone to help coordinate the dine-around, hopefully someone local.
 - Julia Lanter doing a trivia night Thursday.
 - Need help with nametags. Sylvie will help. Christine has tag holders.
 - Raffles. Christine has tickets, and Sylvie will also check. Process: have table, do during vendor times and registration. Can also have during the reception. Sylvie will bring a cash box and change.
 - Giving notebooks to attendees.
 - If sections have lists of titles for the bookstore, send to Casey Gerken (from Innisfree Bookshop: casey.innisfree2017@gmail.com) and also Randy and Denise.
 - Lobbyist Bob Dunn is doing a program on Friday about the legislative process. It should be a good session.
 - YALS sponsored pronoun stickers, will be by the registration table.
 - Hotel has signs up for rooms, no other directions.
 - Can park at any Mills Falls properties, and overflow at town dock.
 - Pool at church landing will be closed, spa and sauna open.
 - Sylvie will set up Survey Monkey for evaluations.

- Grow with Google
 - ALA partnered with Google for mini grants. Still a work in progress.



- See Past President's report for details.
- Working on slimming down application, feedback initially overwhelming.
- If you have a program idea, it might be a good fit as it's really open, so start thinking of ideas as the time frame is not long once it starts.

- Census 2020 – CCC kickoff June 20 in Concord
 - June meeting: census asking for local, state, regional groups to post counting committees. Kickoff for Statewide is June 20th. Should have an NHLA represented. Lisa might be interested, will have to see commitment.
 - RI doing a census solutions workshop (with 3 organization) on what the impact will be for Libraries, with the census being online. Christine and Deb will coordinate to see if something like this is in the works for NH.
 - Sylvie will send out links for more info. She'll ask the local coordinator to come to June meeting.
 - Perhaps can have something at the fall conference, to let libraries know what's going to happen.

- FY 2020 Budget
 - Still waiting on Small Libraries Summit. They do still want a budget. Added in \$650 in both income and proposed budget.
 - Last year discussed an increase in dues, and came up with proposed fee structure. Need to approve that going forward if going to adopt. Will discuss at June meeting. Lisa will send out information. Will keep the \$20,000 for now.
 - Kept rate at \$20/hr for bookkeeper, \$2400 for year.
 - Freedom to Read committee, leave at \$50.
 - Discussion on membership request for \$2000, to expand to get more people involved. This is an estimate as they've never had a budget before. If dues increase passes, will need to offer incentives to join. Raffles are both free gifts and ones people buy tickets for. Agreed to drop down to \$1500, with no income line.
 - There is no excessive spending. Everything has been at the same level for 10 years, and the general agreement was we need to increase dues as a way to get out of a deficit budget.



- Restricted Funds: MacDonald Fund, \$2000 for NELLs, and Continuing Education request dropped from \$3000 to \$2600. Was planning for 8 classes/year, but not set, so can look at for next time.
 - Adjusted FY20 Budget from \$8370 to \$7870 deficit. NHLA savings is \$60,095, which would cover deficit.
 - Motion to accept the FY20 NHLA budget as amended here made by Deanne. Seconded by Deb Hoadley. Motion passed unanimously.
 - Everything looked good for the section budgets, which are individually managed and don't need approval.
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- Section and Committee highlights
 - Scholarship
 - 2 applicants for Norris grant scholarship, none for the loan.
 - Azra mentioned can post on social media for fall.
 - [Continuing Education Committee](#)
 - [Membership](#)
 - If anyone wants to volunteer to help at the conference, please let Lisa know. Especially need help with Friday morning registrations, but other times as well.
 - [YALS](#)
 - [CLNH](#)
 - [READS](#)
 - [ULAC](#)
 - [Paralibrarian Section](#)
 - [Advocacy Committee](#)
 - [Information Technology Section](#)
 - Intellectual Freedom Committee: no report
 - [Conference Committee](#)
 - Bylaws Committee: no report
 - [Legislative Committee](#)
 - ALA Liaison: at ALA Policy Corps in-person meeting in DC.
 - [New England Library Association Liaison](#)
 - [NH Center for the Book Liaison](#)
 - NHLTA liaison: no report



Adjourned at 3:26.

Respectfully submitted by Sarah St. Martin



NHLA President Elect Report

April 2019

Planning continues for the 2019 NHLA Fall Business meeting. The event will be held at the Hooksett Public Library on Friday, November 1, 2019. Rebekkah Smith Aldrich will be the keynote speaker. We are still talking about what her presentation will entail as well as the cost. Once Rebekkah's details are firm, I will continue to plan the rest of the day.

In a recent ALA Chapter Relations Committee call, I learned that ALA is still working with Google on their Workforce Development Grant program. The roll out hasn't been as smooth as ALA had planned. Hopefully, when NH's turn arrives the grants will be an easier and less vague process. There was a recent webinar about the Google program that I hope to watch soon.

Respectfully,
Amy Lappin



NHLA Past President's Report for April 2019

I worked with the membership committee to set up the registration for NHLA Spring conference. I also added the conference information to the NHLA website. I will continue to make myself available to the conference committee to help out where needed.

I attended the "Grow with Google" conference call and a short outline is attached.

I am working on a scholarship form for NHLA conference attendance, but have decided it is too late in the process to offer these for spring. The first scholarships will be for the Fall conference and applications will be made available following the Spring conference.

I will continue to make myself available to answer any of these procedural questions.

Respectfully submitted by,
Sylvie Brikiatis, NHLA Past President

Grow with Google

First stage

Grow with Google workshops at 2 to 3 libraries per state that include: (must be able to provide classroom space for 100)

- Train the trainer sessions
- 1 on 1 training
- Partner with local media outlets

Second stage

- Applications for individual library micro grants. Window open for about a month after Google tours are hosted in your state. Can preview the application now though.
- Commit to hold your activity within 60 days of being selected.
- Will then be eligible for \$3000 grants that are being offered after original event at your library.

Call for Applications – www.ala.org/pla/initaitives/google For statewide tour locations. Phase 1
Tour Locations – www.grow.google/events/ Can see when your state is scheduled.



FAQ –

https://docs.google.com/doucment/d/1mPQZmlkvMk3_FRg_ILrJghudLLmK5jTtKDqf5LE8UU/edit

Digital learn/google toolkit <https://grow.google/>

Application preview

http://www.ala.org/pla/sites/ala.org.pla/files/content/initiatives/librarieslead/Libraries-Lead-with-Digital-Skills-Application_Google-Forms_3-29-19_rev.pdf



NHLA Treasurer's Report

April 2019

Deann Hunter, NHLA Treasurer

Financial Report

Please find attached a copy of

- NHLA's March 2019 Profit & Loss Statement
- NHLA's Balance Sheet as of March 31, 2019
- FY19 Expenses and Income as of March 31, 2019

NHLA's total assets as of March 31, 2019 were \$233,985.13.

FY19 Budget

Kim took the lead with the FY20 budget planning process, which began last month at the officers meeting. Work with committees and sections is still ongoing.

NHLA Conference

NHLA Payment Forms and invoices are in for most, if not all speakers. Huge thank you to Denise for ensuring prompt payment requests from program planners!

Below is a listing of cash held by each account as of March 31, 2019.

NHLA checking	\$8,692.04
NHLA savings	\$60,095.68
CLNH	\$16,812.24
READS	\$4,848.92
PARALIB	\$5,431.63
ULAC	\$2,232.83
YALS	\$4,712.84
ITS	\$1,047.19
WINCHELL LOAN (revolving fund)	\$28,473.55
NORRIS (scholarship)	\$3,778.95
MACDONALD FUND (continuing ed/professional development)	\$15,614.22



NHLA Continuing Education Committee Report

April 2019

The CE Committee met virtually on March 5 to review new CE Instructor Forms and decide how we want to proceed with the new CE schedule. The first class will be held on April 25 at the Lancaster Public Library (North Country region). Linda Kepner will be teaching the Fundamentals of Cataloging.

There was a question about the fee of the classes and what we should be charging, especially since there is a surcharge for any online payments. I reached out to the NHLA Board and it was recommended to charge \$6 for a 2-3 hour class, and up to \$10 for a full-day class.

We are working with the other instructors to set up a schedule of classes over the next year.

The CE Committee also approved a MacDonald Fund Grant for Catherine Callegari for \$ 300. She will be attending the School Library Journal Day of Dialog on May 29, 2019.

The next CE Committee Meeting is scheduled for June 4 at 2:30pm. We are hoping to meet in person.

Respectfully submitted,
Deb Hoadley
Continuing Education Committee Chair



Membership Chair Report
NHLA Board Meeting - Tuesday, Apr. 9th, 2019

- Processed new NHLA renewals/applications/level changes
Summary as of 4/2/19:

Member list (Summary | Keyword search | Advanced search | Saved searches)

Table with columns: Level, Total, Active, Renewal overdue, Lapsed, Pending (New, Renewal, Level change), New in last (7 days, 30 days). Rows include Business Membership, First Time Member, Library Run by 1 Person, Lifetime Member, Retired Librarian, Salary \$25,000 - \$50,000, Salary over \$50,000, Salary under \$25,000, Trustee/Friend/Student, Unemployed Librarian, and Total.

- 2019 Spring Conference preparations: Wild Apricot event page & registration configuration/set-up, Email announcements set up & scheduled, Uploaded program updates, Attendee list (added speakers & vendors for headcount), Troubleshooting registration issues, Ordered registration gifts, Processed event registration payments
Continued to monitor memberships for 1st Time Member Rate age-outs: contacted members & advised of member level change necessary
Reviewed & updated database to reflect only paid-to-date members from 12/1/18 through the present as "Active", and set the others to "Lapsed"
Continued to manually change the "Renewal Due On" dates for "Member Level Changes" that were initiated in December as payments came in
Merged duplicate contacts & updated contact emails as needed



- Convened online GoTo Meeting for Membership Committee on Wed., 3/27/19
- Submitted the Feb., March, & April 2019 Joint NELA/NHLA Membership Reports to NELA
- Worked with NELA membership to confirm new joint members needing to register for NELA events
- Added & trained new Wild Apricot officers, section chairs & committee members as needed
- Created profiles & activated ALA joint student membership accounts after payments were received
- Requested refunds for members' duplicate payments as needed & sent info to Deann
- Consulted with Membership Committee to establish budget for 2020 Fiscal Year
- Processed incoming Spring Conference registrations (ongoing)

Respectfully Submitted,

Lisa Jose
NHLA Membership Chair



YALS April President's Report

On March 28th, YALS met at HealthTrust in Concord, NH to discuss the upcoming Flume and Isinglass voting in April as well as our upcoming NHLA Spring Conference and YALS Fall Conferences.

Our Flume and Isinglass committees selected the 2020 lists for both awards on March 14th. YALS encourages all librarians working with Teens to vote throughout the month of April for the 2019 Flume and Isinglass Award winners, which will be announced at the NHLA Spring Conference. YALS officially voted to merge the Flume and Isinglass chairs into one teen book award chair. Barrington Public Library will also no longer be officially hosting the Isinglass website; this will now be housed under the YALS Teen Book Awards on the NHLA website.

The YALS Fall Conference will be held Thursday, September 26th 2019 at HealthTrust, located at 25 Triangle Park in Concord, NH. The Conference theme is TBD, but will be focused on Teens & the Written Word. The main conference speaker will be M.T. Anderson, 2019 recipient of the ALA Edwards Award. Other panels will focus on Teen Writers Groups, The NH Teen Poet Laureate Program, and "Now Steal This: Reader's Advisory That Works" program exchange.

YALS will be sponsoring two panels and one trivia night at the upcoming 2019 Spring Conference. Panels will include the Flume & Isinglass Award Presentation, a Panel on Discovering Teen Resources in NH and perhaps a programming share round table (TBD).

YALS invites any interested members to our next Executive Board Meeting on May 30th at 10:00 am (with 9:30 am networking time) at HealthTrust, located at 25 Triangle Park in Concord, NH.

Respectfully Submitted,

Julia Lanter, President YA



CLNH April President's Report

CLNH is seeking nominations for Children's Librarian of the year. Selection criteria and eligibility information can be found on the CLNH website. The nomination deadline is May 24.

CLNH is in need of a new membership coordinator and an incoming vice president. Anyone interested is encouraged to reach out to any of our board members for more information.

The CLNH fall conference committee is reviewing several sites in the Manchester and Concord areas as locations for our October conference. The 2019 fall conference will focus on summer reading.

Respectfully Submitted,

Sam Lucius, President CLNH



**READS President Report
For April 9, 2019**

The READS Executive Board met on March 8, 2019 at LGC in Concord. The board set its 2019-2020 budget and finalized plans for the six programs that READS will be sponsoring at the NHLA Spring Conference. We established a Nominating Committee to recruit candidates for READS VP and READS Secretary and began planning the Annual READS Award of Excellence.

Other news from READS:

- On March 8th, we had 170 active members and 6 pending.
- A Facebook event page was created for the April 1st READS Policy Roundtable, including the link to register through Wild Apricot. In an attempt to increase READS presence on NHLA's Facebook page, content has been posted with the hashtag - #READSnhla.
- We continue to transition online access for READS-TO-GO from a personal account to one managed by NHLA.
- READS-TO-GO has added 5 new kits since December. There were 54 new Kit Reservations in December of 2018. In January and February of 2019 there were 31 and 49 new Kit Reservations, respectively. Of the 22 newest Kits, 9 have caught up with or even surpassed A Man Called Ove as our most popular Kit. Saint Mazie is the current most popular Kit, booked through June of 2020.
- Our largest issue at the moment is the use of KitKeeper by non-librarians. Despite this, we have decided not to restrict the website. Instead, we are focusing on clarifying our policies to member libraries. To this end, we have replaced the KitKeeper header 'Chose van delivery as your PICK UP library' to 'browse then CONTACT YOUR LIBRARY TO RESERVE KIT'.

Next READS Executive Board meeting: May 9th at 5:30pm at the Lake House Grill in Meredith, NH. (Our normal meeting date would be May 10th, but we will all be at the Spring Conference, so chose a time to meet while there).

Respectfully submitted,

Betsy Solon
READS President



ULAC Report to NHLA

April 2019

Topic: Privacy in the Workplace

Welcome to Mark Broth, from Drummond Woodsum, Attorneys at Law, specializing in labor and employment law.

1. How should we handle inquiries about staff members out on medical leave?
 - How much a staff member is paid & job titles and descriptions = public information
 - The fact a staff member is on leave = public information
 - What kind of leave = this is NOT public information
2. What information is public when a staff member leaves our employment?
 - Public has a right to know who is working.
 - The reason for someone leaving employment = NOT public information
3. An employee cannot be required to work 7 days straight. They can CHOOSE to do that.
4. Service animals vs. comfort animals. Comfort animals are not protected by law and we can require all animals permitted in our buildings to behave in the same manner.
5. Food safety concerns for programs where staff bakes items: recommend checking with local health officer and erring on the side of purchasing prepackaged food where ingredients are listed on the package.
6. Boards of Trustees and staff privacy: BOTs are employers and have the right to know the details and to be responsible with that private information. A single board member is a private citizen and has no right to private staff information. Any discussion of personnel issues MUST be done in a nonpublic session.
7. How to advise board members about their poor and/or illegal behavior? These discussions can be done in a nonpublic session; however, one board member calling another board member out for poor and/or illegal behavior needs to be done in a public session.
8. Special vs. emergency meeting. Both still need to be posted at least 24-hours in advance, per state law. If there is a true emergency and that cannot be followed, then the minutes are required to reflect the emergency nature of the meeting.
9. The only public employees that can be terminated “for cause” are police & fire chiefs, and library directors.
10. Is there a requirement to place library directors under an employment contract?
 - If hired without a contract, then the library director falls under the statute and is protected by it.
 - The director would need to agree to a contract if the trustees wanted one after hiring.
 - Library employees CANNOT be lumped under town numbers for FMLA. This situation must be navigated carefully, since this is often an expectation by staff even though it is not required by law.



Old Business:

- *Librarians Guide to Homelessness*: 69 people attended the webinar; Mary Ann still has some checks to submit to NHLA. Revenue was approximately \$300 that covers the cost of handouts.

New Business:

- Discussion regarding dues increase to \$50 per year and whether we want to lower the population requirement for ULAC membership to 13,000 (rather than 15,000). This could potentially include 6-8 towns/cities. Follow up details will be provided at the next ULAC meeting in Concord.

Sincerely,

Todd Fabian
Director
Concord Public Library



Paralibrarian Section Report for NHLA Executive Board

The Paralibrarian Board met on February 8, 2019.

Sarah Cornell from Portsmouth Public Library has been appointed as the new Paralibrarian Section Membership Chair replacing Adam Di Filippo. We are hoping to be able to appoint a co-chair to help Sarah with some of the workload required of this position.

The Paralibrarian Section will be hosting two classes this spring:

1. On April 11th - "I've Weeded, Now What?" at the Weare Public Library. Michael Sullivan will be the instructor.
2. On May 22nd - "Growing Youth Collections: Collection Development in Children's Services" at the Keene Public Library taught by Gail Zachariah.

Work on a mini Paralibrarian Section Conference continues. A committee has been formed with Cyndi Burnham of Goffstown Public Library acting as chair. A conference date of Friday, October 4th at 6pm at the NH Audubon Center in Concord has been set. The objective of the mini conference is:

- Yearly recognition of Paras earning certification.
- Attract new members with an introduction and explanation of our program
- Reconnect with seasoned members

There are no new certifications to report.

Our next meeting date is scheduled for Friday, April 12, 2019 at 10:00am at the Hooksett Public Library.

Respectfully submitted,
Lisa Cutter
Paralibrarian Section President



Advocacy Committee report for NHLA Board Meeting, April 9, 2019

1. Engage implementation in NH

Engage is up and running, and we've sent out two Communications about the #FundLibraries Campaign (although one did not full execute in mid-March and right now I am troubleshooting an error message related to our advocates list, so some NHLA members may not be receiving the 2nd email communication – please check your spam folders). I am starting to write up instructions for creating the various pieces of this platform so that I can teach two or three others on the Advocacy Committee how to set up campaigns, engagements, and communications.

2. Update to Advocacy Toolkit page on NHLA web site

The NHLA Engage web site link has been added to our NHLA web site, and I checked all of the links to the other resources/tools listed on the page. Some I had to delete; some I had to update; and I added two other newer resources (the updated ALA Advocacy Resource page). Once Marina is back from maternity leave, I would like to discuss having something on our home page (a widget?) that directly links to our Engage platform and would therefore show any current issues we are taking action on.

3. Advocacy Workshops offered to state-wide library co-operatives

I presented a portion of the Advocacy Bootcamp to the staff of the Goffstown Public Library on Monday 2/18/2019, and to the RALI co-op on Thursday 3/7/2019. I need to follow up with the rest of the state co-ops to see if they are still interested in scheduling a part of the Advocacy Bootcamp in 2019, as part of our commitment through the "Train the Trainer" process at the 2018 NELA conference.

4. 2019 ALA Policy Corps

I attended an online meeting of the 2nd cohort of the ALA Policy Corps on March 4th, and am missing our April 2019 NHLA Executive Board meeting to attend a three-day in-person meeting with my colleagues in the Corps in Washington DC, April 8 – 10. While in DC, we'll be hearing from a number of policy experts associated with ALA's initiatives, and Corps members will start to decide what their policy focus will be for the next few years. Mine will likely be either federal funding for libraries or net neutrality (or both). I'll keep you posted! The entire Corps (1st cohort and 2nd cohort) will meet together in DC during ALA Annual in June.

Respectfully submitted: Lori Fisher, Chair of the NHLA Advocacy Committee



ITS Section Report to NHLA Executive Board

April 9, 2019

On February 29, an ITS meeting was held at the Wiggin Memorial Library. Eleven section members attended. We discussed STEAM toys and activities in the library for children and we had the chance to play with some from Wiggin's expansive collection.

We would like to clarify that all members of NHLA are welcome to attend ITS section meetings unless specifically noted otherwise.

Due to recent feedback, there has been discussion about using GoToMeeting to reach members who are otherwise unable to attend. The Presidents will be hosting a GoToMeeting this summer.

We plan to reach out to Manchester Makerspace and Port City Makerspace to see if a volunteer would be available to speak to us about what they offer to the public and outreach programs they may offer for libraries. We are also seeking input from librarians who have designated makerspaces in their libraries.

ITS is excited to report the collaboration with READS to bring Jessamyn West to the spring NHLA conference has been successful. Her presentation, "Aging at the Library: Helping Older Citizens with Technology and Privacy in the Real World," will be on Friday, May 10 from 11:30-12:30.

Respectfully submitted,

Amanda A. Plante, Langdon Public Library

Nancy Farwell, Abbott Library

ITS Co-Presidents



NHLA Spring Conference Report April 2019

Registration is open thru April 30th. The program is set and the committee is to be commended for their outstanding work on the content! They also did a superior job of keeping costs low and many sections are helping to pay for outside speakers. I cannot tell you how thankful I am for all their hard work and leadership!

I was on site at Mill Falls on March 28th and reviewed our room setups, where to locate registration and the vendor hall layout with Heather DeVincent. The vendor hall layout will include our 14 paying vendors to date as well as the NHLA tables and the Bookstore and is still a work in progress. There is a closet near where registration will be that we can store items for registration if we don't want to leave things out. I don't believe it locks.

I do need someone to handle the arrangements for making the nametags- Lisa and I think it is best if these are printed out ahead of time like we did at the last spring conference. Also the NHLA banners, raffle tickets, a cash box, and any other swag from the divisions and sections will need to be brought to the site.

I gave Heather our food selections for breakfast and lunch. I am still working with Heather on the cocktail hour selections. I am expecting an updated conference summary from Heather to verify our selections. Final numbers are due to her by May 1st and that should help us to firm up our costs. Any food that you hand out at your programs in your room should be prepackaged and be kept low key.

The Spring Conference program is being dressed up by Deb Young at MCL, I hired her to work on it for us. If anything is missing from the content it is all my fault! We will print them in house at my library so that I can have them stuffed with the flyers I am expecting from two vendors. To date I have the flyer from a vendor who still hasn't sent their check to us and don't have the flyers from the vendor who has sent their check!

Raffles are the last thing that needs to be coordinated and the staffing of the registration and NHLA tables. ULAC has a raffle coming, EBSCO provided a raffle item and Mill Falls is providing a raffle item for us to date. I am sure there are more coming I just don't have the details. I'll be on site by lunch time on May 8th to settle in so I can be ready to greet vendors. They can start loading into the Carriage house at 6 pm on May 8th.

I am reviewing payment forms now and should have those to Deann prior to our meeting next week.



Respectfully submitted,
Denise M. van Zanten
NHLA Spring Conference Chair



Legislative Report from NHLA lobbyist Bob Dunn

Bill	Category	Sponsors	Title & Synopsis	Status
HB 252	Labor/Employment	Rep. Brian Seaworth; Rep. Sean Morrison; Rep. Troy Merner	Establishing A Committee to Study Certain Labor Statutes. This bill establishes a committee to study certain labor statutes and labor department rules.	Committees: Labor, Industrial and Rehabilitative Services/H; Commerce/S House Status: Ought to Pass with Amendment 2019-0156h: Ma Vv 03/14/2019 Senate Status: Hearing: 04/09/2019, Room 100, Sh, 01:15 Pm Hearings: SH 100 Tue 4/9 1:15 PM



HB 253	Labor/Employment Miscellaneous	Rep. Michael Cahill; Rep. Douglas Ley	Relative to Criminal Records Checks In The Employee Application Process. This bill prohibits employers from asking a job applicant about his or her criminal history prior to an interview.	Committees: Labor, Industrial and Rehabilitative Services/H; Commerce/S House Status: Ought to Pass with Amendment 2019-0246h: Ma Rc 213-142 02/14/2019 Hj 5p. 64 Senate Status: Introduced 03/07/2019 and Referred to Commerce
HB 272	Labor/Employment	Rep. Janice Schmidt; Rep. Patricia Klee	Relative to Temporary Workers. This bill establishes notification and disclosure provisions for the hiring of temporary workers.	Committees: Labor, Industrial and Rehabilitative Services/H; Commerce/S House Status: Ought to Pass with Amendment 2019-0293h: Ma Rc 204-140 02/14/2019 Hj 5p. 66 Senate Status: Introduced 03/07/2019 and Referred to Commerce



HB 293	Labor/Employment	Rep. Robert Renny Cushing; Rep. Douglas Ley; Rep. Katherine Rogers; Rep. Latha Mangipudi; Rep. Mark King; Rep. Michael O'Brien; Rep. Paul Berch; Sen. Dan Feltes; Sen. Kevin Cavanaugh; Sen. Martha Fuller Clark	Relative to Employee Credit Privacy. This bill prohibits employers from using credit history in employment decisions.	Committees: Labor, Industrial and Rehabilitative Services/H; Commerce/S House Status: Ought to Pass: Ma Vv 03/20/2019 Senate Status: Introduced 03/28/2019 and Referred to Commerce
HB 406	Labor/Employment	Rep. Rebecca McBeath	Relative to Reporting and Investigation Of Serious Injuries and Death In The Workplace. This bill requires the commissioner of the department of labor to inspect a place of employment where a serious injury or death has occurred and requires an employer to report such injury or death to the department of labor.	Committees: Labor, Industrial and Rehabilitative Services/H; Commerce/S House Status: Ought to Pass: Ma Vv 03/14/2019 Senate Status: Introduced 03/21/2019 and Referred to Commerce



HB 468	Labor/Employment	Rep. Peter Schmidt	<p>Relative to The Inclusion Of Attendance Stipends As Earnable Compensation In The Retirement System.</p> <p>This bill includes attendance stipends paid to teachers and school employees in earnable compensation for the New Hampshire retirement system.</p>	<p>Committees: Executive Departments and Administration/H; Executive Departments and Administration/S</p> <p>House Status: Ought to Pass with Amendment 2019-0888h: Ma Vv 03/19/2019</p> <p>Senate Status: Hearing: 04/10/2019, Room 101, Lob, 09:15 Am</p> <p>Hearings: LOB 101 Wed 4/10 9:15 AM</p>
HB 608	Labor/Employment	Rep. Edward Butler; Rep. Garrett Muscatel; Rep. Gerri Cannon; Rep. Lisa Bunker; Rep. Marjorie Smith; Rep. Paul Berch; Rep. Susan Ford; Sen. Cindy Rosenwald; Sen. Dan Feltes	<p>Expanding The Law Against Discrimination Based On Gender Identity to Other Areas Of The Law Prohibiting Discrimination.</p> <p>This bill defines gender identity and expands the law against discrimination based on gender identity to other areas of the law prohibiting discrimination.</p>	<p>Committees: Judiciary/H; Judiciary/S</p> <p>House Status: Ought to Pass with Amendment 2019-0218h: Ma Dv 230-122 03/07/2019</p> <p>Senate Status: Introduced 03/14/2019 and Referred to Judiciary</p>



<p>HB 637</p>	<p>Labor/Employment Miscellaneous</p>	<p>Rep. Erin Hennessey; Rep. Linda Massimilla; Sen. Bob Giuda</p>	<p>Relative to Criminal History Background Checks By Employers and Public Agencies.</p> <p>This bill requires the division of state police to maintain an electronic database containing public criminal history record information which would be accessible to an individual, and to a state agency to obtain public criminal history record information about applicants for positions or as a condition for occupational licensure. The bill also removes the notarization requirement for requesting a criminal history records check for purposes of employment and occupational licensing.</p>	<p>Committees: Criminal Justice and Public Safety/H; Judiciary/S</p> <p>House Status: Ought to Pass with Amendment 2019-0047h: Ma Vv 02/27/2019</p> <p>Senate Status: Hearing: 04/02/2019, Room 100, Sh, 10:10 Am</p>
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SB 2	Labor/Employment	Sen. Kevin Cavanaugh; Sen. Cindy Rosenwald; Sen. Dan Feltes; Sen. David Watters; Sen. Donna Soucy; Sen. Jay Kahn; Sen. Jeanne Dietsch; Sen. Jon Morgan; Sen. Lou D'Allesandro; Sen. Martha Fuller Clark; Sen. Martha Hennessey; Sen. Melanie Levesque; Sen. Shannon Chandley; Sen. Tom Sherman	Relative to Funding For Job Training Programs In The Department Of Business and Economic Affairs. I. Reduces an employer's unemployment contribution rate and requires that a portion of the administrative contribution be deposited in the unemployment compensation fund. II. Revises the job training programs offered by the department of business and economic affairs. III. Changes the maximum amount that the department of business and economic affairs may use to administer the job training program. IV. Requires the commissioner of the department of business and economic affairs to submit an annual...	Committees: Finance/S; Labor, Industrial and Rehabilitative Services/H House Status: Introduced 03/20/2019 and Referred to Labor, Industrial and Rehabilitative Services Senate Status: Ought to Pass with Amendment 2019-0106s, Rc 14y-10n, Ma; Ot3rdg; 01/31/2019
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SB 18	Labor/Employment	Sen. Kevin Cavanaugh	<p>Relative to Authorized Employee Wage Deductions.</p> <p>This bill allows a public employee to specify voluntary deductions from wages for any insurance or employee benefit.</p>	<p>Committees: Commerce/S; Labor, Industrial and Rehabilitative Services/H</p> <p>House Status: Public Hearing: 04/03/2019 11:00 Am Lob 307</p> <p>Senate Status: Ought to Pass: Rc 14y-10n, Ma; Ot3rdg; 01/31/2019</p>
SB 20	Labor/Employment	Sen. Kevin Cavanaugh	<p>Relative to Notification Requirements For Employees, Workplace Inspections, and The Youth Employment Law.</p> <p>This bill amends certain workplace notification and posting requirements; amends certain provisions of the youth employment law; amends the requirements for employer retention of hour and wage records; and establishes prima facie evidence of a</p>	<p>Committees: Commerce/S; Labor, Industrial and Rehabilitative Services/H</p> <p>House Status: Introduced 03/20/2019 and Referred to Labor, Industrial and Rehabilitative Services</p> <p>Senate Status: Ought to Pass with Amendment 2019-0993s, Ma, Vv; Ot3rdg; 03/21/2019</p>



			violation of the youth employment laws.	
SB 59	Labor/Employment	Sen. Regina Birdsell; Rep. Fred Doucette; Rep. Jeffrey Goley; Rep. Mark Proulx; Rep. Stephen Pearson; Rep. Timothy Soucy; Sen. Kevin Cavanaugh; Sen. Martha Hennessey; Sen. Ruth Ward; Sen. Sharon Carson	<p>Adding Post Traumatic Stress Disorder and Acute Stress Disorder to The Definition Of "injury" For Purposes Of Workers' Compensation and Reestablishing The Commission to Study The Incidence Of Post-traumatic Stress Disorder In First Responders.</p> <p>This bill adds post-traumatic stress disorder and acute stress disorder to the definition of "injury" for purposes of workers' compensation. This</p>	<p>Committees: Commerce/S; Labor, Industrial and Rehabilitative Services/H</p> <p>House Status: Public Hearing: 04/10/2019 02:00 Pm Lob 307</p> <p>Senate Status: Ought to Pass with Amendment 2019-0187s, Rc 23y-On, Ma; Ot3rdg; 02/14/2019</p> <p>Hearings: LOB 307 Wed 4/10 2:00 PM</p>



			bill also reestablishes the commission to study the incidence of post-traumatic stress disorder in first responders and whether such disorder should be covered under workers' compensation.	
SB 60	Labor/Employment	Sen. Martha Fuller Clark; Rep. Rebecca McBeath	Relative to Advance Notice to Hourly Employees Of Work Schedules. This bill requires employers with 15 or more employees in this state to provide employees with advance notice of the work schedule.	Committees: Commerce/S House Status: Senate Status: Rereferred to Committee, Ma, Vv; 03/27/2019



<u>SB 61</u>	Labor/Employment	Sen. Kevin Cavanaugh	<p>Permitting Private Enforcement Of The Rights Of Construction and Labor Industry Employees.</p> <p>This bill permits an employer or industry organization to file a civil action against an employer for violations of the rights of construction and labor industry employees.</p>	<p>Committees: Commerce/S</p> <p>House Status:</p> <p>Senate Status: Rereferred to Committee, Rc 15y-9n, Ma; 03/28/2019</p>
<u>SB 100</u>	Labor/Employment	Sen. Dan Feltes; Rep. Beth Rodd; Rep. David Welch; Rep. Edward Butler; Rep. Jason Janvrin; Sen. Kevin Cavanaugh; Sen. Martha Hennessey	<p>Relative to Discrimination In Employment Based On Criminal Background Checks.</p> <p>This bill prohibits discrimination in employment based on criminal background checks.</p>	<p>Committees: Commerce/S; Labor, Industrial and Rehabilitative Services/H</p> <p>House Status: Introduced 03/20/2019 and Referred to Labor, Industrial and Rehabilitative Services</p> <p>Senate Status: Ought to Pass with Amendment 2019-1167s, Rc 16y-8n, Ma; Ot3rdg; 03/28/2019</p>



<u>SB 146</u>	Labor/Employment	Sen. Dan Feltes; Rep. Timothy Soucy; Sen. Cindy Rosenwald; Sen. David Watters; Sen. Donna Soucy; Sen. Jay Kahn; Sen. Jeanne Dietsch; Sen. Jon Morgan; Sen. Kevin Cavanaugh; Sen. Martha Fuller Clark; Sen. Martha Hennessey; Sen. Melanie Levesque; Sen. Shannon Chandley; Sen. Tom Sherman	Relative to Eliminating The Waiting Period Before Eligibility to Receive Unemployment Benefits. This bill eliminates the waiting period before eligibility to receive unemployment benefits.	Committees: Commerce/S; Labor, Industrial and Rehabilitative Services/H House Status: Introduced 03/20/2019 and Referred to Labor, Industrial and Rehabilitative Services Senate Status: Ought to Pass: Rc 13y-10n, Ma; Ot3rdg; 02/14/2019
<u>SB 197</u>	Labor/Employment	Sen. David Watters; Rep. Casey Conley; Rep. Michael Cahill; Sen. Dan Feltes; Sen. James Gray; Sen. Jay Kahn; Sen. Jeanne Dietsch; Sen. Jon Morgan; Sen. Kevin Cavanaugh; Sen. Martha Hennessey; Sen. Melanie Levesque; Sen. Tom Sherman	Relative to Noncompete Agreements For Low-wage Employees. This bill prohibits an employer from requiring a low-wage employee to enter into a noncompete agreement.	Committees: Commerce/S; Labor, Industrial and Rehabilitative Services/H House Status: ==time Change== Public Hearing: 04/03/2019 02:00 Pm Lob 307 Senate Status: Ought to Pass: Ma, Vv; Ot3rdg; 02/21/2019



<p>SB 276</p>	<p>Labor/Employment</p>	<p>Sen. Jay Kahn; Rep. David Luneau; Rep. Rick Ladd; Rep. Tamara Le; Sen. Cindy Rosenwald; Sen. Dan Feltes; Sen. Kevin Cavanaugh; Sen. Martha Hennessey; Sen. Melanie Levesque; Sen. Shannon Chandley; Sen. Tom Sherman</p>	<p>Relative to Career Readiness Credentials For High School Students.</p> <p>This bill defines certain terms related to career and technical education programs, creates ways for New Hampshire high school students to earn career ready credentials, adds to the reporting requirement of the advisory council on career and technical education, permits students in grade 10 to enroll in career and technical education courses, and makes an appropriation.</p>	<p>Committees: Education and Workforce Development/S; Education/H</p> <p>House Status: Public Hearing: 04/10/2019 01:30 Pm Lob 207</p> <p>Senate Status: Ought to Pass with Amendment 2019-1189s, Ma, Vv; Ot3rdg; 03/21/2019</p> <p>Hearings: LOB 207 Wed 4/10 1:30 PM</p>
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HB 1	Miscellaneous	Rep. Mary Jane Wallner	<p>Making Appropriations For The Expenses Of Certain Departments Of The State For Fiscal Years Ending June 30, 2020 and June 30, 2021.</p> <p>No analysis needed.</p>	<p>Committees: Finance/H</p> <p>House Status: Majority Committee Report: Ought to Pass with Amendment #2019-1397h For 04/11/2019 (vote 13-9; Rc) Hc 19p. 4 minority Committee Report: Inexpedient to Legislate</p> <p>Senate Status:</p>
HB 2	Miscellaneous	Rep. Mary Jane Wallner	<p>Relative to State Fees, Funds, Revenues, and Expenditures.</p> <p>1. Directs the department of administrative services to conduct a comprehensive review of the state's personnel system. 2. Repeals 2017,155:7, which directed the commissioner of administrative services to eliminate appropriations to class 027 transfers to OIT in all agencies and departments. 3. Establishes the unclassified position</p>	<p>Committees: Finance/H</p> <p>House Status: Majority Committee Report: Ought to Pass with Amendment #2019-1403h For 04/11/2019 (vote 13-9; Rc) Hc 19p. 5 minority Committee Report: Inexpedient to Legislate</p> <p>Senate Status:</p>



			of director of plant and property within the department of administrative services. 4. Converts managers in the department of administrative services to directors, an...	
<u>HB 251</u>	Labor/Employment	Rep. Linda Tanner; Rep. Connie Van Houten; Rep. Janice Schmidt; Rep. Joseph Guthrie; Rep. Patricia Cornell	Relative to Criminal Background Checks For Education Personnel. This bill requires nonpublic schools and any school receiving public funds for tuition, directly or indirectly, to perform criminal history background checks on school employees and designated school volunteers.	Committees: Education/H RETAINED
<u>HB 346</u>	Labor/Employment	Rep. David Meuse; Rep. Peter Somssich; Sen. David Watters	Relative to Noncompete Agreements. This bill governs noncompete agreements between	Committees: Labor, Industrial and Rehabilitative Services/H RETAINED



			employers and employees.	
HB 532	Labor/Employment	Rep. Michael Cahill; Rep. Andrew Renzullo; Rep. Douglas Ley; Rep. Glenn Cordelli; Rep. Judith Spang; Rep. Linda Camarota; Sen. Martha Fuller Clark	Relative to Payment For Earned But Unused Vacation or Personal Time. This bill requires an employer to pay its employees for earned but unused vacation or personal time. The bill also requires employers to pay terminated employees for vacation time and personal time.	Committees: Labor, Industrial and Rehabilitative Services/H RETAINED
HB 565	Supervised visitation	Rep. Skip Berrien; Rep. Debra DeSimone; Rep. Edward Gordon; Rep. Erin Hennessey; Rep. Jeffrey Goley; Rep. Kimberly Rice; Sen. Martha Hennessey	Directing The Department Of Health and Human Services to Issue A Request For Proposals (rfp) For Supervised Visitation Centers. This bill directs the department of health and human services to issue a request for proposals (RFP) to establish a supervised visitation center in each county.	Committees: Children and Family Law/H; Finance/H RETAINED



<u>HB 702</u>	Supervised visitation	Rep. John Plumer; Rep. Harry Viens	<p>Relative to Licensing Of Supervised Visitation Centers.</p> <p>This bill requires persons operating a supervised visitation center to be licensed by the department of health and human services.</p>	<p>Committees: Children and Family Law/H</p> <p>RETAINED</p>
<u>HB 731</u>	Labor/Employment	Rep. Kristina Schultz; Rep. Arthur Ellison; Rep. Casey Conley; Rep. Ellen Read; Rep. Lisa Bunker; Rep. Mark King; Rep. Sherry Frost; Rep. Timothy Josephson; Rep. Timothy Smith	<p>Relative to The Minimum Hourly Rate.</p> <p>This bill increases the state minimum hourly rate for employees, increases the base rate for tipped employees, and inserts a cost of living adjustment for both. The bill establishes a training wage for employees who are 16 or 17 years of age and allows a municipality to establish a minimum hourly rate that is greater than the state minimum hourly rate.</p>	<p>Committees: Labor, Industrial and Rehabilitative Services/H</p> <p>RETAINED</p>



HB 205	Miscellaneous	Rep. Jeanine Notter; Rep. Richard Barry; Rep. Richard Hinch	<p>Relative to The Definition Of "multiple Line Telephone System."</p> <p>This bill defines the term "multiple line telephone system" and sets forth requirements for such a system's use. This bill is a request of the department of safety.</p>	<p>Committees: Science, Technology and Energy/H</p> <p>KILLED</p>
HB 227	Labor/Employment	Rep. Richard Komi	<p>Relative to The Length Of Time An Employer May Lease An Employee Through An Employee Leasing Company.</p> <p>This bill limits the length of time that a person may work for an employee leasing company.</p>	<p>Committees: Labor, Industrial and Rehabilitative Services/H</p> <p>KILLED</p>
HB 255	Labor/Employment	Rep. Richard Komi	<p>Relative to Shift Differential Pay For Employees Who Work Overnight.</p> <p>This bill requires an employer to pay a shift differential for employees working an overnight shift.</p>	<p>Committees: Labor, Industrial and Rehabilitative Services/H</p> <p>KILLED</p>



<u>HB 294</u>	Labor/Employment	Rep. Sherry Frost	<p>Establishing A Committee to Study Enforcement Of The Equal Pay Act Provisions.</p> <p>This bill establishes a committee to study the state law governing equal pay.</p>	<p>Committees: Labor, Industrial and Rehabilitative Services/H</p> <p>KILLED</p>
<u>HB 622</u>	Labor/Employment	Rep. Robert Forsythe	<p>Prohibiting Collective Bargaining Agreements That Require Employees to Join or Contribute to A Labor Union.</p> <p>This bill prohibits collective bargaining agreements that require employees to join or contribute to a labor union.</p>	<p>Committees: Labor, Industrial and Rehabilitative Services/H</p> <p>KILLED</p>
<u>HB 724</u>	Labor/Employment	Rep. Ellen Read; Rep. Ivy Vann; Rep. Kristina Schultz; Rep. Mark King; Rep. Timothy Horrigan; Rep. Timothy Josephson	<p>Relative to Certain Rights Of Employees.</p> <p>This bill bans credit checks for any employment-related decision, requires employers to allow a certain amount of rest between work shifts, gives employees advance notice of work schedules, and increases the minimum hourly rate of tipped employees to the minimum</p>	<p>Committees: Labor, Industrial and Rehabilitative Services/H</p> <p>KILLED</p>



			hourly rate for all employees.	
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Submitted by Randy Brough



New England Library Association Report for the NHLA Board April 2019:

- The NELA Executive Board met at the South Windsor Public Library in South Windsor CT on March 15th, 2019.
- NELA job-hunting workshop tentatively scheduled for May at the Shrewsbury Public Library by the membership committee.
- The NERTCL standalone at the Nevins Memorial Library in Methuen on March 29th was well attended. There were sessions from keynote speaker Rita Meade, teen advocacy expert Luke Kirkland, an exploration of drag storytime experiences from both librarian and performer perspectives and roundtable discussions.
- The NETSL conference is on April 5th at College of the Holy Cross. Rhonda Evans is the keynote speaker.
- The Connecticut state conference will be April 29th and 30th at the Mystic Marriott in Groton CT. <https://cla2269.wixsite.com/conference>
- The Maine Library Association will hold its annual business meeting on 5/10/19. The theme is Development for Libraries with No Development Staff.
- The Massachusetts Library Association's conference will be May 20th-22nd at the Sheraton in Framingham – <https://mla.wildapricot.org/> The MLA has a managerial position open. They are starting two new sections – a leadership section and a reader's advisory section.
- Rhode Island is having a new library building issue in Narragansett. The local town council is attempting to thwart the citizenry and library board in their efforts to move the library to a new space. The Board discussed a letter of support for them. Rhode Island Library Day is April 13th with events planned around the state and a general fine amnesty day.
- The 2019 Vermont Library Association meeting will happen on the 22nd of May. The theme is "resilience." The conference will take place at UVM. Also, the State Librarian of VT is expected to name a new State Librarian but has yet to do so.
- The strategic planning committee hatched a project timeline for the consultants working on the NELA strat plan.
- The Maine library association is willing to discuss the possibility of a joint conference with NELA after 2022.
- NELA conference in October: Chris Grabenstein for NERTCL lunch, Bassey Ikpi for the adult lunch. Baker & Taylor and Harper Collins will be hosting book buzz lunches. There will be a drag show at the banquet, if all goes well with the Imperial Sovereign Court of CT. Susan Halpin from the US National Library of Medicine will likely be the keynote.
- The deadline for NELA conference program proposals is March 31st.
- NELA is migrating its wordpress site from Picturesque to Dreamhost. The plan is to migrate by April 11th. There is a new job plugin for the NELA website. The ITS section is talking with the helpdesk about the help desk becoming a true committee.



- A 60 day grace period has been added to Wild Apricot for Extended membership renewals to hopefully fine tune false reminder notices.
- 45 people have applied to be NELS participants in 2019. 8 from CT, 14 from MA, 9 from ME, 9 from NH, 2 from VT and 3 from RI.
- One mentor from each state will be selected from names submitted by each state rep by Maureen Sullivan and the NELS co-chairs.
- The state reps are asked to identify one NELS alum to assist in the selection process as well. I have asked several from the NH class of 2017. The selection process will take place soon. Selections should be final by mid-May.
- The cost of NELS this year is \$700. NELA has submitted their invoice to NHLA.
- Consultants Marilyn Stempler and David Ebeneza from ESC Consultants are working on a strategic plan with NELA and met with the whole executive board for the first time.
- The next meeting of the executive Board will be May 17th, 2019 at the Portsmouth Public Library.

Respectfully submitted,

Amber Coughlin

NHLA representative to NELA



Center for the Book Advisory Board

The Center for the Book Advisory Board will next meet on June 6 at the State Library.

2019 Ladybug nominees have been announced. Letters about Literature winners will be announced later this month. This year, Franklin Pierce University has assisted with the judging and that has gone well.

Respectfully submitted,
Emily Weiss
Center for the Book Liaison