

OCTOBER

# SEA NEWSLETTER



## WELCOME TO THE OCTOBER EDITION OF YOUR MEMBER NEWSLETTER!

As the crisp air of fall sets in, we're turning the page to a new season filled with possibility and momentum.

This issue is packed with important updates, opportunities, and resources to keep you informed and inspired. Together, let's make this fall a season of growth, action, and connection.

INSIDE, YOU'LL FIND:

- ✓ [LINKS TO NEW AND EXCLUSIVE MEMBER BENEFITS](#)
- ✓ [MEET THE CANDIDATES: BIOS FOR BOARD OF DIRECTOR POSITIONS AT THIS YEAR'S CONVENTION.](#)
- ✓ [INFORMATION ON FREE SPEECH IN THE PUBLIC SECTOR: KNOW YOUR RIGHTS AND LIMITS](#)
- ✓ [NEW RULE EXEMPTING INCOME TAX FROM CERTAIN OVERTIME](#)

Be sure to explore everything, stay connected, and make the most of the benefits that come with being part of our union family.

# SEA ANNUAL CONVENTION



The State Employees' Association will celebrate 85 years of service on October 18, 2025.

This milestone event will honor the strength and unity of our union. Non-councilors or rank and file members wishing to attend this year's convention, please reach out to Beth Aborn with the email below.

Event highlights—including award winners and guest speakers – will be included after the event.

In the meantime, we encourage you to take a moment to get to know the individuals who are stepping up to serve our organization. [Check out the detailed bios of the candidates running for the Board of Directors here!](#) Learn about their experience, dedication, and vision for the future, and see how each one plans to contribute to our community. Your engagement helps ensure that our Board represents the best interests of all members—[so take a look](#) and get inspired by the incredible talent within our ranks!

If you have any questions, please reach out to Beth Aborn at [baborn@seiu1984.org](mailto:baborn@seiu1984.org)

## CELEBRATING 85 YEARS!





# SEA MEMBER NEWS

# LEARN more!



## **NEW RULE EXEMPTING INCOME TAX FROM CERTAIN OVERTIME**

*\*\*\*The intent of this fact sheet is to be a general guide only, and should not be relied upon as tax advice. All employees impacted by this bill are encouraged to seek advice from qualified tax experts who will help identify the impact of the “OBBB” Act based on your unique situation. \*\*\**

### **FACT SHEET**

As part of the “One Big Beautiful Bill Act,” certain employees may be able to deduct income tax from their overtime pay. However, while some SEA-represented employees are likely to benefit from this bill, others may see little or no benefit at all.

The primary elements of the Act pertaining to overtime can be summarized as follows:

Effective for 2025 through 2028, individuals who receive qualified overtime compensation may deduct the pay that exceeds their regular rate of pay – such as the “half” portion of “time-and-a-half” compensation – that is required by the Fair Labor Standards Act (FLSA) and that is reported on a Form W-2, Form 1099, or other specified statement furnished to the individual. **[Read More Here!](#)**



## **Free Speech in the Public Sector: Know Your Rights and Limits**

In today’s world, what you say—whether in the breakroom, at a public meeting, or on social media—can have real consequences. For public-sector employees, free speech rights are stronger than in the private sector, but they aren’t without boundaries. That’s why it’s important to understand not just what protections exist, but also where the lines are drawn.

### **READ THE FACTS HERE.**

This issue breaks down your rights under the First Amendment and New Hampshire law, explains when speech is legally protected, and highlights the limits every employee should be aware of. The goal: to help you use your voice confidently and responsibly while staying protected in your role as a public servant. **[READ IT HERE](#)**

# OSC BULLETIN



## Become a Warehouse Volunteer for Operation Santa Claus

Each holiday season, Operation Santa Claus (OSC) helps bring joy to children and families across New Hampshire by collecting and distributing gifts. Behind the scenes, an incredible team of volunteers makes this mission possible—and this year, we're looking for new helping hands to join us in the warehouse.

As a warehouse volunteer, you'll play an important role in the heart of our operation. Volunteers assist with checking in deliveries as they arrive, logging and organizing inventory, and making sure every item is ready for distribution to children in need. It's meaningful, hands-on work that helps ensure OSC can deliver holiday magic to families who need it most.

No prior experience is necessary. We'll provide full training so you'll feel confident in your role. If you're organized, detail-oriented, or just eager to help, this is a perfect way to give back during the holiday season.



### Warehouse Volunteer Training

 **Date: Monday, November 17, 2025**

 **Time: 10:00 a.m.**

 **Location: National Guard,  
1 Minuteman Way, Concord 03301**



If you've ever wanted to be part of Operation Santa Claus in a hands-on way, this is your chance. By volunteering, you'll be part of a community effort that makes the holidays brighter for thousands of children across New Hampshire.

To learn more or to sign up for training, please contact Heather Wood at [seaosc@seiu1984.org](mailto:seaosc@seiu1984.org)

This holiday season, be the reason a child believes in magic—volunteer with Operation Santa Claus.



# OPERATION SANTA CLAUS

## CRIBBAGE TOURNAMENT

Operation Santa Claus (OSC) is keeping the spirit of giving alive into the fall with an exciting fundraising event—and we'd love for you to join us for the fun, community, and great cause!

Show off your cribbage skills, enjoy great food, and win prizes — all while supporting Operation Santa Claus.

**Sunday, October 19, 2025**

**American Legion Post 49, 4 Park Street,  
Northfield, NH**

**Entry: \$15 per person**

Thank you for supporting Operation Santa Claus!



**OCTOBER 19**

**OPERATION SANTA CLAUS**  
**CRIBBAGE** Tournament

Operation Santa Claus is continuing the giving spirit into the fall — and we want you to be part of the fun!

We're hosting an awesome Cribbage Tournament fundraiser, you won't want to miss:

- 🎮 Cribbage Tournament Fundraiser
- 📅 Sunday, OCTOBER 19, 2025
- 📍 American Legion Post 49, 4 Park Street, Northfield, NH
- 💰 \$15 to enter
- 🕒 Check-in: 11:00 AM - 12:00 PM
- 🎲 Games start at 12:00 PM sharp
- 🍔 Food will be available to keep you fueled
- 🎰 50/50 raffle - 1 ticket for \$1 or 6 for \$5

*Whether you're a cribbage pro or just in it for the fun, come hang out, play some cards, grab a bite, and support a great cause.  
Proceeds help Operation Santa Claus bring holiday cheer to local kids in need.*

### Operation Santa Claus Crockpot Fundraiser at DES

We are looking for crockpot cooks and servers for this year's upcoming Operation Santa Claus fundraiser! Please reach out to [Melinda Towne](#) and [Theresa Alden](#) via email, in person, or via Teams chat if you would like to contribute a crockpot dish. It would be greatly appreciated, and a gift card prize will be awarded to the best-voted dish. This year's fundraiser will take place on Wednesday, November 5, from 11:30 a.m. to 1 p.m.

**SEA/SEIU Local 1984 and the American Red Cross are  
hosting Another blood drive on Monday, October 27, 2025.**

#### Blood Drive Details:

Site: SEA/SEIU Local 1984

Address: 207 N Main St., Concord, NH, 03301

Room Name: Conference Room

Date: Monday, October 27, 2025

Time: 12:00 PM - 05:00 PM

Blood Program Leader Name: David Honeman

Link Directly to the Scheduled Blood Drive:

[This the Link to Donate](#)





# SEA MEMBER BENEFITS

## ☀️ NEW MEMBER BENEFITS – FALL 2025 ☀️

### Exclusively for SEA/SEIU Local 1984 Members


We're excited to offer these exciting benefits to help you make the most of your summer—and beyond! Explore great discounts and new career-building opportunities below:

#### **Canobie Lake Park FALL Screemfest Tickets**

The Online Corporate Ticket Discount is \$9 off the Screemfest Friday/Sunday online date-specific general admission ticket and \$5 off the Screemfest October Saturdays online date-specific general admission ticket. Sunday, October 12th, follows our October Saturday schedule and pricing. Fall Screemfest season begins on Saturday, September 20th, and ends on Saturday, November 1st!

- ✓ Discounted date-specific tickets available online
- ✓ Guest and senior pricing available
- 📌 Get Your Canobie Discount by visiting the [MEMBER PORTAL](#)

#### **Creating Generational Wealth with Prudential**

 Wednesday, October 15th

• Understanding a wealth mindset • Strategies for savings, debt, & investing to meet your financial wellness goals

🕒 12:00 p.m. – 1:00 p.m. ET


📍 Virtual via Zoom [Registration](#)

Don't miss this chance to get the answers you need to make informed decisions about protecting your future.

#### **Trade Program Partnerships – Build Your Future**

Explore high-demand skilled trades through union-supported training & apprenticeships.

- ✓ Earn while you learn
- ✓ Nationally recognized certifications
- ✓ Specialized tracks for veterans, women & more

 [Learn More About Trade Program Opportunities Here.](#)

Stay connected and take advantage of these great member-exclusive opportunities! For more information, please visit [www.seiu1984.org](http://www.seiu1984.org) or log in to the Member Portal.



## **FINANCE, INSURANCE, LOANS & MORE**



The SEA is proud to partner with a number of outside businesses to assist members with navigating the complicated issues of Finance, Insurance, and Loans. To learn more about these offerings, [click here.](#)



# SEA MEMBER NEWS

Looking to **take the next step** towards your financial wellness?



Want to make sense of your financial life, but not sure where to start? Let us show you how.

Join us for financial wellness educational seminars hosted by industry innovator, Prudential Pathways. Prudential Pathways aims to make building a financial planning strategy less intimidating and more empowering through easy-to-understand educational programs.

## **Creating Generational Wealth**

Wednesday, October 15 | 12:00 p.m. – 1:00 p.m. ET | Virtual – Zoom

- Understanding a wealth mindset • Strategies for savings, debt, & investing to meet your financial wellness goals
- How to create a comprehensive financial strategy • And more

## **Register**

## **Creating Generational Wealth**

Wednesday, October 15 | 5:00 p.m. – 6:00 p.m. ET | Virtual – Zoom

- Understanding a wealth mindset • Strategies for savings, debt, & investing to meet your financial wellness goals
- How to create a comprehensive financial strategy • And more

## **Register**

## **Financial Wellness Checkups**

Wednesday, October 22 | 10:00 a.m. – 3:00 p.m. ET | In Person – Conference Room B & C

- Answer questions related to overall financial wellness • Help you better understand your benefit plan & how to use it more effectively
- Conduct a review & analysis of your current needs & goals • And more

## **Register**



Read the latest TSLHG newsletter for SEA/SEIU Local 1984 members, containing the latest student loan news: a scary topic to match the scary month.

**[Learn more here!](#)**



# SEA RETIREES

## INFORMATION TO MAKE YOUR LIFE BETTER

### JOIN CHAPTER 1.

If retirement is in your future, please consider joining the SEA's Chapter 1, the Retired Members' chapter.



## CONTINUE TO ENJOY YOUR UNION BENEFITS AS A RETIREE TODAY!

Are you thinking of retiring from public service? If retirement is in your future, please consider joining SEA's Chapter 1, the Retired Members' chapter by scanning this code with your phone.

As members of Chapter 1, you are still counted as a member of this Association and are still able to receive your union benefits. The more members we have, the more strength this Association will have in our fights to protect and improve retiree and active member benefits. Joining is a good way to keep involved with each other and the active employees. Together we participate on committees, volunteer, and attend legislative hearings to represent retirees.



The chapter generally meets monthly except in the summer and offers informational programs and opportunities to gather for other fun activities. For a full list of our monthly programs [please click here](#).