

SEA/SEIU 1984
BOARD OF DIRECTORS MEETING

December 4, 2025

207 N. MAIN STREET, CONCORD, NH 03301

Name	Attendance	Name	Attendance
Kristy Blanchette	P	Zachary James	P
Gary Burke	D	Shawn Jones	P
Avis Crane	P	Phillip Keech	U
Mike Dederian	P	Melissa Kelleher	P
Mary Fields	P	Tom Macholl	P
Rich Gulla	P	Ralph Mecheau	P
Mark Hamilton	D	Rich Parkinson	P
David Hathcock	E	Laurie Pelletier	P
Elizabeth Howell-Woodbury	P		

P – Present L – Late Arrival U – Unexcused

D – Departed Early E – Excused Z – Zoom

Staff: Beth Aborn (Z), Bob Blaisdell, Cullen Tiernan, Jasmine Gosselin, Gary Snyder, Alex Atilli, Christine McManus, Justin Jardine, Andrew Moore

Guest: Jake Krupski

No Emergency Business.

Micki Kelleher moved to approve the agenda and the motion was duly seconded. The motion passed.

Laurie Pelletier moved to approve the November 13, 2025 Board of Director Meeting Minutes, and the motion was duly seconded. Micki Kelleher moved to amend the minutes to correct the spelling of Justin’s name on the second page. The motion passed as amended.

Mary Fields moved to approve committee assignments of Justine Guay and Mary Thomas to Convention Arrangements, and the motion was duly seconded. The motion passed.

Rich Gulla gave the President’s Report, which included an update about an upcoming Government Relations conference in DC that he and SEA/SEIU 1984 staff were planning to attend. He noted that an important issue to address is transparency in healthcare costs, which was followed by discussion by the Board on the issue.

Rich Gulla announced that Board members were able to attend the Governor's Tea from 2-4 pm on December 18th, 2025, and he would follow up with whether members would be required to take annual time in order to do so.

There was no Executive Session.

After discussion including an update from Gary Snyder about a meeting with CUE on the topic, Micki Kelleher moved to approve the Assistant Field Operation Manager duties as circulated in board packet and hire, and the motion was duly seconded. The motion passed.

Justin Jardine provided the External Organizing Update on several existing efforts as well as possible new ones. He also provided personnel updates, that Glen Chislett is back, and that AJ Scalingi had been selected as Executive Branch Negotiator.

Gary Snyder led a discussion of proposed changes to Board of Directors Policy Manual, Sections X-XV (changes proposed in Sections XI, XII, XIII, and XIV).

Laurie Pelletier moved to accept the consent agenda and the motion was duly seconded. Mary Fields moved to amend to exclude the Treasurer's Report, and the motion was duly seconded. The Finance Committee had not met yet and would present at the January meeting. The motion passed as amended.

Bob Blaisdell and Cullan Tiernan gave the Political Report. Report included a review of several polls for the US Senate race, as well as good news on the revenue front, that State revenues were up in November (148.1 million, 5.9 million above plan). Paperwork was made official to make President Gulla a part of the Canadian Trade Council.

Avis Crane moved to accept reports into the record, and the motion was duly seconded. The motion passed.

Micki Kelleher noted for the Board as a point of personal privilege in keeping with her ethical obligations that Nate St. Laurent, SEA/SEIU 1984 staff, is her son.

Avis Crane requested a full staff list with additional emails be circulated to the Board.

Justin Jardine reminded the Board of the wreath-laying ceremony at the Veterans' Cemetery with the Veterans Committee.

Rich Gulla announced that Operation Santa Claus needs 230 sponsors/shoppers, deadlines are the 19th. Chapter 20 sponsored 2 kids, and Chapter 45 donated \$500.

Avis Crane moved to adjourn, and the motion was duly seconded. The motion passed.

Meeting adjourned at 2:30 pm.

Respectfully Submitted,

/s/Zachary James