SEIU 1984
SEA/SEIU LOCAL 1984

# SEA NEWS

November, 2026

## A LETTER FROM PRESIDENT GULLA:

# Thankful for the People Who Show Up

As Thanksgiving approaches, I find myself thinking about the people whose work makes so much of our daily lives possible—and how often that work goes unnoticed.

Across New Hampshire, our members show up. You maintain our roads, care for patients, protect children, serve our communities, and help people navigate some of the most difficult moments of their lives. You bring experience, patience, and pride to jobs that ask a great deal of you.

Some of you will spend Thanksgiving at work. While others gather around the table, you will be caring for someone else's family, keeping a facility safe, or making sure essential services continue. To you, and to the families who share you with the rest of us, thank you.

I am also grateful for the members who make time to build this union. Whether you serve as a steward, attend chapter meetings, help a coworker understand their rights, or speak up when something needs to change, your participation matters. Every member who gets involved gives us a stronger foundation for the work ahead.

To our staff: thank you for your dedication to our members and to one another. Much of your work happens behind the scenes, but I see the care and persistence you bring to it. Our union depends on that commitment.

Thanksgiving also reminds us that this season can be difficult. Some among us are grieving an empty chair at the table. Others are facing financial pressure, illness, or the demands of caring for a loved one. A phone call, an invitation, or a simple offer of help can mean more than we realize. Looking out for one another is part of who we are as a union, and it reaches well beyond the workplace.

It is an honor to serve as your president. I am thankful for your trust, your honesty, and your willingness to stand together—even when the work is hard and progress takes longer than any of us would like.

On behalf of SEA/SEIU Local 1984, I wish you and your loved ones a peaceful and happy Thanksgiving. I hope you find time for good food, a little rest, and the people who make your life richer.

In solidarity,
Rich




# 86th Annual Convention

The 86th Annual Convention was a successful gathering held on October 10th. Our guest speakers featured Governor Kelly Ayotte, gubernatorial candidate and former Executive Councilor Cinde Warmington who both spoke about how they would support and prioritize state employees. We also heard from Steve Marchand, Chairman of Move the Goal Post and author of the Politics of NH Substack.

The convention also included elections for the Board of Directors. All nominees were elected, and we extend a warm welcome to those serving in their roles. We sincerely thank all Board members for their continued service, dedication, and commitment to the organization.




### Board of Directors Election Results

- **Kristy Blanchette** – 3 year term, Executive Branch
- **Ralph Mecheau** - 3 year term, Executive Branch
- **Allana Rose** – Remainder of 1 year term, CCSNH
- **Terry Locke** – 3 year term, Executive Branch
- **Laurie Pelletier** – 3 year term, Executive Branch
- **Shawn Jones** – Remainder of 2 year term, Executive Branch

A synopsis of the Constitutional Amendments and Resolutions that were voted on are as follows:

Constitutional Amendment 1: Chapters and Bargaining Units - Passed- This amendment changes the manner and standards for dissolving inactive chapters. Under the previous constitution language, when a chapter becomes defunct by failing to have requisite chapter meetings and failing to elect a slate of officers, the members of that chapter were integrated into a different chapter that met its administrative requirements. Under the new amendment, defunct chapters will no longer be added to other existing chapters. Instead, the group of employees will continue to exist as an informal organized group, centered around the group's bargaining unit certification. Said groups will still meet as ad hoc groups to confer on terms and conditions of employment, bargain collective bargaining agreements, and deal with workplace issues. The SEA Board of Directors will be drafting new policies to guide governance and processes for these non-chapter affiliated bargaining units. Chapters wishing to retain chapter status must continue to elect a slate of officers and hold at least an annual meeting each year.

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## 86th Annual Convention

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Constitutional Amendment 2: One Member, One Vote - Passed- This amendment changes the SEA's governance structure from a representational form (i.e. elected councilors/delegates) and permits all members in good standing to attend council meetings and convention, and to vote on resolutions, constitutional amendments, and elections for the SEA Board of Directors and the SEA's executive officers. As a result, councilors will no longer be an elected position for chapters.

Constitutional Amendment 3: Continuing Membership - Passed - This constitutional amendment removed the language permitting continuing members. Continuing members were people who left service from an SEA represented employer, and chose to retain full membership by continuing to pay their full dues. No person was currently opting to participate as a continuing member, and no person had done so in the recent past. Moreover, in the past decade, the SEA created associate memberships and temporary employee memberships, which rendered continuing membership largely redundant.

Constitutional Amendment 4: Outside Employment - Passed - This amendment clarified that SEA staff may hold outside employment, when such employment does not create or constitute a conflict with their role at the SEA.

Constitutional Resolution 1: Retiree COLA - Passed - This resolution provided the SEA will support a cost of living adjustment for retirees receiving their pension from NHRS.

***Thank you to everyone who participated in making the 86th Annual Convention a success!***

# ANNUAL STEWARD TRAINING

On October 28, the annual Steward Training was held at the Puritan Backroom, bringing stewards together for a day of education, discussion, and professional development.

President Rich Gulla opened the training with welcoming remarks, followed by comments from Richard Parkinson, Chair of the Steward Committee.

SEA staff led training sessions covering several important topics to help stewards better understand or refresh their roles and responsibilities. Topics included the scope of representation and client management, de-escalation and conflict resolution, and political updates regarding the midterm elections presented by the Political Department.

Additional sessions focused on personnel rule updates for Executive Branch stewards, the Loudermill process, the differences between a Memorandum of Understanding (MOU) and a Memorandum of Agreement (MOA), and the authority of non-Executive Branch stewards.

The annual training provided stewards with valuable information and guidance to support their work representing and assisting members.




If you are interested in becoming a steward, please contact Beth Aborn baborn@seiu1984.org or 603-271-3411 ext 125

# Election Day and SEA Labor Friendly Candidates



Our voices are stronger when we stand together! As union members, we know the importance of having a voice in the decisions that affect our jobs, our families, and our communities.

Election Day is an opportunity to make that voice heard. Take time to review our union's endorsed candidates, make a plan to vote, and encourage your family, friends, and fellow union members to participate.

## SEA Labor Friendly Candidates

### NH Executive Council

- Joe Kenney D-1
- Karen Liot Hill D-2
- Janet Stevens D-3
- John Stephen D-4

### NH Senate

- Senator David Watters – SD4
- Senator Susan Prentiss – SD5
- Rebecca Harned – SD7
- Senator Donovan Fenton – SD10
- Shannon Chandley – SD11
- Laura Telerski – SD13
- Senator Sharon Carson – SD14
- Senator Tara Reardon – SD15
- Dian McCarthy – SD16
- Leonard Bell – SD18
- Senator Pat Long – SD20
- Senator Rebecca Perkins Kwoka – SD21
- Senator Debra Altschiller – SD24

### NH House: Fourth-largest lower house in the English-speaking world

- Matt Coker (Belknap 2: Meredith)
- Mike Bordes (Belknap 5: Laconia)
- Joseph Beaulieu (Grafton 1: Bath / Lisbon / Littleton / Lyman / Monroe / Sugar Hill)
- Dustin Vigneault (Grafton 5: Lincoln / Livermore / Waterville Valley / Woodstock)
- Sallie Fellows (SEA Member) (Grafton 8: Plymouth / Ashland / Holderness)
- Bill Bolton (SEA Member) (Grafton 8: Plymouth / Ashland / Holderness)
- Russell Muirhead (Grafton 12: Hanover / Lyme)
- Ben Baroody (Hillsborough 16: Manchester)
- Christine Seibert (Hillsborough 21: Manchester Ward 2)
- Marie B. Morgan (Hillsborough 29: Goffstown)
- Peter Leishman (Hillsborough 33: Peterborough)
- Johan Wheeler (Hillsborough 33: Peterborough)
- Dan LeClerc (Hillsborough 34: Amherst)
- Kathy McGhee (Hillsborough 35: Hollis)
- Mark MacKenzie (Hillsborough 40: Manchester Wards 1, 3, 10, 11, 12)
- Trinidad Tellez (Hillsborough 40: Manchester Wards 1, 3, 10, 11, 12)
- Lily Foss (Hillsborough 41: Manchester Wards 1/6)
- Bob Jones (Hillsborough 44: Weare / Goffstown)
- Lorrie Carey (Merrimack 1: Boscawen)
- Scott Burns (Merrimack 3: Franklin)
- Cody York (Merrimack 4: Canterbury / Loudon)
- Lorna Carlisle (Merrimack 5: Andover / Danbury / Hill / Salisbury / Webster)
- Tom Schamberg (Merrimack 6: Sutton / Wilmot)
- Muriel Hall (Merrimack 9: Bow / Hopkinton)

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## Election Day and SEA Labor Friendly Candidates

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- David Luneau (Merrimack 9: Bow / Hopkinton)
- Germano Martins (SEA Member) (Merrimack 10: Hooksett / Dunbarton)
- Lucas Coriaty (Merrimack 10: Hooksett / Dunbarton)
- Alisson Turcotte (SEA Member) (Merrimack 11: Allenstown)
- Mariana Beer (Merrimack 12: Pembroke)
- Connie Lane (Merrimack 16: Concord)
- Nate Giffard (Merrimack 20: Concord)
- Tim Soucy (Merrimack 21: Concord)
- Kris Schultz (SEA Member) (Merrimack 29: Concord Wards 4, 9, 10)
- Harold Rafter (Rockingham 1: Nottingham / Northwood)
- Scott Bryer (SEA Member) (Rockingham 1: Nottingham / Northwood)
- Mark Paige (Rockingham 11: Exeter)
- Zoe Manos (Rockingham 12: Stratham)
- Kristine Trow (Rockingham 13: Derry)
- Mark Pearson (Rockingham 15: Hampstead)
- Michela Hites (Rockingham 16: Londonderry)
- Dennis Malloy (Rockingham 24: Greenland / Rye)
- Ward Galanis (Rockingham 29: Hampton)
- Peter Boudreau (Rockingham 31: Auburn)
- Ginna Schonwald (Strafford 4: Strafford / Barrington)
- Loren Selig (Strafford 10: Durham)
- Timothy Horrigan (Strafford 10: Durham)
- Janet Wall (Strafford 11: Dover Ward 4 / Lee / Madbury)
- Peter Schimdt (Strafford 14: Dover)
- Jessica LaMontagne (Strafford 17: Dover Ward 5)
- Thom Flynn (Strafford 18: Dover / Rochester / Barrington / Somersworth)
- Nick Paul (Strafford 19: Rochester)
- Brian Sullivan (Sullivan 1: Grantham)
- John Cloutier (Sullivan 6: Claremont Wards 1, 2, 3 / Croydon)



# OPERATION SANTA CLAUS

a project of SEA/SEIU Local 1984

## Ways you can get on Santa's NICE list:

- Shop for a child(ren)
- Volunteer at the warehouse accepting and sorting gift donations
- Make a monetary donation

**Please contact Heather at seaosc@seiu1984.org for Shopping (sponsorship) or Volunteering opportunities.**

**To learn more, please visit: https://seiu1984.org/operation-santa-claus/**

SCAN ME



# November 30

## American Red Cross Blood Drive

### Monday, November 30, 2026 | 12 – 5 p.m.

We're proud to partner with the American Red Cross to host an upcoming blood drive and invite our community to make a difference!

Donating blood is a simple yet powerful way to help save lives. Blood donations are essential for patients facing medical emergencies, undergoing surgery, receiving cancer treatments, and managing other serious health conditions. Your donation could make a life-changing difference for someone in need.



### Be Someone's Lifeline

Whether you're a first-time donor or a regular blood donor, we encourage you to participate and help support this important community effort.

**Date:** Monday, November 30, 2026
**Time:** 12 – 5 p.m.
**In partnership with:** American Red Cross
**Location:** SEA 207 N Main St., Concord, NH

Every donation counts, and every donor has the opportunity to make a meaningful impact.

Roll up your sleeve and help save a life!

→ **Register for the November 30 Blood Drive**

# VETERANS DAY:

# HONORING SERVICE AND SACRIFICE

On November 11th, and throughout the year, we stand in solidarity with our veterans and their families.

This Veterans Day, the SEA honors the men and women who have served in our nation's armed forces. Their dedication and sacrifice deserve our deepest respect and gratitude.

As union members, we understand the importance of standing together, looking out for one another, and ensuring that every person is treated with dignity and fairness. We recognize the veterans among our membership and in our communities, and we thank them for their service.

# PREPARING FOR WINTER:
## NH RESOURCES FOR HEATING AND FINANCIAL ASSISTANCE

As the cost of everyday goods and services continues to rise and colder weather approaches, many New Hampshire residents may be concerned about paying for essential needs. Fortunately, assistance programs and community resources are available to help individuals and families navigate these challenges.

The following list is a starting point for finding support with heating costs, utility bills, financial assistance, and other essential needs.

## Start Here: 211 New Hampshire

**Dial 211 or 1-866-444-4211**

211 NH connects New Hampshire residents with up-to-date information about local resources and services. Specially trained Information and Referral Specialists can help callers identify assistance programs that meet their needs.

**Availability:** 24 hours a day, 365 days a year

**How to get help:** Call 211 or 1-866-444-4211

**Website: 211nh.org**

## Help with Winter Heating Costs

The New Hampshire Fuel Assistance Program may help eligible households manage their home heating expenses. Residents are encouraged to contact their local Community Action Agency early to learn about eligibility requirements, application procedures, and available assistance before winter heating costs become a burden.

### Find your local agency below:

**Belknap and Merrimack Counties**
Phone: 603-223-0043
Website: bm-cap.org

**Hillsborough and Rockingham Counties**
Phone: 800-322-1073
Website: caphr.org

**Coos, Carroll, and Grafton Counties — Tri-County Community Action Program**

Coos County: 603-752-3248
Carroll County: 603-323-7400
Grafton County: 603-968-3560
Website:tccap.org

**Cheshire and Sullivan Counties — Southwestern Community Services**
Phone: 603-352-7512
Website:scshelps.org

**Strafford County**
Phone: 603-435-2500, extension 4001
Website: straffordcap.org



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# Additional Utility and Financial Assistance

Several other programs may provide support, depending on your utility provider, household circumstances, and eligibility.

### Neighbor Helping Neighbor

Assistance for eligible customers of Eversource, Liberty, and Unitil. Contact your local Community Action Agency using the directory above to ask about available assistance.

Website: nhnfund.org/getting-help

### Project CARE

Assistance for eligible New Hampshire Electric Cooperative customers. Contact the cooperative to learn about program availability and eligibility.

Phone: 800-698-2007 Website: nhec.com/project-care

### NH Adult and Aging Care

Call 1-866-634-9412 for information about services and support for older adults and eligible individuals.

Website: NH Adult and Aging Care

### Temporary Assistance for Needy Families (TANF)

A financial assistance program for eligible families with children. Contact the New Hampshire Department of Health and Human Services to learn more about eligibility and how to apply.

Phone: 1-844-275-3447 Website: NH DHHS — TANF

## Take the First Step Toward Relief

If you or someone you know is struggling to keep up with heating costs, utility bills, or other essential expenses, reaching out for help is an important first step. Programs and eligibility requirements vary, so contacting the appropriate agency early can help you understand your options.

**Help is available, and you don't have to navigate these challenges alone.**

# AI and Our Future:

## Town Hall with Congressman Ro Khanna at the SEA

How will artificial intelligence affect our jobs, public services, and communities? Join fellow SEA members for an in-person town hall with Congressman Ro Khanna.

**December 7th at 6 p.m.**

**State Employees' Association of NH, Inc.**
207 North Main Street
Concord, NH



Bring your questions and help shape the conversation about what AI means for working people. Have questions? Contact Beth Aborn at baborn@seiu1984.org.

Space is limited–sign up today to reserve your seat!

# Prudential Pathways Financial Wellness Series

Join us via Zoom for the Prudential Pathways Financial Wellness Series, featuring two upcoming sessions designed to help you prepare for retirement, protect your assets, and make informed financial decisions.



## Session 1:
## Introduction to Financial Wellness

**Wednesday, October 28, 2026 | 5 – 6 p.m. | Via Zoom**
*An introduction to financial wellness, including the benefits of living within a budget, the variety of savings and investing vehicles available, and some best practices to potentially maximize savings.*

## Session 2:
## Building a Secure Retirement

**Wednesday, November 4, 2026 | 5 – 6 p.m. | Via Zoom**
*Explore sound approaches to developing a retirement plan, creating a retirement income strategy, and identifying ways to avoid common roadblocks to long-term financial security.*

## Session 3:
## Protecting Your Wealth and Planning Your Legacy

**Wednesday, November 11, 2026 | 5 – 6 p.m. | Via Zoom**
*Learn techniques to help manage asset risk and gain an understanding of common wealth transfer strategies and estate planning pitfalls.*

Take the next step toward a more confident financial future!

Register for the Prudential Pathways Financial Wellness Series

Please refer to the event details on the SEA website for Zoom access and additional information. You can also find upcoming events at seiu1984.org/events.

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



## Join CHAPTER 1



**Thinking About Retirement? Stay Connected with the SEA!**

If retirement is on your horizon, don't leave your union behind. By joining SEA's Chapter 1 — the Retired Members' Chapter — you can stay informed, involved, and connected while continuing to enjoy your union benefits. Simply scan the QR code below with your phone to join.

As a Chapter 1 member, you remain an important part of this Association. Every retiree who stays involved helps strengthen our collective voice as we continue fighting to protect and improve benefits for both retired and active members.

Chapter 1 offers opportunities to stay engaged through committees, volunteer efforts, legislative advocacy, and monthly meetings (excluding summer months). Members also enjoy educational programs, social gatherings, and fun activities throughout the year.

Retirement is a new chapter — stay connected to the union community that has always stood beside you. For a full list of monthly programs, click here.

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Join our Chapter 1 Member Portal, where you can find a schedule of the years' events, minutes from meetings and more!



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Visit Our Portal

FOR MORE INFORMATION!