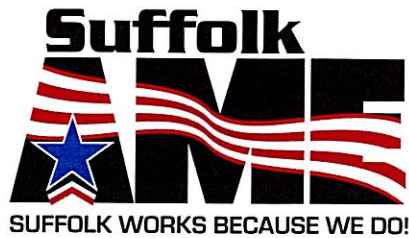


TERRY MACCARRONE
PRESIDENT
ANAMARIE CUCCINIELLO
TREASURER
JOSEPH M. CALLARI
VICE PRESIDENT
ROBERT LEECH
VICE PRESIDENT



ANNETTE MAHONEY-CROSS
EXECUTIVE VICE PRESIDENT
MICHELE A. O'CONNELL
RECORDING SECRETARY
DESIRÉE EVANGELISTA
VICE PRESIDENT
JOANMARIE VACCARO
VICE PRESIDENT

Board of Directors

Marybeth Tannacore
CSEB
Jay Selleck
Consumer Affairs
Civil Service
Donnalee Morris
Crossing Guards
Samantha Janus
District Attorney
Michael Johnson
Finance & Technology
Christopher Weiner
Family Services
John Manzi
FRES
Joseph Muncey
Hauppauge South
Palma Barnes
Health Services
Andrew Jellett
H. Lee Dennison Unit
James Eddings
Labor Dept.
Mary Lou Fava
Medicaid
Sarah Serventi
Medical Examiners
Michael Arnoni
Parks Dept.
Marian Webster
Patient Care
Christina Caldea
Police Civilian
Barbara Gordon
Police Emergency
Nicholas Mangelli
DPW Buildings
Frank DiGirolamo
DPW Sanitation Blue
Matthew Arendt
DPW Sanitation White
Shaun Fitzpatrick
DPW Blue
Geoff Mascaro
DPW White
Josephine Riley
Retirees
Pauline Jenkins
Riverhead County Center
William Mirra
Sheriff/Probation Civilian
Carinne Lespinasse
Dept. of Social Services
Steve Saturnino
SCCC Blue
Thomas Lima
SCCC Public Safety
Josephine Makowski
SCCC White
Brian Viggiano
Vector Control

BOARD OF DIRECTORS

Meeting Minutes

March 27, 2026

Immediately following the PAC, Inc. Meeting

NOT PRESENT/EXCUSED:

FCSA Unit President Chris Weiner
DPW White Unit President Geoff Mascaro
DPW Buildings Unit President Nick Mangelli
Vector Control Unit President Brian Viggiano
RCC Unit President arrived at the meeting at 12:15 p.m.

PROXIES:

Paul Pertussis, DPW White
Cassandra Butkos, DPW Buildings

1. CALL TO ORDER

The meeting of the Suffolk County Association of Municipal Employees Board of Directors was called to order on Friday March 27, 2026, at 10:16 am. President Terry Maccarrone and Recording Secretary Michele A. O'Connell were present.

Quorum was established.

2. PLEDGE OF ALLEGIANCE

Done in PAC meeting. Led by Vice President Joe Callari.

3. MINUTES

A. February 27, 2026

MOTION by DPW Sani White Unit President Matthew Arendt, seconded by DSS unit President Carinne Lespinasse to approve the 2/27/26 BOD minutes as corrected. Motion was approved unanimously.

Correction to item #7 SCU Building fund. Correct amount is \$26,100.00.

4. ANNOUNCEMENTS

- We will be having a presentation by BENCOR, when they arrive, we will amend the agenda to take them out of order.
- General Membership Meeting discussed. Next one 4/2.
- BOD: you are the conduit of information to the membership. You need to post and get the information out to the membership.
- Convention Discussion: discussed planning not only site venues for 2026 but also for trying to secure 2027. Possibly moving the convention to a different month instead of November.

- Discussion held regarding holding a constitutional convention every other year. This would need to be brought to the delegate body.

MOTION by DSS Unit President Carinne Lespinasse, seconded by DPW Sani White Unit President Matthew Arendt to amend the agenda to allow public portion out of order. Motion was approved unanimously.

MOTION by DPW Sani White Unit President Matthew Arendt, seconded by DSS Unit President Carinne Lespinasse to amend the agenda to take the BENCOR 401(a) presentation out of order. Motion was approved unanimously.

5. GRIEVANCE REPORT

Nothing new to Report at this meeting. No new grievances have been filed. We need to remind members that grievances are for specific violations of the CBA.

Units should have grievance forms on site for members. The form needs to be used.

6. HEALTH & SAFETY REPORT

Nothing new to report.

7. ELECTRONIC BALLOTS

A. March 17, 2026 – AME Staff New Hire

MOTION by Vice President Joe Callari, seconded by Hauppauge South to ratify the electronic ballot. Motion was approved unanimously.

8. TREASURERS REPORT

A. January 2026 Operating Report
 Connect One Bank Balance: \$900,562.
 Tuition Reimbursement: \$126,568
 Building Fund: \$26,156
 Petty Cash: \$100.00

MOTION by Christina Caldea Police Civilian Unit President, seconded by Hauppauge South Unit President to approve the January Operating Report. Motion was approved unanimously.

- **VSF Fund update:** 1st payments have been issued for 2024. 1883 checks were sent out each in the amount of \$415.29 for a total disbursement in the amount of \$781,991.07. Current remaining cash: \$201,457.92 in the Connect One Bank Checking account and \$6,303,108.28 in the Blue Line managed account and \$16,935,959.04 in the Clark Capital Managed account.
- **AME Cares:** will remain open until June 2026 to allow all 12/15/25 scholarship awards to be cashed/cleared. Current balances as of 03/20/2026 are: Connect One Bank \$10,124.01 and SCU Scholarship fund \$37,527.81.

Recess called at 11:24 a.m.

9. JUDICIAL REVIEW PANEL REPORT

Returning to order from Recess at 11:37

We had 6 members attend the General membership meeting to be sworn in. one member was unable to attend and will be sworn in as soon as they return from vacation.

10. COMMITTEE REPORTS

Committee meetings are beginning and updates will be forthcoming.

Matt Arendt reporting on C&B committee we met last week and have scheduled meetings throughout the summer.

Social Committee: the committee has met and will continue to meet to plan upcoming events.

- Discussed post-holiday party. Working on next year's place/date.
- Planning a casino trip
- Planning a Broadway show
- Possible paint and sip.
- Golf outing is 8/4 at Nissequogue. We need raffle donations from the units.
- Psychic night fast approaching. 4/10/26.
- September 19 will be the annual picnic at the new location of Cathedral Pines.
- Looking into musical bingo in conjunction with basket bingo.

11. UNFINISHED BUSINESS

VSF Checks have been distributed. Very few issues have been reported.

Tuition reimbursement: we have had questions from membership, but it is moving long safter the needed revisions that have been implemented.

Mental Health First Aid: training association of Mental Health and Wellness does offer training. Quote is fair and reasonable. We are looking into training to train the trainer. We will be setting this up for the Unit Boards. Attendance will be mandatory. We will hopefully have dates in place for you at the next BOD.

DPW Sani White Unit President Matthew Arendt asked how long the training will be and if the rest of the unit boards would be able to attend.

Executive Vice President Annette Mahoney-Cross responded that the training will be a full day and the numbers for the initial training will be limited to BOD members at first.

12. GROUP DISCUSSION

Josephine Makowski from SCCC White discussed the General Membership Meeting and discussed the low attendance but was happy to see that at least some members came out. She wanted to discuss the negotiations teams meeting and

would like the college negotiations team to begin meeting to discuss strategies while waiting for actual negotiations to begin.

Discussed holding BOD meetings after hours so more membership can attend.

President Maccarrone discussed moving some BOD meetings to the evening.

Negotiations: when will we start taking active steps to rally and or make the 12th realize that we are serious about our contract.

Tom Lima SCCC Public Safety UP discussed a member that was stabbed at work. Discussed the lack of communication with the membership as this situation was developing. The lack of communication needs to be addressed and the safety of our members and students is of paramount importance.

DPW Sani Blue UP Frank DiGirolamo discussed a possible hiring freeze. Advised that there is no Countywide hiring freeze that we are aware of but will follow up on the information.

Rental Income: can we rent the available office space at HQ to increase our revenues.

Discussion held regarding the BOD Stipend. Request made to send out information on that.

Lunch Recess Beginning at 12:55

Treasurer Ana Marie Cucciniello had to leave the meeting at 1:00 p.m.

Lunch Recess ended at 1:23 p.m.

DPW Buildings Cassandra Butkos discussed the member hurt at the college. And questioned the loss of night differential if she was moved to the day shift.

13. COUNSEL REPORT

Bruce Levine AME Counsel

Discussed the call to action for negotiations. If you strike you can lose 2 days of pay. You can be disciplined or fired. You can be placed on probation, denied health insurance and possibly be personally FINED if you strike.

What happens to the union? The Union loses it's right to check off dues, the union can be fined.

A strike would destroy the union.

It is much easier as a corporation to be held liable by your subordinates.

14. NEW BUSINESS

A. 401A Terminal Pay Plan Presentation with Bencor.

Andrew Soderman, BENCOR Retirement Plan Consultant.

The plan is established pursuant to Section 401(a) of the Federal tax law. It is offered by the County through BENCOR to help the County and its employees save

up to 7.65% of Social Security and Medicare taxes and to defer income taxes for employees on eligible Plan contributions. Income taxes are not imposed until the money is withdrawn from the plan. Social Security and Medicare tax savings are permanent.

Your account always belongs 100% to you and you can remove the money at anytime after you retire.

****NOTE:** it is important to understand that the money (SCAT pay) that will be deposited must be audited prior to the creation of an account.

*SCCC White Unit President Josephine Makowski requested to clarify the record that this program does not include the college employees.

B. Sale of Jay Street House

Appraisal is set to occur today.

Sale price \$450,000.00

In Contract.

The money from the sale will return to AME as it was purchased with AME funds not PAC.

C. AME Financial Code Proposed Changes

Changes presented to bring the AME Financial Code into compliance with the C&B.

MOTION by DPW Sani White Unit President Matthew Arendt, seconded by DPW Sani Blue Unit President Frank DiGirolamo to approve the changes and updates to bring the AME Financial Code into compliance with the C&B pursuant to Article 1, Purpose, number 4. Motion was approved unanimously.

15. UNIT REPORTING

The monthly 1-page form submitted by the unit presidents is no longer required. We will be working together to make sure all unit documentation and reporting is received timely.

16. PUBLIC PORTION

Alexander Walls DSS Unit Vice President: asked about trainings for unit board officers and delegates.

Salary Study: Discussed that this is a county study, AME is not involved with this study.

17. TRAINING/EDUCATION

A. Grievances

GRIEVANCE ADMINISTRATION

Overview of Grievance Handling and Arbitration Under the AME Collective Bargaining Agreements

WHAT IS A GRIEVANCE

- Every workplace gripe is not a grievance
- A grievance is what the applicable CBA says a grievance is
- **Grievances are broadly defined** in AME CBAs with Suffolk County:

- “Any and all disputes arising out of or concerning the interpretation or application of the terms of the Agreement.”

STATUTORY PROTECTIONS

- AME members also have protections for certain employment-related issues under federal, state, and county law.
- Sometimes the law provides protections that are also addressed in the CBA
- Sometimes the law provides protections that are not provided for under the CBA, i.e. they are not grievances under the CBA
- What is the role of AME with respect to extra-contractual rights?
- How does AME address gripes under the law that may or may not be grievances under the CBA?

THE GRIEVANCE PROCESS

- The CBAs spell out the procedure for processing grievances
- Four-step grievance process
- AME may bypass steps under the CBA
- Individual employees have substantial, independent rights, but they also have substantial independent responsibilities under the grievance process.
- “The Employee, if he/she chooses, may be represented by an Association representative at each step of the grievance and arbitration procedure.”
- Who is the party to an arbitration case?

THE LANGUAGE IN THE COUNTY CBAs

An Employee who feels aggrieved will fill out four copies of the standard grievance form that will be available from his/her Department and/or the Director of Labor Relations.

Two copies of the written grievance will be presented to the Employee's immediate supervisor with one being retained by the Department throughout each step of the grievance procedure.

The third copy of the grievance will be submitted to the duly elected unit Association representative or to any designated Association representative.

The fourth copy will be retained by the Employee.

Your unit officers should be keeping track of grievances their members file, and should be looping the liaison in on all grievances file in their units.

THE IMPORTANCE OF FILING AND PROCESSING GRIEVANCES IN A TIMELY FASHION

- Article 13(A) – Employee must present grievance “through regular supervisory channels ... within 60 days from the incident complained about or from the date the incident should have been known to the grievant or the grievance will be deemed waived.” What does this mean?
- Article 13(A) lays out specific time frames for advancing grievance to the next step. For instance, under Step 1, it states “Failure by the Employee to proceed to Step 2 within that time period will be deemed acceptance of the

answer if any, and will, in any event, bar further processing of the grievance.” What does this mean? What about the other time limits?

- What exposure might AME face if a grievance is not handled in a timely way?

THE PANEL

- Article 13(B) specifies that, for arbitration, “the parties will utilize the service of the existing rotating panel of arbitrators.” Where is the panel? Who is on the panel?

GETTING INFORMATION YOU NEED FOR THE GRIEVANCE AND ARBITRATION

- Article 13(B) provides that “the arbitrator will have the power to summon ... any Employee and to require production of [documents] as he/she may deem necessary.” What does that mean?

PROCEDURAL ARBITRABILITY – WHO DECIDES?

- Article 13(B) states that the “arbitrator will make final and binding decisions on all matter of procedure before him/her.” What does that mean?

SUBSTANTIVE ARBITRABILITY – WHO DECIDES?

- Article 13(B) states that the “arbitrator will have the opportunity to make a final and binding decision upon any timely and properly presented claim ... except that the arbitrator will not have authority respecting any matter as to which (a) the County retains exclusive rights pursuant to Section 3 of this Agreement or by operation of the law ... or (b) another method of review is prescribed or made applicable by law.” What does this mean?

WHAT DOES SECTION 3 MEAN FOR YOU? WHAT ABOUT PAST PRACTICE?

- Section 3 is a management rights clause. What does it say and how does that affect the union’s ability to prevail on grievances?
- How might it affect a past practice argument? What is a past practice argument? How might Section 13’s definition of grievance affect a past practice argument? How does the language in the second to last provision in Section 20 play into a past practice argument?

DISCHARGE CASES

Under CBA Section 3, the County has the right to “discharge Employees for cause.” Under CBA Section 15, an employee has the right to arbitrate a

termination case. How do discharge cases differ from contract cases, procedurally?

What are the seven tests of just cause? This concept is widely accepted and was originally laid out by arbitrator Carroll Daughtery in a series of decisions he issued between 1964 through 1972.

1. Did the employer give the employee advanced warning of the possible/probable disciplinary consequence of the conduct?
2. Was the employer's rule reasonably related to the efficient and safe operation of its business?
3. Did the employer, prior to imposing discipline, conduct an investigation to determine whether the employee engaged in misconduct?
4. Was that investigation fair and objective?
5. Did the investigation in fact uncover evidence of the employee's guilt?
6. Has the company imposed its rules and penalties in an evenhanded manner?
7. Was the penalty imposed reasonably related to the seriousness of the offense and the employee's record?

Other issues: has the employer consistently enforced the rule? Has the employer provided discipline? Are there mitigating circumstances? Note that CBA Section 15 provides employees with an entitlement to progressive discipline. What is that?

Tips for investigating and handling discharge cases: Ask for relevant documents; talk in advance; keep notes. Keep the grievant in the loop and make a written record of what the union is doing.

KEEPING RECORDS

- Keep records of decisions to not arbitrate a case, and make sure you communicate that decisions in writing and keep a record.
- Keep records of what you did to handle a case.
- What is the duty of fair representation, how does it apply in the grievance/arbitration context, and what is the four-month statute of limitations.
- Why is the AME uniquely vulnerable to a duty of fair representation lawsuit?

THE DIFFERENCE BETWEEN DISCHARGE AND CONTRACT GRIEVANCES

- The two categories of grievances.
- Different burdens of proof.
- Different procedures.
- Different implications for the union.

SEQUESTRATION, THE ISSUE, AND OTHER HEARING ISSUES

- What does it mean? Prepare your people for it. Think about using it.
- Statement of the issue: the arbitrator will ask for it and expect it. How do you prepare? What if the parties cannot agree?
- Zoom hearings: what are the differences, what are the advantages and disadvantages?

Please email the PowerPoint to the BOD.

18. ADJOURN

MOTION by Labor Unit President Jim Eddings, Seconded by Police Emergency Unit President Barbara Gordon to adjourn the meeting at 2:47 p.m. Motion was approved unanimously.

Respectfully Submitted,



Michele A. O'Connell

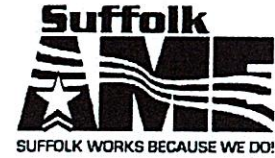
Next Meeting: Friday, April 24, 2026, at 10:00 a.m.

SUFFOLK COUNTY ASSOCIATION OF MUNICIPAL EMPLOYEES, INC.

January 2026 - Monthly Operating Report

AME BANK ACCOUNT BALANCES

ConnectOne Bank	900,562
ConnectOne Bank - Tuition Reimbursement	126,568
SCU Building Fund	26,156
Petty Cash	100



	ADOPTED BUDGET	OPERATING RESULTS	YTD	REMAINING
<u>REVENUES</u>	<u>2026</u>	<u>Jan-26</u>	<u>1/31/2026</u>	<u>BALANCE</u>
1. Membership Dues	3,267,080	275,954	275,954	2,991,126
2. General Fund	1,089,027	91,985	91,985	997,042
3. Interest/Dividends	2,000	817	817	1,183
4. Rental Income	211,345	17,332	17,332	194,013
5. Surplus				
a. Professional Fees/Negotiations	0	0	0	0
b. Professional Fees/SCOPE	18,000	0	0	18,000
TOTAL REVENUES	4,587,452	386,087	386,087	4,201,365
<u>EXPENSES/DISBURSEMENTS</u>				
6. AME PAC Transfers	718,430	112,958 *	112,958	605,472
7. Unit Transfers	212,282	0	0	212,282
8. Automobile Expenses - Maintenance / Leases	54,000	4,341	4,341	49,659
9. Director Fees	136,800	10,800	10,800	126,000
10. Honoraria	115,200	9,600	9,600	105,600
11. Insurance	113,000	-24 **	-24	113,024
12. Loans / Capital Improvements				
a. Equity Loan - 10 yrs (2022-2032)	171,136	13,164	13,164	157,972
13. Professional / Legal Fees				
a. Professional Fees	371,000	22,907	22,907	348,093
b. Consultants	163,000	14,358	14,358	148,642
c. Negotiations	304,000	17,000	17,000	287,000
1. SCOPE	18,000	0	0	18,000
14. Taxes				
a. Property Taxes	135,000	4,353	4,353	130,647
b. Corporate Income Taxes	15,000	0	0	15,000
15. Subscriptions / Publications	23,000	559	559	22,441
16. Telephone	50,000	2,942	2,942	47,058
17. Payroll Expenses				
a. Wages	852,218	52,743	52,743	799,475
b. Emp. Benefits / Payroll Taxes	322,622	11,076	11,076	311,546
18. General Fund	792,764	75,026	75,026	717,738
19. Transfer Funds to Building Fund Account	20,000	0	0	20,000
TOTAL EXP./DISBURSEMENTS	4,587,452	351,803	351,803	4,235,649
* Payments owed to PAC: \$202,479.95				
** NY disability insurance to be paid quarterly.				