

SUFFOLK A ME

# VOICE



## IN THIS ISSUE:

- AN UPDATE FROM PRESIDENT MACCARRONE
- FROM THE TREASURER'S DESK...
- WHAT IS GRATUITOUS MEMBERSHIP?
- DISCOUNTS, SAVE THE DATES, & MORE!

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SUFFOLKAME.COM

# INSIDE THIS ISSUE...

## *Table of Contents*

President's Message	... Pages 1-2
Your Executive Board	... Pages 3-5
From the Treasurer's Desk	... Page 6
From the Fund	... Pages 7-9
Counsel's Corner	... Page 10
Unit Contact Information	... Page 11
Understanding Gratuitous Membership	... Page 12
Save the Dates	... Page 13
A Note from the Recording Secretary	... Page 14
April 24, 2026 BOD Meeting Minutes & Operating Report	... Pages 15-20
March 27, 2026 Meeting Minutes & Operating Report	... Pages 21-29
Member Discounts	... Pages 30-33

# PRESIDENT'S MESSAGE

*Terry Maccarrone, Suffolk AME President*

I had hoped that my first President's Update in *The Voice* would include a message thanking everyone for their hard work in completing the contract negotiations. Unfortunately, as you all know, negotiations have not been completed – but they are still progressing. So instead, I ask for your continued patience as we fight for a contract that contains *fair & reasonable* wage increases that are impactful for our members. For too long, our salaries have been left behind as inflation and the cost of living on Long Island continue to degrade our quality of life and our ability to even survive in the County that we dedicate ourselves to serve.

Members are frustrated. Members are anxious. Members are angry. However, I believe members should remain hopeful. We have an administration who recognizes there is a problem and who has a reputation for supporting municipal workers. Moreover, we have support from other County elected officials, who have heard our pleas for a significant contract – a contract that can only begin to rectify years of neglect.

*Earlier this week I had a very productive negotiation meeting with Chief Deputy County Executive Kevin Molloy. These most recent two meetings have produced agreement on several important items, and we are continuing to discuss specifics related to improving member salaries. With most other contracts either completed or nearing completion, we expect our negotiations to progress more quickly in the coming weeks.*

Unfortunately, over the past 16 years, AME has been hit with SIX zeros in our contracts. Six. That is a massive obstacle to overcome. County Executive Romaine's administration did not create this problem, but it has inherited it – **and they must help correct it.**



Although six zeros cannot be overcome in a single contract, it must include significant increases in compensation for AME members so they can continue to live and work in Suffolk County. Be assured that we are working for the contract that AME members need – not a quick contract, but an impactful contract. However, to accomplish that, we need to remain unified and steadfast as a union – with members demonstrating their resolve to hold out for the contract they deserve.

During the campaign, we promised that there would be greater transparency and more information forthcoming for the members to review. This initial re-introduction of *The Voice* is the beginning of fulfilling that promise.



Within this edition, you will find information detailing AME's financial condition, including not only the AME Treasurer's approved reports but also the most up-to-date information for the Benefit Fund. Additionally – and, as promised – this past Spring, we sold the house in Albany for \$450,000. These funds will be deposited into the AME's accounts.

# PRESIDENT'S MESSAGE CONTINUED...

*Terry Maccarrone, Suffolk AME President*

In the coming months, the Investments Committee will meet to begin drafting a Request for Proposals to recruit & retain an Investment Advisor for the fund. Furthermore, we restored control of the Scholarship Fund to Suffolk AME by approving the transfer of monies from Suffolk AME Cares back to the union.

Any funds remaining in Suffolk AME Cares will be used to repay loans that remain outstanding to Suffolk AME. Once all funds have been transferred or disbursed, Suffolk AME Cares will be closed. Future editions of *The Voice* will continue to include these updates.

Meanwhile, the work of the union endures. The Executive Board officers and staff continue to serve members who reach out for assistance. Executive Board officers are coordinating with Unit Presidents to attend scheduled meetings so we can speak with members and answer their questions. The Board of Directors meets monthly to address the operational issues of the union. And planning for AME's regular events continues – including the picnic, Constitutional Convention, and post-holiday party.

Although there is still much to do, much has been accomplished. But we recognize that the completion of contract negotiations is paramount for the members.



**And we will get the contract completed – a contract that starts AME on the path to fair compensation for its members.** In the meantime, we must trust in the process.

*In solidarity,  
Terry Maccarrone  
Suffolk AME President*

# YOUR EXECUTIVE BOARD

## *Annette Mahoney-Cross, Executive Vice President*

Annette Mahoney-Cross serves as Executive Vice President of Suffolk AME and is a dedicated public servant, union leader, and advocate for working families.



She is committed to protecting workers' rights, strengthening member engagement, and ensuring that public employees have a strong voice in both their workplace and their union.

Annette's commitment to organized labor is deeply rooted in her family history. Her parents were among the founding members of Suffolk AME, and her father was an air traffic controller who lost his job during the historic 1981 PATCO strike. Growing up in a union household, she learned the importance of solidarity, collective action, and standing up for working people.

Annette began her career with Suffolk County in 1999 as a Child Protective Services caseworker. Throughout her career in child welfare, she has worked to protect vulnerable children, support families in crisis, and strengthen the safety net for Suffolk County residents. Her frontline experience gave her firsthand insight into the challenges faced by public employees and reinforced her belief that workers deserve respect, support, and a strong union voice.

She holds advanced degrees in Social Work and Psychology, which have provided a strong foundation for her work in public service, leadership, advocacy, and organizational development.

Her educational background, combined with decades of experience serving Suffolk County residents, has shaped her collaborative and member-focused approach to leadership.

Like many members, she has held two jobs throughout most of her career, working as a counselor and psychotherapist providing services to disenfranchised populations.

*As Executive Vice President, Annette is passionate about building a transparent, responsive, and member-driven union. She believes that the strength of Suffolk AME lies in its members and works to promote open communication, strong representation, fair workplaces, and opportunities for member involvement at every level of the organization.*

Annette remains dedicated to the principles of service, fairness, and solidarity that have guided her throughout her career. She is proud to be working to ensure a stronger future for Suffolk AME members and their families.



# YOUR EXECUTIVE BOARD *VICE PRESIDENTS*



## *Joseph M. Callari*

With 35 years of municipal service—including the last 20 years dedicated to Suffolk County—my career has been defined by a commitment to protection and the relentless advocacy for workers' rights. Currently serving as a Public Safety Lieutenant at Suffolk Community College and Executive Board Vice President of Suffolk County AME, I lead with the perspective of someone who has spent over three decades in the trenches.

I don't just represent the struggle; I have lived it every single day. Throughout my entire career, I have balanced the demands of my roles by working two part-time jobs and constant overtime to provide for my family. I know firsthand the reality of low pay and the exhaustion of the "hustle" because it has been my own lived experience for thirty-five years.

My resolve was forged in the toughest of times, particularly during the 2011 layoffs. I didn't just fight for my own position—I stood on the front lines and fought alongside my coworkers to save our jobs and our futures. That experience remains the driving force behind my advocacy: ensuring no member has to stand alone against uncertainty.

My dedication is personal. As a father to Joseph, who has special needs, and Nicholas, a U.S. Marine, I have spent a lifetime advocating for my sons with the same tenacity I bring to our union members. Whether I am on campus or at the negotiating table, I am driven by a simple truth: those who keep our communities running deserve a leader who truly understands the value and the sacrifice of their hard work.

## *Desirée Evangelista*

It is my honor to serve as your Vice President and to be your voice in the fight for workplace equality and fairness.

One of my greatest priorities has been advocating for members' rights and ensuring that every member receives the representation they deserve. I remain vigilant in making sure that our contract is upheld and that no provision is violated by the employer.

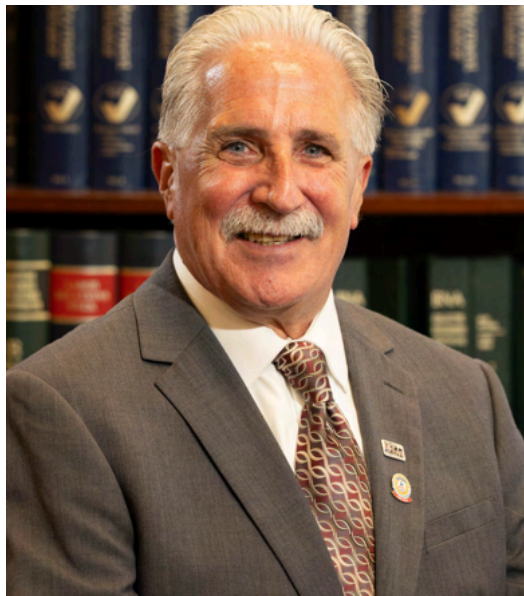
I have also contributed to the ongoing fight for salary increases that reflect the true value of the work our members perform every day. You deserve to be compensated fairly, and I will continue pushing at every opportunity to make that a reality.

Our union is strongest when every member feels protected, heard, and supported. That is what I show up for every day.



# YOUR EXECUTIVE BOARD

## *VICE PRESIDENTS*



### *Robert Leech*

Robert comes to the Executive Board from the Ammerman Campus of Suffolk Community College in the Department of Information Technologies. He has worked at the College for over twelve years and has served his fellow employees in several union capacities during his employment, including Unit President for the SCCC AME White Collar Unit for three years and as Unit Secretary for more than seven years.

In addition to his union experience with Suffolk County, Bob served as Vice President and as a member of the negotiating team for District Council 1707 at Little Flower Children's Services in Wading River and as a Shop Steward for IBEW 1049 while working as an operator at the Shoreham Nuclear Power Station.

Bob is a military veteran, having served in the United States Navy for over nine years. Bob's many years of union activity and integrity, especially his negotiating expertise, are a valuable asset to our union.

### *Joanmarie Vaccaro*

Joanmarie is an Examiner in the Chronic Care Unit within the Medicaid Unit and brings over 25 years of county service in a variety of roles. She has been a dedicated union advocate for more than 21 years, consistently supporting members' concerns and defending the rights of her coworkers.

Throughout her tenure, Joanmarie has held key leadership positions, including President and Executive Vice President of the Medicaid Unit. She has served on the Negotiating, Outreach and Wellness, and Ambassador Committees (as co-chair), and currently acts as a liaison to the Social Committee.

Joanmarie has built strong relationships across the county and within AME while actively advocating for improved working conditions. As Vice President of the Executive Board, her goal is to foster member engagement and unity—bringing members together as a collective force grounded in members supporting members.



[\*\*CLICK HERE TO VIEW UNIT LIAISON DESIGNATIONS & CONTACT INFO ON THE WEBSITE\*\*](#)

# FROM THE TREASURER'S DESK

## *The Work Behind the Numbers*

I know many of you are reading this at a time when there's a lot on your mind. There's frustration, uncertainty and a lot of questions about where things stand. While contract negotiations are being handled, I want to stay in my lane as Treasurer and talk about something just as important ... the financial health of this union and what's changed over the last year.

Because the strength of this organization isn't just about what we say, it's about what we can sustain.

When we closed out 2024, we were not where we needed to be. Our bank balance stood at \$266,049 and we had overages in our general fund totaling -\$391,768 which is more than double what had been budgeted in that line alone. That's not a comfortable place for any organization to be and rather than gloss over it or explain it away, we made a decision to address it head-on.

As we transitioned into new leadership in 2025, there was a very intentional shift in how we approached our finances. We focused on structure, accountability and making sure every dollar was handled the way it should be. We stuck to our adopted budget. We reduced unnecessary spending.



We improved how we tracked and reviewed our financials. And most importantly, we worked together to make thoughtful, consistent decisions.

Because at the end of the day, this isn't our money — it's yours. And it should be treated that way.

Fast forward one year and the results speak for themselves. We closed out 2025 with a bank balance of \$872,835 and a fully balanced budget across all line items.

The only variance was \$10, a minor bank timing issue that was corrected shortly after. From nearly \$400,000 in overages to a \$10 variance ... that's what accountability looks like.

While numbers on a page may not always feel meaningful, what they represent is. Your dues don't just sit in an account, they actively support the day-to-day operations that keep this union running. They fund representation, legal and professional services, member support, communications, events and the infrastructure it takes to advocate effectively on your behalf. They also allow us to maintain reserves so that we're prepared when challenges arise.

That same mindset applies to how we approach our Political Action Committee (PAC). Fifteen percent of your dues go into PAC and we view that as more than just a requirement, it's a responsibility. We've taken a more strategic approach, focusing not just on contributing but on being intentional about where and how those dollars are used. Because whether we like it or not, decisions that affect our members are influenced in those spaces and this union deserves a seat at that table.

As we move through 2026, that focus continues. We've built our budget with purpose by strengthening our PAC fund, rebuilding key reserves and continuing to monitor spending closely so that we remain in a position of stability and growth. We are no longer playing catch-up. We are planning forward.

**I'm not here to sugarcoat anything and I'm not here to overwhelm you with numbers either. I am here to be clear about this... *your union is on stronger financial footing today than it has been in years.***

That didn't happen by accident. It happened because we chose to do better and followed through.

***The foundation is strong, and we're just getting started.***

*In solidarity,  
AnaMarie Cucciniello  
Suffolk AME Treasurer*



## THE SUFFOLK COUNTY MUNICIPAL EMPLOYEES BENEFIT FUND...

is a legal entity established as a result of collective bargaining between the Union representing county employees, and the County of Suffolk. Originally established in 1974, the Fund's duties are to provide ancillary health, welfare and legal benefits to its members and eligible dependents.



Click or Scan to Visit the Website: [scmebf.org](http://scmebf.org)

# FROM THE FUND

*A word from Scott Mirabella,  
Administrator of your Benefit Fund*

After an 18-month hiatus, I am happy to be back as the Administrator at the Suffolk County Municipal Employees Benefit Fund. This past year has been a challenging one. The Benefit Fund finances took a downturn when the Healthplex contract ended at the end of 2024. The new contract with MetLife effectively doubled the cost of dental for the Fund. An increase our budget just could not absorb.

The new Board of Trustees took over on July 1<sup>st</sup> of 2025 and was forced to make some difficult decisions regarding cutting benefits. Although never easy, there were benefits that were underutilized and did not make financial sense to keep. Other benefits, although highly utilized, were just too expensive to maintain. The Fund decided to focus on our core benefits. These represent the benefits our members utilize and depend on.

For 2026, the Fund switched back to a self-insured plan administered through ASO. While the actual level of dental coverage did not change, we did lose the national network we have had since the Fund went to fully insured in 2021.

We have recently completed paying the final MetLife dental bills from 2025. The Fund is now positioned to rebuild our reserves during the remaining 2026 year. This, coupled with any increases in the county contributions negotiated in the upcoming AME contract, will position the Benefit Fund to improve upon the dental network and services. The Fund is preparing to present a Request for Proposals (RFP) for a new dental plan in 2027.

*While 2026 will remain a rebuilding year, we sincerely appreciate our members' patience and understanding during this transition. We remain confident that these steps will lead to a stronger, more stable Benefit Fund- and a bright future.*

Servicing our members to the best of our ability and ensuring these benefits remain available long into the future continue to be our top priority.

*Yours Truly,  
Scott Mirabella  
Fund Administrator*

☎ Phone: 631-319-4099    📠 Fax: 631-218-7970    ✉ Email: [Inquiry@scmebf.org](mailto:Inquiry@scmebf.org)

# FROM THE FUND *AN UPDATE & REMINDER*

As we approach the midpoint of the year, we would like to take a moment to update you on your benefits, provide an overview of the Benefit Fund's financial status, and remind you to take full advantage of the benefits available to you.

Effective June 1, 2026, all active members—as well as those who were active in 2025—are eligible to submit claims for Health Insurance Assistance (HIA) and Specialist Copay reimbursements for 2025.

To apply for the HIA benefit, please complete an HIA claim form and include a copy of your last pay stub for 2025. For Specialist Copay reimbursement, members must submit a completed claim form along with the printouts of doctor's visits and copays for themselves and any eligible dependents. These records can be obtained through the Aetna website or mobile app, or by contacting Aetna directly (individual EOB's are not accepted). Both HIA and Specialist Copay claim forms are available on the Benefit Fund website or can be requested by contacting the Benefit Fund office.

As a reminder, all active members are covered by a \$25,000 bereavement benefit through the Benefit Fund, along with a \$1,000 survivor's benefit. It is important to ensure that your beneficiary information is current. If you are unsure of your designated beneficiaries or wish to make updates, beneficiary forms are available on the Benefit Fund website.

Regarding dental benefits, the Request for Proposal (RFP) process is currently underway. We anticipate completing this process by the end of the summer, if not sooner. We understand that the possibility of another change may be frustrating; however, our priority is always to provide the best possible coverage at a reasonable cost. As always, members are encouraged to contact the Benefit Fund office with any questions or concerns related to dental coverage or claims.

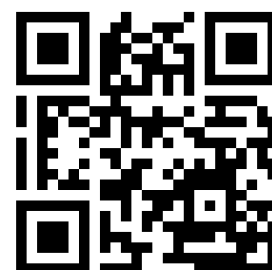
In today's digital environment, social media can be a valuable tool for connecting with fellow members, sharing information, and staying informed about benefit fund and union activities. At the same time, we kindly encourage members to reach out to the Benefit Fund directly with any questions or concerns before sharing information that may not be unclear or incomplete. Our team is always available to assist and is happy to provide accurate information and guidance whenever needed.

You can follow the Benefit Fund on Facebook at [facebook.com/scmebf](https://facebook.com/scmebf) and Instagram at [instagram.com/scmebf30](https://instagram.com/scmebf30)

Finally, we want to assure our members that 2026 was anticipated to be a rebuilding year for the Benefit Fund. Difficult decisions were made to reduce underutilized and costly benefits, and these decisions were not made lightly. The Chairman and the Board of Trustees are working closely with the Fund Administrator and staff to evaluate what is working well, what may need adjustment, and what steps are necessary to ensure the long-term financial stability of the Benefit Fund. Our goal remains clear: to preserve and strengthen these benefits so they can continue to serve our members well into the future.

## **OTHER BENEFITS YOU MAY BE ENTITLED TO:**

- Civil Service Consulting (Active Members)
- Hearing Co-Pay Reimbursement (Active & Retired Members)
- Legal Benefits (Active Members & Retired Members paying for the benefit)
- Optical (Active and Retired Members)
- Prescription Co-Pay Reimbursement (Active Members & Retired Members paying for SPERP Premium Plus plan)
- Tax Preparation Reimbursement (Active Members & Retired Members paying for SPERP Premium Plus plan)



[Click or Scan to Visit the Fund Website](#)

# FROM THE FUND

## AUDITED FINANCIAL SUMMARY - MARCH 2026

To increase transparency with our members, the Suffolk County Municipal Employees Benefit Fund has shared a chart showing the Fund's audited financials, including information from 2018-2025. This document was created on March 11, 2026.

### Suffolk County Municipal Employees Benefit Fund Summary of Audited Financial Statements

	Audited Financials						
	2018	2019	2020	2021	2022	2023	2024
Beginning Net Assets	25,980,184	25,367,846	26,470,230	30,093,046	32,492,550	27,543,845	24,476,360
Net Investment Income	(228,243)	2,118,536	2,095,145	1,535,949	(2,756,760)	1,954,466	1,440,565
Employer Contributions	10,521,321	10,153,293	10,922,522	10,913,362	11,290,980	10,866,701	11,320,022
COBRA/Retiree Contributions	1,645,371	2,011,481	2,064,667	2,236,715	2,861,314	2,754,804	3,132,007
Total Additions	11,938,449	14,283,310	15,082,334	14,686,026	11,395,534	15,575,971	15,892,594
Dental	(7,645,295)	(7,588,049)	(5,901,360)	(7,511,131)	(7,101,818)	(7,273,816)	(6,515,638)
Prescription Drugs	(870,232)	(831,559)	(829,268)	(932,996)	(957,967)	(872,385)	(818,859)
Optical	(689,866)	(707,381)	(599,463)	(760,778)	(765,302)	(789,192)	(725,032)
Hearing Aids	(71,674)	(73,418)	(47,995)	(69,633)	(76,324)	(78,305)	(68,470)
Surviving Spouse	(26,000)	(23,000)	(30,000)	(24,000)	(26,000)	(18,500)	(30,750)
Death Benefit	(95,000)	(60,000)	(129,500)	(235,000)	(350,000)	(217,500)	(234,375)
Legal Benefit	(812,253)	(797,935)	(784,679)	(764,847)	(762,228)	(855,590)	(881,150)
Health Assistance Reimbursement	-	-	-	(98,890)	(66,908)	(87,895)	(64,400)
Retirement Counseling	-	-	-	(20,000)	(75,300)	(93,120)	(93,120)
Civil Service	-	-	-	-	-	-	(32,500)
Tax Benefit	(227,936)	(223,042)	(206,115)	(200,085)	(280,191)	(285,008)	(282,397)
Specialist Copay Reimbursement	-	-	-	-	(209,580)	(316,619)	(332,384)
Investment Counseling	-	-	-	(18,000)	(17,850)	(17,100)	(17,460)
College and Career Counseling	-	-	-	-	(272,748)	(55,188)	-
Life Insurance and Disability	-	-	-	-	(3,312,562)	(3,743,117)	(3,792,431)
Behavioral Telehealth Program	-	-	-	-	(375,250)	(558,914)	(625,068)
Credit Dispute Consulting	-	-	-	-	(143,550)	(168,780)	(168,780)
Identity Theft Protection	-	-	-	-	(53,442)	(487,727)	(628,855)
Administrative Expenses	(2,359,944)	(2,528,379)	(2,412,115)	(2,076,605)	(2,246,212)	(2,422,396)	(2,572,249)
Total Deductions	(12,798,200)	(12,832,763)	(10,940,495)	(12,711,965)	(17,093,232)	(18,341,152)	(17,883,918)
Pension Adjustments	247,413	(348,163)	(519,023)	425,443	748,993	(302,304)	521,164
Ending Net Assets	25,367,846	26,470,230	30,093,046	32,492,550	27,543,845	24,476,360	23,006,200

The Suffolk County Municipal Employees Benefit Fund's Chairman, Board of Trustees, and Fund Administrator remain committed to ensuring the long-term stability of the Fund.

If you have questions regarding your benefits or the Fund itself, please reach out to the Benefit Fund directly.

Phone: 631-319-4099 Fax: 631-218-7970 Email: [Inquiry@scmebf.org](mailto:Inquiry@scmebf.org)



Click or Scan to Visit the  
Fund Website

# COUNSEL'S CORNER

## *Understanding New York's Taylor Law*

*Suffolk AME leadership has asked us to address the potential consequences under New York State's Taylor Law of a strike by any of its members.*

### **WHAT IS THE TAYLOR LAW?**

A strike by one or more AME members would violate the Taylor Law. The Taylor Law governs the relationship of public sector unions, workers, and their employers in New York State. The potential penalties for individual striking employees and their unions can be severe:

- 1. Strikers lose two days of pay for every day they strike.**
- 2. People who strike can be fired or otherwise disciplined for striking.**
- 3. People who encourage others to strike can be fired or otherwise disciplined for doing so.**
- 4. People who instigate a strike can be fired or otherwise disciplined for doing so.**
- 5. The union can lose Triborough protections as a result of a strike. Triborough forbids the employer from changing the terms of employment after a CBA expires.**
- 6. The union can lose dues check off as a result of a strike.**

### **WHAT ABOUT SICK-OUTS AND OTHER ACTIVITY?**

The Taylor Law defines a "strike" as "any strike or other concerted stoppage of work or slowdown." Sick-outs are often found to be unlawful Taylor Law strikes. Refusal to work regularly scheduled overtime has been found to be an unlawful Taylor Law strike.

If Suffolk AME members strike, the AME will do what it can within the law to persuade them to stop immediately. The Suffolk County Association of Municipal Employees has not, does not, and will not authorize or approve of any strike by its members. The Suffolk County Association of Municipal Employees is committed to following the Taylor Law.

*This piece was written by Suffolk AME Counsel, Hanan B. Kolko, of Cohen, Weiss and Simon LLP*



# SUFFOLK AME UNIT CONTACT INFO

*Suffolk AME represents over 900 titles across the Agencies and Departments within Suffolk County Government. Our members are organized into 30 Units, each led by a Unit Board. If you encounter a workplace issue, your Unit President is your first line of defense! Reach out to your Unit anytime with workplace issues.*

- Consumer Affairs/Civil Service Unit | CA-CS@scame.org
- Crossing Guards Unit | CrossingGuards@scame.org
- CSEB Unit | CSEB@scame.org
- District Attorney Unit | DA@scame.org
- DPW Buildings Unit | DPWBuildings@scame.org
- DPW Blue Unit | DPWBlue@scame.org
- DPW Sanitation Blue Unit | DPWSaniBlue@scame.org
- DPW Sanitation White Unit | DPWSaniWhite@scame.org
- DPW White Unit | DPWWhite@scame.org
- Department of Social Services Unit | DSS@scame.org
- Family Services Unit | FamilyServices@scame.org
- Finance & Technology Unit | FinTech@scame.org
- FRES Unit | FRES@scame.org
- H. Lee Dennison Unit | HLeeDennison@scame.org
- Hauppauge South Unit | HauppaugeSouth@scame.org
- Health Services Unit | HealthServices@scame.org
- Labor Department Unit | LaborDept@scame.org
- Medicaid Unit | Medicaid@scame.org
- Medical Examiners Unit | ME@scame.org
- Parks Department Unit | ParksDept@scame.org
- Patient Care Unit | PatientCare@scame.org
- Police Civilian Unit | PoliceCivilian@scame.org
- Police Emergency Unit | PoliceEmergency@scame.org
- Retiree Unit | Retirees@scame.org
- Riverhead County Center Unit | RCC@scame.org
- SCCC Blue Unit | SCCCBlue@scame.org
- SCCC Public Safety Unit | SCCCPublicSafety@scame.org
- SCCC White Unit | SCCCWhite@scame.org
- Sheriff Civilian/Probation Unit | SheriffCiv-Probation@scame.org
- Vector Control/WHB DPW Unit | Vector-WHBDPW@scame.org



## ARE YOU UNSURE WHICH UNIT YOU ARE IN?

*Don't worry!*

Give us a call at Suffolk AME HQ at 631-589-8400 and we will let you know what unit you are a member of and who your Unit President is!



[Click or Scan to View a Printable Version of This Information](#)

# UNDERSTANDING GRATUITOUS MEMBERSHIP *& WHY DOES IT MATTER?*

At Suffolk AME, we recognize that our members may sometimes need to take a break from their County employment — whether due to layoffs, medical leaves, military service, or childcare. During these times, our members must remain fully protected and represented by the Association. That’s exactly why the concept of Gratuitous Membership exists.

## WHAT IS GRATUITOUS MEMBERSHIP?

Gratuitous Membership is a special status granted to members who are in good standing but temporarily not actively working in their Suffolk County positions due to certain circumstances.

This includes situations like:

- Laid-Off Members
- Disabled Members
- Family and Medical Leave Act
- Members on Military Leave
- Child Care Leave

When granted Gratuitous Membership, these members retain all their rights as active members, including the right to grievance and disciplinary representation. This is crucial because it ensures that even when members are not physically working, they are still fully supported by the Association.

## BREAKING DOWN THE POLICY

While the official policy, detailed in Article 17, Section 4 of our Constitution and Bylaws, can be a bit complex, here’s an easier-to-understand summary:

**Notification is Key:** Members must notify Suffolk AME within 30 days of their layoff, suspension, leave of absence, or childcare leave to be granted Gratuitous Membership. Military members called to active duty are an exception and receive automatic membership status during active service.

**Laid-Off Members:** If you’ve been laid off and placed on a preferred list, you can apply for Gratuitous Membership that lasts up to one year after your layoff (application currently required).

**Disabled Members:** If you are disabled due to an accident or illness and on leave without pay, you may be granted Gratuitous Membership for as long as your disability leave lasts (application currently required).



**FMLA Leave:** Members on unpaid FMLA leave can apply for Gratuitous Membership during their leave period (application currently required).

**Child Care Leave:** Members on childcare leave may also apply for Gratuitous Membership for the duration of their leave (application currently required).

**Military Leave:** Members called to active duty automatically have Gratuitous Membership; they just need to inform the Executive Board within 30 business days of returning to their Suffolk County role.

## WHY IS IT IMPORTANT?

This policy ensures you don’t lose your relationship with the Association or your membership rights simply because you are temporarily away from your job. It also guarantees that if any workplace issues arise during your leave — such as grievances or disciplinary matters — you will continue to receive full representation and support from Suffolk AME.

## LOOKING AHEAD

Suffolk AME plans to collaborate with our Constitution & Bylaws (C&B) Committee to clarify and update the language around Gratuitous Membership.

If you have questions about your membership status or how to apply for Gratuitous Membership, please contact our office at 631-589-8400.



[Click or Scan to Find the Form Online](#)

# SAVE THE DATE...

## *Upcoming Events and Deadlines*



### **THE ANNUAL GOLF OUTING SCHOLARSHIP FUNDRAISER - 8/4/2026**

A day of golf and solidarity at Nissequogue Golf Club to help raise money for our Scholarship Fund. Our annual AME Golf Invitational has always been considered a hole-in-one by sponsors, guests, and members alike!

For event pricing and information, please call Suffolk AME HQ at 631-589-8400.



### **THE SUFFOLK AME MEMBER PICNIC - 9/19/2026**

Each year, the Suffolk AME member picnic offers a fun-filled, family-friendly day of BBQ, games, bounce houses, and member solidarity for all who attend. As details are finalized, the location and RSVP instructions will be shared via our weekly newsletter, Suffolk AME official social media pages, and our website. Keep an eye out!



### **SUBMISSION DEADLINE FOR CONVENTION PROPOSALS - 9/8/2026**

The due date for submission of Constitution & Bylaws Amendment Proposals will be Tuesday, September 8, 2026, at 5 PM at Suffolk AME HQ, 30 Orville Drive, Suite A, Bohemia.

Should you have any questions regarding Constitution & Bylaws Amendment Proposals, please reach out to the Constitution & Bylaws Committee Chair via email at [info@scame.org](mailto:info@scame.org)



**YOU CAN STAY UP TO DATE WITH ALL  
THE LATEST INFORMATION ABOUT  
UPCOMING EVENTS & MEETINGS ON  
THE WEBSITE'S CALENDAR OF EVENTS!**

*Click the link here, or scan the QR code*



# A NOTE FROM YOUR RECORDING SECRETARY

*Before reviewing the minutes, it may be helpful to understand their purpose and structure.*



Michele A. O'Connell  
Suffolk AME Recording Secretary

## WHAT ARE MEETING MINUTES?

Meeting minutes are a clear, organized written record of what takes place during a meeting. They summarize key discussions, decisions, and actions without being a word-for-word transcript.



[Click or Scan to find all of the BOD Meeting Minutes online](#)

## WHY ARE THEY IMPORTANT?

- Keep everyone aligned by documenting decisions
- Help avoid misunderstandings by clarifying what occurred
- Serve as the official legal record of the organization's proceedings

## ◆ OPENING PARAGRAPH:

- Type of meeting (regular, special, annual, etc.)
- Name of the organization
- Date and time (location, if it varies)
- Confirmation of the presiding officer and secretary (or substitutes)
- Status of approval of the previous meeting's minutes

## ◆ BODY OF THE MINUTES:

- All main motions (excluding withdrawn motions), including the name of the member who made them
- Motions that bring business back before the group
- Final wording and disposition of each motion
- Notes on amendments or debate, when relevant

## ◆ CLOSING PARAGRAPH:

- Time of adjournment

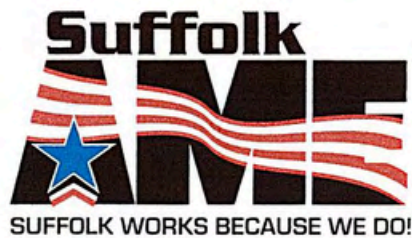
## ADDITIONAL NOTES:

Corrections to minutes are recorded in the minutes being corrected, not detailed again later. The record should simply state that prior minutes were "approved as corrected."

Minutes are signed by the secretary confirming their authenticity as the official record. They are typically approved at the next regular meeting.

The following pages contain the official minutes from our Board of Directors Meetings.

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**  
**April 24, 2026**  
**10:00 a.m.**

**NOT PRESENT/EXCUSED:**

Shaun Fitzpatrick- DPW Blue  
Nick Mangelli—DPW Buildings  
Geoff Mascaro, DPW White  
John Manzi, FRES  
Sarah Serventi, Medical Examiners  
Carinne Lespinasse, DSS

**PROXIES:**

Mike Collins – EVP DPW Blue  
Timothy Schoenman – Treasurer DPW Buildings  
Paul Pertessis, 5th VP DPW White  
Alex Kuehn, EVP Medical Examiners

**1. CALL TO ORDER**

The meeting of the Suffolk County Association of Municipal Employees Board of Directors was called to order on Friday April 24, 2026, at 10:13 a.m. President Terry Maccarrone and Recording Secretary Michele A. O'Connell were present.

Quorum was established.

**2. PLEDGE OF ALLEGIANCE**

Led by Michele O'Connell.

Presentation to Mike Johnson. A Proclamation and plaque were presented for his upcoming retirement.  
Melissa Carson was introduced to the BOD as the incoming Unit of the Finance and Technology Unit.

**3. MINUTES**

**A. March 27, 2026**

**MOTION** by DPW Sani White Unit President Matthew Arendt, seconded by Labor Unit President Jim Eddings to approve the 3/27/26 BOD minutes as corrected. Motion was approved unanimously.

Corrections needed:

#3 Month needs to be changed to March.

#14A. SCCC White Unit President Josephine Makowski requested to clarify the record that the (401A Terminal Pay plan with BENCOR) program does not include the college employees at this time.

Board of Directors meeting Minutes

**4. ANNOUNCEMENTS**

President Maccarrone announced that a DPW Member was seriously injured at work and is in the hospital with significant injuries. We will keep you updated.

**5. GRIEVANCE REPORT**

Executive Vice President Annette Mahoney-Cross discussed the grievance process. Advised if anyone is looking for any past grievances to reach out the status of the grievance can be reviewed.

Please make sure grievance forms are available for the members in your units.

**6. HEALTH & SAFETY REPORT**

Vice President Robert Leech updated on the current concerns and discussed the ceiling issues in Riverhead DSS. Please forward Health and Safety concerns to Vice President Leech.

**7. ELECTRONIC BALLOTS**

None

**8. TREASURER'S REPORT.**

A. February 2026 Operating Report  
Connect one bank account: \$936,716.00  
Tuition Reimbursement: \$126,602.00  
Building Fund: \$26,205.00  
Petty Cash: \$100.00  
Monthly revenue: \$360,694.00  
Monthly Operating Expenses: \$322,404.00

Discussed future additions to the operating reports for more transparency and clearer picture of the financials at all levels.

Deferred Comp: Any participants that have an account balance in excess of \$5000.00 will incur a \$20.00 fee.

**MOTION** by SCCC Public Safety Unit President Tom Lima, seconded by Police Civilian Unit President Christina Caldea to approve the February 2026 Operating Report. Motion was approved unanimously.

**9. JUDICIAL REVIEW PANEL REPORT**

One Review Panel member has not been sworn in. We are trying to get a date set to meet with the panel to go over the requirements and provide training with Counsel.

**10. COMMITTEE REPORTS**

Second Veteran's Committee meeting is happening on Thursday 4/30. The committee is looking for more AME Veterans to come out and join. If anyone

knows any Veterans that want to be a part of this committee, please tell them to come down to a meeting or call 631-589-8400 for more information.

Wellness Committee will be meeting in May. The committee is discussing initiatives and resources that will be beneficial to the membership.

Health & Safety is meeting in May

The committees are fluid currently as the committee members work on appointing chairs and getting back up and running.

Audit Committee has been meeting consistently and will continue to meet to keep the unit financials in compliance.

Unit Rebate and Restructure has met and believe that all pending items before the committee have been reviewed. The committee's recommendations have been drafted and will be sent to the Association President and Executive Board for review.

Social Committee has consistently met and have had some new members join. The committee is working on upcoming events like the picnic and the golf outing. Bus trips are also being researched along with Broadway shows and the post-holiday party planning is underway. Looking into musical bingo and the Psychic night was a resounding success.

President Maccarrone discussed the picnic, possible group camping site. We will be bringing tents, tables and chairs so that everyone can enjoy the day without having members work setting up, moving tables etc. AME is looking into hiring a caterer to handle BBQ for everyone and the units can supplement with additional salads etc.

Ducks Tickets: great response so far to the member raffles. The tickets for the May games are being distributed now.

Constitution & Bylaws committee discussed the upcoming 2026 convention, and the date proposals will be due for consideration. Tentative submission date for proposals is September 8, 2026.

#### **11. UNFINISHED BUSINESS**

None.

#### **12. GROUP DISCUSSION**

- Contract Update: meeting held and we are working in a positive direction.
- Discussed social media and advised that the AME Community page is privately run. This is not an AME run page.

- Members are signing up to speak at the legislature regarding the plight of our membership and what the low salaries really mean to our members and the County.
- Any members that have interest in speaking at the legislature on behalf of the AME Membership please contact us so we can get it set up.
- BOT meeting attended by the EB at the College. SCCC White Unit President Josephine Makowski discussed the struggles at the college and was appreciative that President Maccarrone spoke on the behalf of the college employees.
- Unit Presidents requested notice for when members will be speaking at the legislature. They want to use their time and show up for the membership.
- SCCC White Unit President Josephine Makowski advised that she doesn't know who is on the college negotiating team and requested to be on the team.
- DPW Sani Blue Unit President Frank DiGirolamo discussed posting flyers.
- We will make sure that this information is distributed at every BOD in printed format for hanging at the sites.
  - For upcoming BOD meetings, copies of all flyers, AME events, and all pertinent information are to be handed out with the BOD packets in a printed hard copy format for posting at the worksites.
- Discussed the progressive discipline policy and it appears that this policy is not being adhered to. Members advised to send us this information so that it can be followed up on.
- Police Civilian Unit President Christina Caldea asked if every member of the BOD has a copy of the disciplinary manual.

**MOTION** by Executive Vice President Annette Mahoney-Cross, seconded by Parks Unit President Mike Arnoni to enter executive session at 11:20 a.m. Motion was approved unanimously.

**MOTION** by Executive Vice President Annette Mahoney-Cross, seconded by SCCC Public Safety Unit President Tom Lima to exit Executive Session at 11:26 a.m. Motion was approved unanimously.

### 13. COUNSEL REPORT

AME Counsel discussed that the UP's should be reaching out to the EB whenever they hear about a Section 75 or Section 72.

Recess held from 11:13 a.m. until 11:48 a.m.

### 14. NEW BUSINESS

#### A. Convention Venue Selection

Sites discussed for the 2026 Convention included the Melville Marriott, the Hyatt Regency and the Hyatt Place/East End. The considerations included pricing, location, and ability to accommodate the needs of the convention.

**MOTION** by Recording Secretary Michele O'Connell, seconded by DPW Sani Blue Unit President Frank DiGirolamo to approve the Melville Marriott for the 2026 AME Annual Convention dates 11/18/2026-11/20/2026. Motion was approved.

**B. Convention Per Diem**

**MOTION** by Vice President Joseph Callari, seconded by Police Civilian Unit President Christina Caldea to approve per diem in the amount of \$50.00 per day for the 2026 Convention. Motion was approved unanimously.

\*\*Unit Boards need to have approved meeting minutes approving the per diem for the unit delegates.

**C. Convention Delegate Selection Process**

Convention Delegates to be chosen by the Unit boards in the same manner as has been in previous years.

Member counts and number of delegates for each unit will be provided to the UP's.

**D. Allocation of Jay Street Sale Proceeds**

Sale Breakdown from the Jay St. Albany house were:

Sale Price: \$450,000.00

Proceeds: \$431,560.61

\$150,000.00 will be utilized to reinvigorate our investment accounts.

\$281,560.61 will be allocated into a savings account.

**15. UNIT REPORTING**

Missing minutes and content clear motions and votes.

**16. PUBLIC PORTION**

None at this meeting.

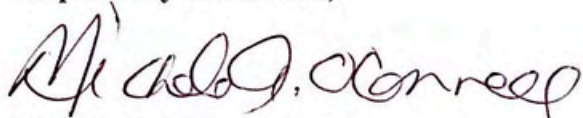
**17. TRAINING/EDUCATION**

None at this meeting.

**18. ADJOURN**

**MOTION** by Finance and Technology Unit President Mike Johnson at his last BOD Meeting before retirement, seconded by SCCC Public Safety Unit President Tom Lima to adjourn the meeting at 12:18 p.m. Motion was approved unanimously.

**Respectfully Submitted,**



**Michele A. O'Connell**

**Next Meeting:** Friday, May 29, 2026, at 10:00 a.m.

**SUFFOLK COUNTY ASSOCIATION OF MUNICIPAL EMPLOYEES, INC.**  
**February 2026 - Monthly Operating Report**

**AME BANK ACCOUNT BALANCES**

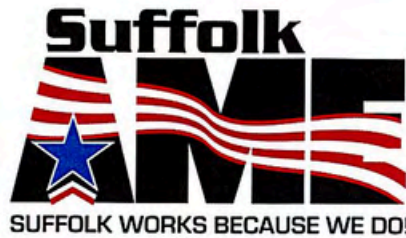
ConnectOne Bank  
 ConnectOne Bank - Tuition Reimbursement  
 SCU Building Fund  
 Petty Cash

936,716  
 126,602  
 26,205  
 100



	ADOPTED BUDGET	OPERATING RESULTS	YTD	REMAINING BALANCE
<u>REVENUES</u>	<u>2026</u>	<u>Feb-26</u>	<u>2/28/2026</u>	
1. Membership Dues	3,267,080	256,940	532,895	2,734,185
2. General Fund	1,089,027	85,647	177,632	911,395
3. Interest/Dividends	2,000	775	1,592	408
4. Rental Income	211,345	17,332	34,663	176,682
5. Surplus				
a. Professional Fees/Negotiations	0	0	0	0
b. Professional Fees/SCOPE	18,000	0	0	18,000
<b>TOTAL REVENUES</b>	<b>4,587,452</b>	<b>360,694</b>	<b>746,781</b>	<b>3,840,671</b>
<b><u>EXPENSES/DISBURSEMENTS</u></b>				
6. AME PAC Transfers	718,430	54,018 *	166,975	551,455
7. Unit Transfers	212,282	0	0	212,282
8. Automobile Expenses	54,000	4,056	8,397	45,603
9. Director Fees	136,800	11,100	21,900	114,900
10. Honoraria	115,200	9,600	19,200	96,000
11. Insurance	113,000	14,114	14,090	98,910
12. Loans / Capital Improvements				
a. Equity Loan - 10 yrs (2015-2025)	171,136	13,165	26,329	144,807
13. Professional / Legal Fees				
a. Professional Fees	371,000	44,091	66,998	304,002
b. Consultants	163,000	15,115	29,473	133,527
c. Negotiations	304,000	15,200	32,200	271,800
1. SCOPE	18,000	0	0	18,000
14. Taxes				
a. Property Taxes	135,000	0	4,353	130,647
b. Corporate Income Taxes	15,000	0	0	15,000
15. Subscriptions / Publications	23,000	4,790	5,349	17,651
16. Telephone	50,000	2,959	5,900	44,100
17. Payroll Expenses				
a. Wages	852,218	51,313	104,056	748,162
b. Emp. Benefits / Payroll Taxes	322,622	41,866	52,942	269,680
18. General Fund	792,764	41,018	116,044	676,720
19. Transfer Funds to Building Fund Account	20,000	0	0	20,000
<b>TOTAL EXP./DISBURSEMENTS</b>	<b>4,587,452</b>	<b>322,404</b>	<b>674,208</b>	<b>3,913,244</b>
* Payments owed to PAC: \$202,479.95				

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  
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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:** 1<sup>st</sup> 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 12<sup>th</sup> 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

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**

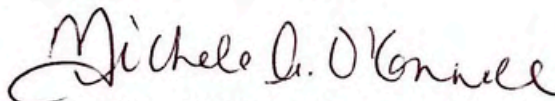
- What does it mean? Prepare your people for it. Think about using it.
- Statement of the issue: the arbitrator will ask for it and expect it. How do you prepare? What if the parties cannot agree?
- Zoom hearings: what are the differences, what are the advantages and disadvantages?

**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
<b>TOTAL REVENUES</b>	<b>4,587,452</b>	<b>386,087</b>	<b>386,087</b>	<b>4,201,365</b>
<b><u>EXPENSES/DISBURSEMENTS</u></b>				
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
<b>TOTAL EXP./DISBURSEMENTS</b>	<b>4,587,452</b>	<b>351,803</b>	<b>351,803</b>	<b>4,235,649</b>
* Payments owed to PAC: \$202,479.95				
** NY disability insurance to be paid quarterly.				

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1. Call Suffolk AME for the exclusive code
2. Once you have the code visit [splishsplash.com/groups-birthdays](https://splishsplash.com/groups-birthdays)
3. Scroll down to the “Corporate Partner” window
4. Enter the promo code in the box provided and click “Check Code”
5. When the code is verified, click “Get Tickets”
6. You will be redirected to a page to select the number of tickets you wish to purchase at the \$44.99 rate
7. Add the tickets to your cart, then check out as usual

**CALL SUFFOLK AME  
FOR THE EXCLUSIVE  
PROMO CODE  
631-589-8400**



**\*TICKETS MUST BE PURCHASED ONLINE TO USE THE DISCOUNT CODE\***



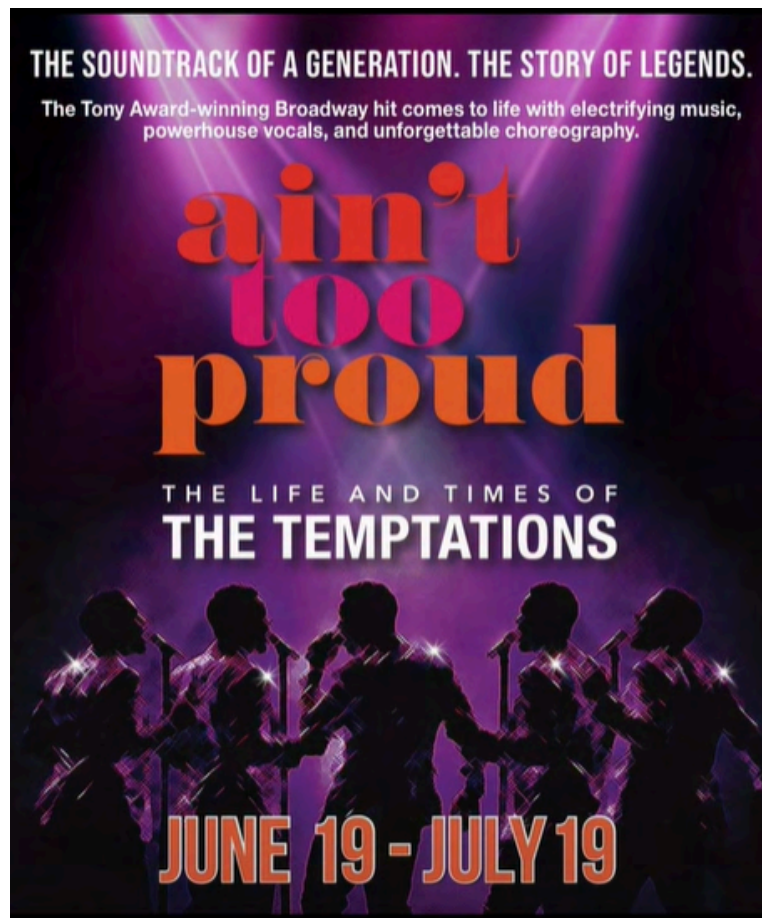
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## CREDIT FOR UNDERGRADUATE PROGRAMS & GRADUATE PROGRAMS IN HUMAN SERVICES LEADERSHIP FOR SUFFOLK AME MEMBERS

# 25% CORPORATE DISCOUNT

This discount has been developed for current AME Union Members in the United States who are pursuing a Bachelor's Degree at St. Joseph's College but who do not receive full tuition reimbursement from their employers. All of the baccalaureate degree programs at the Brooklyn and Suffolk campuses of St. Joseph's College are available to those who qualify for them. The award will provide a tuition credit equal to 25% of the prevailing St. Joseph's College Tuition. Applicants will be required to file for financial aid. The exact dollar amount of this discount will vary according to the prevailing St. Joseph's College tuition each year, as well as the student's eligibility funds (PELL, TAP, APTS, etc.). These other "outside" funds are subtracted from tuition before the St. Joseph's College discount is applied to any remaining tuition charges. For those who meet the criteria, the discount has been available since the academic year started in the Summer 2007 session.

### ADULT - UNDERGRADUATE DEGREES AVAILABLE:

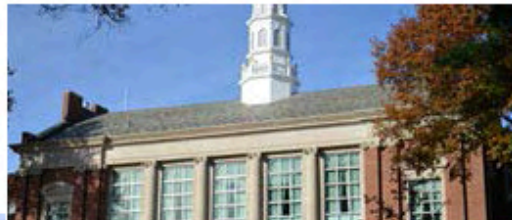
- BUSINESS ADMINISTRATION WITH A MAJOR IN ACCOUNTING
- COMPUTER INFORMATION SYSTEMS
- ORGANIZATION MANAGEMENT
- ORGANIZATIONAL MANAGEMENT ONLINE PROGRAM
- COMMUNITY HEALTH & HUMAN SERVICES
- HEALTH ADMINISTRATION
- NURSING (RN REQUIRED)
- GENERAL STUDIES
- CRIMINAL JUSTICE
- MARKETING

**MORE INFORMATION: CHECK OUT [WWW.SJNY.EDU](http://WWW.SJNY.EDU) OR CONTACT SUFFOLK CAMPUS ADMISSIONS AT 631-687-4500 BROOKLYN CAMPUS ADMISSIONS AT 718-940-5800**





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**For more information please contact Dean Bruce Haller at:**

**516.323.3079 or [MBADean@molloy.edu](mailto:MBADean@molloy.edu)**

**or visit [www.molloy.edu](http://www.molloy.edu)**