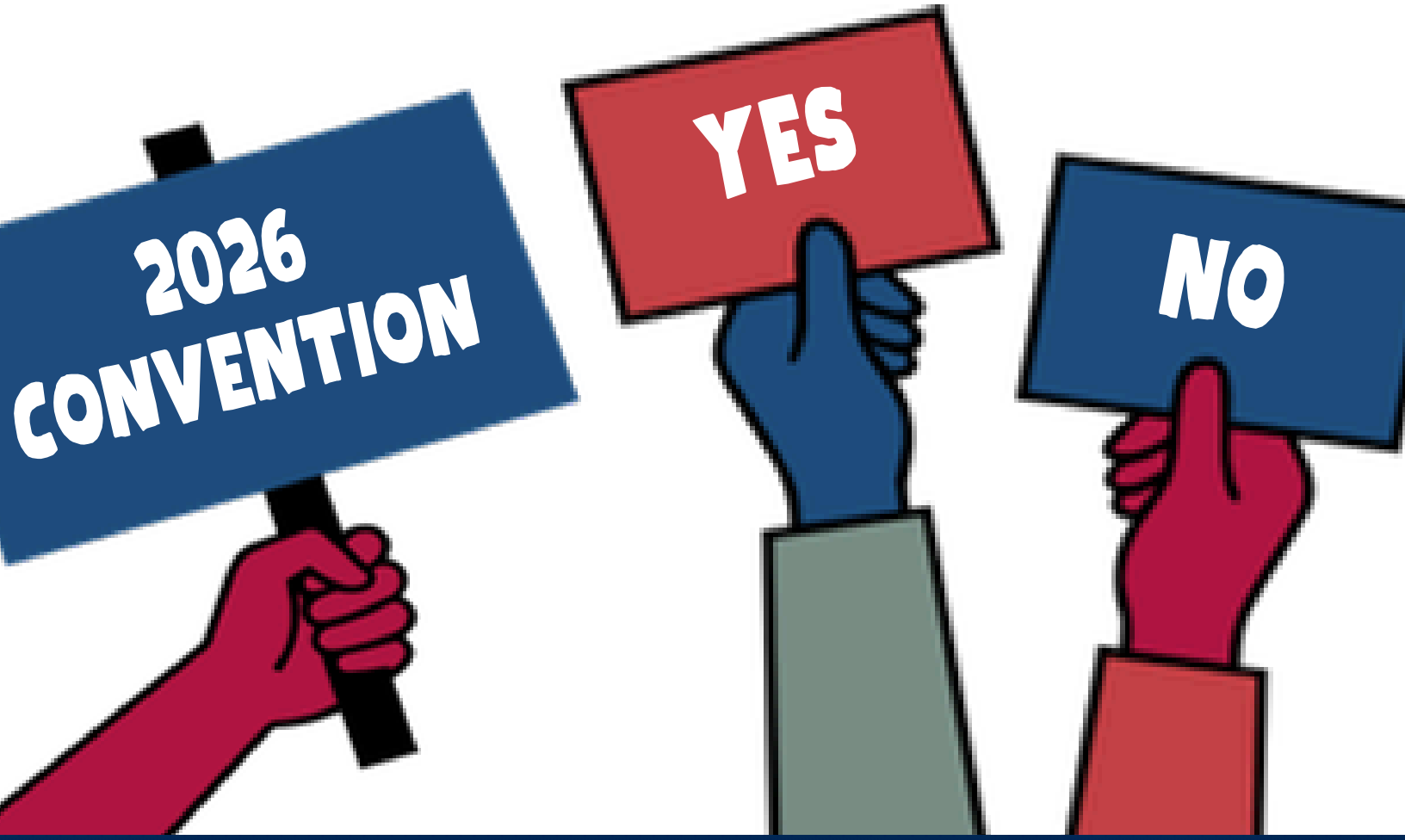
SUFFOLK AME

VOICE



THE SUFFOLK AME CONVENTION ISSUE!

ISSUE 2
2026

SUFFOLKAME.COM

INSIDE THIS ISSUE...

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UNDERSTANDING SUFFOLK AME'S CONVENTION:

A Pillar of Our Union's Strength

Each year, the Suffolk AME Convention stands as a cornerstone event for our union, symbolizing unity, representation, and progress. This annual gathering brings together a dedicated group of Convention Delegates alongside the Suffolk AME Executive Board, all committed to safeguarding and advancing the interests of our membership.

WHO ARE THE DELEGATES?

Convention Delegates are selected each year to represent the diverse voices and concerns of Suffolk AME's extensive membership. With over 900 titles spanning every agency in Suffolk County, these Delegates ensure that all members—regardless of where they serve—have a seat at the table.

WHAT HAPPENS AT THE CONVENTION?

Over the span of three days, the Delegates and Executive Board engage in a comprehensive review of our union's current state and discuss our collective goals moving forward. A crucial part of the convention involves reviewing Suffolk AME's governing documents and considering proposed amendments submitted by members following the review and consideration of the Constitution and Bylaws Committee. This process guarantees that our foundation evolves in line with the needs and values of those we represent.

Additionally, Delegates benefit from insights shared by our legal counsel, union partners, vendors, and invited elected officials, enriching their understanding of broader issues impacting our work and communities.

WHY IS THE CONVENTION IMPORTANT?

The Suffolk AME Convention is more than a meeting—it is the lifeblood of our union's democracy and effectiveness. It ensures transparency, accountability, and active participation in decision-making. By coming together annually, we reinforce our commitment to representing every member's interests with fairness and dedication.

IN THIS ISSUE

In this edition of Suffolk AME Voice, we proudly present the agenda for this year's convention, introduce our esteemed delegation, and provide details on the proposed amendments set for consideration. Our goal is to keep every member informed and engaged in the union's path forward.

Together, through the Suffolk AME Convention, we continue to build a stronger, more united union, ready to meet the challenges ahead and support every member across Suffolk County.

2026 CONVENTION DELEGATE LIST

November 18-20, 2026

CONSUMER AFFAIRS/CIVIL SERVICE (3)
Jay Selleck
Alex Potter
Gail Gillespie

CROSSING GUARDS (5)
Kathy Schoendorf
Sue Campitiello
Laura Eastby
Lorraine Taylor
Christine Palumbo

CSEB (3)
MaryBeth Tannacore
Caron Storminger
Marisa DeHaven

DISTRICT ATTORNEY (3)
Samantha Janus
Sandra Hickey
Jonathan Mattia

DPW BLUE (3)
Shaun Fitzpatrick
Robert Cuitkovic
Dinesh Seecharan

DPW BUILDINGS (3)
Nicholas Mangelli
Timothy Schoeneman
Timothy McGovern

DPW SANITATION BLUE (3)
Frank DiGirolamo
Grant Dorney
Martin Vernisie

DPW SANITATION WHITE (3)
Matthew Arendt
Kerry Albee
Christine Battelli

**Parenthesis indicates number of allowable delegates*

DPW WHITE (3)
Geoff Mascaro
Teresa Allar
Paul Pertessis

FAMILY SERVICES (5)
Christopher Weiner
Jason Karp
Brian Kennedy
Jack Pellicano
Matthew Zaffuto

FRES (3)
John Manzi
Darin Swicicki
Suzanne DiPalermo

H. LEE DENNISON (3)
Andrew Jellett
Kelly Shivers
Leslie Rosado-Butler

HAUPPAUGE SOUTH (3)
Joseph James Muncey III
Roseann Gargiulo
Karen Rotan

HEALTH SERVICES (5)
Palma Barnes
Glenn Terry
Shannon Gavney
Michael Cromwell
Andrea Kranz

LABOR DEPARTMENT (3)
James Eddings
Ann Marie Martano
Adam Mosher

MEDICAID (3)
Mary Lou Fava
Seiobain Speruta
Hannah Buckley



2026 CONVENTION DELEGATE LIST

November 18-20, 2026



MEDICAL EXAMINERS (3)
Sarah Serventi
Alex Kuehn
Michelle Hahn

PARKS DEPARTMENT (3)
Michael Arnoni
Danielle Botkin
Lynn Byrne

PATIENT CARE (3)
Marian Webster
Jean Luly
Tiffany Powers

POLICE CIVILIAN (4)
Christina Caldea
Santina Fawess
Veronica Connell
Lisa Viscusi

POLICE EMERGENCY (3)
Barbara Gordon
Laura Magliano
Jennifer Sofi

RETIREES (5)
Josephine Riley
Kathleen Moretti
Anna McCrone
Joseph Stasys
Deborah Anderson

RIVERHEAD COUNTY CENTER (3)
Pauline Jenkins
Christopher Rizopoulos
Susan Odell-Pepe

SCCC BLUE (3)
Steve Satornino
Chris Burns
Shane Scully

SCCC PUBLIC SAFETY (3)
Thomas Lima
Charles Bennett
Paul Minott

SCCC WHITE (3)
Josephine Makowski
Gina Sirico
Timothy Heck

SHERIFF CIVILIAN/PROBATION (3)
William Mirra
Heather Schwartz
Tricia Longo

SOCIAL SERVICES (4)
Carinne Lespinasse
Sioban Sauer
Catherine Manett
Christopher North

TECHNOLOGY (3)
Melissa Carson
Kristen DeSantis
Aisha Horton

VECTOR CONTROL/WHB DPW (3)
Brian Viggiano
Cathleen Laundrie
Charles Hurley

EXECUTIVE BOARD (8)
Terry Maccarrone, President
Annette Mahoney-Cross, Executive Vice President
AnaMarie Cucciniello, Treasurer
Michele A. O'Connell, Recording Secretary
Joseph M. Callari, Vice President
Desirée Evangelista, Vice President
Robert Leech, Vice President
Joanmarie Vaccaro, Vice President

**Parenthesis indicates number of allowable delegates*

CONVENTION AGENDA

Wednesday, November 18, 2026

12:00 P.M. – 1:45 P.M.

- 1st Round – Room Check-In

1:00 P.M. – 2:00 P.M.

- Light Lunch

1:45 P.M. – 2:00 P.M.

- Delegate Registration

2:00 P.M. – 2:15 P.M.

- Convention Convenes
- Emergency Exits Announcement
- Invocation
- Pledge of Allegiance
- Welcome and Greetings – President Terry Maccarrone, Suffolk AME
- Call to Order
- Plenary Session – President Terry Maccarrone
- Introduction of the Suffolk AME Executive Board
- Introduction of Suffolk AME General Counsel:
  - Bruce Levine
  - Hanan Kolko
- Introduction of Accurate Court Reporting Service, Inc. Court Reporter
- Oath of Office
- Adoption of Credential Report:
  - Debbie Riggio-Smith, Convention Committee Chair
- Adoption of Convention Standing Rules
- Adoption of Convention Program/Agenda
- Parliamentary Review, Michele O'Connell, Recording Secretary
- Report from Minutes Committee:
  - Adoption of 2025 Minutes
  - Appointment of 2026 Minutes Committee
  - Appointment of Sergeant at Arms
  - Introduction of Timekeepers

2:15 P.M. – 2:30 P.M.

- State of the Union Address – President Terry Maccarrone, Suffolk AME

2:30 P.M. – 2:45 P.M.

- Treasurers Report –Ana Marie Cucciniello, Suffolk AME Treasurer

2:45 P.M. – 3:00 P.M.

- Audit Report—TBD, Fitzsimmons Abrams, LLP

3:00 P.M. – 3:15 P.M.

- Parliamentary Procedure Training, Michele O'Connell, Suffolk AME Recording Secretary

3:00 P.M. – 3:15 P.M.

- Guest Speaker

3:15 P.M. – 4:15 P.M.

- New Business

4:15 P.M. – 4:30 P.M.

- Break

4:30 P.M. – 6:00 P.M.

- New Business

6:00 P.M. – 7:00 P.M.

- Public Portion (Members Only)

7:00 P.M.

- Recess

8:00 P.M. – 11:00 P.M.

- Networking Session/Dinner

CONVENTION AGENDA

Thursday, November 19, 2026

8:00 A.M. – 9:00 A.M.
- Buffet Breakfast

9:00 A.M. – 9:15 A.M.
- Delegate Registration

9:15 A.M. – 9:20 A.M.
- Convention Reconvenes
- Emergency Exits Announcement
- Pledge of Allegiance
- Adoption of Credential Report

9:20 A.M. – 9:30 A.M.
- Guest Speaker

9:30 A.M. – 9:40 A.M.
- Guest Speaker

9:40 A.M. – 10:10 A.M.
- Committee Reports

10:10 A.M. – 10:25 A.M.
- Break

10:25 A.M. – 12:00 P.M.
- New Business

12:00 P.M. – 1:00 P.M.
- Lunch

1:00 P.M. – 1:05 P.M.
- Convention Reconvenes
- Adoption of Credential Report

1:05 P.M. – 1:35 P.M.
- Guest Speaker

1:35 P.M. – 3:00 P.M.
- New Business

3:00 P.M. – 3:15 P.M.
- Break

3:15 P.M. – 4:15 P.M.
- Key Note Speaker

4:15 P.M. – 5:00 P.M.
- New Business

5:00 P.M.
- Recess

6:00 P.M. – 10:00 P.M.
- Networking Session/Dinner

DID YOU KNOW?

All information and supporting documents for the 2026 Suffolk AME convention are also available on the website!

Click here or scan the QR code and scroll to the 2026 SUFFOLK AME CONVENTION header.

CONVENTION AGENDA

Friday, November 20, 2026

8:00 A.M. – 9:00 A.M.

- Buffet Breakfast & Delegate Check-Out

9:00 A.M. – 9:15 A.M.

- Delegate Registration
- Group Picture

9:15 A.M. – 9:20 A.M.

- Convention Reconvenes
- Emergency Exits Announcement
- Pledge of Allegiance
- Adoption of Credential Report

9:20 A.M. – 10:30 A.M.

- New Business

10:30 A.M. – 10:45 A.M.

- Break

10:45 A.M. – 11:00 A.M.

- Guest Speaker

11:00 A.M. – 12:00 P.M.

- Guest Speaker

12:00 P.M. – 12:15 P.M.

- Closing Remarks by President Terry Maccarrone, Suffolk AME

12:15 P.M.

- Adjourn









2025 PROPOSAL #4

CONSTITUTION & BYLAWS- ARTICLE VI – DUTIES OF EXECUTIVE OFFICERS		
Current Wording	**Proposed Amendments**	**If Adopted, Will Read**
Section 6. Vacancies. In the event the office of the Treasurer, Recording Secretary, or a Vice President becomes vacant, the Board of Directors shall be notified within three (3) business days via telephone or email. Within thirty (30) days a Board of Directors meeting shall be held to approve a member in good standing of the Association to assume the duties of the vacant office. Any member of the Executive Board may nominate a replacement. UD F-2016	**Section 6. Vacancies.** In the event ~~the office of the Treasurer, Recording Secretary, or a Vice President~~ an Executive Board Office becomes vacant, the Board of Directors shall be notified within three (3) business days via telephone or email. Within thirty (30) days a Board of Directors meeting shall be held to approve a member in good standing of the Association to assume the duties of the vacant office. Any member of the Executive Board may nominate a replacement. ~~UD F-2016~~	**Section 6. Vacancies.** In the event an Executive Board Office becomes vacant, the Board of Directors shall be notified within three (3) business days via telephone or email. Within thirty (30) days a Board of Directors meeting shall be held to approve a member in good standing of the Association to assume the duties of the vacant office. Any member of the Executive Board may nominate a replacement.

Proposed By: Constitution & Bylaws Committee
Rationale: Previous language does not encompass the entire Executive Board.
Constitution and Bylaws Committee Comments:
2025: The Constitution & Bylaws Committee recommends adoption.
2026: The Constitution & Bylaws Committee has withdrawn this proposal as not needed.

DISPOSITION:
Adopted: ☐
Rejected: ☐

Amended: _____
_____
Referred: _____
Other: _____

Proposed Key:
Underlined=insertions
Strike Through=strike out

2026 PROPOSAL #1

CONSTITUTION & BYLAWS- BILL OF RIGHTS		
Current Wording	**Proposed Amendments**	**If Adopted, Will Read**
SECTION 1. MEMBERSHIP. Any person otherwise eligible for membership in this organization shall be accepted without regard to race, creed, color, national origin, sex, age, physical handicap, sexual orientation, or political belief.	**Section 1. MEMBERSHIP.** Any person otherwise eligible for membership in this organization shall be accepted ~~without regard to race, creed, color, national origin, sex, age, physical handicap, sexual orientation, or political belief.~~	**Section 1. MEMBERSHIP.** Any person otherwise eligible for membership in this organization shall be accepted.

Proposed By: Santina Fawess, Police Civilian.
Rationale: To preserve the intent of our union's founders in establishing our Bill of Rights.
Constitution and Bylaws Committee Comments: The Bill of Rights has not changed since the Association was founded. The procedure for amending the Bill of Rights is lengthy, costly and complicated, which helps deter changes that are unnecessary. The current language in this section is not exclusionary and preserves the intent of our union's founders. The Committee recommends a **NO** vote.

Adopted: ☐
Rejected: ☐

Amended: _____

_____

Referred: _____
Other: _____

Proposed Key:
Underlined=insertions
Strike Through=strike out

2026 PROPOSAL #2

CONSTITUTION & BYLAWS- BILL OF RIGHTS		
Current Wording	**Proposed Amendments**	**If Adopted, Will Read**
	This Bill of Rights establishes and ensures a shared culture of fairness, equality, accountability, and inclusion. The fundamental rights expressed in this Bill of Rights apply to all members, without exclusion.	This Bill of Rights establishes and ensures a shared culture of fairness, equality, accountability, and inclusion. The fundamental rights expressed in this Bill of Rights apply to all members, without exclusion.

Proposed By: Santina Fawess, Police Civilian.
Rationale: The preamble clarifies the intent and purpose of our union's founders in establishing our Bill of Rights; all members being equal, these Fundamental Rights apply to every member, without exclusion.
Constitution and Bylaws Committee Comments: The Bill of Rights has not changed since the Association was founded. The procedure for amending the Bill of Rights is lengthy, costly and complicated, which helps deter changes that are unnecessary. The existing Bill of Rights clearly states their purpose adding a preamble is unnecessary. The Committee recommends a **NO** vote.
Adopted: ☐
Rejected: ☐

Amended: _____
_____
Referred: _____
Other: _____

Proposed Key:
Underlined=insertions
Strike Through=strike out

2026 PROPOSAL #3

CONSTITUTION & BYLAWS- BILL OF RIGHTS		
Current Wording	**Proposed Amendments**	**If Adopted, Will Read**
SECTION V. DEMOCRATIC ELECTIONS. Every qualified member in good standing has the right to seek and hold any county-wide elected office in this organization. Members shall have the right to fair and democratic elections at all levels of the union. This includes due notice of nominations and elections, equal opportunity for competing candidates, and proper election procedures which shall be constitutionally specified.	**SECTION V. DEMOCRATIC ELECTIONS.** Every ~~qualified~~ eligible member in good standing ~~has~~ shall have the right to seek and hold any ~~county-wide~~ elected office, or position within this organization, provided that any applicable minimum qualifications are met. This includes, but is not limited to, Executive Board Officers, Unit Board Officers, Unit Delegates, Unit Alternate Delegates, and any other elected office or position established by the Constitution and Bylaws of this organization. Members shall have the right to fair and democratic elections at all levels of the union. This includes due notice of nominations and elections, equal opportunity for competing candidates, and proper election procedures which shall be constitutionally specified.	**SECTION V. DEMOCRATIC ELECTIONS.** Every eligible member in good standing shall have the right to seek and hold any elected office, or position within this organization, provided that any applicable minimum qualifications are met. This includes, but is not limited to, Executive Board Officers, Unit Board Officers, Unit Delegates, Unit Alternate Delegates, and any other elected office or position established by the Constitution and Bylaws of this organization. Members shall have the right to fair and democratic elections at all levels of the union. This includes due notice of nominations and elections, equal opportunity for competing candidates, and proper election procedures which shall be constitutionally specified.

Proposed By: Santina Fawess, Police Civilian.

Rationale: To affirm and preserve the intent of our union's founders in establishing our Bill of Rights, that every eligible member in good standing has equal right to seek and hold any county-wide elected office or position within this organization, provided any applicable minimum qualifications are met; and

To affirm and preserve the intent of our union's founders in establishing our Bill of Rights, that Unit Delegates and Unit Alternate Delegates are bona-fide elected position within the Unit Board structure and, as such, are formally recognized within this section and subject to and protected by all provisions specified therein;

Our union founders' intent is supported by the fact that Unit Delegate and Unit Alternate Delegate have been identified as position in Unit Election Manual(s) and included on every Unit Board Election ballot since our union's inception in 1985, and continued through 2019 (34 years).

Further, in keeping with our Constitution & Bylaws Article XXVII – Parliamentary Authority – which states: "The rules contained in the current edition of Robert's Ryles of Order Newly Revised shall govern the Association in all cases to which they are applicable, and in which they are not inconsistent with the Constitution & Bylaws and any special rules of order the Association may adopt."

Robert's Rules of Order Newly Revised: (as applicable)

CHAPTER XIX. CONVENTIONS

S58. CONVENTIONS OF DELEGATES

Convention Members and Alternates

58:11 Ways in Which Voting Membership Comes About

Voting membership in a convention of an established society generally comes about in one of the following ways:

(1) through being an accredited delegate elected by a constituent body especially to act as its authorized representative (or one of several representatives) in a particular convention;

Proposed Key:
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Strike Through=strike out

(2) through provision in the bylaws, as in many organizations, that the president or chief officers (or, in his absence, the vice-president) of each constituent local unit shall be the delegate or one of the delegates;
(3) through being an incumbent elective officer of the organization on the level at which the convention is held – for example, an officer of a state society as listed in the bylaws are ex officio the officers of the Convention as well as members of it, irrespective of the number of delegates the local unit to which an officer belongs is entitled to elect, or
(4) through being an accredited elected alternate and replacing, at the time of the convention, a delegate which is unable to attend or who withdraws from registered status.

Constitution and Bylaws Committee Comments: The Bill of Rights has not changed since the Association was founded. The procedure for amending the Bill of Rights is lengthy, costly and complicated, which helps deter changes that are unnecessary. The existing Bill of Rights clearly covers Democratic Elections and additional wording/clarification is unnecessary. The Committee recommends a **NO** vote.

Adopted: ☐
Rejected: ☐

Amended: _____
_____
Referred: _____
Other: _____

Proposed Key:
Underlined=insertions
Strike Through=strike out

2026 PROPOSAL #4

CONSTITUTION & BYLAWS- BILL OF RIGHTS		
Current Wording	**Proposed Amendments**	**If Adopted, Will Read**
	PROTECTION OF FUNDAMENTAL RIGHTS. NO update, modification, amendment, revision or edit made to any of the Association's Governing Documents, included but not limited to the Bill of Rights, Constitution & Bylaws, Operation and Election Manuals and SOPs concerning them, shall be valid, enforceable, or have any legal effect if it operated to deny, abridge, restrict, or otherwise infringe upon any member's fundamental rights as expressed in this Bill of Rights, UNLESS such update, modification, amendment, revision or edit has followed the process specified in the AMENDMENTS Section of this Bill of Rights, AND has been APPROVED by the voting membership. Any provision, with direct or indirect effects, introduced via update, modification, amendment, revision or edit, which has NOT followed the process specified in the AMENDMENTS Section of this Bill of Rights AND has NOT received approval from the voting membership, is in violation of this Section, is void ab initio, shall be struck down retroactively and the status quo ante shall be immediately restored.	**PROTECTION OF FUNDAMENTAL RIGHTS.** NO update, modification, amendment, revision or edit made to any of the Association's Governing Documents, included but not limited to the Bill of Rights, Constitution & Bylaws, Operation and Election Manuals and SOPs concerning them, shall be valid, enforceable, or have any legal effect if it operated to deny, abridge, restrict, or otherwise infringe upon any member's fundamental rights as expressed in this Bill of Rights, UNLESS such update, modification, amendment, revision or edit has followed the process specified in the AMENDMENTS Section of this Bill of Rights, AND has been APPROVED by the voting membership. Any provision, with direct or indirect effects, introduced via update, modification, amendment, revision or edit, which has NOT followed the process specified in the AMENDMENTS Section of this Bill of Rights AND has NOT received approval from the voting membership, is in violation of this Section, is void ab initio, shall be struck down retroactively and the status quo ante shall be immediately restored.

Proposed By: Santina Fawess, Police Civilian.
Rationale: To preserve the intent of our union's founders in establishing our Bill of Rights, protect member's fundamental rights as expressed in this Bill of Rights, and ensure compliance with the amendment process specified in the AMENDMENTS Section of this Bill of Rights.
Constitution and Bylaws Committee Comments: The Bill of Rights has not changed since the Association was founded. The procedure for amending the Bill of Rights is lengthy, costly and complicated, which helps deter changes that are unnecessary. The proposed language creates significant questions about how the Association's governing documents would work together. It also does not clearly identify who would determine whether a provision affects a "fundamental right" or how that determination would be enforced. The Committee recommends a **NO** vote.
Adopted: ☐
Rejected: ☐

Amended: _____

Proposed Key:
Underlined=insertions
Strike Through=strike out

2026 PROPOSAL #4

Referred: _____

Other: _____

Proposed Key:
Underlined=insertions
Strike Through=strike out

2026 PROPOSAL #5

CONSTITUTION & BYLAWS – ARTICLE IV - MEMBERSHIP		
Current Wording	**Proposed Amendments**	**If Adopted, Will Read**
Section 3. Associate Members. Persons who are employed in the Civil Service of the State of New York, or any political subdivision thereof of any authority, public benefit corporation, or any corporation associated through the provision of products and services, or similar autonomous public organization such as certain exempt or management employees for which the Association is not the duly recognized or certified collective bargaining agent pursuant to law shall be eligible for Associate membership. Associate Members shall have none of the rights of Members, with the exception of payroll deduction for dues where applicable and Association-sponsored insurance programs and shall be eligible for all other such rights and privileges approved by the Board of Directors.	~~**Section 3. Associate Members.** Persons who are employed in the Civil Service of the State of New York, or any political subdivision thereof of any authority, public benefit corporation, or any corporation associated through the provision of products and services, or similar autonomous public organization such as certain exempt or management employees for which the Association is not the duly recognized or certified collective bargaining agent pursuant to law shall be eligible for Associate membership. Associate Members shall have none of the rights of Members, with the exception of payroll deduction for dues where applicable and Association-sponsored insurance programs and shall be eligible for all other such rights and privileges approved by the Board of Directors.~~	

Proposed By: Constitution & Bylaws Committee
Rationale: Associate Membership is a holdover from when we were part of CSEA. The Association does not have and has not had, ANY Associate members. This Proposal and Proposal #18 need to be considered together. The Committee recommends a **YES** vote.
Constitution and Bylaws Committee Comments:
Adopted: ☐
Rejected: ☐

Amended: _____
_____
Referred: _____
Other: _____

Proposed Key:
Underlined=insertions
Strike Through=strike out

2026 PROPOSAL #6

CONSTITUTION & BYLAWS – ARTICLE VI – DUTIES OF EXECUTIVE OFFICERS		
Current Wording	**Proposed Amendments**	**If Adopted, Will Read**
Section 4. Treasurer. a. The Treasurer shall be responsible for the custody of all funds of the Association. The Treasurer shall keep an accurate account of all receipts and disbursements and all monies, securities, and other property owned by the Association, and shall submit an itemized report at each scheduled meeting of the Association, including all other reports as the President may require. The Treasurer's accounts shall remain within the premises of the offices of the Association and be open to the inspection of the Board of Directors. The Treasurer shall be a de facto member of the Investment Committee and shall be responsible for the implementation of the Association's Financial Code and the training of the Unit Treasurers. The Treasurer's and President's signatures shall be required on all business contracts. When the Treasurer is unable to endorse a contract/check a secondary Executive Board Signatory may be appointed by the President and notification of such must be sent to the Executive Board. UD 2018	**Section 4. Treasurer.** a. The Treasurer shall be responsible for the custody of all funds of the Association. The Treasurer shall keep an accurate account of all receipts and disbursements and all monies, securities, and other property owned by the Association, and shall submit an itemized report at each scheduled meeting of the Association, including all other reports as the President may require. The Treasurer's accounts shall remain within the premises of the offices of the Association and be open to the inspection of the Board of Directors. The Treasurer shall be a de facto member of the Investment Committee and shall be responsible for the implementation of the Association's Financial Code and the training of the Unit Treasurers. The Treasurer's and President's signatures shall be required on all business contracts. When the Treasurer is unable to endorse a contract/check ~~a secondary Executive Board Signatory may be appointed by the President~~ the Recording Secretary may sign in their absence and notification of such must be sent to the Executive Board within three (3) business days. ~~UD 2018~~	**Section 4. Treasurer.** a. The Treasurer shall be responsible for the custody of all funds of the Association. The Treasurer shall keep an accurate account of all receipts and disbursements and all monies, securities, and other property owned by the Association, and shall submit an itemized report at each scheduled meeting of the Association, including all other reports as the President may require. The Treasurer's accounts shall remain within the premises of the offices of the Association and be open to the inspection of the Board of Directors. The Treasurer shall be a de facto member of the Investment Committee and shall be responsible for the implementation of the Association's Financial Code and the training of the Unit Treasurers. The Treasurer's and President's signatures shall be required on all business contracts. When the Treasurer is unable to endorse a contract/check the Recording Secretary may sign in their absence and notification of such must be sent to the Executive Board within three (3) business days

Proposed By: Constitution & Bylaws Committee
Rationale: This proposal corrects an oversight from the 2025 Convention. Two sections were amended with the attached wording and this section was omitted. The Committee recommends a **YES** vote.
Constitution and Bylaws Committee Comments:
Adopted: ☐
Rejected: ☐

Amended: _____
_____
Referred: _____
Other: _____

Proposed Key:
Underlined=insertions
Strike Through=strike out

2026 PROPOSAL #7

CONSTITUTION & BYLAWS – ARTICLE VII – EXECUTIVE BOARD MEETINGS		
Current Wording	**Proposed Amendments**	**If Adopted, Will Read**
Section 2. Regular Executive Board Meetings. The Executive Board shall hold regularly scheduled meetings at least two (2) times each month, with not more than twenty-one (21) days between each meeting.	**Section 2. Regular Executive Board Meetings.** The Executive Board shall hold ~~regularly scheduled~~ regular meetings at least ~~two (2) times~~ twice each month, ~~with not more than twenty-one (21) days between each meeting.~~ on a schedule established by the Executive Board.	**Section 2. Regular Executive Board Meetings.** The Executive Board shall hold regular meetings at least twice each month, on a schedule established by the Executive Board.

Proposed By: Constitution & Bylaws Committee

Rationale: The proposed wording removes the 21-day limitation between Executive Board meetings, which can create unnecessary scheduling restrictions. This language continues to require the Executive Board to meet at least twice each month while providing flexibility for the Executive Board to establish its meeting schedule. The Committee recommends a **YES** vote.

Constitution and Bylaws Committee Comments:

Adopted: ☐

Rejected: ☐

Amended: _____

_____

Referred: _____

Other: _____

Proposed Key:
Underlined=insertions
Strike Through=strike out

2026 PROPOSAL #8

CONSTITUTION & BYLAWS – ARTICLE VIII – UNIT EXECUTIVE OFFICERS		
Current Wording	**Proposed Amendments**	**If Adopted, Will Read**
Section 4. Proxy. A proxy will be appointed by the Association President or Unit President for a prescribed period of time where the proxy shall be granted Power of Attorney and act as the Unit President. UD 2019	**Section 4. Proxy.** A proxy ~~will~~ may be appointed by the Association President or Unit President for a ~~prescribed~~ specified period of time ~~where the proxy shall be granted Power of Attorney and act as the Unit President. UD 2019~~ when the Unit President is unable or unavailable to perform the duties of the office. During the specified period, the appointed proxy shall be granted the authority necessary to perform the duties and exercise the powers of the Unit President and shall act in the capacity of the Unit President. The authority of the proxy shall expire at the end of the specified period or upon the return of the Unit President, whichever occurs first.	**Section 4. Proxy.** A proxy may be appointed by the Association President or Unit President for a specified period of time when the Unit President is unable or unavailable to perform the duties of the office. During the specified period, the appointed proxy shall be granted the authority necessary to perform the duties and exercise the powers of the Unit President and shall act in the capacity of the Unit President. The authority of the proxy shall expire at the end of the specified period or upon the return of the Unit President, whichever occurs first.

Proposed By: Constitution & Bylaws Committee
Rationale: The proposed wording provides clarity regarding when a proxy may be appointed, the authority granted to the proxy, and when that authority ends. The Committee recommends a **YES** vote.
Constitution and Bylaws Committee Comments:
Adopted: ☐
Rejected: ☐

Amended: _____

_____

Referred: _____
Other: _____

Proposed Key:
Underlined=insertions
Strike Through=strike out

2026 PROPOSAL #9

CONSTITUTION & BYLAWS – ARTICLE XI – GENERAL MEMBERSHIP MEETINGS		
Current Wording	**Proposed Amendments**	**If Adopted, Will Read**
Regular meetings of the General Membership shall be held at least four (4) times per year on a regularly scheduled basis. UD 2025	Regular meetings of the General Membership shall be held at least ~~four (4)~~ two (2) times per year on a regularly scheduled basis. ~~UD 2025~~	Regular meetings of the General Membership shall be held at least two (2) times per year on a regularly scheduled basis.

Proposed By: Constitution & Bylaws Committee
Rationale: The proposed wording adjusts the minimum number of required General Membership meetings from four (4) to two (2) times per year, while maintaining the requirement that meetings be held on a regularly scheduled basis. This change provides greater flexibility in scheduling while ensuring that regular General Membership meetings continue to be held. The Committee recommends a **YES** vote.
Constitution and Bylaws Committee Comments:
Adopted: ☐
Rejected: ☐

Amended: _____

_____

Referred: _____
Other: _____

Proposed Key:
Underlined=insertions
Strike Through=strike out

2026 PROPOSAL #10

CONSTITUTION & BYLAWS – ARTICLE XII – SPECIAL MEMBERSHIP MEETINGS		
Current Wording	**Proposed Amendments**	**If Adopted, Will Read**
	Financing of Unit Elections Association funds shall be the sole source of financing Unit Board elections. Unit Board funds shall not be used to finance Unit Board elections.	**Financing of Unit Elections** Association funds shall be the sole source of financing Unit Board elections. Unit Board funds shall not be used to finance Unit Board elections.

Proposed By: Geoff Mascaro, DPW White
Rationale: Unit Board Elections, especially in cases of unopposed candidates are extremely expensive and deplete funds intended for the benefit of Unit Members.
Constitution and Bylaws Committee Comments: The Committee opposes this proposal. Unit Boards receive operating funds to run their Units, and those funds should be used for Unit business, including Unit Board elections. Unit Board elections are a Unit function. The Association should not be responsible for the cost of Unit elections when dues are rebated back to the units specifically for these reasons. The Committee believes Unit Boards should remain responsible for the costs associated with their own elections and recommends a **NO** vote.
Rejected: ☐

Amended: _____

_____

Referred: _____
Other: _____

Proposed Key:
Underlined=insertions
Strike Through=strike out

2026 PROPOSAL #11

CONSTITUTION & BYLAWS- ARTICLE XV - CONVENTIONS		
Current Wording	**Proposed Amendments**	**If Adopted, Will Read**
Section 2. Delegates. a. Each Association Unit's members shall be represented at Conventions by delegates. The Unit President, by virtue of that office, shall be a delegate. Each Unit is entitled to at least two (2) additional delegates for a total of three (3) delegates. UD 2024 b. Those Units with more than 300 members shall be entitled to an additional delegate, for a total of four (4) delegates. UD 2024 c. Those Units, except the Retired Members' Unit, with more than 399 members shall be entitled to an additional delegate, for a total of five (5) delegates. UD 2024 d. If the Retired Members' Unit has 1,600 or more members, then they shall be entitled to an additional delegate, for a total of five (5) delegates. UD 2024 e. Retired Members' Unit delegation shall be based on the membership rolls as of December 31st of the previous year. UD 2024 f. If a delegate cannot attend a convention, the Unit President, with the approval of the Unit's Executive Board, may appoint a member of the Unit in good standing to attend the upcoming convention as a delegate. UD 2024 g. If the Unit President cannot attend the convention, the next highest-ranking officer available shall attend in his/her stead. h. The Executive Officers of the Association, by virtue of their office, shall be designated as voting delegates at all meetings of the Association, each with a single vote.	**Section 2. Delegates.** a. Each Association Unit's members shall be represented at Conventions by delegates. The Unit President, by virtue of that office, shall be a delegate. ~~Each Unit is entitled to at least two (2) additional delegates for a total of three (3) delegates. UD 2024~~ Additionally, at least two (2) delegates and two (2) alternates shall be elected from each Unit. Those Units with 301-399 members shall be entitled to an additional delegate and alternate. Any Unit that exceeds 399 members shall be entitled to five (5) delegates and four (4) alternates. ~~b. Those Units with more than 300 members shall be entitled to an additional delegate, for a total of four (4) delegates. UD 2024~~ ~~c. Those Units, except the Retired Members' Unit, with more than 399 members shall be entitled to an additional delegate, for a total of five (5) delegates. UD 2024~~ ~~d. If the Retired Members' Unit has 1,600 or more members, then they shall be entitled to an additional delegate, for a total of five (5) delegates. UD 2024~~ ~~e. Retired Members' Unit delegation shall be based on the membership rolls as of December 31st of the previous year. UD 2024~~ ~~f. If a delegate cannot attend a convention, the Unit President, with the approval of the Unit's Executive Board, may appoint a member of the Unit in good standing to attend the upcoming convention as a delegate. UD 2024~~ b. The alternate delegates shall be deemed to have rank according to their election vote tally with the one having the highest tally being the first	**Section 2. Delegates.** a. Each Association Unit's members shall be represented at Conventions by delegates. The Unit President, by virtue of that office, shall be a delegate. Additionally, at least two (2) delegates and two (2) alternates shall be elected from each Unit. Those Units with 301-399 members shall be entitled to an additional delegate and alternate. Any Unit that exceeds 399 members shall be entitled to five (5) delegates and four (4) alternates. b. The alternate delegates shall be deemed to have rank according to their election vote tally with the one having the highest tally being the first alternate, the one having the next highest tally being second alternate and so on. In case of a delegate vacancy, the first alternate shall assume full delegate status and the other alternates shall move up in rank accordingly. If a delegate cannot attend a convention, the first alternate shall be given the first option to attend, the second alternate the second option and so on. Any conflicts in filling a delegate vacancy or sending an alternate to a particular convention caused by equal vote tallies shall be settled by draw and duly supervised by the Unit Executive Board with Unit members permitted to observe. In those cases, where a Unit's elected delegates or their alternates are unable to attend a convention, the Unit President, with the approval of the Unit's Executive Board, may appoint a member of the Unit in good standing to attend the upcoming convention as a delegate. c. If the Unit President cannot attend the convention, the next

Proposed Key:
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2026 PROPOSAL #11

	alternate, the one having the next highest tally being second alternate and so on. In case of a delegate vacancy, the first alternate shall assume full delegate status and the other alternates shall move up in rank accordingly. If a delegate cannot attend a convention, the first alternate shall be given the first option to attend, the second alternate the second option and so on. Any conflicts in filling a delegate vacancy or sending an alternate to a particular convention caused by equal vote tallies shall be settled by draw and duly supervised by the Unit Executive Board with Unit members permitted to observe. In those cases, where a Unit's elected delegates or their alternates are unable to attend a convention, the Unit President, with the approval of the Unit's Executive Board, may appoint a member of the Unit in good standing to attend the upcoming convention as a delegate. ~~g.~~c. If the Unit President cannot attend the convention, the next highest-ranking officer available shall attend in his/her stead. ~~h.~~ d. The Executive Officers of the Association, by virtue of their office, shall be designated as voting delegates at all meetings of the Association, each with a single vote. Proviso: The delegate election procedure will be presented to the BOD for review and approval prior to implementation. The delegate election procedure will be operational for the 2027 Convention.	highest-ranking officer available shall attend in his/her stead. d. The Executive Officers of the Association, by virtue of their office, shall be designated as voting delegates at all meetings of the Association, each with a single vote. Proviso: The delegate election procedure will be presented to the BOD for review and approval prior to implementation. The delegate election procedure will be operational for the 2027 Convention.

Proposed By: Constitution & Bylaws Committee
Rationale: Delegates need to be duly elected by the membership as defined in the AME Bill of Rights. This proposal establishes a clear process for electing delegates and alternates to represent each Unit at Association Conventions. The Committee believes this provides a consistent and orderly process for convention representation. The Committee recommends a **YES** vote.
Constitution and Bylaws Committee Comments:

Proposed Key:
Underlined=insertions
Strike Through=strike out

2026 PROPOSAL #11

DISPOSITION:
Adopted: ☐
Rejected: ☐

Amended: _____

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Referred: _____
Other: _____

Proposed Key:
Underlined=insertions
Strike Through=strike out

2026 PROPOSAL #12

CONSTITUTION & BYLAWS- ARTICLE XVII - FINANCES		
Current Wording	**Proposed Amendments**	**If Adopted, Will Read**
Section 4. Adopting Budgets. The Board of Directors shall adopt a budget not later than December 1st of each year. The adopted budget shall be published in the next scheduled issue of the Association's publication, and a copy made available for member review at the Association's headquarters. In the absence of an official publication, copies will be widely distributed. UD F-2002	**Section 4. Adopting Budgets.** The Board of Directors shall adopt a budget no~~t~~ later than December 1st of each year. The adopted budget shall be published in the next scheduled issue of the Association's publication, posted on the AME website and a copy made available for ~~member~~ review at the Association's headquarters. ~~In the absence of an official publication, copies will be widely distributed. UD F-2002~~	**Section 4. Adopting Budgets.** The Board of Directors shall adopt a budget no later than December 1st of each year. The adopted budget shall be published in the next scheduled issue of the Association's publication, posted on the AME website and a copy made available for review at the Association's headquarters.

Proposed By: Constitution & Bylaws Committee
Rationale: This proposal makes housekeeping changes to update the language and clarify how the adopted budget will be made available to members. The Committee recommends a **YES** vote.
Constitution and Bylaws Committee Comments:

DISPOSITION:
Adopted: ☐
Rejected: ☐

Amended: _____

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Referred: _____
Other: _____

Proposed Key:
Underlined=insertions
Strike Through=strike out

2026 PROPOSAL #13

CONSTITUTION & BYLAWS- ARTICLE XVII - FINANCES		
Current Wording	**Proposed Amendments**	**If Adopted, Will Read**
Section 7. Required Signatures. Withdrawals or drafts drawn upon the Association accounts shall require the signature of at least two (2) signatories of the Association. When the Treasurer is unable to endorse a contract/check Recording Secretary may sign in their absence and notification of such must be sent to the Executive Board within three (3) business days. UD 2025	**Section 7. Required Signatures.** Withdrawals or drafts drawn upon the Association accounts shall require the signature of at least two (2) signatories of the Association. When the Treasurer is unable to endorse a contract/check the Recording Secretary may sign in their absence and notification of such must be sent to the Executive Board within three (3) business days. ~~UD 2025~~	**Section 7. Required Signatures.** Withdrawals or drafts drawn upon the Association accounts shall require the signature of at least two (2) signatories of the Association. When the Treasurer is unable to endorse a contract/check the Recording Secretary may sign in their absence and notification of such must be sent to the Executive Board within three (3) business days.

Proposed By: Constitution & Bylaws Committee
Rationale: This proposal corrects a housekeeping issue by adding the word "the" to clarify the sentence. The Committee recommends a **YES** vote.
Constitution and Bylaws Committee Comments:

DISPOSITION:
Adopted: ☐
Rejected: ☐

Amended: _____
_____
Referred: _____
Other: _____

Proposed Key:
Underlined=insertions
Strike Through=strike out

2026 PROPOSAL #14

CONSTITUTION & BYLAWS- ARTICLE XVII - FINANCES		
Current Wording	**Proposed Amendments**	**If Adopted, Will Read**
Section 9. Relatives as Employees or Consultants. A relative of the Executive Board may serve in a paid or unpaid capacity as an employee or consultant to the Association during the term of office of that officer only with the approval of the Board of Directors. UD F-2016	~~**Section 9. Relatives as Employees or Consultants.** A relative of the Executive Board may serve in a paid or unpaid capacity as an employee or consultant to the Association during the term of office of that officer only with the approval of the Board of Directors. UD F-2016~~	

Proposed By: Constitution & Bylaws Committee
Rationale: This language is being moved to the appropriate location which is in Article XXVII Ethics. This proposal should be considered with proposal 28. The Committee recommends a **YES** vote.
Constitution and Bylaws Committee Comments:

DISPOSITION:
Adopted: ☐
Rejected: ☐

Amended: _____

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Referred: _____
Other: _____

Proposed Key:
Underlined=insertions
Strike Through=strike out

2026 PROPOSAL #15

CONSTITUTION & BYLAWS- ARTICLE XVIII - DUES		
Current Wording	**Proposed Amendments**	**If Adopted, Will Read**
Section 1. Members. Members of the Association shall pay through a bi-weekly payroll deduction of $28.00 for each pay period in the official County calendar year, or by direct payment to the Association for the annual amount equal to the bi-weekly dues deduction times the calendar year bi-weekly payments. One-half (1/2) which shall be due by December 1st of the year preceding the annual period of membership and the second payment due on or before June 1st of the current year of membership. Part-time employees, except Crossing Guards, contractually unique as determined by the Board of Directors, i.e., College Aides, shall pay one-half (1/2) the annual dues in the same manner as above. When contractual modifications amend the number of bi-weekly payrolls, the Executive Board may decrease the annual amount of dues with the approval of the Board of Directors. UD F-2016 A. Effective 2023, all future dues increases are established at a rate of $0.80 per percentage point awarded by the Collective Bargaining Agreement. CB2024 B. Upon ratification of a successor Collective Bargaining Agreement, a reevaluation of this dues provision shall occur upon the first Convention meeting following said ratification. UD2022	**Section 1. Members.** Members of the Association shall pay through a bi-weekly payroll deduction of $28.00 for each pay period in the official County calendar year, or by direct payment to the Association for the annual amount equal to the bi-weekly dues deduction times the calendar year bi-weekly payments. One-half (1/2) which shall be due by December 1st of the year preceding the annual period of membership and the second payment due on or before June 1st of the current year of membership. Part-time employees, except Crossing Guards, contractually unique as determined by the Board of Directors, i.e., College Aides, shall pay one-half (1/2) the annual dues in the same manner as above. When contractual modifications amend the number of bi-weekly payrolls, the Executive Board may decrease the annual amount of dues with the approval of the Board of Directors. UD F-2016 A. Effective 2023, all future dues increases are established at a rate of $0.80 per percentage point awarded by the Collective Bargaining Agreement. ~~CB2024~~ Retroactive wage increases shall not be included in the calculation of dues increases. ~~B. Upon ratification of a successor Collective Bargaining Agreement, a reevaluation of this dues provision shall occur upon the first Convention meeting following said ratification. UD2022~~	**Section 1. Members.** Members of the Association shall pay through a bi-weekly payroll deduction of $28.00 for each pay period in the official County calendar year, or by direct payment to the Association for the annual amount equal to the bi-weekly dues deduction times the calendar year bi-weekly payments. One-half (1/2) which shall be due by December 1st of the year preceding the annual period of membership and the second payment due on or before June 1st of the current year of membership. Part-time employees, except Crossing Guards, contractually unique as determined by the Board of Directors, i.e., College Aides, shall pay one-half (1/2) the annual dues in the same manner as above. When contractual modifications amend the number of bi-weekly payrolls, the Executive Board may decrease the annual amount of dues with the approval of the Board of Directors. UD F-2016 A. Effective 2023, all future dues increases are established at a rate of $0.80 per percentage point awarded by the Collective Bargaining Agreement. Retroactive wage increases shall not be included in the calculation of dues increases.

Proposed By: Constitution & Bylaws Committee
Rationale: This proposal clarifies how future dues increases are calculated by specifying that retroactive wage increases will not be included in the calculation. The Committee recommends a **YES** vote.
Constitution and Bylaws Committee Comments:

Proposed Key:
Underlined=insertions
Strike Through=strike out

2026 PROPOSAL #15

DISPOSITION:
Adopted: ☐
Rejected: ☐

Amended: _____

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Referred: _____

Other: _____

Proposed Key:
Underlined=insertions
Strike Through=strike out

2026 PROPOSAL #16

CONSTITUTION & BYLAWS- ARTICLE XVIII - DUES		
Current Wording	**Proposed Amendments**	**If Adopted, Will Read**
Section 1. Members. Members of the Association shall pay through a bi-weekly payroll deduction of $28.00 for each pay period in the official County calendar year, or by direct payment to the Association for the annual amount equal to the bi-weekly dues deduction times the calendar year bi-weekly payments. One-half (1/2) which shall be due by December 1st of the year preceding the annual period of membership and the second payment due on or before June 1st of the current year of membership. Part-time employees, except Crossing Guards, contractually unique as determined by the Board of Directors, i.e., College Aides, shall pay one-half (1/2) the annual dues in the same manner as above. When contractual modifications amend the number of bi-weekly payrolls, the Executive Board may decrease the annual amount of dues with the approval of the Board of Directors. UD F-2016 A. Effective 2023, all future dues increases are established at a rate of $0.80 per percentage point awarded by the Collective Bargaining Agreement. CB2024 B. Upon ratification of a successor Collective Bargaining Agreement, a reevaluation of this dues provision shall occur upon the first Convention meeting following said ratification. UD2022 **Section 2. Associate Members.** Associate members shall pay through a bi-weekly payroll deduction of $28.00 for each pay period in the official County calendar year, or by direct payment to the Association for the annual amount equal to the bi-weekly dues deduction	**Section 1. Members.** Members of the Association shall pay through a bi-weekly payroll deduction of ~~$28.00~~ $31.60 for each pay period in the official County calendar year, or by direct payment to the Association for the annual amount equal to the bi-weekly dues deduction times the calendar year bi-weekly payments. One-half (1/2) which shall be due by December 1st of the year preceding the annual period of membership and the second payment due on or before June 1st of the current year of membership. Part-time employees, except Crossing Guards, contractually unique as determined by the Board of Directors, i.e., College Aides, shall pay one-half (1/2) the annual dues in the same manner as above. When contractual modifications amend the number of bi-weekly payrolls, the Executive Board may decrease the annual amount of dues with the approval of the Board of Directors. ~~UD F-2016~~ ~~A. Effective 2023, all future dues increases are established at a rate of $0.80 per percentage point awarded by the Collective Bargaining Agreement. CB2024~~ ~~B. Upon ratification of a successor Collective Bargaining Agreement, a reevaluation of this dues provision shall occur upon the first Convention meeting following said ratification. UD2022~~ **Section 2. Associate Members.** Associate members shall pay through a bi-weekly payroll deduction of ~~$28.00~~ $31.60 for each pay period in the official County calendar year, or by direct payment to the Association for the annual amount equal to the bi-weekly	**Section 1. Members.** Members of the Association shall pay through a bi-weekly payroll deduction of $31.60 for each pay period in the official County calendar year, or by direct payment to the Association for the annual amount equal to the bi-weekly dues deduction times the calendar year bi-weekly payments. One-half (1/2) which shall be due by December 1st of the year preceding the annual period of membership and the second payment due on or before June 1st of the current year of membership. Part-time employees, except Crossing Guards, contractually unique as determined by the Board of Directors, i.e., College Aides, shall pay one-half (1/2) the annual dues in the same manner as above. When contractual modifications amend the number of bi-weekly payrolls, the Executive Board may decrease the annual amount of dues with the approval of the Board of Directors. **Section 2. Associate Members.** Associate members shall pay through a bi-weekly payroll deduction of $31.60 for each pay period in the official County calendar year, or by direct payment to the Association for the annual amount equal to the bi-weekly dues deduction times the calendar year bi-weekly payments. One-half (1/2) of which shall be due by December 1st of the year preceding the annual period of membership and the second payment due on or before June 1st of the current year of membership.

Proposed Key:
Underlined=insertions
Strike Through=strike out

times the calendar year bi-weekly payments. One-half (1/2) of which shall be due by December 1st of the year preceding the annual period of membership and the second payment due on or before June 1st of the current year of membership. UD F-2016 A. All future dues increases are established at a rate of $0.80 per percentage point awarded by the Collective Bargaining Agreement. UD 2024 B. Upon ratification of a successor Collective Bargaining Agreement, a reevaluation of this dues provision shall occur upon the first Convention meeting following said ratification. UD 2024	dues deduction times the calendar year bi-weekly payments. One-half (1/2) of which shall be due by December 1st of the year preceding the annual period of membership and the second payment due on or before June 1st of the current year of membership. ~~UD F-2016 A. All future dues increases are established at a rate of $0.80 per percentage point awarded by the Collective Bargaining Agreement. UD 2024 B. Upon ratification of a successor Collective Bargaining Agreement, a reevaluation of this dues provision shall occur upon the first Convention meeting following said ratification. UD 2024~~	

Proposed By: Mary Lou Fava, Medicaid & Marion Webster, Patient Care
Rationale: The automatic dues increase provision was originally adopted during a period of significant financial hardship for the Association in order to provide a dependable revenue source, eliminating the need to seek a dues increase each time the Collective Bargaining Agreement provided a wage increase. The Association believes that provision has served its purpose and is no longer necessary. Restoring the prior $28.00/$31.60 bi-weekly dues language will provide greater transparency and predictability for members, separate Association dues from negotiated wage increases, and ensure that any future dues increase in considered through the Association's established governance process rather than occurring automatically.
Constitution and Bylaws Committee Comments: The Committee opposes this proposal because it removes the existing provision tying future dues increases to wage increases under the Collective Bargaining Agreement. Removing this provision leaves no clear process for future dues adjustments and will require additional amendments to address future increases. The Committee believes maintaining a consistent method for calculating dues is important for the Association's financial planning and long-term stability. The proposal's rationale also states that the Association believes the automatic dues increase provision has served its purpose and is no longer necessary. The Association has not stated or implied this position, and the Committee believes this statement should be removed from the rationale. The Committee recommends a **NO** vote.

DISPOSITION:
Adopted: ☐
Rejected: ☐

Amended: _____
_____
Referred: _____
Other: _____

Proposed Key:
Underlined=insertions
Strike Through=strike out

2026 PROPOSAL #17

CONSTITUTION & BYLAWS- ARTICLE XVIII - DUES		
Current Wording	**Proposed Amendments**	**If Adopted, Will Read**
Section 1. Members. Members of the Association shall pay through a bi-weekly payroll deduction of $28.00 for each pay period in the official County calendar year, or by direct payment to the Association for the annual amount equal to the bi-weekly dues deduction times the calendar year bi-weekly payments. One-half (1/2) which shall be due by December 1st of the year preceding the annual period of membership and the second payment due on or before June 1st of the current year of membership. Part-time employees, except Crossing Guards, contractually unique as determined by the Board of Directors, i.e., College Aides, shall pay one-half (1/2) the annual dues in the same manner as above. When contractual modifications amend the number of bi-weekly payrolls, the Executive Board may decrease the annual amount of dues with the approval of the Board of Directors. UD F-2016 A. Effective 2023, all future dues increases are established at a rate of $0.80 per percentage point awarded by the Collective Bargaining Agreement. CB2024 B. Upon ratification of a successor Collective Bargaining Agreement, a reevaluation of this dues provision shall occur upon the first Convention meeting following said ratification. UD2022	**Section 1. Members.** Members of the Association shall pay through a bi-weekly payroll deduction ~~of $28.00 for each pay period in the official County calendar year,~~ or by direct payment to the Association ~~for the~~ in an annual amount equal to the applicable bi-weekly dues ~~deduction~~ amount multiplied the number of ~~times the calendar year~~ bi-weekly payments in the Official County calendar year. One-half (1/2) ~~which~~ of the annual dues shall be due by December 1st of the year preceding the annual period of membership and the second payment shall be due on or before June 1st of the current year of membership. Part-time employees, except Crossing Guards and employees contractually designated as unique ~~as determined~~ by the Board of Directors, ~~i.e.,~~ including College Aides, shall pay one-half (1/2) the annual dues in the same manner as above. When contractual modifications amend the number of bi-weekly payrolls, the Executive Board may decrease the annual amount of dues with the approval of the Board of Directors. ~~UD F-2016~~ **Base Dues Amount:** The initial bi-weekly dues amount is $28.00, established as of 6/30/2023. **A. Dues Increase Formula** Effective 2023, and thereafter, dues shall be increased by $0.80 for each one (1) percentage point of the general wage increase awarded under the applicable Collective Bargaining Agreement. The resulting dues increase shall be added to the then-current bi-weekly dues amount, and the resulting amount shall become the new bi-weekly dues amount for purposes of calculating subsequent dues increases	Section 1. Members. Members of the Association shall pay through a bi-weekly payroll deduction or by direct payment to the Association in an annual amount equal to the applicable bi-weekly dues amount multiplied the number of bi-weekly payments in the Official County calendar year. One-half (1/2) of the annual dues shall be due by December 1st of the year preceding the annual period of membership and the second payment shall be due on or before June 1st of the current year of membership. Part-time employees, except Crossing Guards and employees contractually designated as unique by the Board of Directors, including College Aides, shall pay one-half (1/2) the annual dues in the same manner as above. When contractual modifications amend the number of bi-weekly payrolls, the Executive Board may decrease the annual amount of dues with the approval of the Board of Directors. **Base Dues Amount:** The initial bi-weekly dues amount is $28.00, established as of 6/30/2023. **A. Dues Increase Formula** Effective 2023, and thereafter, dues shall be increased by $0.80 for each one (1) percentage point of the general wage increase awarded under the applicable Collective Bargaining Agreement. The resulting dues increase shall be added to the then-current bi-weekly dues amount, and the resulting amount shall become the new bi-weekly dues amount for purposes of calculating subsequent dues increases *(Appendix #X)* **B. Application of Formula** The dues increase formula shall apply to the general wage

Proposed Key:
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2026 PROPOSAL #17

	(Appendix #X) ~~all future dues increases are established at a rate of $0.80 per percentage point awarded by the Collective Bargaining Agreement. CB2024~~ ~~B. Upon ratification of a successor Collective Bargaining Agreement, a reevaluation of this dues provision shall occur upon the first Convention meeting following said ratification. UD2022~~ **B. Application of Formula** The dues increase formula shall apply to the general wage increase awarded under each applicable successor Collective Bargaining Agreement. Dues increases shall be cumulative, with each increase added to the then-current biweekly dues amount and carried forward from one Collective Bargaining Agreement to the next. **C. Retroactive Raises** Retroactive wage increases shall not be included in the calculation of dues increases.	increase awarded under each applicable successor Collective Bargaining Agreement. Dues increases shall be cumulative, with each increase added to the then-current biweekly dues amount and carried forward from one Collective Bargaining Agreement to the next. **C. Retroactive Raises** Retroactive wage increases shall not be included in the calculation of dues increases.

Proposed By: Constitution & Bylaws Committee
Rationale: This proposal clarifies how Association dues are calculated and how future increases are applied. It establishes a base dues amount, explains how increases are calculated and carried forward under successor Collective Bargaining Agreements, and specifies that retroactive wage increases are not included in the calculation. The Committee believes this provides a clearer and more consistent process for determining future dues. The Committee recommends a **YES** vote.
Constitution and Bylaws Committee Comments:

DISPOSITION:
Adopted: ☐
Rejected: ☐

Amended: _____

_____

Referred: _____
Other: _____

Proposed Key:
Underlined=insertions
Strike Through=strike out

2026 PROPOSAL #18

CONSTITUTION & BYLAWS- ARTICLE XVIII - DUES		
Current Wording	**Proposed Amendments**	**If Adopted, Will Read**
Section 2. Associate Members. Associate members shall pay through a bi-weekly payroll deduction of $28.00 for each pay period in the official County calendar year, or by direct payment to the Association for the annual amount equal to the bi-weekly dues deduction times the calendar year bi-weekly payments. One-half (1/2) of which shall be due by December 1st of the year preceding the annual period of membership and the second payment due on or before June 1st of the current year of membership. UD F-2016 A. All future dues increases are established at a rate of $0.80 per percentage point awarded by the Collective Bargaining Agreement. UD 2024 B. Upon ratification of a successor Collective Bargaining Agreement, a reevaluation of this dues provision shall occur upon the first Convention meeting following said ratification. UD 2024	~~**Section 2. Associate Members.** Associate members shall pay through a bi-weekly payroll deduction of $28.00 for each pay period in the official County calendar year, or by direct payment to the Association for the annual amount equal to the bi-weekly dues deduction times the calendar year bi-weekly payments. One-half (1/2) of which shall be due by December 1st of the year preceding the annual period of membership and the second payment due on or before June 1st of the current year of membership. UD F-2016 A. All future dues increases are established at a rate of $0.80 per percentage point awarded by the Collective Bargaining Agreement. UD 2024 B. Upon ratification of a successor Collective Bargaining Agreement, a reevaluation of this dues provision shall occur upon the first Convention meeting following said ratification. UD 2024~~	

Proposed By: Constitution & Bylaws Committee
Rationale: Associate Membership is a holdover from when we were part of CSEA. The Association does not have and has not had, ANY Associate members. This Proposal and Proposal #5 need to be considered together. The Committee recommends a **YES** Vote.
Constitution and Bylaws Committee Comments:

DISPOSITION:
Adopted: ☐
Rejected: ☐

Amended: _____

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Referred: _____
Other: _____

Proposed Key:
Underlined=insertions
Strike Through=strike out

2026 PROPOSAL #19

CONSTITUTION & BYLAWS- ARTICLE XVIII - DUES		
Current Wording	**Proposed Amendments**	**If Adopted, Will Read**
Section 6. Unit Dues Rebate, Rate of Rebate. Each duly organized Unit of the Association which has complied with all of the provisions of the Association's Constitution & Bylaws and Financial Code shall receive from the Treasurer an annual payment of four and three-quarters percent (4.75%) of the membership dues, based upon actual dues collected to be paid semi-annually. An additional percentage of membership dues from each Unit shall be placed into a common rebate fund to be divided as prescribed in the Association's Financial Code. The Retirees Unit shall receive an annual payment of eighteen percent (18%) of their membership dues and be exempt from participating in the common rebate fund. These rebates shall be paid during the months of April and October of each year. UD 2018	**Section 6. Unit Dues Rebate, Rate of Rebate.** Each duly organized Unit of the Association which has complied with all of the provisions of the Governing Documents of the Association~~'s Constitution & Bylaws and Financial Code~~ shall receive from the Treasurer an annual payment of four and three-quarters percent (4.75%) of the membership dues, based upon actual dues collected to be paid semi-annually. An additional percentage of membership dues from each Unit shall be placed into a common rebate fund to be divided as prescribed in the Association's Financial Code. The Retirees Unit shall receive an annual payment of eighteen percent (18%) of their membership dues and be exempt from participating in the common rebate fund. These rebates shall be paid during the months of April and October of each year. ~~UD 2018~~	**Section 6. Unit Dues Rebate, Rate of Rebate.** Each duly organized Unit of the Association which has complied with all of the provisions of the Governing Documents of the Association shall receive from the Treasurer an annual payment of four and three-quarters percent (4.75%) of the membership dues, based upon actual dues collected to be paid semi-annually. An additional percentage of membership dues from each Unit shall be placed into a common rebate fund to be divided as prescribed in the Association's Financial Code. The Retirees Unit shall receive an annual payment of eighteen percent (18%) of their membership dues and be exempt from participating in the common rebate fund. These rebates shall be paid during the months of April and October of each year.

Proposed By: Constitution & Bylaws Committee
Rationale: This proposal updates the wording to conform with other sections of the C&B. The Committee recommends a **YES** vote.
Constitution and Bylaws Committee Comments:

DISPOSITION:
Adopted: ☐
Rejected: ☐

Amended: _____

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Referred: _____
Other: _____

Proposed Key:
Underlined=insertions
Strike Through=strike out

2026 PROPOSAL #20

CONSTITUTION & BYLAWS- ARTICLE XVIII - DUES		
Current Wording	**Proposed Amendments**	**If Adopted, Will Read**
Section 7. Unit Dues Rebate, Use of Rebate Funds. All funds to be rebated to Units are rebated in trust on behalf of the members of the Unit. All rebated funds to Units shall be used for the benefit of its members and the furtherance of legitimate union business in accordance with the Association's Financial Code. UD 2010	**Section 7. Unit Dues Rebate, Use of Rebate Funds.** All funds to be rebated to Units are rebated in trust on behalf of the members of the Unit. All rebated funds to Units shall be used for the benefit of its members and the furtherance of legitimate union business in accordance with the ~~Association's Financial Code. UD 2010~~ Governing Documents of the Association.	**Section 7. Unit Dues Rebate, Use of Rebate Funds.** All funds to be rebated to Units are rebated in trust on behalf of the members of the Unit. All rebated funds to Units shall be used for the benefit of its members and the furtherance of legitimate union business in accordance with the Governing Documents of the Association.

Proposed By: Constitution & Bylaws Committee
Rationale: Recommendation by the C&B Committee: This proposal updates the wording to conform with other sections of the C&B. The Committee recommends a **YES** vote.
Constitution and Bylaws Committee Comments:

DISPOSITION:
Adopted: ☐
Rejected: ☐

Amended: _____
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Referred: _____
Other: _____

Proposed Key:
Underlined=insertions
Strike Through=strike out

2026 PROPOSAL #21

CONSTITUTION & BYLAWS- ARTICLE XXI - COMMITTEES		
Current Wording	**Proposed Amendments**	**If Adopted, Will Read**
Section 2. Removals. The President may remove any member from a committee appointment except for members of the Auditing, Elections and Nomination Committees (Article XXI – COMMITTEES, Section 6). The President will notify the Executive Board via email within forty-eight (48) hours when there have been any removals from any committees. UD 2018	**Section 2. Removals.** The President may remove any member from a committee appointment except for members of the Unit Auditing, Elections and Nomination Committees (Article XXI – COMMITTEES, Section 6). The President will notify the Executive Board via email within forty-eight (48) hours when there have been any removals from any committees. ~~UD 2018~~	**Section 2. Removals.** The President may remove any member from a committee appointment except for members of the Unit Auditing, Elections and Nomination Committees (Article XXI – COMMITTEES, Section 6). The President will notify the Executive Board via email within forty-eight (48) hours when there have been any removals from any committees.

Proposed By: Constitution & Bylaws Committee
Rationale: This proposal clarifies the intent of the Governing Documents to clearly define that the Auditing Committee is specific to the Units. The Association's financials are audited by an outside firm pursuant to our governing documents. The Committee recommends a **YES** vote.
Constitution and Bylaws Committee Comments:

DISPOSITION:
Adopted: ☐
Rejected: ☐

Amended: _____
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Referred: _____
Other: _____

Proposed Key:
Underlined=insertions
Strike Through=strike out

2026 PROPOSAL #22

CONSTITUTION & BYLAWS- ARTICLE XXI - COMMITTEES		
Current Wording	**Proposed Amendments**	**If Adopted, Will Read**
Section 4. Standing Committees. The President shall appoint the Chairpersons of the following Standing Committees: Legal Committee, Education Committee, Budget Committee, Auditing Committee, Public Relations Committee, Membership Committee, Constitution & Bylaws Committee, Documents Committee, Political and Legislative Action Committee, Convention Committee, Investment Committee, Social and Fundraising Committee, Civil Service Review Committee and Unit Rebate and Restructure Committee. UD2023	**Section 4. Standing Committees.** The President shall appoint the Chairpersons of the following Standing Committees: ~~Legal Committee~~, ~~Education Committee~~, Budget Committee, Unit Auditing Committee, ~~Public Relations Committee~~, ~~Membership Committee~~, Constitution & Bylaws Committee, ~~Documents Committee~~, Political and Legislative Action Committee, Convention Committee, Investment Committee, Social and Fundraising Committee, ~~Civil Service Review Committee~~ and Unit Rebate and Restructure Committee. ~~UD2023~~	**Section 4. Standing Committees.** The President shall appoint the Chairpersons of the following Standing Committees: Budget Committee, Unit Auditing Committee, Constitution & Bylaws Committee, Political and Legislative Action Committee, Convention Committee, Investment Committee, Social and Fundraising Committee, and Unit Rebate and Restructure Committee.

Proposed By: Constitution & Bylaws Committee
Rationale: This proposal streamlines the list of Standing Committees by removing committees that are not currently active or needed. This change keeps the governing documents aligned with the Association's current needs while retaining the committees necessary to conduct its business. The Committee recommends a **YES** vote.
Constitution and Bylaws Committee Comments:

DISPOSITION:
Adopted: ☐
Rejected: ☐

Amended: _____

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Referred: _____
Other: _____

Proposed Key:
Underlined=insertions
Strike Through=strike out

2026 PROPOSAL #23

CONSTITUTION & BYLAWS- ARTICLE XXI - COMMITTEES		
Current Wording	**Proposed Amendments**	**If Adopted, Will Read**
Section 6. Auditing, Elections, and Nominating Committee. The approval of the Board of Directors is needed when appointing and removing members and their chairpersons of the Auditing, Elections, and Nominating Committees. UD 2018	**Section 6. Unit Auditing, Elections, and Nominating Committee.** The approval of the Board of Directors is needed when appointing and removing members and their chairpersons of the Unit Auditing, Elections, and Nominating Committees. ~~UD 2018~~	**Section 6. Unit Auditing, Elections, and Nominating Committee.** The approval of the Board of Directors is needed when appointing and removing members and their chairpersons of the Unit Auditing, Elections, and Nominating Committees.

Proposed By: Constitution & Bylaws Committee
Rationale: This proposal clarifies the intent of the Governing Documents to clearly define that the Auditing Committee is specific to the Units. The Association's financials are audited by an outside firm pursuant to our governing documents. The Committee recommends a **YES** vote.
Constitution and Bylaws Committee Comments:

DISPOSITION:
Adopted: ☐
Rejected: ☐

Amended: _____

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Referred: _____
Other: _____

Proposed Key:
Underlined=insertions
Strike Through=strike out

2026 PROPOSAL #24

CONSTITUTION & BYLAWS- ARTICLE XXI - COMMITTEES		
Current Wording	**Proposed Amendments**	**If Adopted, Will Read**
Section 7. Auditing Committee. The President, with the approval of the Board of Directors, shall appoint an Auditing Committee which shall consist of not less than three (3) members, none of whom shall be able to audit the books of their own units. The Auditing Committee shall have the responsibility of auditing the books of the Association's Units at least, but not less than, once each fiscal year and submitting a written report of its findings to the President and the Board of Directors of the Association. The President of the Association may direct the Auditing Committee to audit the books of any Unit which is within his/her discretion as the principal executive. The President shall notify the Board of Directors of any audit that reveals non-compliance with the Financial Code of the Association at the next Board of Directors' meeting. UD 2025	**Section 7. Unit Auditing Committee.** The President, with the approval of the Board of Directors, shall appoint a~~n~~ Unit Auditing Committee which shall consist of not less than three (3) members, none of whom shall be able to audit the books of their own units. The Unit Auditing Committee shall have the responsibility of auditing the books of the Association's Units at least, but not less than, once each fiscal year and submitting a written report of its findings to the President and the Board of Directors of the Association. The President of the Association may direct the Unit Auditing Committee to audit the books of any Unit which is within his/her discretion as the principal executive. The President shall notify the Board of Directors of any audit that reveals non-compliance with the Financial Code of the Association at the next Board of Directors' meeting. ~~UD 2025~~	**Section 7. Unit Auditing Committee.** The President, with the approval of the Board of Directors, shall appoint a Unit Auditing Committee which shall consist of not less than three (3) members, none of whom shall be able to audit the books of their own units. The Unit Auditing Committee shall have the responsibility of auditing the books of the Association's Units at least, but not less than, once each fiscal year and submitting a written report of its findings to the President and the Board of Directors of the Association. The President of the Association may direct the Unit Auditing Committee to audit the books of any Unit which is within his/her discretion as the principal executive. The President shall notify the Board of Directors of any audit that reveals non-compliance with the Financial Code of the Association at the next Board of Directors' meeting.

Proposed By: Constitution & Bylaws Committee
Rationale: This proposal clarifies the intent of the Governing Documents to clearly define that the Auditing Committee is specific to the Units. The Association's financials are audited by an outside firm pursuant to our governing documents. The Committee recommends a **YES** vote.
Constitution and Bylaws Committee Comments:

DISPOSITION:
Adopted: ☐
Rejected: ☐

Amended: _____

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Referred: _____
Other: _____

Proposed Key:
Underlined=insertions
Strike Through=strike out

2026 PROPOSAL #25

CONSTITUTION & BYLAWS- ARTICLE XXII – ELECTION PROCEDURES		
Current Wording	**Proposed Amendments**	**If Adopted, Will Read**
Section 8. Miscellaneous Election Information a. General elections shall be by secret ballot. UD 2019 b. The term of office shall be effective July 1st of the year of the election. c. No member shall be a candidate for more than one (1) Executive Office position. UD 2025	**Section 8. Miscellaneous Election Information** a. General elections shall be by secret ballot. UD 2019 b. The term of office shall be effective July 1st of the year of the election. c. No member shall be a candidate for more than one (1) Executive Office position. UD 2025 d. There will be no write-in candidate for any Unit Board Election. Appointment to Unit Office by acclamation is specifically authorized.	**Section 8. Miscellaneous Election Information** a. General elections shall be by secret ballot. UD 2019 b. The term of office shall be effective July 1st of the year of the election. c. No member shall be a candidate for more than one (1) Executive Office position. UD 2025 d. There will be no write-in candidate for any Unit Board Election. Appointment to Unit Office by acclamation is specifically authorized.

Proposed By: Geoff Mascaro, DPW White
Rationale: It is extremely easy for a member in good standing to qualify for a Unit Board Ballot position. So there is no need for write-in candidates. This will save Unit with unopposed slates from having to expend funds for an unchallenged election.
Constitution and Bylaws Committee Comments: The Committee opposes this proposal because it limits members' ability to participate in the Unit Board election process by eliminating write-in candidates and allowing appointments by acclamation. This wording was removed from the governing documents by the delegates at the 2025 Convention, and the Committee sees no reason to bring it back. The Committee believes elections should remain open and allow members a fair opportunity to participate in the democratic process. The Committee recommends a **NO** vote.

DISPOSITION:
Adopted: ☐
Rejected: ☐

Amended: _____

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Referred: _____
Other: _____

Proposed Key:
Underlined=insertions
Strike Through=strike out

2026 PROPOSAL #26

CONSTITUTION & BYLAWS- ARTICLE XXII – ELECTION PROCEDURES

Current Wording	Proposed Amendments	If Adopted, Will Read
Section 8. Miscellaneous Election Information a. General elections shall be by secret ballot. UD 2019 b. The term of office shall be effective July 1st of the year of the election. c. No member shall be a candidate for more than one (1) Executive Office position. UD 2025	**Section 8. Miscellaneous Election Information** a. All write-in candidates for AME Unit Executive Board and Delegates elections will be required to meet a minimum vote threshold will be based on the membership counts of each unit based on the following chart. 1-50 Members: 3 votes per write-in 51-150 Members: 10 votes per write-in 151-400 Members: 25 votes per write-in 401+ Members: 30 votes per write-in a. b. General elections shall be by secret ballot. UD 2019 ~~b.~~ c. The term of office shall be effective July 1st of the year of the election. ~~c.~~ d. No member shall be a candidate for more than one (1) Executive Office position. UD 2025	**Section 8. Miscellaneous Election Information** a. All write-in candidates for AME Unit Executive Board and Delegates elections will be required to meet a minimum vote threshold will be based on the membership counts of each unit based on the following chart. 1-50 Members: 3 votes per write-in 51-150 Members: 10 votes per write-in 151-400 Members: 25 votes per write-in 401+ Members: 30 votes per write-in b. General elections shall be by secret ballot. UD 2019 c. The term of office shall be effective July 1st of the year of the election. d. No member shall be a candidate for more than one (1) Executive Office position. UD 2025

Proposed By: Constitution & Bylaws Committee
Rationale: This proposal establishes a minimum vote requirement for write-in candidates based on each Unit's membership size. It provides a clear standard for write-in candidates in Unit Executive Board and Delegate elections while keeping the existing election provisions in place. The Committee recommends a **YES** vote.
Constitution and Bylaws Committee Comments:

DISPOSITION:
Adopted: ☐
Rejected: ☐

Amended: _____

Referred: _____
Other: _____

Proposed Key:
Underlined=insertions
Strike Through=strike out

2026 PROPOSAL #27

CONSTITUTION & BYLAWS- ARTICLE XXIV – ASSOCIATION PROPERTY AND MATERIAL		
Current Wording	**Proposed Amendments**	**If Adopted, Will Read**
No later than two weeks after vacating office (for any reason, e.g., resignation, retirement, removal) for any elected or appointed Association or Unit position, an individual shall return to the Association Recording Secretary (or the Association Treasurer, in the case of the Association Recording Secretary) all documents, copies, reprints, property and pertinent materials. Failure to comply with the foregoing shall constitute grounds for charges under applicable provisions of this Constitution & Bylaws, and to the extent court action is required to compel the return of said materials, said individual shall be liable for court costs and reasonable attorneys' fees incurred in connection therewith. UD F-2016	~~No later than two weeks after vacating office (for any reason, e.g., resignation, retirement, removal) for any elected or appointed Association or Unit position, an individual shall return to the Association Recording Secretary (or the Association Treasurer, in the case of the Association Recording Secretary) all documents, copies, reprints, property and pertinent materials. Failure to comply with the foregoing shall constitute grounds for charges under applicable provisions of this Constitution & Bylaws, and to the extent court action is required to compel the return of said materials, said individual shall be liable for court costs and reasonable attorneys' fees incurred in connection therewith. UD F-2016~~ No later than fourteen (14) calendar days after vacating any elected or appointed Association or Unit position, for any reason, including, but not limited to, resignation, retirement, removal, or expiration of term, the individual shall return to the Association Recording Secretary all Association documents, records, copies, reprints, property, equipment, and other pertinent materials in their possession or control. In the case of the Association Recording Secretary, such materials shall be returned to the Association Treasurer. Failure to comply with this provision shall constitute grounds for charges under the applicable provisions of this Constitution & Bylaws. To the extent that legal or court action is required to compel the return of Association property or materials, the	No later than fourteen (14) calendar days after vacating any elected or appointed Association or Unit position, for any reason, including, but not limited to, resignation, retirement, removal, or expiration of term, the individual shall return to the Association Recording Secretary all Association documents, records, copies, reprints, property, equipment, and other pertinent materials in their possession or control. In the case of the Association Recording Secretary, such materials shall be returned to the Association Treasurer. Failure to comply with this provision shall constitute grounds for charges under the applicable provisions of this Constitution & Bylaws. To the extent that legal or court action is required to compel the return of Association property or materials, the individual shall be responsible for any court costs and reasonable attorneys' fees incurred by the Association in connection with such action, to the extent permitted by law. Any damage to, destruction of, or loss of Association property or materials may constitute a chargeable offense pursuant to Article XIV. All damage, destruction, or loss of Association property or materials shall be reported to the Association Executive Board within two (2) calendar days of the individual becoming aware of such damage, destruction, or loss. Failure to timely report such damage, destruction, or loss shall constitute a chargeable offense pursuant to Article XIV.

Proposed Key:
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2026 PROPOSAL #27

	individual shall be responsible for any court costs and reasonable attorneys' fees incurred by the Association in connection with such action, to the extent permitted by law. Any damage to, destruction of, or loss of Association property or materials may constitute a chargeable offense pursuant to Article XIV. All damage, destruction, or loss of Association property or materials shall be reported to the Association Executive Board within two (2) calendar days of the individual becoming aware of such damage, destruction, or loss. Failure to timely report such damage, destruction, or loss shall constitute a chargeable offense pursuant to Article XIV.	

Proposed By: Constitution & Bylaws Committee
Rationale: This proposal clarifies the requirements for returning Association property and materials. It also addresses the reporting of any damage, loss, or destruction of Association property and establishes a clear timeline for reporting these issues. The Committee believes these updates help protect Association property and provide clearer expectations. The Committee recommends a **YES** vote.
Constitution and Bylaws Committee Comments:

DISPOSITION:
Adopted: ☐
Rejected: ☐

Amended: _____

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Referred: _____
Other: _____

Proposed Key:
Underlined=insertions
Strike Through=strike out

2026 PROPOSAL #28

CONSTITUTION & BYLAWS- ARTICLE XXVII – ETHICS		
Current Wording	**Proposed Amendments**	**If Adopted, Will Read**
No officer of the Association, their spouse or an immediate family member shall benefit in a business way with the Association or Association related contractors/vendors/providers. Examples are: S.C. Employees Medical Health Insurance participants or like; S.C. Deferred Compensation or like; SCEMBF or like, etc., except as specified in Article XVII- FINANCES, Section 9. UD 2025	~~No officer of the Association, their spouse or an immediate family member shall benefit in a business way with the Association or Association related contractors/vendors/providers. Examples are: S.C. Employees Medical Health Insurance participants or like; S.C. Deferred Compensation or like; SCEMBF or like, etc., except as specified in Article XVII- FINANCES, Section 9. UD 2025~~ — ETHICS, CONFLICT OF INTEREST, AND PROHIBITED BENEFITS **Section 1. Prohibition on Business Related Benefits.** No officer of the Association, their spouse, domestic partner or any immediate family member, shall directly or indirectly receive any business-related benefit from the Association or from any contractor, vendor, or service provider engaged by or affiliated with the Association, except as expressly permitted in this article. **Section 2. Relatives as Employees or Consultants.** Notwithstanding Section 1, a spouse, domestic partner, or immediate family member of an officer may serve in a paid or unpaid capacity as an employee or consultant to the Association during that Officer's term of office only if such employment or engagement is approved in advance by the Board of Directors. **Section 3. Disclosure and Recusal.** The Officer whose spouse, domestic partner, or immediate family member shall disclose the relationship and shall not directly or indirectly participate in,	**ARTICLE XXVII — ETHICS, CONFLICT OF INTEREST, AND PROHIBITED BENEFITS** **Section 1. Prohibition on Business Related Benefits.** No officer of the Association, their spouse, domestic partner or any immediate family member, shall directly or indirectly receive any business-related benefit from the Association or from any contractor, vendor, or service provider engaged by or affiliated with the Association, except as expressly permitted in this article. **Section 2. Relatives as Employees or Consultants.** Notwithstanding Section 1, a spouse, domestic partner, or immediate family member of an officer may serve in a paid or unpaid capacity as an employee or consultant to the Association during that Officer's term of office only if such employment or engagement is approved in advance by the Board of Directors. **Section 3. Disclosure and Recusal.** The Officer whose spouse, domestic partner, or immediate family member shall disclose the relationship and shall not directly or indirectly participate in, influence, or vote on any discussion, deliberation, negotiation, recommendation, selection, approval, or other action concerning the proposed employment or engagement.

Proposed Key:
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Strike Through=strike out

	influence, or vote on any discussion, deliberation, negotiation, recommendation, selection, approval, or other action concerning the proposed employment or engagement.	

Proposed By: Constitution & Bylaws Committee
Rationale: This proposal updates and clarifies the Association's conflict-of-interest rules. It explains what business-related benefits are prohibited, sets guidelines for when an officer's family member may work for or provide services to the Association, and requires disclosure and recusal when there is a potential conflict of interest. The Committee believes this is a practical update that promotes transparency and accountability. This proposal should be considered with Proposal 14. The Committee recommends a **YES** vote.
Constitution and Bylaws Committee Comments:

DISPOSITION:
Adopted: ☐
Rejected: ☐

Amended: _____
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Referred: _____
Other: _____

Proposed Key:
Underlined=insertions
Strike Through=strike out