

VOICE

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NEGOTIATIONS SPECIAL
SCCC MEMBERS
JANUARY 2011

SPEAKING OUT FOR THE 8,000 WORKING MEN AND WOMEN WHO PROUDLY SERVE SUFFOLK COUNTY



...a word about College Aides

College Aides are part-time seasonal employees and members of AME. College Aides are included in the AME Contract for "wages only" based on a contract that was settled in February 1982 by CSEA. When AME decertified from CSEA in 1985, AME filed a grievance, #86-134, on the aforementioned matter where a judge confirmed the following:

"It is further clear that in 1982, a grievance was filed by a College Aide seeking full contractual benefits which was denied by the County. Apparently, this position was accepted by CSEA as the matter never reached the Arbitration stage."

CSEA's action or lack thereof supported the clear language of the Contract **excluding** College Aides for full-time benefits as had been followed by the parties until 1982 when, by mutual agreement, College Aides working 22 weeks or more per calendar year were included in the Agreement **for salary purposes only**. And, in 1986 **with AME**, coverage was expanded by agreement to include life insurance benefits in accordance with the 1985 arbitration.

An Important Message for Full-Time AME Members at Suffolk County Community College January 2011

To provide you with an update on the legal challenges facing AME and its members at SCCC, please be advised that PERB (Public Employee Relations Board) has adjourned the Hearing scheduled for the CSEA fragmentation, due to the fact that the County/College attorney was unable to be present for the January 11, 2011 Hearing.

However, the Judge has allowed for Briefs (legal statements) to be submitted by AME and the County by February 7, 2011. CSEA will then have until February 21, 2011 to respond to the aforementioned Briefs.

To move further into the context that a portion of AME's members seek to be fragmented into the CSEA union; AME firmly believes that this fragment request (**which is similar in nature to the failed 2009 CWA decertification attempt of our entire Union**) is most surely **not** in the best interests of any AME member. All one needs to do is to read over our Contract and our Benefits Handbook to recognize that AME's benefits are far *superior* to **any** other municipal union throughout Long Island. Our dues structure has been proven to be the comparatively *lowest* as well. In addressing the legal questions posed in this legal request for fragmentation, AME wonders what these dissatisfied members are looking for that they don't already have?

Even our expired Contract, because of the legal parameters under the NYS Taylor Law, provides full-time AME members with more benefits than any other civilian union outside of Suffolk.

- AME members and retirees enjoy the same **Premium-Free Health Benefits** (not many other unions can make that claim; in fact Town of Brookhaven's CSEA (Local 852) recently opened their Contract and gave concessions – including raising the cost of their contributions toward health care while AME members pay nothing towards health premiums!) – based on our expired Contract – because of the Taylor Law!
- AME members and retirees enjoy the same **Survivorship Coverage**, which means: your spouse, in the event you predecease them, maintains your **Premium-Free Health Insurance**, FOR LIFE (and as long as they don't remarry) – based on our expired Contract – because of the Taylor Law!
- AME members not yet on top step continue to receive **Step Increases** (in the form of approximately 3% raises) in their paychecks, effective July 1st of every year – based on our expired Contract – because of the Taylor Law!



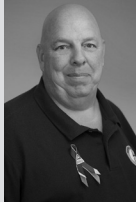
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PRESIDENT'S MESSAGE

. . . Cheryl A. Felice



- AME members who have 10 years County seniority continue to receive **Longevity Pay**; and, in fact, amounts continue to increase as per seniority – based on our expired Contract – because of the Taylor Law!
- AME members receiving **Night Differential** in their paychecks, representing specified evening or night shifts – will continue to receive such compensation – based on our expired Contract – because of the Taylor Law!
- AME members accrue and increase **Sick and Vacation Leave** annually – based on our expired Contract – because of the Taylor Law!
- AME members will continue to receive four **Personal Days** every year – based on our expired Contract – because of the Taylor Law!
- AME members will continue to be paid (while off from work) for twelve recognized **“Paid Holidays”** – based on our expired Contract – because of the Taylor Law!
- AME members who are required to wear uniforms, and were eligible to receive **Uniform Allowances** and/or clothing allowances annually, will continue to receive those same uniform allowance payments – based on our expired Contract – because of the Taylor Law!
- AME members, who were eligible to receive uniform **Cleaning Allowances** annually, will continue to receive those same cleaning allowance payments – based on our expired Contract – because of the Taylor Law!
- **Mileage Reimbursement** will still be paid; **Tuition Reimbursement** will still be paid; – based on our expired Contract – because of the Taylor Law!
- AME’s **Benefit Fund** still processes and pays all

benefit claims: dental, tax claims, eyeglasses, legal – based on our expired Contract – because of the Taylor Law!

- AME’s Benefit Fund processes **Prescription Reimbursement** payments (\$350 per AME member; \$700 for dual AME members) each year – based on our expired Contract – because of the Taylor Law!

It is unfortunate that while a union is fighting and negotiating for a new Collective Bargaining Agreement (Contract), a *loophole* in the NYS Taylor Law inadvertently allows for other unions to **“RAID”** those with expired Contracts. The Taylor Law began as a report that laid the foundation for bringing the concept of “collective bargaining” into the public sector workforce of New York State. The original concept was a legal framework designed to level the negotiating playing field between management and labor **not between labor and labor!**

In reflecting over the many benefits we all, as AME Union members, still enjoy even with an expired Contract – do you really believe fragmenting into CSEA will provide you with **more** – at the same rate of dues? The proof is in the written word. All you have to do is compare. As always, if you would like to **improve** your Union, ideas toward improvement should take place *from within* so as not to lose what we all have worked so hard to receive and maintain.

Please feel free to call me if you have any questions or any ideas you would like to put into place. We are here for you 24/7! **We invite you to become a part of the solution you seek, because: “The Power and Strength of AME is in its Members and Nowhere Else!”**

Unity wins,

A handwritten signature in cursive script that reads "Cheryl A. Felice".

AME President

**The Power and Strength of AME
Is in its Members & Nowhere Else.®**

AME Dues Comparison

AME	Biweekly	Annually *	CSEA			Annual (-) Decrease (+) Increase
			Annual Salary	Biweekly	Annually *	
Part Time	\$9.00	\$234.00	under \$5,000	\$6.00	\$156.00	- \$78.00
Part Time	\$9.00	\$234.00	\$5,000 - \$9,999	\$8.97	\$233.22	- \$0.78
Part Time	\$9.00	\$234.00	\$10,000 - \$12,999	\$12.30	\$319.80	+ \$85.80
Part Time	\$9.00	\$234.00	\$13,000 - \$15,999	\$14.98	\$389.48	+ \$155.48
Part Time	\$9.00	\$234.00	\$16,000 - \$21,999	\$16.78	\$436.28	+ \$202.28
Full Time	\$18.00	\$468.00	\$22,000 - \$27,999	\$18.66	\$485.16	+ \$17.16
Full Time	\$18.00	\$468.00	\$28,000 - \$29,999	\$19.00	\$494.00	+ \$26.00
Full Time	\$18.00	\$468.00	\$30,000 - \$31,999	\$20.17	\$524.42	+ \$56.42
Full Time	\$18.00	\$468.00	\$32,000 - \$33,999	\$21.19	\$550.94	+ \$82.94
Full Time	\$18.00	\$468.00	\$34,000 - \$35,999	\$21.57	\$560.82	+ \$92.82
Full Time	\$18.00	\$468.00	\$36,000 - \$37,999	\$22.66	\$589.16	+ \$121.16
Full Time	\$18.00	\$468.00	\$38,000 - \$39,999	\$23.77	\$618.02	+ \$150.02
Full Time	\$18.00	\$468.00	\$40,000 - \$44,999	\$24.56	\$638.56	+ \$170.56
Full Time	\$18.00	\$468.00	\$45,000 - \$49,999	\$25.19	\$654.94	+ \$186.94
Full Time	\$18.00	\$468.00	\$50,000 - \$54,999	\$25.82	\$671.32	+ \$203.32
Full Time	\$18.00	\$468.00	\$55,000 - \$59,999	\$26.46	\$687.96	+ \$219.96
Full Time	\$18.00	\$468.00	\$60,000 and above	\$27.09	\$704.34	+ \$236.34
* based on 26 weeks for the year			* based on 26 weeks for the year			

In any other union, you'll pay more and receive a whole lot less!



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