

August 12, 2024

P.O. Andrea Kess #232
East Hampton Town Police Department
131 Wainscott NW Road
Wainscott, NY, 11975

East Hampton Town Police Benevolent Association
P.O. Box 1035
East Hampton, NY, 11937

To the members of the Executive Board of the East Hampton Town PBA:

I have received the EHTPBA Statement of Charges against me and the notice of the special meeting scheduled for August 13, 2024, regarding the proposed disciplinary action by the Executive Board. By now, you have received the EEOC Charge of Retaliation which I have filed against the EHTPBA in response to the disciplinary charges and actions the EHTPBA has taken against me (EEOC Charge Number: 520-2024-07213).

Let me be clear, the disciplinary actions taken by the EHTPBA and members of the Executive Board against me in response to my EEOC filing against the East Hampton Town Police Department, is a violation of my legally protected rights under prevailing law and constitutes retaliation. I will continue to take legal action against the EHTPBA and members of the Executive Board in response to any conduct which violates my legally protected rights.

I refuse to participate in this embarrassing and disgraceful charade. I will not attend the August 13, 2024, EHTPBA special meeting at EHTPD Headquarters, a location which is governed by those who I have implicated my EEOC Charge of Retaliation (EEOC No. 520-2024-01857), due to the retaliatory intent of this meeting.

The Town of East Hampton and the EHTPD will be held liable for the retaliatory conduct of the EHTPBA due to their endorsement of this meeting and sponsorship of the punitive actions the EHTPBA has taken against me. I will continue to take legal action against the EHTPBA, EHTPD, and the Town of East Hampton in response to retaliation or other such unlawful actions which violate my legally protected rights. I will pursue legal action against any individual who engages in or supports retaliatory actions, including those who participate in decisions in support of the disciplinary charges the EHTPBA has brought against me.

It is the duty of the EHTPBA to fully disclose to the membership the charges of retaliation that I have filed against the EHTPBA and inform them of their potential personal liability for participating in retaliatory actions. Please confirm that you have received this response.

Sincerely,



Andrea M. Kess