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Hi AEE Members!

AEE is still in bargaining. We have proposed (and likely to be accepted) extending the 2021-2023 Collective Bargaining Agreement (contract) a second time. This time through August 14<sup>th</sup>. There are still over 50 articles open, though some are being packaged as agreed upon. That means there is still a lot of work. We have a work session scheduled for August 1<sup>st</sup> with bargaining August 2<sup>nd</sup>. The team will continue to work hard to try to finish this bargaining as soon as possible. But until then we ask for your patience.

To answer the most frequently asked question, yes, we have information on the economics portion of the contract. As you may have heard both SEIU and AFSCME have completed bargaining (reached tentative agreements). The economic package they received is the same as what has been proposed to AEE: COLAs of 6.5% December 2023 and 6.55% by February 2025. There is also a \$1500 one-time payment September 2023. Health and dental insurance were not changed. While this is the largest COLA in many years, it is still less than the rate of inflation and our compensation is losing purchasing power every day.

AEE has proposed longevity pay and locality pay based on recommendations from committees and research done on recruiting and retention of employees. Both of these were completely refused by the State. However we continue to soften our requests and ask the State to actually negotiate on these issues.

AEE proposed a new article addressing Paid Leave Oregon and asked the State to pick up our portion of the cost. We requested the State continue our full salary and maintain all our benefits while on this new protected leave. In exchange, our employees would turn over whatever insurance benefit they receive from the Employment Department while on PLO. The State trusts the Employment Department to manage benefits and they trust our payroll departments to work with us to make our pay whole through use of paid leave. They requested that we withdraw our proposal and didn't want to address any of the apparent issues we brought to the table on this subject.

In coordination with the other Unions, we proposed the addition of the Federal Holiday holiday in October known as Columbus Day (or Indigenous People's Day) and this was not acceptable to the State. They mentioned that we already have more paid time off than other workers in Oregon, but failed to recognize that we

need to establish these boundaries and benefits and the rest of the State generally follows.

The State proposed that to fix all the current payroll problems, we move to Bi-weekly Pay Periods. We are not in agreement that this will solve our payroll accounting problems and it only brings up a lot more questions that the State could not answer. We are currently opposed to their proposal and might be willing to look at this in several working committees and address the question in the next contract bargaining.

The State has also proposed changing the shift differential to match SEIU with \$1.50 per hour shift changes between 6 pm and 6 am and Saturdays and Sundays. They also proposed a Traffic Systems Technician Trainee program to increase the number of TST2's in the State. We also had several proposals on Boot and outerwear reimbursements and seem to be in agreement on new contract language.

Changes to our salary tables continues to be negotiated. We proposed a true squaring of the compensation tables but the State came back with a different proposal that still represents positive outcomes for our members. The State proposed a Salary Range Truncation to some of the lowest salary ranges, dropping bottom two steps of salary range 21 and below. AEE has countered with a salary floor of \$3650 and we are looking forward to a reply.

The remote work article has been passed back and forth a couple of times and is still being negotiated. We know this issue is still a hot topic for some, as AEE just recently reached a Unfair Labor Practice settlement agreement with the State over this issue. Our position is unchanged from the start of the pandemic. We want predictable work schedules and work assignments, and if there is some need to require remote workers to come to the Central Workplace on short notice then the State needs to cover the added travel expenses.

There are numerous other articles around scheduling vacations, prorating of our benefits if employees are on leave without pay, and grievance matters so we can hold the State to our contract agreement and resolve issues more quickly. Contracting Out and Layoffs are always concerns and our contract language can be improved.

The volunteer bargaining team is working tirelessly to get the State to an agreement. We appreciate your patience and support as we continue our work.

In Unity,  
Brian McBeth  
AEE President  
Bargaining Co-Chair  
&  
Karen Scott  
AEE 1<sup>st</sup> VP  
Bargaining Co-Chair