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### Bargaining Update 8/15/23

After the discussions last week, we have moved closer to an agreement but several important areas of the contract remain unsettled. We've extended the previous contract again and continue to work in good faith.

We're still defending our remote work article and LOA from last contract, and the ULP settlement we recently won against ODOT. But the changes being proposed by the State would remove all the current benefits and protections, making employees truly hybrid and subject to short notice changes in work locations by managers. The State demands business flexibility but all we want is predictability.

We are also working through several contract articles keeping the agencies accountable to rotations, work out of class, underfill positions, lateral assignments, and articles that add workload but wouldn't necessarily add compensation. There was strong push-back to our proposals on vacation requests, workload relief, and any improvements to our articles on contracting out or layoffs.

Paid Leave Oregon continues to be a topic of discussion and we are pushing to make it a useful benefit instead of a tax burden.

The State is also hoping to fix our payroll problems by moving to a bi-weekly pay period but they don't have any details on the transition or all the areas it would affect. It remains difficult to trust Workday and the solutions they promise. The proposal from the State is to create committees to look at what transitioning to bi-weekly pay would look like. It looks like we will spend the next 2 years in committees looking at all the problems, and bargaining over implementation won't be until the next contract.

The good news is that we have mostly agreed to the economics package which includes the 6.5% and 6.55% COLAs as well as a \$1500 bonus payment. We tried to work with the State on multiple selective salary increases but they refused a lot of what we wanted and rely completely on the DAS 2022 Salary and Benefit Report for information. They refused locality differentials, and they currently have our proposal on longevity pay but at a reduced benefit.

The bad news is that the State is wanting us to ratify the contract before they'll

send out the bonus checks. Be prepared that we may not get it on September 1 like SEIU and AFSCME. We simply have too many areas of the contract that need improvement and progress has been slow.

We have been spending long hours preparing and sitting at the bargaining table. We are volunteers doing this work. We have another preparation meeting on Friday and another bargaining session next Tuesday, August 22nd.

In Unity,  
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