



## A Word From The President

Greetings from AEE!

With 2023 just around the corner, I wanted to take a moment to address the membership, and to say thank you! As your AEE President, I represent every single person in the Collective Bargaining Unit regardless of my point of view or personal beliefs. I am here to represent you, the Association and the Collective Bargaining Agreement to the best of my abilities, and as I reflect on the events of this past year, and the many challenges AEE has faced, the transitions have seemed never ending.

The State reopened offices to the public early in the year, changing the dynamic of the work environment we had become accustomed to over the previous two years. ODOT had embraced the modern work environment during that time but has since rescinded remote work agreements-contradicting the CBA. Employees are performing Lead Work Duties without receiving the compensation, AEE members are not receiving boot allowances owed them due to manager's misinformation. It has been a hard year for many.

This coming year is a bargaining year for the Association. AEE will be getting a new board of Directors with elections coming up in April, and most importantly the 75th anniversary of the Association is in 2023! Reaching this milestone was only possible because of employees like you that saw the need for a union that



## Welcome Newly Elected AEE Partners!

- Headquarters Director Wes Nickerman
- Assistant Headquarters Director Shawn Rapp
- Lajuana Kelley as interim Region 3 Director

Thank you for stepping up to fill these important roles for AEE members!

[Click here for contact information and to meet the board.](#)

## Volunteers still needed!

Wanting to pitch in and help grow AEE's future by being a part of the board? We have positions currently available! Email the [AEE office](#) with your questions or interest and one of the executive board members will be in touch! Position descriptions and contact info linked below.

- [Director OPRD](#)
- [Director Region 3](#)
- [Director Region 4](#)
- [Assistant Director Region 4](#)
- [Assistant Director Mill Creek](#)
- [Key Member Committee](#)
  - [Bargaining Team](#)

## AEE has switched to Teams!

AEE has made a software switch to enable easier member access to public

would engage with employers and to streamline the workplace environment and topics that you care about. AEE continues to function thanks to our active dues paying members. Without you we would not be able to provide the representation needed for employees. Thank you for your continued support. I also want to thank all of the AEE members that have stepped up to serve on the AEE board or an AEE committee. AEE depends on these volunteers that give up their time to represent their coworkers and to bargain our Collective Bargaining Agreement (CBA).

With the number of retirements and vacant positions, AEE's membership has dropped in the last few years. If we want to maintain the benefits the AEE CBA provides to the collective bargaining unit, we need your active membership! We need your help signing up new employees, and volunteers for the AEE Board. Tell your represented coworkers the benefits of the CBA, provide feedback to the AEE Office, and please continue to support AEE, and make the next 75 years even better! Please visit our website at [aeeo.org](http://aeeo.org) for contact information or to review the online version of the CBA. If you are an active member and would like to receive a paper copy of the CBA in the mail please contact the AEE [Office](#).

I hope you are able to spend time with your loved ones this holiday season. Don't forget to use your flexible day (AKA Governor's Day) before the end of the year.

Wishing you a great Thanksgiving, Happy Holidays and a very Happy new year!

Sincerely,  
César López  
AEE President

## Grievance and Class Action Updates

•Lead Work group grievance- Step 2,

meetings and forums and to streamline communications with the agency's we represent.

## Calendar of Upcoming AEE Events

AEE's second virtual member wide brown bag is coming to your lunch hour in February 2023!

New Employee Orientation (Virtual)

- 12/08/22 11:30-12
- 01/12/23 11:30-12
- 10/13/22 11:30-12

AEE Board Meeting (Virtual)  
01/27/23 8:30-4

Contact the [AEE office](#) to register for NEO or for link information to attend board meetings.

## AEE Political Action Committee

Ever since House Bill 2017 passed there has been a considerable increase in the work that has been contracted outside the agency. This has been changing the work climate for a large portion of our members who have noticed a higher demand to review work created outside the agency versus completing the project in-house. The true cost of this approach when compared to expanding our internal workforce to maximize our internal capacity is unclear and obscure. The PAC has been working with Tedesco Law Group to draft legislative language to evaluate and report the cost of contracting out projects so that it can be compared to completing projects internally. The intent of this work is to ensure that the tax payer's dollars are being spent as optimally as possible by the agency. Please feel free to reach out to any PAC board member, including myself, if you have any questions, concerns, or comments regarding this matter.

**AEE Political Action Committee is looking for members too**, for information [click here](#) or contact [James Darnell](#) PAC Chair.

## Bargaining 2023-2025

appealing at step 3.

- Pandemic Recognition Pay- Notified of settlement coming, awaiting official receipt.

- Remote Work group grievance-Step 3 meeting held, awaiting official response. The Unfair Labor Practice (ULP) in conjunction with this grievance has been filed.

- The class action is on-going, messaging will go out when there is movement.



### It's AEE's Birthday!

After World War II, Oregonians, returning from the service faced one of the most challenging situations imaginable. Wartime activity left most highway projects abandoned, and needless to say, few new ones were started. The state was in desperate need of road repair and new project development.

However, while the postwar economy boomed, the engineering salaries remained unchanged from original pre-war levels! Employees in the Highway Dept. were discontented and depressed. The Oregon State Employees Association (OSEA) already had the tremendous job of dealing with the increasing costs of living for Oregon employees as a whole and could not handle the specific problems of small groups. Thus, late in the fall of 1947, a small group of highway engineering employees called a meeting. This is when they organized the Association of Engineering Employees.

Contract negotiations for the 2023-2025 CBA will begin in January. If you are interested in participating in this upcoming bargaining cycle please contact the Bargaining Chair-First Vice President [Brian McBeth](#) for more information or ways you can help make this contract the best contract!

### AEE Quarterly Financial Report

See where your dues are going and the financial health of your union in the most current [AEE financial report](#).

### Highlights from the October 2022 AEE Board Meeting

- AEE's upcoming 75th anniversary
- Newly elected Director inductions
- Remote Work, Modern Work Environment
- Committee updates and planning
- PAC update
- Treasurer's report accepted by Board
- Board training by Tedesco Law Group

### Do you know your rights?

Click to brush up on the [rights](#) you have as a member of AEE. If you are ever unsure on if you may need representation or not, contact the [AEE office](#) or your [Region Director](#).

### Looking for a form?

Access the [Membership form](#), [Telework Denial Appeal form](#), the [Lead Work or Team Leader Assignment form](#)(download form to view it), and the [Grievance Filing form](#).

### Don't be trashy!

If you're in the know about AEE issues but your AEE represented coworkers are not, our emails may be in their

AEE has come a long way since that first meeting. When employees were saying, "Nobody listens to us," AEE fought for an independent organization and for a voice in state bargaining and politics. When employees need an organization to help them, AEE is there. Today the AEE is still "doing something" results are evident! AEE has represented its group of employees "honestly and successfully since 1948." In honor of AEE's birthday we will be holding anniversary events around the state in 2023. Stay tuned for dates, times and places!

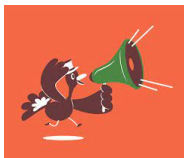
### AEE by the Numbers

769 Active Members as of November 2022

*Is your co-worker not a member?*

*Encourage them to join!*

1088 Bargaining Unit Members



### General Questions for AEE...

For general inquiries, call or email the [AEE office](#) staffed by Labor Representative Tirzah Cox with Tedesco Law Group:  
503-585-6340 [office@aeeo.org](mailto:office@aeeo.org)

trash! Let them know they're missing out but don't have to...

Here's how to easily fix that:

1. Right click on any email message
2. Select Junk – then Junk E-mail Options
3. Select the Safe Recipients tab – then Add
4. Type [info+aeeo.org@ccsend.com](mailto:info+aeeo.org@ccsend.com) then Ok

The best way to ensure you never miss an AEE email is to [create an account](#) and [apply for membership](#)