



Happy Holidays from AEE! Wishing you a safe and joyful holiday season!



75th Anniversary T-Shirts

AEE has LOTS of T-shirts still available. If you would like one, please contact the [Office](#) and we can arrange getting you one.

AEE by the Numbers

760 Active Members as of October 2023

*Is your co-worker not a member?
Encourage them to join!*

1178 Bargaining Unit Members. We are stronger together.

Grievance and Class Action Updates

- Lead Work group grievance- Moved to arbitration dates scheduled in February.
- Workday Payroll grievance- has been moved to arbitration awaiting attorney assignment from DAS.

Region 1 Director- Jeffrey Hayes

Hello everyone,

I wanted to take a moment to ensure that folks know the difference between part time and full-time job classifications. This will impact union members in multiple ways but the two to keep a close eye on are your leave time and health insurance.

Under the Leave Time articles you will find that part time employees are given a pro rate share of holiday hours, sick leave, and vacation leave based on the percentage of how many hours were worked that month. So if you worked a full time amount of hours you would receive the full amount of benefits as a full-time position receives, if you work less than a percentage is removed from those benefits compared to how many hours should be worked in a month. The average hours of a full-time month is 173, so if you only worked 147 hours, then you would have $147/173 = 85\%$ of the benefits provided to you for leave time.

Under the Health and Dental Insurance article you will find that part time employees who have worked at least a minimum of 80 hours of paid regular hours in the month receive a prorated premium subsidy that is

Grievance Timing

AEE wants to remind members that grievances must be filed within 45 days of the time the employee knows of the alleged violation of the Agreement. Disciplinary appeals must be filed within 30 days. These timeframes are important to keep because the Agency will throw out grievances not filed in a timely matter, even if they are legitimate. If you feel there has been a violation of the bargaining Agreement, please contact your AEE Director or the AEE office to discuss the situation. The sooner the better, time is of the essence. See Article 3.6 for information about grievances.

Highlights from the October 2023 AEE Board Meeting

- Treasurer's report accepted by Board
- Board training by Tedesco Law Group
- Discussed current issues and grievances with attorney.
- Received PAC and PERS reports.

AEE Quarterly Financial Report

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

ODOT TAMS Timesheet – In Case You Didn't Know

When scheduling vacations or sick leave in TAMS, be sure not to schedule across a holiday. A member recently informed us that when paid leave is scheduled across a holiday, TAMS isn't smart enough to distinguish between the paid leave time and the holiday. So you won't get the holiday pay, and it will take the time out of your leave accruals.

once again defined by how many hours were worked that month. The more hours worked means a higher premium subsidy is paid by The Employer instead of the union member.

These calculations can be found in the collective bargaining agreement and I highly encourage anyone who is part time to review these articles to best understand what your benefits are and how the amount you work will impact these benefits.

Calendar of Upcoming AEE Events

New Employee Orientation (Virtual)

- 12/14/23 11:30-12
- 01/11/24 11:30-12
- 02/08/24 11:30-12

AEE Board Meeting (Virtual) 01/26/24 8:30-4:30

AEE PAC Winter Event 12/14/23 6pm Basil and Board

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

Bargaining Update

And just when you thought it was over.... AEE has a short bargaining term with the State according to the Letter of Agreement for how paid leave time can be used during Paid Leave Oregon time. The Letter of Agreement was part of bargaining that was just completed and relates to Addendum A to DAS Policy 60.000.04 Paid Leave Oregon. This limited bargaining is specific to the use of accrued leave while receiving Paid Leave Oregon benefits. We will let you know the outcome.

Where is the 23-25 Contract?

When scheduling around a holiday, you may have to do multiple leave requests to skip over the holiday. This was mentioned in the initial trainings long ago, but is not included in a TAMS job aid.

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](#).

AEE is still waiting for the next draft of blacklines from the State. AEE has reviewed the first draft and sent back many comments as some sections that were bargained didn't get updated correctly. We did get a chance to review the salary charts, and those were correct – for probably the first time ever! Hopefully the next round of blacklines will be correct, so that we can get the contract published! If you would like a hard copy, and have not already contacted the office, please let the office know as we are keeping a list of those that want hard copies. We will have it available on the website as soon as it is completed and will let everyone know once it is there.

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 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 then Ok

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

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](#).



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

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