



## Welcome Newly Elected AEE Partners!

- Second Vice President Karen Scott
- Secretary Treasurer Marty Klug
- Director Region 2 Shawn Kreider
- Director Region 3 Wes Nickerman
- Director Region 5 Chase King
- Forestry Director Leroy Dwire

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!:

- [Director Headquarters](#)  
*(primarily covers the ODOT TLC building in Salem)*
- [Assistant Director Headquarters](#)
- [Director OPRD](#)
- [Director Region 4](#)
- [Assistant Director Region 4](#)
- [Assistant Director Mill Creek](#)
- Key Member Committee

### Director Duties include:

- Monthly staff meetings (3<sup>rd</sup> Tuesday of the month)
- Quarterly board meetings (last Friday of January, April, July and October)
- Quarterly Labor / Management meetings
- Committee Meetings (volunteer on at

## Calendar of Upcoming AEE Events

All member AEE (Virtual) Brown Bag

•08/17/22 12:00-1

Please join us and bring your questions as we discuss the Collective Bargaining Agreement and AEE goings-on. please register [here](#) if you plan to attend and to receive a link.

New Employee Orientation (Virtual)

•08/11/22 11:30-12

•09/08/22 11:30-12

•10/13/22 11:30-12

AEE Board Meeting (Virtual)

10/28/22 8:30-4

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

## Working Remotely

If you are a member that has a remote work agreement you will want to be familiar with Article 12.15 of the contract and the [Letter of Agreement \(LOA\) on remote work](#) dated April 6, 2022.

Of note, worktype options include full-time remote work and hybrid work. Full time remote work is where all essential functions of the position are performed from an alternate workplace (e.g. employee's home) 100% of the time. Hybrid work is where essential functions of the position are performed from an alternate workplace and central (e.g. main office) or mobile (e.g. field) workplace. The LOA included that for

- least one committee)
- Represent AEE Members as needed
- Answer questions from members
- Review documents such as meeting minutes, budget, bylaws, committee documents
- Hand out incentives and contracts

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

## Highlights from the July 2022 AEE Board Meeting

- AEE's upcoming 75th anniversary
- Newly elected Director inductions
- Succession Planning
- Remote Work, Modern Work Environment
- Committee updates and planning
- PAC update and call for members
- Treasurer's report accepted by Board
- Board training by TLG 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 if you may need representation or not, contact the [AEE office](#) or your [Region Director](#).

### Have a great idea for AEE?

Members that have ideas or feedback for future bargaining sessions have a couple of options:

- Email the [AEE Office](#) – the office will forward it to the correct person or committee
- Present at a board or staff meeting – here's how:
- Email the [AEE Office](#) with the topic you would like to discuss. We will get you setup with a time on the agenda to present your item!

### Looking for a form?

Access the [Membership form](#), [Telework Denial Appeal form](#), the [Lead Work or](#)

full time remote work the employee generally works less than 8 times a year in the central workplace; and for hybrid work the employee generally works more than 8 times a year at the central workplace.

Why does it matter if you are categorized as hybrid or full-time remote? Section 5 of the LOA covers travel expenses and compensation for travel time. For those who are full-time remote, the Agency must cover travel time and expenses to and from the central workplace when reporting to the central workstation. For those who are hybrid, the employee is responsible for travel expenses to the central workplace when requested to report.

Recently AEE has been made aware of members expense reimbursements being declined by the Agency. The work type is not a unilateral decision it's an agreement between the employer and the employee. AEE is in conversations with DAS about this discrepancy between what was discussed in bargaining the LOA and what is being implemented by the Agencies.

- **If you've been directed to change your remote work status please let the [AEE office](#) know.**
- **If you are full-time remote and your workday status reflects that, and you have been denied travel reimbursement please let the [AEE office](#) know** (*send a copy or screenshot of your work type in Workday, the amount of the denied reimbursement and the date*).

### Miss our previous digests?

Access previous SI Journal Digest editions:

[Article 12.15 Working Remotely](#)

[Article 10.1 Holidays](#)

[Article 9.1 Work Schedules](#)

### Don't be trashy!

If you're in the know about AEE issues but

[Team Leader Assignment form](#) (download form to view it), and the [Grievance Filing form](#).

## AEE Quarterly Financial Report

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

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+aeo.org@ccsend.com](mailto:info+aeo.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](#)

## AEE by the Numbers

775 Active Members as of July 2022  
(down from 847 in January 2021)  
*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 Program Coordinator and Labor Representative Tirzah Cox with Tedesco Law Group:  
503-585-6340 [office@aeo.org](mailto:office@aeo.org)