



AEE by the Numbers

760 Active Members as of July 2023

Is your co-worker not a member?

[Encourage them to join!](#)

1128 Bargaining Unit Members. We are stronger together.



Grievance and Class Action Updates

- Lead Work group grievance- Moved to arbitration awaiting attorney assignment from DAS.
- Remote Work group grievance-The Unfair Labor Practice (ULP) in conjunction with this grievance was filed, the parties came to a settlement agreement that can be viewed [HERE](#). If you were denied remote work and/or travel reimbursements after following the settlement agreement please contact the [AEE Office](#).
- Workday Payroll grievance- has been moved to arbitration awaiting attorney assignment from DAS.
- The class action for the COVID Vaccine Data Breach is on-going, messaging will go out when there is movement.

Highlights from the July 2023 AEE Board Meeting

- [Director Inductions](#)
- Treasurer's report accepted by Board
- Board training by Tedesco Law Group

Welcome New [Board Members!](#)

AEE President Brian McBeth (OPRD)
First Vice President Karen Scott

Director at Large Cesar Lopez

Director of Headquarters Shawn Rapp

Assistant Director of Headquarters Wes Nickerman

Director of Mill Creek Zachary Horowitz
Assistant Director of Mill Creek Alex Bettinardi

Region 1 Director Jeffrey Hayes

Region 4 Director Brian McNamara

Region 1 Director Introduction

Hello everyone, I am Jeffrey Hayes, newly elected Region 1 Director for AEE. I have been at ODOT for over fifteen years, with two years in the Salem Tech Services Traffic unit and

AEE Quarterly Financial Report

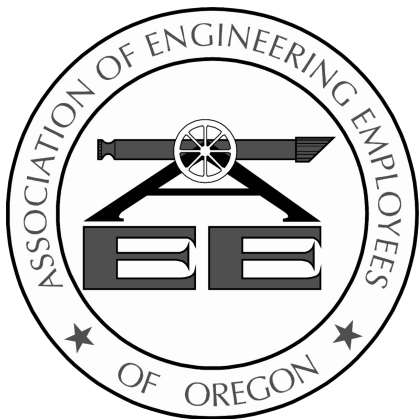
See where your dues are going and the financial health of your union in the most current [AEE financial report](#).

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](#).

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](#).



75th Anniversary T-Shirts

Weren't able to make it to a 75th Anniversary Celebration or we didn't come to your office (I'm only one person – Karen Scott) and still want a t-shirt? Contact the office at office@aeeo.org and we can mail one to your office or home.

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

thirteen of those years working in the Region 1 Traffic unit. I have had a chance to meet many of the fantastic union members in the Region throughout that time but we have many new faces in recent years so I want to encourage anyone who has union concerns/questions to please reach to me via email or Teams chat. It may take me a little time between meetings to ping you back but I absolutely want to hear from everyone since I am just here to represent all of your voices.

Beyond introducing myself I wanted to highlight Article 10.1, Section 1 in the Collective Bargaining Agreement to ensure everyone knows which holidays are paid. Article 0.1, Section 2 also includes a floating holiday which can be requested for use on any workday within the calendar year and must be taken in a whole 8 hour block of time.

Lastly I wanted to ensure everyone in ODOT knows about Delivery and Operations Division Operational Notice, PD-06 Professional Registration Support Guidelines, which is signed through November 2023. As part of your Employee Development Plan, ODOT can reimburse both pursuing professional licensing and also renewing professional licenses as noted in this guideline.

There is a section that says Conditional License Renewal Reimbursement, which states ODOT will reimburse 100% for professional licenses, including application fees, when it is required in the position description, or if the position advertised indicates that a license is preferred. This includes the initial licensing fee. ODOT will reimburse for one license per employee only. The approval process is noted below it saying the division administrator exception letter must be included, which is part of the PD-06 complete document.

I hope everyone had a great summer!

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](#)

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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



Calendar of Upcoming AEE Events

New Employee Orientation (Virtual)

- 08/10/23 11:30-12
- 09/14/23 11:30-12
- 10/12/23 11:30-12

AEE Board Meeting (Virtual)

10/27/23 8:30-4:30

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