



## A Letter From the Secretary Treasurer

Hello, everyone,

As we reach the three-quarters point in our biennial budget, I am cautiously optimistic, with some reservations. Because of diminishing memberships rolls, we are about \$24,000 behind where we expected to be at this point in the budget. Fortunately, the (relatively) bright spot of the pandemic was that AEE leadership learned to conduct much of its business remotely. We have spent less than 12% of our travel budget. This will increase as we begin collective bargaining for our next contract, but I anticipate some significant savings by the end of the biennium.

Presently, our total assets are a little over \$1.4 million. This includes a legal defense fund of over \$320,00 and a reserve account of over \$256,000. These accounts exist for emergencies so that we can pay the bills in the event of a total loss of revenue from a government shutdown, market crash or – more likely – TAMS or Workday goes kaput again.

For this biennium, we planned for membership revenues of \$929,472. At eighteen months into a two-year budget, a linear proportion would expect to see revenues of approximately \$697,000, but so far we have seen only \$673,000. This is where I get concerned.

AEE weathered *Janus v. AFSME* pretty well, losing only about 16% of our membership the month after the SCOTUS



## It's AEE's Birthday!

In honor of AEE's birthday we will be holding anniversary events and handing out t-shirts around the state in 2023. Stay tuned for dates, times and places!

## Welcome Newly Elected AEE Partners!

### Shawn Rapp

I have been a member of AEE since joining ODOT in 2015, and was a member of AFSCME for almost 7 years at my previous agency job. I've always supported the Unions that represented me, but have never really taken an active role.

In Summer of 2022, I happened to catch one of the AEE Brown Bags. Cesar, the current President of AEE, was speaking out about the status of AEE, upcoming bargaining, issues around remote work, the engineer pay equity study, and the current active membership.

The thing that struck me was Cesar's discussion about the multiple vacancies in Regional offices. I was surprised to hear that with all that was going on within AEE, there was a shocking

decision. Since then, however, we have lost an average of two members each month (this has accelerated to four per month over the last year). This is not a sustainable trend.

Part of this resulted from misguided “right-sizing”; State managers declined to fill positions as long-term employees retired. If a new employee isn’t hired, then AEE doesn’t get a chance to recruit the new employee and our memberships goes down by one. If the position is filled, and the new employee declines to join AEE, then our membership goes down by one. More often, however, existing employees decide they can get the benefits of union protection without paying membership fees. In economics, this is referred to as the “Tragedy of the Commons”, when too many freeloaders overwhelm the system.

AEE faces an existential dilemma; declining enrollment means eventual dissolution of the Association. To prevent this, we need all hands on deck to maintain existing membership and recruit new members. AEE officers will soon launch a renewed campaign to increase membership, but we can’t do this alone. AEE is a volunteer organization; we don’t have professional organizers and staff like the big national unions. We need all of you to reach out to your peers and explain the benefits of collective bargaining. We need all of you to explain that the Tragedy of the Commons results when everybody expects the benefits of membership without contributing to the cause.

Marty Klug  
AEE Secretary Treasurer

number of open offices waiting for volunteers. I thought about all the things AEE was working on for the Agencies it represents, and was a bit surprised at the abundance of open positions - including two vacancies at ODOT HQ/TLC. I also started thinking about the Geologist reclass that occurred about 5 years ago - it was a huge benefit to me and all other staff in the Geologist Series, having a very direct and noticeable impact on my family.

If AEE had vacancies, it seemed like I had something of a responsibility to put in some time and effort to support the organization that helped me and my family.

With the 2018 Janus vs. AFSCME decision, AEE active membership has fallen while the needs of the represented staff have remained unchanged. It seemed like it was time to actually get involved. I reached out to Cesar, discussed some options, and volunteered to be the new AEE Assistant Director for HQ/TLC. I look forward to learning more and supporting the organization that has supported me since 2017.

### **Brian McNamara**

Greetings Fellow AEE Members,

I feel excited and privileged to represent AEE on behalf of ODOT Region 4. Although I am not a Region 4 employee, I have been working from Building L on the Region 4 campus for the last 4½ years.

For the last 5½ years I have worked as an engineering geologist in the Geotechnical Engineering and Engineering Geology (GEEG) Section of the Engineering and Technical Services Branch (ETSB). My primary role is to support the agency by providing assistance in the operation of the Unstable Slopes program, tunnel inspection, soil and rock characterization, slope stabilization and mitigation, and developing and operating a rock slope mitigation asset management system.

Prior to joining GEEG/ETSB in 2017, I worked for nine years as a geologist in



ODOT Region 1 where I assisted the geotechnical and hazmat units in project delivery, maintenance operations, and emergency response. Prior to joining ODOT in 2008, I worked as an environmental/geotechnical consultant and as a geologist for a tunneling construction company.

I look forward to working with AEE and the Region 4 AEE members!

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

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

## AEE by the Numbers

766 Active Members as of January 2023

*Is your co-worker not a member?*

[Encourage them to join!](#)

1122 Bargaining Unit Members

## Grievance and Class Action Updates

- Lead Work group grievance- Step 3, in settlement talks, no agreements have been made.
- Pandemic Recognition Pay- Settlement signed- payments should be received no later than March 1, 2023.
- Remote Work group grievance-Denied at Step 3. Awaiting arbitration request. The Unfair Labor Practice (ULP) in conjunction with this grievance has been filed.
- The class action for the COVID Vaccine Data Breach is on-going, messaging will go out when there is movement.

## Highlights from the January 2023 AEE Board Meeting

- AEE's upcoming 75th anniversary
- Newly elected Director induction
- National Association of State Highway and Transportation Unions (NASHTU) conference 2023.
- AEE Bargaining 2023-2025
- PAC update
- Treasurer's report accepted by 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](#)
- [Assistant Director Region 4](#)
- [Assistant Director Mill Creek](#)
- [Key Member Committee](#)

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

## Calendar of Upcoming AEE Events

AEE's second virtual member wide brown bag is coming to your lunch hour [February 16, 2023!](#)

- New Employee Orientation (Virtual)
- 03/09/23 11:30-12
  - 04/13/23 11:30-12
  - 05/11/23 11:30-12

AEE Board Meeting (Virtual)  
04/28/23 8:30-12

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

## AEE Quarterly Financial Report

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

## Bargaining 2023-2025

Do you have an idea or issue for the bargaining team? Contact the office at [Office@aeeo.org](mailto:Office@aeeo.org).

## 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](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](#)

## 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](#).

## 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)

## 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](#).



