



## **AEE by the Numbers**

746 Active Members (1173 Bargaining Unit Members) as of January 2024

*Is your co-worker not a member?*

**Encourage them to join!**

Strength in numbers- We are stronger together.

## **Engineering Class Study**

The engineering class study has been completed. Little changes were made to the AE and PE series, but big changes were made to the ES and CES series. The ES and CES series are being combined into a new ES series. AEE is currently bargaining for the salary ranges of the new ES series. We are currently looking at all the data the State has gathered over the last few months. One thing DAS has said multiple times is they intend not to harm employees with the change. AEE will hold DAS to that statement. This study impacts more than half of our membership, and the merging of ES and CES series impacts a quarter of our members.

## **2023-2025 Contract**

We have received the final PDF version of the ratified Collective Bargaining Agreement! It has been

## **Introducing our new ODF Director!**

Hello there. My name is Jessica Pires and I work for the Oregon Department of Forestry. My main focus of my career has been related to wildland fire and serving on incident management teams and incidents all throughout the country. I have been a public servant for 23 years and most recently work as a communications system analyst 2 working on building new fire detection camera sites throughout the state. I'm an avid lover of the outdoors, especially fishing and hunting. I love sports and being a sports mom, which is my all-time favorite job!

## **Region 1 Director- Jeffrey Hayes**

Hello everyone,

I wanted to discuss the Grievance and Arbitration process today. I know I have struggled in the past with the feeling that by pursuing a grievance I am making an issue, but that isn't why or how the process works. It is there to ensure that the bargained contract is being upheld and is never a personal attack against an individual manager or supervisor.

An important piece to remember is that by the contract a grievance needs to be filed in writing within 45 calendar days of the time an employee knows or by reasonable diligence should have known of an

posted to our website and can be viewed [here](#). If you would like to receive a printed copy please contact the [AEE office](#) to request.

## 2024 Elections

Nominations for this year's elections are coming! AEE takes nominations at the April board meeting, which will be April 26, 2024. Positions up for election this year are [Second Vice President](#), [Secretary-Treasurer](#), [ODOT Regions 2, 3, and 5](#), and [ODF \(Forestry\)](#). If you are interested in volunteering for a board position, you can get more information by contacting the office at [office@aeeo.org](mailto:office@aeeo.org).

## 2025-2027 Contract Bargaining

Even though we have just received the 23-25 contract, the Bargaining Chair is already preparing for the next round of contract bargaining in 2025. She is still looking for bargaining team members from ODOT Region 4 or 5 and OPRD. If you want more information about what bargaining entails, please contact Karen at [karen.scott@aeeo.org](mailto:karen.scott@aeeo.org). She also has a running list of bargaining topics, so if you come across something you want bargained, let her know that as well.

## Volunteers needed for AEE Committees

As the saying goes, many hands make light work. AEE has multiple committees that we could use more help with. Active members can join committees without committing to being on the Board! Committees include Technical, Organizing, Budget, Governance, Elections, Key Member and Editorial. Some meet monthly, and some haven't met in a

alleged violation of the Agreement. So it is critical to reach out to your union rep immediately when you think a contract violation has occurred to discuss if a grievance is appropriate. It is better to start the process and decide it doesn't need to be pursued then to wait too long which could lead to missing that 45 calendar day window.

The first step is the formal written grievance is submitted by the employee or union rep to the immediate supervisor of the employee seeking a resolution. A discussion about the grievance then occurs between the supervisor and the employee with an union rep if desired. If the grievance is not satisfactorily resolved at that meeting, the immediate supervisor will respond to the grievance in writing in 30 calendar days of receipt of the grievance.

The second step is to appeal the unresolved grievance if so desired by the employee, which then goes to Human Resources (HR). At that point the HR manager and the immediate supervisor will meet on a mutually agreed upon time within 15 days of receipt of the appeal with the union rep and employee to discuss the grievance. A formal answer shall be provided after the meeting by the HR manager within 15 calendar days from the date of the meeting or receipt of grievance whichever is later.

The third step is if the grievance is still not resolved to file the grievance with the Department of Administrative Services, Labor Relations Unit who will then meet with the employee and union rep. If the grievance is not resolved at this level it then goes to step four which is when arbitration begins. All of these steps can take time to work through and resolve so I'll reiterate to reach out to your union rep if you have questions to ensure the process can be followed.

while (which is why we need help!). If you are interested in helping out AEE, please contact the office. We can get you more information.

## Grievance and Class Action Updates

- Lead Work group grievance- parties agreed to mediation prior to arbitration- scheduled in February.
- AEE filed a grievance in January 2023 regarding the debacle that was the switch to Workday Payroll. We are still waiting to go to arbitration over the grievance. Many of the worst errors that happened in the first months of 2023 have been corrected, while we have heard that some issues continue. If you have issues or errors with your pay related to Workday, we would like to hear from you. Contact us at [office@aeo.org](mailto:office@aeo.org).

## Highlights from the January 2024 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](#).

## 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](#).

## Calendar of Upcoming AEE Events

New Employee Orientation (Virtual)

- 03/14/24 11:30-12
- 04/11/24 11:30-12
- 05/09/24 11:30-12

AEE Board Meeting (Virtual)

04/26/24 8:30-4:30

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

## 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+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](#)

## 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](mailto:office@aeeo.org)

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