

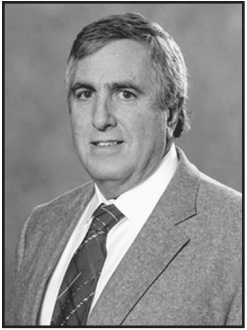


Winter 2020
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S.I. JOURNAL

AEE PRESIDENT'S REPORT

ERIC KNAPP, AEE PRESIDENT



Hello Fellow AEE members. Welcome to the year 2020. Hopefully it will result in perfect vision for all (a play on the year being 2020). By the time this article is published you should have received your contracts for the period 2019 to 2021. Although it would be easy to be disappointed about not receiving them earlier, we are the first in the State to have reviewed, come to agreement, printed, and made available the Collective Bargaining Agreement (CBA). The State had many issues this year that made it difficult for them to provide the salary tables

for our review, edits and comments as they have with many of their new programs from Workday to TAMS. While the not so smooth rollout is frustrating to many if not all members, there is not much AEE can do unless the issue(s) violate a part of the CBA. That being said, AEE decided to print the CBA without the salary tables with the commitment from DAS and HR that they would send them out to all AEE members with the agreement that when received they could be printed using State resources and time so they could be inserted into the back of your CBA. You and your managers should be receiving an email from DAS/HR with the new salary tables and a directive that it is acceptable to print the tables using state resources. If anyone meets with any resistance please let me know immediately so we can rectify the

situation.

I would like to discuss a part of the CBA that may have interest to you, Telecommuting and Teleworking, found under Letter of Agreement 5 (page 93 of your new CBA). It was negotiated and agreed that for members whose positions allow, they be provided the opportunity to telecommute and/or telework. As the language states, in part, *"The Employer is committed to allowing employees, where suitable, to telecommute or telework pursuant to the statewide Telecommuting and Teleworking policy (50.050.01)."* ... *"No request to telecommute or telework shall be unreasonably denied or rescinded."* I have heard from some of you that your managers will not consider "allowing" you this opportunity. This language was negotiated and

PRESIDENT, cont. on page 6

PAST PRESIDENT'S REPORT

MELISSA SUTKOWSKI, AEE PAST PRESIDENT



Greetings Members,
You may or may not have heard by now that I have been offered and have accepted a management position at ODOT. Sadly, this means that I must resign my position on the AEE board. I've had the pleasure of serving on this board for the last 8 years. Over that time, I have come to appreciate more and more the

work your board members perform each day as volunteers.

A few years ago, I learned that both executive management and our HR Business partners were hesitant to engage with AEE. I found this to be quite alarming, because I believe our goal at AEE has always been, and continues to be, to improve working conditions and compensation for our members. And while some of this improvement happens during the formal grievance and bargaining processes, quite a lot of it happens through general communication between AEE, management, and HR. If neither Agency leadership nor

HR wanted to talk to AEE how would we ever accomplish those goals? Clearly, we needed to engage differently.

Around the same time, I came across a book called "Being Remarkable". There were some very inciteful ideas in the book which led to the development of an idea about resetting AEE's relationship with those we work with in management and HR. When I proposed this idea to the AEE board, management, and HR everyone was in agreement and support. The entire board has worked really hard over the past several years to carry out this rela-

PAST PREZ, cont. on page 6





2ND VP REPORT AEE SECOND VICE PRESIDENT PETE CASTRO, PE



2019-2020 Salary Charts

By this time you read this article, I am hopeful that DAS will have released the salary tables for the current AEE 2019-2021 Collective Bargaining Agreement (CBA).

AEE and DAS met on January 22, 2020 and agreed to the corrections to be made to DAS's initial efforts. Fortunately, it was confirmed that pay rates reflecting the 2.15% COLA retroactive to July 1, 2019, are correct. AEE determined that most of the DAS salary tables for the new 10th step to be effective on July 1, 2020 (and implemented at the employee's next Salary Eligibility Date, after having been at the 9th step for at least one year) had mistakes (or at least variations in the computations) in the new 10th step rate. Those mistakes were compounded in the 10th step of the salary tables for the 3.00% COLA to be effective October 1, 2020. Once DAS had the opportunity to explain the variable logic used in their computations and AEE had the opportunity to explain our case (e.g. a 5.00% increase between the existing 9th step and the new proposed 10th step), we were quickly able to come to consensus and correct the salary tables during the meeting. This resulted in AEE in being the very first of the 33 collective bargaining units that DAS bargains with having a 100% complete and agreed to CBA.

There are two sets of salary charts, one for PERS participating and one for

non-PERS participating, the difference is the latter reflects pay rates 6.00% less for the initial six-month period an employee is employed in Oregon public service (typically trial service as well). This is to reflect the June 2019 6.00% salary increase, which transferred of the liability of increasing PERS contributions with increases in salary during an employee's tenure, to the employee, as opposed to the employer, which had been the situation since the late 1970's. It was agreed that the "master" salary charts are the PERS participating rates and if any mistakes were discovered at a later date in the non-PERS participating salary charts, they would be corrected on that basis.

Representation and Lead Work Differential Updates

As a follow up to my previous two SI Journal articles on these topics, below is in update on the classification representation and lead work issues:

Article 1.2 (Prior Article 2) Exclusive Bargaining Agent

Pursuant to Article 1.2 (Prior Article 2), continuing to be recognized as the exclusive bargaining agent for all employees within the appropriate bargaining units. This includes AEE's goal of having the following Classifications represented under the contract (which are currently excluded under the managerial exemptions). On January 22, 2020 AEE and HQ HR had a meeting on this topic and there has been some follow-up from that as recently as February 12, 2020:

Construction Project Manager 3 Classification with a working title of typically Senior Project Leader and/or Senior Transportation Project Leader for project development, but not actually construction activities. ODOT HR reports that it is looking hopeful that there is interest in working with AEE to bring these positions under AEE representation, although there are a fair number of details to figure

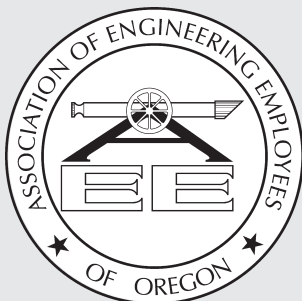
out just how and when that would happen, particularly with occupied positions.

Professional Engineer 2 Classification with a working title typically Resident Engineer Project Manager (old Consultant Project Manager) which typically lead project delivery efforts of outsourced projects, including both design (PE) and construction (CE) phases. During the January 22, 2020 meeting HR mentioned that these positions typically have signature authority for A&E contracts as well as Construction Change Orders, which would appear to likely be an appropriate usage of the DAS Managerial exemptions, resulting in these positions typically being classified managerial, nonsupervisory. If there are positions which don't have a business need for this signature authority there's a possibility those positions could be represented by AEE. There's more work to be done on this consideration, but it appears less likely.

Prior to these discussions, in November of 2019, AEE had prepared and submitted a written request to compel ODOT to share information regarding the classification of these positions. ODOT HQ HR contacted AEE during that process and proposed meeting(s) to replace the more formal process AEE was initially pursuing, which AEE accepted.

Article 12.4 (Prior Article 67) Lead Work Differential

AEE and ODOT HQ HR met on this topic on December 12, 2019 and had a brief update on January 22, 2020 as a portion of the classification meeting mentioned above. At the December meeting AEE relayed that we have been told management is waiting on guidance as to how to implement the (long standing) DAS guidelines mentioned below. HR suggested that they initially believed that asking management to comply with the DAS guidelines was sufficient but recognizes that additional guidance to man-



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agement from HR could be helpful. HR has committed to providing guidance to management in presentations in high level management meetings as well as in writing in the HR “Good To Know” newsletter series, which hasn’t seen much use in recent years. HR asked AEE to participate in reviewing the content of these communications prior their distribution, which we gladly accepted. At this time, it appears that aspect of the work has yet to begin.

AEE shared with HR that we believe it is incumbent upon the employer to ensure all employees are paid appropriately and that the employees should not have to request to be paid correctly or find out that they have been paid incorrectly. AEE suggested that a periodic audit of employee’s pay rates, including consideration of all differentials and Work Out of Class agreements could be a way to ensure that employee pay rates are correct. HR made no commitment to pursue this, but appeared to recognize the value of the suggestion. HR has committed to AEE that grievances based on Lead Work Differential concerns will be considered as timely if submitted within the 45 day contractual time frame, with the beginning of that time frame being at the conclusion of the work AEE and HR are doing together on this matter, a date which is to be determined at a later time.

Lead Work Differential Background

Pursuant to Article 12.4 (Prior Article 67) AEE has been investigating the intent of the Lead Work Differential contract language with DAS and ODOT since January of 2019. Currently, the contract language contains a statement regarding eligibility for lead work differential which states “...provided the lead work duties are not included in the classification specification for the employee’s position.”

AEE has been provided two DAS memos, one dated February 29, 2008 and another dated June 3, 2019, both regarding the eligibility of lead work differential. In summary, both memos suggest that all (except the three listed below) AEE Class suggest classifications are actually eligible for the lead work differential. The three Classifications not eligible for

the lead work differential include: Research Analyst 3, Right-of-Way Agent 2, and Traffic Systems Technician 3.

The memos are clear in that in order to be eligible for the lead work differential it must be relative to the lead of employees, not of a program or project. The lead work is an assignment of each of the following duties on a recurring daily basis:

- Prioritize and assign tasks to effectively complete work.
- Provide directions to worker concerning work procedures and performance standards.
- Review the completeness, accuracy, quality and quantity of work.
- Provide informal feedback of employee performance to supervisors.

The DAS memos and ODOT HR’s concurrence with AEEs understanding of the DAS memos suggest that many lead work employees are actually eligible for the Lead Work Differential.

If you believe you may be eligible for the Lead Work Differential on the basis of DAS’s definition, as well as functioning in the role on a regular basis for two or more employees and your Classification is eligible, you may want to consider discussing this with your manager. ODOT HR has advised AEE that there is a “Lead Work Form”, as opposed to the Classification Specification or Position Description, which determines eligibility for Lead Work Differential. HR has provided a website link to this form for ODOT employees at: <http://transnet.odot.state.or.us/cs/forms/ODOT/0615.pdf>

Although this discussion has been largely ODOT centric, it is applicable to all DAS Agencies, including AEE’s employees at Oregon Parks and Recreation Department as well as Oregon Department of Forestry. If you run into any concerns while working through this consideration, please reach out to me (as I will be AEE’s lead for this matter) or your AEE Directors, Assistant Directors, AEE’s President or First Vice President. AEE will continue working with the Agencies to help ensure that all employees are appropriately compensated in that AEE, and the Agencies agree that appropriate compensation is very important.

2020 ASSOCIATION OF ENGINEERING EMPLOYEES OF OREGON ELECTIONS NOMINATION NOTICE

Nominations for the offices of AEE Second Vice President, AEE Secretary / Treasurer, and Job Representatives/Region Director for Region 2, Region 3, Region 5 and ODF will be accepted from the floor at the April AEE Board meeting at the date, time, and place indicated below. The term of office will run for two years beginning July 31, 2020.

Date:	Friday April 24, 2020
Time:	9:00 a.m.
Place:	ODOT Building X 885 Airport Road Salem, OR 97301

Nominations may also be made in writing and must be received at the AEE PO Box 13428, Salem, OR. 97309 no later than 12:00 p.m. on April 23, 2020. All nominations require the signatures of at least three AEE members in good standing.

As provided in the AEE Bylaws, any member who has paid dues through May 2020 is in good standing and eligible to nominate candidates. In order to qualify to run for office, members must be a member in good standing for a minimum of one year prior to the date of nomination.

Candidates must accept nomination at the nomination meeting or, if not in attendance, submit a written acceptance to Secretary-Treasurer Marty Klug and the AEE Office by 5:00 p.m. by Friday, May 8, 2020.

Ballots will be sent to active AEE members electronically via email. Paper ballots will be provided upon request. Members may request a paper ballot from their local AEE representative or the AEE Office at office@aeeo.org.

The election will be conducted with online and mail in ballots. The election will conclude on Friday, June 12, 2020. Ballots will be counted on Tuesday, June 16, 2020 at a location to be determined in Salem, OR at 5:30pm.



REGION 1 REPORT

THOR ALVARADO

AEE REGION 2 DIRECTOR



Hello Region 1, there have been some major changes this year with the new computer programs that The Agency has put into to use. These computer programs are the not the first and they will

not be the last programs that are put upon the employees. I have done some research about some of these and need your help. I have been told by a number of people that they never or rarely ever use "Work-day" as a program to schedule themselves and check on their personal information. Please let me know what is the problem here – I have heard not user friendly to redundant – AEE would like to hear from you. Let's discuss "TAMS", it seems to be a good program, however someone dropped the ball when figuring how to schedule construction offices with all their constant shift and days of work changes – please let AEE know what other issues you all found with this program. "DocExpress", this program I have experience with that agrees with quite a few AEE persons – first off I am all for going paperless, if I could I would go 100% paperless(not realistic I know), this program is a filing program as far as I can tell. Please let AEE know your concerns so we can push these concerns up the ladder and hopefully cause some change or at least fix some of the problems we are all having.

REGION 2 REPORT

JAMES DARNELL

AEE REGION 2 DIRECTOR



Hello Region 2,

As some of you may know, we have recently updated our website (aeeo.org) to better fit the needs of our members and I invite you all to visit it. If this is your first time visiting the website since the update, you will need to login and sign up with a new account. We are working on adding the newest salary tables to the website and other useful links for our members. As always, your feedback is most welcome as we want the website to be designed specifically to fit the needs of our members. The site currently has a copy of the collec-

tive bargaining agreement available for all contributing members to peruse as well.

Speaking of the Collective Bargaining Agreement, we have finally received the printed contracts (except for the salary tables) and are preparing to distribute them. As a new change, we are only distributing the printed contracts to contributing members as this is now seen as a member benefit. Due to the JANUS decision, we are requesting that all current members re-sign a membership agreement before they receive a copy of the contract. I will be bringing pre-filled out sheets for current members to review and sign over the next few weeks. Please look them over and make sure all the information is correct. If you want to get a head start, you can fill out an application online at www.aeeo.org and print of a copy and sign it and one of our volunteers can swing by to collect it. I am scheduling meetings in Astoria, Salem, Corvallis, and Springfield.

UPCOMING AEE MEETINGS:

- 3/17/20 AEE Staff meeting
- 3/17/20 HQ Labor Management Meeting
- 3/24/20 Region 1 Labor Management Meeting
- 3/24/20 AEE/DAS Quarterly Meeting
- Meeting with Governor's Office TBD
- 4/6/20 Tech Committee Meeting
- 4/9/20 AEE PAC Board Meeting
- 4/6/20 Salem New Employee Orientation (NEO)
- 4/21/20 AEE Staff meeting
- 4/20/20-4/22/20 NASHTU Conference in Washington DC
- 4/24/20 AEE Board Meeting
- 4/27/20 Region 2 Labor Management Meeting
- 5/4/20 Tech Committee Meeting
- 5/11/20 OPRD Labor Management Meeting
- 5/14/20 Salem NEO
- 5/19/20 AEE Staff Meeting

Please submit any agenda items to your Region Director or the AEE Office via email at office@aeeo.org two weeks prior to a scheduled meeting to be considered for discussion. If you do not see an upcoming labor management meeting for your region, it is most likely because the meeting has recently happened or has not yet been scheduled. Labor management meetings are scheduled on a quarterly basis.

REGION 3 REPORT

CHRISTA VOGT

REGION 3 CONTRACT

ADMINISTRATION SPECIALIST

Hello members, I would like to introduce myself, my name is Christa Vogt and I work as a Contract Administration Specialist for ODOT's Region 3 Construction Crew 3830. I'm excited to have the opportunity to become the board elected AEE Region 3 Assistant Director. I have been asked to share a little about myself and my recent adventures. I recently returned to ODOT after spending 2 years living and working in Utah. I had previously been employed with ODOT from 2009 to 2017 in multiple positions including temporary seasonal positions and then as a permanent employee. I have worked as an office specialist, construction inspector, quality compliance and contract administration specialist. I originally moved to the beautiful state of Oregon in 2001 from Utah where I had been born and raised. My husband and I loved the Roseburg area for the rural country setting and farming community and knew it would be the perfect place to raise our family. Our children grew up and graduated from high school as children do and our farm life was getting to be too much for just the two of us. We decided it was time for a new adventure and sold our farm and returned to Utah. My experiences in Utah were both positive and negative as far as my career. I started working for a local City issuing building permits and over the course of a year moved into a position in the Business Licensing Department. Although this new job was challenging I decided I missed working in the industry I love, highway construction and the Department of Transportation, so I set my

sites on UDOT. I was successful in gaining a position with UDOT as a Construction Contract Administrator in Salt Lake City. This is where I learned that not all DOT's operate the same. After a short time my eyes were opened so to speak, and I discovered there to be a significant difference in structure, policy, wages, training, and attitude. UDOT does not have union representation as it is a right to work state. The Agency on a whole has a difficult time competing with the private sector's higher wages and opportunities and often loses employees to consultant firms and contractors. I decided I would like to continue my career at ODOT and with the support of my husband returned to Oregon and moved back to Roseburg in June, 2019. I worked in a temporary position with Crew 3830 and happily became a permanent employee in September, 2019 accepting my current position. Based upon my recent personal experiences I can say with conviction that ODOT encourages, nurtures, values, and invests in their employees. AEE is an active influence in that attitude and our everyday working environment as State employees. I have witnessed and participated in an environment without AEE, without fellow employees working diligently to improve and protect the lives of us all and I now appreciate the value of that influence. I am a proud member of AEE and encourage all of you to become involved and am hopeful that in sharing my experiences have reminded you the value of being represented by an exceptional organization like AEE. I look forward to learning more about AEE, its processes, and in having the opportunity to meet many fellow employees statewide.

HQ REPORT

KAREN SCOTT

AEE HQ DIRECTOR



Greetings!

By the time you read this article, I'm slowly but surely making my way around with the contracts and membership forms. I appreciate everyone's patience. It is taking longer with having to get everyone's signature and handing out the contracts face to face. If I haven't caught up to you yet, feel free to stop by my cube to pick up a contract.

On a different note, Headquarters spent time without a director until I stepped up last year. Now I am seeking an assistant director. I know many worry about an extra commitment, but this one does not take much time. Primary duties are to act as my back up for meetings (I've only missed one), help handout contracts and member incentives, keep abreast of what is happening with AEE (read the meeting minutes), and generally support the association that supports you. If you are interested in learning more, feel free to contact me in person, by phone, or email (see below).

HQ Director,
 Karen Scott
 503-881-5511
 Karen.Scott@aeo.org



REGION 4 REPORT

PAUL SINGER

REGION 4 DIRECTOR



I would like to reach out to all Region 4 employees in Klamath Falls and The Dalles. I am looking for a key member in each location to help me hand out paperwork and to be my (and union members) point

of contact in their respective locations. If you are interested, please contact me at 503-480-5055 or email me at paul.singer@aceo.org

I would like to also send out a very warm and heart felt welcome to my new Region 4 Assistant Director Tana Libby. Tana has been with ODOT now for 3 years now and will make a fantastic Assistant Director. If you have ever met Tana, you understand how much enthusiasm she has about helping everyone she meets and how tirelessly she works at it. I really look forward to working with her and I know you all will too, we are all very lucky to have her!

PRESIDENT, *cont. from page 1*

agreed to by the State of Oregon not by individual managers. I have heard/read of incidences where a denial was because the manager didn't **feel** that telecommute/telework was a good idea that they needed to save the employee from themselves. They also expressed that the allowance of telecommute/telework assignments would create more work for them that they didn't want to deal with. Again, this is not about what individual managers **feel** or what they **believe** in. This is a contractual right that every AEE member is entitled. Unless your position requires you to be in the office 100% of the time, or requires you to interact in person throughout the day with other crew members, or among others, if you have demonstrated some performance issues which may cast doubt on your capability of working remotely then you shouldn't be denied. I'm sure there may be other "reasonable" excuses for a manager to deny this opportunity, but these are the major ones I have encountered. If you would like to telecommute or telework I would encourage you meet with your manager and fill out the request form. If you are denied, I would like to know the reason(s). The manager is required within 30 days of the submitted request to inform you one way or the other. Please forward all denials to the office@aceo.org email address or contact me directly at eric.knapp@aceo.org.

PAST PREZ, *cont. from page 1*

relationship reset. As a result, AEE is both stronger and more effective at reaching our goals. Your board members are having conversations with management every day in some way, whether you know it or not, that both strengthen our relationship and furthers our goals.

So, as I contemplate leaving the board, I want to leave you all with a final thought, or maybe it's a plea. Get involved. Step up. Volunteer. Because AEE can only remain strong and vital with involvement of the members it represents. Because while much of the work your board members perform is thankless it's also rewarding in a way that I find hard to describe in words. Because service is why many of us have chosen to work at a public agency. Because you will meet and work with some fantastic people that you may not have otherwise known. Because you will have the opportunity to gain some really great experience. Because you will get some great exposure to different parts of the Agency that you would not otherwise. And because AEE, like ODOT, is a family. And that's what we do for family.

It has been my pleasure to serve you.
In Unity
Melissa Sutkowski

FORESTRY REPORT

LEROY DWIRE

AEE ODF DIRECTOR



In my 31 years working for the state (10 years with State Police & 21 years with Forestry) I have seen a lot of change. Change in technology, change in leadership, change in supervisors, I can go on and on about the change I have seen over the years.

When I first started with ODF, Communications was under support services. Then Support Services was dissolved and we were placed under Information Technology Section which lasted about a month then we were put under Business Services Section where we remained for several years.

Eventually we went under the Protection Division for several years. Last year we were moved back under Business Services and now Communications Section will now be moved under Information Technology once again.

With technology in IT and Communications intertwining more and more, it made sense to management for us to combine since we work together supporting each other on various projects.

Time will tell how long this marriage of programs will last.

REGION 5 REPORT

LESLIE HAASE

AEE REGION 5 DIRECTOR



SI Journal February 2020
Happy New Year, Martin Luther King Day, Valentine's Day, Presidents' Day and all those holidays yet to come. Is there any way I can say "we invented those holidays"? No, probably not, but I can tell you all the things that AEE has negotiated on your behalf. It all began in 1947, when AEE was organized with no ties to national associations or unions, and remains independent today.

Over the years, AEE has achieved various goals for its represented members, from increasing salaries, to acquiring medical and dental coverage. In fact, in 1982 AEE was the first union in Oregon to gain a Blue Cross plan for our members and families. AEE, won the right to overtime pay for its members, moving costs and home purchase assistance and many other rights and benefits thanks to the hard work of your volunteer AEE Board members, Directors, Assistant Directors, and Committee members.

The new 2019-2021 Collective Bargaining Contract is no exception to benefits that AEE members are now enjoying:

A 2.15% COLA retroactive to July 1,

2019;

October 1, 2020 a 3% COLA

July 1, 2020 a 10th step added to all classifications

Vacation Cash out option

Members who receive work specific phone calls from managers while off work can now charge time in 15-minute blocks for those phone calls

PLS 2 salary range increases due to the presentation they made

A classification study for the CES, AE and PE series to account for recruitment and retention.

Negotiated with DAS to the Legislative Emergency Board for two new positions to address the backlog of salary studies. Instead of waiting 4 years for a salary study for a position series, that wait will be reduced to 2 years between salary studies.

Check out the AEE website at AEEO.org. apply for a login if you haven't already. There you can find the Collective Bargaining Contract, and past SI Journal issues. Also let me know if you have an interest in participating on the Collective Bargaining Committee.

Now here is the deal, we (finally) have the 2019-2021 AEE Collective Bargaining Agreement (CBA) ready for delivery. **Come confirm your AEE Membership and pick up your CBA on Thursday, February 27th, at 12 Noon.** Includes Pizza and a chance to discuss issues. See you then!

AEE PAC REPORT

MELISSA SUTKOWSKI

PAC BOARD MEMBER



Greetings from the PAC,

Just a couple of updates on what the PAC has been up to.

We held our second holiday member gathering in December in downtown Salem. Several dozen members showed up

to hear what the PAC is doing for you and what you can do for the PAC. Thanks for those that were able to attend. We had a great white elephant gift exchange and fun was had by all.

The legislature is currently in their short session. As of my writing this, there are no bills posted in the Oregon Legislative Information System for review. The PAC will continue to monitor the site and send notices regarding bills of interest.

The PERS Coalition lawsuit against SB 1049 continues to move forward. Remember SB 1049 contained the PERS changes from the last session. Oral argu-

ments are scheduled to be heard at the Oregon Supreme Court on June 16, 2020 at 1:30PM.

The PAC Board has recently approved board Positions. For the next year James Darnell will be the PAC Chair, Cesar Lopez is the Vice Chair, and Marie Kennedy is the Treasurer.

And finally, PAC tax letters have been sent. Check your mail and notify the PAC board if you do not receive your letter. It appears that some contributions amounts may be in error. If your contribution is incorrect, please contact the PAC board so we can get you an updated letter.

SECRETARY/ TREASURER'S REPORT

MARTY KLUG

AEE SECRETARY/TREASURER



Hello, everyone,

I am pleased to report that the AEE is in the best financial situation since I became Treasurer nearly three years ago. At the end of the October –

December 2019 quarter, the operating fund had a balance of \$423,222, a 155% increase over the April – June 2017 quarter. We never had to dip in the reserve account, which has \$254,771 in it. Our monthly dues income has stabilized since the loss of “fair share” revenue caused by the *Janus v. AFSCME* court decision; over the last year we collected between \$39,000 and \$40,000 per month. This is a big hit compared to the nearly \$48,000 in monthly dues that we collected just before *Janus*.

This financial strength has two main causes. First, the AEE membership supported the request to increase monthly dues when we identified the Association's declining portfolio. The \$48,000 monthly income righted the listing ship and we began rebuilding the financial status. Secondly, even before *Janus* hit, the AEE board began streamlining the organization and cutting costs. Monthly and even quarterly expenses are difficult to compare, as the biannual schedule of collective bargaining drives much of our expenses (and DAS foot-dragging extends collective bargaining expenses a month or more into the next contract period). At the beginning of my office, AEE spent as much as \$42,000 a month. During the 2017-18 fiscal year, we averaged about \$35,700 and in 2018-19 it was about \$30,100. This last quarter (October – December 2019) it was only \$24,700 a month. (This last quarter was an anomaly; we had front-loaded much of the biennium's expenses, such as electronics, in the previous quarter.)

Much of the cost savings came from restructuring our consultant services.

AEE officers have assumed responsibility for many of the tasks that the previous consultant performed; we have reduced the costs for our new consultant by approximately \$4,000 per month. I say “approximately”, because we have enlisted a second consultant on a trial basis to administer our phones, computers and web page. We are still negotiating the final contract, so I don't have hard-and-fast numbers to provide regarding consultant costs.

Incidentally, you should check out our updated web page (aeo.org) to see some of the new content. (No “OK, Boomer” comments, please. I am Gen X.)

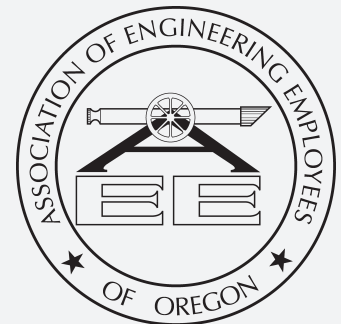
I don't want to jinx the financial situation, but I am cautiously optimistic that we have weathered the storm. Much of the credit goes to the AEE board members for their fiscal discipline, but it wouldn't be possible without members like you who agree to join and support the union. As I said back when the *Janus* decision loomed, if everybody rides in the cart and nobody pulls; it doesn't go anywhere. While we lost about 22% of our dues income when the “fair share” folks bailed, the **real** members have pulled their share, not just with money, but also with time. We have another scheduled \$1 dues increase in a few months, but (knock on wood) I don't anticipate needing to increase membership dues deductions in the medium-term future (*provided the membership numbers hold...*)

On a final note, I want to conclude with a brief comment about membership. Your Directors have begun collecting updated applications from all of the members. There is a certain national organization (you may have read the ODOT-wide email about a public request for employee information that the Department was required to provide) that has begun harassing unions across the country. Their gimmick is to try and decertify unions by claiming that unions do not maintain proper membership records. To forestall this, our legal consultant has advised us to update the application and collect new ones from each member. If you have not already done so, please either contact your Director for an application or (here I am plugging our updated web site) re-apply online.

WEINGARTEN RULES AND RIGHTS

Employees have Weingarten Rights only during investigatory interviews. An investigatory interview occurs when a supervisor questions an employee to obtain information that could be used as a basis for discipline or asks an employee to defend his or her conduct. If an employee has a reasonable belief that discipline or other adverse consequences may result from what he or she says, the employee has the right to request union representation. Management is not required to inform the employee of his/her Weingarten Rights; it is the employee's responsibility to know their rights and make a direct request. To make that request clearly, employees should state the following:

“I believe this discussion could lead to my being disciplined or terminated, or affect my personal working conditions. I request my AEE representative be present at the meeting. Without AEE representation, I choose not to answer any questions.”



AEE Treasurer's Report

October 01, 2019 - December 31, 2019

AEE CURRENT ASSETS AS OF DECEMBER 31, 2019

AEE Operating Fund Checking	423,222.06
Debit Checking	1,885.94
Membership Savings	1,003.22
Legal Defense Fund	321,255.69
MM Reserve Account	254,771.43

TOTAL ASSETS: \$1,002,138.34

2019-2021 Budget Income / Expense Goal This Quarter:	25.00%
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	19-21 BUDGET	THIS REPORT	TOTAL TO DATE	% EARNED TOWARD BUDGET
INCOME				
AEE Dues	928,200.00	117,766.00	235,189.00	25.34%
AEE Refunds	0.00	-	-	0.00%
Legal Fund	0.00	-	-	0.00%
Interest Earned	0.00	363.08	733.81	0.00%
Miscellaneous	0.00	-	-	0.00%
TOTAL INCOME	<u>\$928,200.00</u>	<u>\$ 118,129.08</u>	<u>\$ 235,922.81</u>	25.42%
				\$3,872.81
ADDENDUMS -				
Reverse September Dues received 10/01/19		(39,511.00)	(78,011.00)	
December Dues Received 01/02/20		39,015.00	78,526.00	
		<u>\$ 117,633.08</u>	<u>\$ 236,437.81</u>	25.47%
				\$4,387.81

	19-21 BUDGET	THIS REPORT	TOTAL TO DATE	% SPENT TOWARD BUDGET	19-21 BUDGET BALANCE
EXPENSES					
<u>Administrative Services</u>					
Accounting					
CPA	4,000.00	50.00	50.00	1.25%	\$3,950.00
AccurAccounts	16,000.00	2,508.60	4,984.20	31.15%	\$11,015.80
Bank Fees	200.00	-	-	0.00%	\$200.00
Equipment & Software	20,000.00	1,211.12	24,579.76	122.90%	(\$4,579.76)
Insurance	2,400.00	-	-	0.00%	\$2,400.00
Phone & Fax	20,000.00	2,608.61	5,425.57	27.13%	\$14,574.43
Postage	4,000.00	-	63.55	1.59%	\$3,936.45
Printing	1,000.00	106.00	1,178.40	117.84%	(\$178.40)
Prof & Contract Services	2,000.00	543.00	1,086.00	54.30%	\$914.00
Technical Support	1,000.00	4,022.80	4,145.71	414.57%	(\$3,145.71)
Total:	<u>\$ 70,600.00</u>	<u>\$ 11,050.13</u>	<u>\$ 41,513.19</u>	58.80%	<u>\$29,086.81</u>
<u>Association Governance</u>					
Awards	1,500.00	368.98	638.93	42.60%	\$861.07
Bd. Disc. Funds	2,400.00	-	-	0.00%	\$2,400.00
Donations	400.00	-	-	0.00%	\$400.00
Elections-Printing	500.00	-	-	0.00%	\$500.00
Elections - Other- eVote	-	-	-	0.00%	\$0.00
Meeting Expenses	15,000.00	807.11	2,000.02	13.33%	\$12,999.98
Travel					
Lodging	10,000.00	319.11	1,470.20	14.70%	\$8,529.80
Mileage	12,000.00	1,689.88	4,308.18	35.90%	\$7,691.82
Total:	<u>\$ 41,800.00</u>	<u>\$ 3,185.08</u>	<u>\$ 8,417.33</u>	20.14%	<u>\$33,382.67</u>



Collective Bargaining

C/B Legal Services	50,000.00	-	10,273.37	20.55%	\$39,726.63
C/B Support Campaign	500.00	-	-	0.00%	\$500.00
C/B Vote - Printing/Postage	500.00	-	-	0.00%	\$500.00
Training/Education	4,000.00	-	-	0.00%	\$4,000.00
Contract Printing	8,000.00	-	-	0.00%	\$8,000.00
Meeting Expenses	4,500.00	102.83	914.92	20.33%	\$3,585.08
Travel Expenses - Lodging	3,500.00	-	992.47	28.36%	\$2,507.53
Travel Expenses - Mileage	15,000.00	97.01	1,708.48	11.39%	\$13,291.52
Printing (non-contract)	500.00	-	-	0.00%	\$500.00
Total:	\$ 86,500.00	\$ 199.84	\$ 13,889.24	16.06%	\$72,610.76

Member & Association Rep

Cont. Educ./Conference Fees	2,000.00	-	320.00	16.00%	\$1,680.00
Dues & Subscriptions	1,500.00	-	-	0.00%	\$1,500.00
Legal Services					
AEE Case Services	50,000.00	289.90	3,396.84	6.79%	\$46,603.16
Arbitrations	35,000.00	-	195.00	0.56%	\$34,805.00
Meeting Expenses	3,500.00	178.75	916.50	26.19%	\$2,583.50
Special Projects	-	-	-	0.00%	\$0.00
Travel Expenses - Lodging	8,500.00	106.37	1,109.26	13.05%	\$7,390.74
Travel Expenses - Mileage	6,500.00	545.88	3,518.86	54.14%	\$2,981.14
Total:	\$ 107,000.00	\$ 1,120.90	\$ 9,456.46	8.84%	\$97,543.54

Member Outreach & Comm

AEE Cares	4,000.00	614.85	894.85	22.37%	\$3,105.15
Events & Activities	500.00	-	-	0.00%	\$500.00
Incentives	20,000.00	271.00	7,321.50	36.61%	\$12,678.50
SI Journal- Production & Printing	9,600.00	555.00	973.00	10.14%	\$8,627.00
Total:	\$ 34,100.00	\$ 1,440.85	\$ 9,189.35	26.95%	\$24,910.65

Management

Consulting Services	551,130.00	57,065.58	94,315.58	17.11%	\$456,814.42
Total:	\$ 551,130.00	\$ 57,065.58	\$ 94,315.58	17.11%	\$456,814.42

Organizing

Legal Services	7,500.00	-	-	0.00%	\$7,500.00
Cont. Educ./Conferences	1,000.00	-	-	0.00%	\$1,000.00
Printing	1,000.00	-	-	0.00%	\$1,000.00
Meeting Expenses	5,000.00	-	-	0.00%	\$5,000.00
Travel Expenses - Lodging	2,000.00	-	-	0.00%	\$2,000.00
Travel Expenses - Mileage	4,000.00	-	-	0.00%	\$4,000.00
Total:	\$ 20,500.00	-	-	0.00%	\$20,500.00

TOTAL EXPENSES	\$ 911,630.00	\$ 74,062.38	\$ 176,781.15	19.39%	\$734,848.85
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To Date Unspent Budget: \$51,126.35

ENDING BALANCE - 12/31/2019

Gain/Loss (Income+Disbursements): \$55,514.16

CONTINGENCY \$ 16,570.00

DATE	Assoc. Gov. Travel
Qtr. Totals:	\$ 2,008.99
YTD TOTALS:	\$ 5,778.38

Bargaining Travel
\$ 97.01
\$ 2,700.95

Memb.& Assoc. Travel
\$ 652.25
\$ 4,628.12

GRAND TOTAL
\$ 2,758.25
\$ 13,107.45

OPRD REPORT

BRIAN MCBETH

AEE OPRD DIRECTOR

Communication is the key to any relationship. We all know this. We all have personal relationships, family, friends and loved ones that are easy to talk with. We all have coworkers, supervisors, subordinates, colleagues, and other associates in the workplace that may or may not be as easy to converse with. We have fellow association members, board members, team members and the like that we really should be communicating with more frequently.

So then why do we fail at it? Why do I fail at it? I know that I personally allow my primary work duties to get in the way of maintaining those relationships. I travel all over this state and I communicate about the projects and problems I am employed to solve. I don't spend enough time on building for the future when I'm constantly thinking about today, tomorrow and this week. I know I need to work on this, and I need your help.

I need to build relationships with my fellow AEE members. I need to reach out more often. I need to answer those group emails, even if it's to say that I have nothing to add. I appreciate when others listen to me, and I'm sure they want to know I'm listening to them. I need to have more lunch meetings, and actually take breaks throughout the workday. Help me to help you. Reach out to me, invite me, and train me to communicate with you. I think we will both appreciate it in the future.

MILL CREEK REPORT

RAY HUBBELL

AEE MILL CREEK DIRECTOR



Ever ride that carnival ride that spins you around and you feel like you are in the midst of a blender and don't know which way is up, well that's Mill Creek right now. It's definitely a changing

time and currently there are folks moving from one division to another with some knowns and a lot of unknowns, but never fear AEE is not leaving your side. One of those changes is affecting my unit and me as I'm leaving Mill Creek to another location. While I am leaving the building, I am not leaving my position as your Director for Mill Creek, but I will be moving to the Commerce and Compliance Division previously the Motor Carrier Division. While I will not be physically in the building, I will be ever diligent in representing you, the members of this fine organization. So, you may be thinking how do I get ahold of you now, will you be there for questions, or what if I need some help? All valid questions and one simple answer just call or email me, and we'll get together. Now with that being said, another note is that the contracts are in and are available for you. We are confirming our members information this time around and are asking that as we provide you a contract you would review a prefilled application and sign the document. Please make sure that you have a current personal email listed because our by-laws were changed by vote in the recent past and we are voting electronic now in all elections. Along those lines of thought, Alex and I will be hosting a few lunch time meetings throughout the year to go over the changes to the newest contract so please pay attention to the bulletin board for more information.

Any questions, please call.



**AEE BOARD MEETING
MINUTES
1/31/2020**

Attendees:

- Melissa Sutkowski—MS
- Eric Knapp—EK
- Pete Castro—PC
- Cesar Lopez—CL
- Lajuana Kelley—LK (left early)
- LeRoy Dwire—LD
- Marty Klug—MK
- Ray Hubbell—RH
- Lisa Hayes (on behalf of Leslie Hasse)—LH
- Thor Alvarado—TA
- James Darnell—JD
- Paul Singer—PS
- Karen Scott—KS (left early)
- Brian McBeth—BM
- Misty Wells—MW
- DAS Guests: Nettie Pye & Brian Light (left at 10am)
- APEX Guest: Jonathon Nicholson (after lunch)

Welcome/Introductions:

EK: 2020 perfect vision going forward. Board recognition.

Board Introductions-

Lisa Hayes-AEE R3 Assistant Director here for Leslie Hasse
Nettie Pye-DAS
Brian Light-DAS

DAS Discussion:

Discussed DAS' role and availability to the board.

Board Minutes:

MK: Line 421 typo, should say 19-21 budget not 2012.

EK: I entertain a motion to accept the minutes as amended.

Second

--Motion Carried.

Treasurer's Report:

Reviewed and approved treasurer's report. Will propose some changes at staff meeting.

PERS Report:

Discussed PERS reform and PERS lawsuit to overturn SB 1049.

AEE PAC Report:

Contribution letters went out for tax filings. NASHTU is coming up. James Darnell new PAC Chair.

Insurance Report:

Reviewed. Will be made available on the AEE website.

R3 Assistant Director:

Introduced to Christa Vogt. Motion to accept Christa Vogt as R3 Assistant Director

--Motion Carried

6-Month Assessment:

Check in with the board on how things

are going since changing structure.

11:30-12:30pm Lunch

Tech Training:

Walk through website. Now have online application. Must print and sign hard copy.

Tech Committee:

Proposal for purchase of mice and a converter port for all 13 computers (\$800 value).

Motion to purchase mice and converter ports.

--Motion Carried.

Governance Committee:

Researching board tools. Working on editing procedure manual.

Salary Chair Update:

PC meeting with Agency on leadwork discussion. Continued discussion on lost positions.

CBA Update:

Contracts are printed and salary tables are finalized. Agency will assist distributing tables to members. Board to distribute contracts.

CBA Board Training

Adjourn @4:37pm

President	Eric Knapp <i>Region 5 Ontario Office</i>	c. 541-406-8899 president@aceo.org eric.knapp@aceo.org	7/19-6/21
Director at Large	Melissa Sutkowski <i>Headquarters TLC Office</i>	w. 503-986-7177 c. 503-339-6458 presidentatlarge@aceo.org Melissa.sutkowski@aceo.org	7/19-6/21
First Vice President	Cesar Lopez <i>Region 2 Salem Office Bldg. A</i>	w. 503-986-5823 c. 503-339-6714 firstvp@aceo.org cesar.lopez@aceo.org	7/19-6/21
2nd Vice President Salary Chair	Pete Castro <i>Region 3 Roseburg Office</i>	w. 541-957-3603 c. 503-400-2951 secondvp@aceo.org pete.castro@aceo.org	7/18-6/20
Secretary Treasurer	Marty Klug <i>Headquarters TLC Office</i>	w. 503-986-3586 c. 503-510-0113 sectreas@aceo.org marty.klug@aceo.org	7/18-6/20
Director Headquarters	Karen Scott <i>Headquarters TLC Office</i>	c. 503-881-5511 hqdirector@aceo.org karen.scott@aceo.org	7/19-6/21
Mill Creek Director	Ray Hubbell <i>Mill Creek Office</i>	c. 503-239-6700 mcdirector@aceo.org ray.hubbell@aceo.org	7/18-6/20
Asst. Mill Creek Director	Alex Bettinardi <i>Mill Creek Office</i>	w. 503-986-4104 c. 503-385-5928 alex.bettinardi@aceo.org	
Director Region 1	Thor Alvarado <i>Sylvan Office</i>	c. 503-510-0134 directorregion1@aceo.org thor.alvarado@aceo.org	7/19-6/21
Asst. Director Region 1	Dave Haase <i>Region 1 Barlow Office</i>	w. 502-510-8492 David.haase@aceo.org	
Director Region 2	James Darnell <i>Materials Lab</i>	c. 503-507-2292 directorregion2@aceo.org james.darnell@aceo.org	5/19-6/20
Asst. Director Region 2	Regina Thompson <i>R2 Tech Center</i>	c. regina.thompson@aceo.org	
Director Region 3	Lajuana Kelley <i>Region 3 Coquille Office</i>	c. 541-817-5771 directorregion3@aceo.org Lajuana.kelley@aceo.org	10/18-6/20
Asst. Director Region 3	Christa Vogt <i>Region 3 Roseburg Office</i>	c. Christa.vogt@aceo.org	
Director Region 4	Paul Singer <i>Region 4 Bend Office</i>	c. 503-480-5055 directorregion4@aceo.org paul.singer@aceo.org	7/19-6/21
Asst. Director Region 4	Tana Libby <i>Region 4 Bend Office</i>	w. tana.libby@aceo.org	
Director Region 5	Leslie Hasse <i>Region 5 LaGrande Office</i>	w. 541-963-1576 c. 503-510-0792 directorregion5@aceo.org leslie.hasse@aceo.org	7/18-6/20
Asst. Director Region 5	Lisa Hayes <i>Region 5 LaGrande Office</i>	c. 541-910-1904 lisa.hayes@aceo.org	
OPRD Director	Brian McBeth <i>Parks Office Salem, Summer St.</i>	c. 503-510-0173 oprddirector@aceo.org brian.mcbeth@aceo.org	7/19-6/21
Forestry Director	Leroy Dwire <i>Forestry Office Salem, State St</i>	w. 503-945-7324 c. 503-400-2927 forestrydirector@aceo.org Leroy.dwire@aceo.org	7/18-6/20
AEE Technical Support	Jonathon Nicholson <i>APEX</i>	Contact Cesar Lopez Tech Committee Chair	
AEE Program Coordinator	Misty Wells <i>AEE Office (PO Box 13428 Salem, OR. 97309)</i>	w. 503-585-6340 Office@aceo.org	

RESOURCE GUIDE

STUDY GUIDES

Scott Cramer
w. 503-986-3596
Website:
www.ppi2pass.com
15% code: ORDOT





Association of Engineering Employees of Oregon

Membership Application

Please submit completed applications to your AEE Representative or via mail to:
Association of Engineering Employees of Oregon
PO Box 13428
Salem, OR 97309

Required Contact Information

Last Name: _____ First Name: _____ Middle Initial: _____
Street Address: _____ Apt. #: _____
City: _____ State: _____ Zip Code: _____
Dept/Agency: _____ Employee ID #: _____ Region: _____
Phone (Work): _____ Phone (Personal): _____ Crew #: _____
Email (Work): _____ Shirt Size: _____
Personal Email (Required): _____

I am submitting this form to:

Sign up for new membership Renew my membership Provide a change of information

Monthly Deduction Authorization(s)

Pursuant to ORS 292.055, and until notice from me in writing, I request my employer to deduct monthly from my salary, wages or other sums due to me by virtue of my employment, the amount specified in the AEE Bylaws and disburse the same as dues to the Association of Engineering Employees of Oregon.

AEE Membership Dues: I authorize a monthly payroll deduction for AEE membership dues in the amount specified by the AEE Bylaws and certified by AEE.

Signature: _____ Date: _____

You have \$100 available tax credit (\$50 if you file single) to contribute to any political cause you wish. Make your career your cause, contribute to the AEE Political Action Committee (AEE PAC).

AEE PAC Contribution: I authorize a monthly payroll deduction in the amount of \$8.33 per Monthly/Joint (\$100.00 Tax Credit) - **OR** - \$4.17 Monthly/Single (\$50.00 Tax Credit) - **OR** - Other: \$ _____

Signature: _____ Date: _____

AEE Representative: _____

PO Box 13428, Salem, OR. 97309 * Phone: 503-585-6340 * Fax: 503-210-9060* www.aeeo.org

Updated 6/5/19