

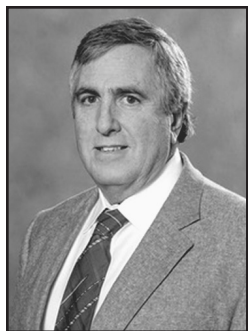


Summer 2019
Vol. 70, No. 3

S.I. JOURNAL

AEE PRESIDENT'S REPORT

ERIC KNAPP, AEE PRESIDENT



Hello fellow AEE members. What a whirlwind of change we are experiencing both within the Agency and in AEE. As I write this article, the Agency is searching for a new Director and

AEE is searching for a new subcontractor for administration services to help the Board in our day to day coordination and operations. Our past subcontractor, Monarch Partners (as many of you know as Joelle Davis) has elected to not renew her contract with AEE. I wish Joelle well in all her future endeavors and thank her for her years of committed service in assisting in

the success of AEE.

As I transition into the AEE President position I want to take a moment and thank our past president, Melissa Sutkowski, for all of the countless hours she spent on behalf of the AEE membership. As AEE President, Melissa has represented AEE members well on many levels, from the Governor's office to Region Labor Management meetings. Melissa's dedication and selflessness in always putting AEE first will leave a lasting impression and has set AEE on a positive for a successful future.

Bargaining ended well for AEE members. I will not go into the details since we have published and posted a bargaining summary on the AEE website but I do want to give recognition to the individuals who volunteered to represent AEE

members. These individuals deserve your thanks and respect for their time and effort they invested. The bargaining team was made up of the following individuals;

- R1 – Justin Bernt
- R2 – Cesar Lopez
- R3- Pete Castro and Doug Spenser
- R4 – Loren Campbell
- Forestry – Leroy Dwire
- Parks – Bill Baierski
- Administration Support – Misty Wells (Monarch Partners)
- Legal Counsel – Haley Rosenthal (Tedesco Law Group)

I encourage each of you to consider representing your Region or Agency next bargaining cycle (2021 – 2023) and make a difference by leaving your mark. Cesar Lopez, your newly elected First Vice Presi-

PRESIDENT, cont. on page 11

FIRST VICE PRESIDENT'S REPORT

CESAR LOPEZ, AEE FIRST VICE PRESIDENT



Hello AEE members,

You just voted to ratify the AEE Collective Bargaining Agreement (CBA) that your AEE Collective Bargaining committee work on for almost an entire

year. The work that goes into preparing and negotiating the CBA with DAS/ODOT Management team is demanding and extensive. I want to thank all those that participated in by contributing ideas,

did presentations, wrote proposals, and all the members of the AEE team.

I keep thinking of the great success we had during the negotiations, but one of them that I keep thinking of is the survey presentation. I had been talking to the Region 2 surveyors for some time and encouraging them to make a presentation during the bargaining session. They seem to be on the fence due to the initial research, but I press on by letting them know that we have good arguments to reinforce the Professional Land Surveyor (PLS1 & PLS2) positions. In the end, Andy, Ralph, and Chris put together a presentation for the AEE committee that included great ar-

guments with data to support their goals, and the rest is history.

AEE would not function without the participation of their member that volunteer their own time to work together with other member and the agencies. The association will pursue the proposals that did not make into our CBA by continuing the excellent work our members have done. We will be reaching out to the governor via the AEE Political Action Committee (AEE PAC).

As the new 1st Vice President, one of my duties is to assemble and lead the next AEE collective bargaining team that

1ST VP, cont. on page 2



PAST PRESIDENT'S REPORT

MELISSA SUTKOWSKI
AEE PAST PRESIDENT



Greetings,

As a result of recommendations from our AEE attorney, the board is in the process of conducting a membership audit. The purpose of this audit is to verify that we

have a signature form on file for all of our members, and to verify which version of this form is on file. Over the years, AEE has switched administrative firms and offices a number of times. As any of you who have moved before will know, things get lost. It happens. Additionally, AEE has raised dues, on occasion, over the years. These increases have always been voted on by the membership. However,

in the past our signature cards have listed the current amount of dues. We have not sought to have members sign new cards when dues are increased. Post JANUS, our attorney is advising that this practice be updated. We are currently editing our signature form to no longer list a dollar amount for dues, but instead specify that dues will be collected as listed in the by-laws.

You might be wondering how this change will affect you. Depending on which version of the signature form you've previously signed, your AEE representative may be requesting you sign an updated form. Also, if your form cannot be located you will be asked to sign a new form. Again, this is being done to ensure that AEE has accurate membership files and that we are in complete compliance with the JANUS ruling.

Please let me know if you have any questions regarding the membership audit or completing new membership signature forms.

FIRST VP, *cont. from page 1*

will negotiate our next CBA. If you are interested in joining the group or have ideas, a proposal to improve our CBA, and want to participate in the discussion; please contact us at office@aeco.org

Another way to make AEE a successful organization is to make sure your co-workers are AEE members. Please go to the website to download the form and get them to sign up to AEE and AEE PAC: http://www.aeco.org/images/documents/public/Current_AEE_Membership_application.pdf

REGION 1 REPORT

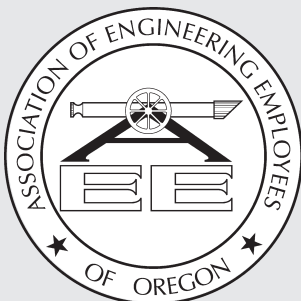
THOR ALVARADO
AEE REGION 1 DIRECTOR



Greetings All, I would like to talk about "Letters of Expectations" (LOE). ODOT says that these letters are not a form of discipline but a tool for the Managers to communicate with their employees who may not be

performing or acting appropriately. However, when an employee is required to attend a disciplinary fact finding hearing – it seems these "Letters of Expectation" are immediately brought out as evidence that there is a continuing problem. The issue I see here is that if the Letter of Expectation is not a form of discipline then why is it used as evidence? I have no issue with Managers expectations and Employees performing their work as they should. My issue is that the Letter of Expectation's I have read (quite a few and every one of them) are quite vague about what the employee needs to work on to better perform. I mean really vague and since

there is no set points to actually work on – before you know it, the employee always ends up in a disciplinary review. The vagueness of the Letter of Expectation's is not going to change, my suggestion to our members is that if a Letter of Expectation is issued, please communicate with your Manager and find out what issues need to be worked on, what needs to be discussed/explained, communicate with your Manager to resolve the issue. I always hope that Managers and Employees strive to work out their issues together and sometimes both sides need to be better at communicating.



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Editorial Committee

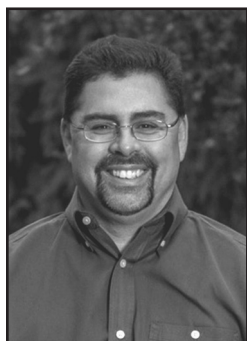
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SECOND VICE PRESIDENT'S REPORT PETE CASTRO AEE 2ND VICE PRESIDENT



As the Salary Chair for AEE, I'm happy to report that the 2019-2021 AEE Contract is among the top three or four contracts in terms of overall economic gains for AEE Classifications in my recollection of Contracts over the last three decades. Without repeating the details of the economic wins, AEE Classifications will see a cumulative increase of nearly 10.5 percent, not including normal step increases, between current and October 2020. Employees currently at the top (ninth) step of their Salary Range will see the entirety of that increase by October of 2020 (which is the summation of two COLA's and a new tenth top step) or their Salary Eligibility Date after June 30, 2020, whichever is later, while employees not at the top step of their current Salary Range will see a similar increase (in part, due to normal step increases) as well as an additional 5.0 percent when they reach the new tenth top step of their Salary Range.

I want to recognize and thank all of the AEE employees which took their own time to prepare and make about six presentations for various Classification Series to the overall Bargaining Team. It was clear that Management and DAS were engaged and interested in the information presented. Although AEE may not have received all we asked for in those presentations, without them, we'd have received none of what was ultimately agreed upon from the asks made in those presentations. My thanks to the AEE Bargaining Team as well as the Management and DAS Team for working well together to collectively bargain the best contract available within the constraints under which we operate.

A couple of items which came up at bargaining, which were not concluded at the table that AEE has been working on, and which AEE's new President, Eric Knapp, and I are committed to seeing

through during our terms, include:

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 what AEE believes is an over reaching use of the limited managerial exemptions):

Construction Project Manager 3 Classification with a working title of typically Senior Project Leader, for project development, but not actually construction activities. ODOT has recently added a fair number of these positions to the Areas to lead project delivery efforts of both Technical Center staff as well as outsourced projects.

Professional Engineer 2 Classification with a working title typically of Consultant Project Manager. ODOT had a number of these positions during the OTIA era, and while most of those positions were phased out several years ago, new positions doing similar work have recently been added the Areas to lead project delivery efforts of outsourced projects, including both design (PE) and construction (CE) phases.

Article 12.4 (Prior Article 67) Lead Work Differential

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." In pursuing the Classification Specifications (posted on the DAS class and comp web site) for a sampling of AEE Classifications (Engineering and Surveying, which includes over half of AEE's represented employees), it was determined that the majority of the AEE Classification Specifications reviewed include the word "lead" as part of the duties, in fact, all Classifications in the Engineering and Survey Classifications except for the Engineering Specialist 1. AEE found it odd that some many Classifications would be excluded

from the lead work differential on that basis.

In discussions with DAS, AEE was provided a memo "2019 Update – Lead Work Differential Guidance" dated June 3, 2019 (posted on the AEE membership web site at the following link; <https://bit.ly/2yTfbCT>). Although the memo is somewhat circular in its discussion, the short answer is that, in discussions asking for clarification from ODOT HR as to the intent of the memo, it appears all (except the three listed below) AEE 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.

Why are these three AEE Classifications not eligible for lead work differential? The reason they are not and all others are, is that in DAS's process of determining the relative value (compensation package) for these classifications, lead work was indeed included in the evaluation for the compensation package, while for all other AEE Classifications, lead work was not included in the compensation evaluation. The DAS process for performing this evaluation is called HAY pointing, which, based on my recollection of the term, is a process that is somewhere around 30 years old or more.

The memo is 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.

ODOT HR has advised AEE, that currently about fifty AEE employees receive the lead work differential. In conversations with front line managers, AEE found that some believe that their lead work staff are not eligible for the Lead Work Differential due the Contract language. The DAS memo and ODOT

SECOND VP, cont. on page 7



HEADQUARTERS REPORT

KAREN SCOTT

AEE HQ DIRECTOR



Hello members! Are you there? Anybody listening? I have been the HQ Director for about 6 months now, and I am still in the steep learning curve phase.

I was allowed to attend the Labor Education and Research Center (LERC) Summer School the first weekend of August. I learned a variety of things, though all might not have been part of the core curriculum. The class I took was “Internal Organizing”, with hoping to get some ideas for overcoming apathy and keeping members engaged. From the turn out for the board election, either folks aren’t getting their emails (check your spam or junk folders), AEE doesn’t have your best email address, or members just weren’t engaged enough to care. The first two issues are easy fixes – if AEE emails end up in your junk folder, please add them to your “safe” contacts. If you have changed your email address, please let us know so we can update it (send to office@aeeo.org).

The third issue, apathy, is harder to overcome. I learned one reason for apathy is members have accepted the current conditions and are good with it. Sometimes, without something to fight for (like your job), people become less involved. Another reason for apathy is people may have given up – nothing can be fixed, and maybe they just move on to a new job somewhere else. Honestly, I have been apathetic most of my 21 years. As long as I had a job and paycheck, I was fine. I happily paid my membership dues so that others could “fight the fight”. Over the last few years, I noticed less other people willing to step up to fill board positions. Elections usually only had one person to vote for. Then sometimes no one to vote for. Dear members – we are the “other” people. And if no one is willing to “fight the fight” eventually we lose. What would the workplace look like without a contract protecting your labor rights? I’m sure our co-workers from the private sector could tell us. I volunteered to join the board as

UPCOMING AEE MEETINGS:

8/20/19 AEE Staff meeting
 8/27/19 OPRD Labor Management Meeting
 9/12/19 Salem NEO
 9/17/19 AEE Staff meeting
 9/26/19 HQ Labor Management Meeting
 TBD AEE @ Governor’s Office
 10/10/19 Salem NEO
 10/10/19 AEE PAC Board Meeting
 10/15/19 AEE Staff Meeting
 10/25/19 AEE Board Meeting
 10/28/19 R2 Labor Management Meeting
 11/14/19 Salem NEO
 11/18/19 R1 Labor Management Meeting
 11/19/19 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.

the HQ Director for this reason, deciding I could help after 21 years of letting others do the work.

Another thing from LERC, much discussion was held around being the leader to rally members around. Over the many, many years of my life I have learned I am not a leader. I have to work hard outside my comfort zone to be in the position of a “leader”. With that, as the HQ Director I see myself as a partner for the members. I can help find answers to workplace questions you may have or help talk through an issue you may be having at work. But I cannot be a part of everyone’s units and know what all is going on. That is where having Key Members in the different sections of the building is helpful. I have a list of folks that have agreed to be Key Members in the past and will be contacting them. If you are interested in being a Key Member, please let me know.

Finally, one obvious thing I learned while being on the U of O campus at the LERC summer school, AEEO is a much different organization than almost all the other unions in our area. I appreciate the professionalism of our members and our board.

Thank you, and I hope I may hear from some of you.

REGION 2 REPORT

JAMES DARNELL

AEE REGION 2 DIRECTOR



Hello region 2, lots of people are busy this time of year with designs, construction work, and life at home. I plan on continuing the work and practice that the previous region 2 director, Cesar Lopez, has

established by planning visits to the region 2 offices to meet with members. Keep an eye out for the emails regarding the date and time I visit your office. Refreshments will be provided.

This is a great time to talk to me in person about any concerns you have. Anything from your opinion on Workday (good or bad) to what you think about the most recent collective bargaining agreement. If you have a more pressing matter, please let me or the AEE office know so we can help and hopefully resolve the issue at the lowest level.

REGION 3 REPORT

LAJUANA KELLEY

REGION 3 DIRECTOR



Hello from the South West Area office in Region 3. We have been very busy this summer with construction projects and recruitments. The Coquille Construction Office

has a new ES3 Inspector and a recruitment is out for a CESI position. We are excited about getting these positions filled as the projected construction list grows for the area. Region 3 is looking good with somewhere around 15 projects currently under way.

With recent earthquakes I am reminded of the need to be prepared. Will the next Earthquake be “The Big One?” Are you prepared? In Coquille, every employee is equipped with a fully loaded “Go Bag” which we keep in our vehicles in a red backpack. I want to encourage each one of you to have a plan, and a “Go Bag” with you and your loved ones at all times. The following is a list of items to consider:

First Aid Kit

Life straw (personal water filtration device)

Emergency Mylar blanket

5-in1 Survival Whistle: compass, signal mirror, waterproof container

Waterproof matches/lighter

Para cord

Toilet paper & biohazard bags (stored in a gallon Ziploc)

16 oz. water per day - 3 day supply (48 oz. total) (5 year pouch)

3600 calorie emergency food bar - 3 day supply (5 year bar)

Duct tape

Pad of waterproof paper, pencil and Sharpie

6 pairs of nitrile / latex-free gloves and 2 dust masks

Updated map of Oregon in Ziploc bag

ODOT Employee & Family Disaster Preparedness Guide

Waterproof poncho - Bright yellow or see through

Multi-tool

Bug-X Insect Repellent ankle/wrist bracelet and a tick remover

Utensils (sometimes included in multi-tool)

Hand sanitizer (can be used as fire starter) (store in Ziploc)

The following information can be found online at: <https://www.oregon.gov/oem/hazardsprep/Pages/Cascadia-Subduction-Zone.aspx>

“Oregon Office of Emergency Management: Cascadia Subduction Zone”...

“With the current preparedness levels of Oregon, we can anticipate being without services and assistance for at least 2 weeks, if not longer, when the Cascadia Subduction Zone earthquake occurs. While this will be difficult to overcome, our citizens, businesses, schools, government, and communities as a whole can take steps to get prepared. Take action now by actively planning and preparing yourself and your community to be ready for two weeks for disasters.”

Be there for your family. Be prepared.

“We cannot stop natural disasters but we can arm ourselves with knowledge; so many lives wouldn’t have to be lost if there was enough disaster preparedness.”

~Petra Nemcova

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.”





REGION 4 REPORT

PAUL SINGER

AEE REGION 4 DIRECTOR



I first want to thank all the region 4 AEE members who voted me into this position. I am really looking forward to the Region 4 Director role and working directly with all of you.

I'm Paul Singer and have been working for ODOT for the last 4 years. I first came to ODOT in the bridge design section where I worked for my first year as a limited duration. I then received a Graduate Engineering Program position in the Bend construction office. While in this position I did rotations in Survey, Hydraulics, Project Management, and as a Senior Construction Inspector. For the last year I have worked as the Local Agency Liaison for Region 4. Before my time at ODOT, I served as the OSU engineering department graduate student union representative.

I look forward to making visits to meet all of the Region 4 AEE members and encourage all of you to contact me, at any time, if there is something I could help you with. My AEE email is paul.singer@aeee.org and my AEE phone number is 503-480-5055.

Thank you all again and I look forward to meeting every one of you!

REGION 5 REPORT

LESLIE HASSE

AEE REGION 5 DIRECTOR



Be Sure
to Check Your
Sources

'I learned it on the internet' is now full of innuendos that we can all relate to given the half-baked information and deliberate hoaxes

that abound on the web. I know that I have become very suspicious of information and tend to suspect the source and credibility of the information. It feels like my phone is really smart and it is so handy to have it look stuff up for me, but I have to remind myself that information without a source is not information you should trust.

So, here are the facts that are source checked:

'I'm sure by now you have all seen the results of the PERS buy out on your most recent pay stub. Because we have received a 6% salary increase, all withholdings based on a percentage of salary will now be higher. These include FICA taxes (which are based on gross income), short and long term disability, deferred compensation, and IAP retirement contributions. As a result, net take home pay will be decreased. The amount of the decrease will vary by individual based on your specific elective choices and rate of pay.

Some bargaining units received an extra 0.95% above the base 6% increase at the time of the buy out to compensate for the increased withholdings. Our bargaining unit elected to take an extra 0.85% increase one year prior to the buy-out instead because it was a better deal. This was part of the 1.85% COLA we received

June 2018.'

'Many members have been concerned about the reports of SEIU receiving a 10 to 15% increase and wanted to know if we would get the same. I assure you we did receive the same economic package. The 15% increase SEIU and the Oregonian reported takes into consideration that employees who are not at the top step within their salary range will continue to receive those step(s) at their SED in effect getting a 5% increase each year of the contract for 10% in step increases. Combine this with the 5% COLA over the contract and employees will be receiving 15% salary increase.'

See what your AEE Collective Bargaining Committee secured here:

[Bargaining Summary](#)

Check out the new Vacation Cash out option!

July 1, 2019 – A cost of living increase of 2.15% retroactive to July 1, 2019

July 1, 2020 – For all classifications a 10th step will be added.

October 1, 2020 – A cost of living increase of 3%.

Your AEE Board is working with a PERS Coalition to challenge SB1049.

There is a lot more your AEE Board does on your behalf, especially those who serve as President, Past President, 1st Vice President, and 2nd Vice President, i.e. Eric Knapp, Melissa Sutkowski, Cesar Lopez, and Pete Castro. I am constantly amazed at their dedication and the level of effort they expend on your behalf. These officers are the epitome of Volunteerism.

One last reminder: Please access the AEE website for all the latest information. Your AEE Board along with your Bylaw ratification cut about \$8K out of the budget by communicating with you electronically. This was a great fiscally responsible decision made on your behalf. It is a great website! [AEE%20SI%20Journal%20Article%20August%202019.docx](#)

OPRD REPORT
BRIAN MCBETH
AEE OPRD DIRECTOR



Oregon Parks and Recreation Department is a fantastic place to work. I came here just 14 months ago after spending a couple of years with the National Park Service. When President Trump was elected it brought change to departmental policies, and my career path toward advancement was put on indefinite hold. While I loved the work, I was doing and the locations of our National Parks, being stuck in an entry-level career was not

where I wanted to be.

Prior to that, I worked in the private sector and was devastated by the recession of 2008. My wife and I both lost our sources of income and we used every bit of savings just to keep the heat on and delay the bill collectors. Some of the jobs that followed were as short as 4 months, and I had to take multiple side-projects just to supplement our income. Some of my friends have yet to recover from that disaster.

All of these struggles and more have given me a greater appreciation for the stability of employment I have now. The work I do here at OPRD is better and more challenging than I could imagine. It is also enough work for several people, and there is no way only one person can do it all. Without provisions in our contract that allows Comp Time and Overtime, a lot less would get accomplished and I

would have much less job satisfaction. With the protections we have through AEE, I also feel safe telling people about the reality of my workload and that results will take much longer than management desires.

I step into this role representing OPRD because of a number of reasons. Primarily, I feel it is incredibly important to have representation when decisions or actions affect you, your income, or your working conditions. As one of the newest members on the board of directors, I feel optimistic about our current situation and direction. Just having sat through my first meeting, I feel we are in a good place with our negotiated contract, with our AEE operational budgets and where our membership dues will go, and with the combined strength of our group. There is a lot of experience on the board, and I look forward to learning from them all.

SECOND VP, cont. from page 3

HR's concurrence with AEE's understanding of the DAS memo 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. If AEE is able to procure a copy of this form, it will be posted at the link above for DAS's "2019 Update – Lead Work Differential Guidance" memo.

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 your AEE Directors,

Assistant Directors, AEE's President or First Vice President or myself. AEE will be 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.

Keep up the good work, let adversity make us stronger as we learn from it, keep each other safe and rejoice in each others successes. It is my privilege to work with such a professional group of people that pull together to make our Agencies work.



SECRETARY/ TREASURER'S REPORT

MARTY KLUG

AEE SECRETARY/TREASURER



Hello, everyone,

Over a year has elapsed since the *Janus v. AF-SME* Supreme Court decision, and we have four quarters of financial data to analyze. I am cautiously optimistic that we have weathered the storm.

Several years ago, we asked the membership to raise membership fees in response to a gradually deteriorating financial situation. We projected that our operating fund could drop low enough so that we couldn't meet collective bargaining expenses, and a sudden, unanticipated expense such as a series of grievances could break the bank. The increase in dues that the membership voted to support set our operating fund on an increasing trajectory, gradually returning its balance toward earlier levels. Then *Janus* happened. We could no longer collect "fair share" dues from AEE-represented positions who didn't actually belong to the Association.

About sixteen percent of AEE's dues came from "fair-share" non-members and several members elected to resign and not pay dues. All told, our revenue from dues collection dropped by over 21% during the first full quarter after the *Janus* decision. The next quarter it rose a little

more than five percent and has stabilized at about \$117,000 and change each quarter. ODOT has expanded its ranks to meet the HB2017 construction schedule, creating many new AEE-represented positions, and many of the new hires have joined the Association.

The last year's income from dues decreased 23% from the year before that, but expenses also decreased by 18%, due to aggressive cost-cutting and a fortunately low number of grievances with their associated legal fees. The budget has a surplus built into it for restoring the operating fund balance and, while it hasn't grown as quickly as intended back when we voted to raise membership fees, it has gradually increased from about \$160,000 when I became Secretary-Treasurer to about \$366,000. This is about where it should be.

While I have some level of comfort about our financial situation (much more than when I took this job), there are some challenges ahead. Our accounting consultant expenses have been more than three times what we originally budgeted. This is our first full biennium working with Accuraccounts, and now that we have some experience with tasks and costs, we will develop a more realistic budget for their services. As the number of AEE-represented positions increases, so does our potential exposure for grievances and arbitration. Also, we will part ways with Monarch PA at the end of this month, as their principal has accepted a job out of state. AEE leadership is negotiating options with another entity, and by the time you read this, we should know more details. Finally, we need to recruit

new employees who join in newly-created positions or replace the many, many existing employees who are expected to retire over the next decade. I wrote back in February that our dues-paying membership could taper off to about 55% of all AEE-represented positions, and I have seen nothing to change my concerns.

I would like to end this with an off-topic diversion towards the changes in your most recent pay stub. At the beginning of June, all AEE-represented employees got a 6% increase in gross pay to compensate them for the legislative changes that deducted 6% from all state employees enrolled in PERS. SEIU got a little more than a 6% bump, but we negotiated for a better COLA; our bargaining team ran the numbers and determined that our deal was a little better. I have heard from many AEE members recently, and there has been some sticker shock when the pay stubs were released at the beginning of the month.

A six percent reduction after a six percent increase will actually result in a slight net decrease. For example, a 6% increase of \$100 is \$6, for a total of \$106. Deducting 6% from \$106 is \$6.36, so in the end you have \$99.64. This accounts for part of the net decrease in many of your July paychecks.

The 6% adjustment to net income occurred before taxes were calculated, so your federal and state withholding probably decreased a slight amount. Social Security, Medicare, disability insurance and deferred comp are all calculated using your gross income, so they probably went up. All told, many of you probably saw up to a \$100 decrease in net pay.

TREASURER'S REPORT

S.I. Journal

AEE Treasurer's Report

April 01, 2019 - June 30, 2019

Meeting Expenses	3,500.00	1,860.61	7,134.31	203.84%	(\$3,634.31)
Travel Expenses - Lodging	3,500.00	1,740.03	4,236.20	121.03%	(\$736.20)
Travel Expenses - Mileage	30,000.00	4,455.62	18,984.06	63.28%	\$11,015.94
Printing (non-contract)	675.00	0.00	0.00	0.00%	\$675.00
Total:	111,375.00	\$9,582.51	\$57,815.76	51.91%	\$53,559.24

Member & Association Rep

Cont. Educ./Conference Fees	2,000.00	0.00	2,748.75	137.44%	(\$748.75)
Dues & Subscriptions	1,000.00	0.00	1,354.00	135.40%	(\$354.00)
Legal Services					
Arbitrations	39,600.00	693.75	7,152.46	18.06%	\$32,447.54
Organizing	0.00	0.00	0.00	0.00%	\$0.00
AEE Case Services	70,000.00	2,298.48	30,867.43	44.10%	\$39,132.57
Meeting Expenses	2,200.00	315.00	4,094.15	186.10%	(\$1,894.15)
Special Projects	0.00	0.00	0.00	0.00%	\$0.00
Travel Expenses - Lodging	4,000.00	1,717.38	10,305.91	257.65%	(\$6,305.91)
Travel Expenses - Mileage	10,000.00	403.98	7,823.04	78.23%	\$2,176.96
Total:	128,800.00	\$5,428.59	\$64,345.74	49.96%	\$64,454.26

Member Outreach & Comm

AEE Cares	4,200.00	403.00	3,360.30	80.01%	\$839.70
Events & Activities	0.00	0.00	0.00	0.00%	\$0.00
Printing	0.00	0.00	279.00	0.00%	\$279.00
Incentives	30,000.00	1,126.00	14,859.25	49.53%	\$15,140.75
SI Journal- Production & Printing	12,000.00	210.00	7,928.10	66.07%	\$4,071.90
Total:	46,200.00	\$1,739.00	\$26,426.65	57.20%	\$19,773.35

Management

Monarch PA	585,600.00	56,750.00	539,044.00	92.05%	\$46,556.00
Total:	585,600.00	\$56,750.00	\$539,044.00	92.05%	\$46,556.00

Organizing

Legal Services	2,000.00	185.00	6,837.64	341.88%	(\$4,837.64)
Cont. Educ./Conferences	1,000.00	0.00	0.00	0.00%	\$1,000.00
Printing	\$500.00	0.00	344.60	68.92%	\$155.40
Meeting Expenses	2,500.00	0.00	1,597.97	63.92%	\$902.03
Travel Expenses - Lodging	1,000.00	0.00	508.46	50.85%	\$491.54
Travel Expenses - Mileage	2,000.00	0.00	1,029.24	51.46%	\$970.76
Total:	9,000.00	\$185.00	\$10,317.91	114.64%	(\$1,317.91)

TOTAL EXPENSES	\$982,075.00	\$81,498.18	\$781,070.89	79.53%	\$201,004.11
					\$201,004.11
					To Date Unspent Budget \$

ENDING BALANCE - 06/30/2019

Gain/Loss (Income+Disbursements): \$176,762.24

CONTINGENCY \$61,925.00

	Bargaining
DATE	Travel
06/30/19 YTD	\$23,220.26
TOTALS:	\$23,220.26

	Regular
	Travel
	\$39,333.64
TOTALS:	\$39,333.64

	GRAND
	TOTAL
	\$62,553.90
TOTALS:	\$62,553.90



AEE Treasurer's Report

April 01, 2019 - June 30, 2019

AEE CURRENT ASSETS AS OF JUNE 30, 2019

AEE Operating Fund Checking	366,316.53
Debit Checking	286.10
Membership Savings	1,002.70
Legal Defense Fund	320,846.73
MM Reserve Account	254,447.10

TOTAL ASSETS: \$942,899.16

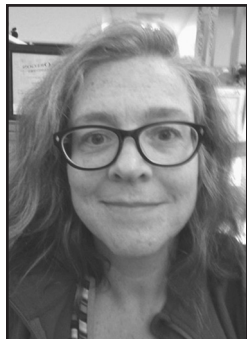
2017-2019 Budget Income / Expense Goal This Quarter:	100.00%
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INCOME	17-19 BUDGET	THIS REPORT	TOTAL TO DATE	% EARNED TOWARD BUDGET	
AEE Dues	1,044,000.00	117,216.00	988,001.97	94.64%	
AEE Refunds	0.00	0.00	-8,643.50	0.00%	
Legal Fund	0.00	0.00	0.00	0.00%	
Interest Earned	0.00	358.68	1,899.64	0.00%	
Miscellaneous	0.00	0.00	0.02	0.00%	
TOTAL INCOME	<u>1,044,000.00</u>	<u>\$117,574.68</u>	<u>\$981,258.13</u>	<u>93.99%</u>	(\$62,741.87)
ADDENDUMS -					
Reverse March Dues received 04/01/19		\$ (38,940.00)			
June Dues Received 07/01/19		<u>\$ 38,500.00</u>	<u>\$ 38,500.00</u>		
		<u>\$117,134.68</u>	<u>\$1,019,758.13</u>	<u>97.68%</u>	(\$24,241.87)
EXPENSES	17-19 BUDGET	THIS REPORT	TOTAL TO DATE	% SPENT TOWARD BUDGET	17-19 BUDGET BALANCE
<u>Administrative Services</u>					
Accounting					
CPA	4,000.00	0.00	4,000.00	100.00%	\$0.00
AccurAccounts	6,000.00	2,177.60	18,682.73	311.38%	(\$12,682.73)
Bank Fees	100.00	0.00	-225.10	-225.10%	\$325.10
Equipment & Software	5,600.00	299.55	1,646.05	29.39%	\$3,953.95
Insurance	2,400.00	0.00	779.02	32.46%	\$1,620.98
Phone & Fax	20,000.00	2,674.01	17,289.95	86.45%	\$2,710.05
Postage	4,400.00	163.10	2,660.26	60.46%	\$1,739.74
Printing	1,200.00	0.00	370.80	30.90%	\$829.20
Prof & Contract Services	1,500.00	543.00	2,912.47	194.16%	(\$1,412.47)
Technical Support	800.00	122.91	787.06	98.38%	\$12.94
Total:	<u>46,000.00</u>	<u>\$5,980.17</u>	<u>\$48,903.24</u>	<u>106.31%</u>	<u>(\$2,903.24)</u>
<u>Association Governance</u>					
Awards	800.00	427.05	1,588.82	198.60%	(\$788.82)
Bd. Disc. Funds	2,400.00	0.00	229.49	9.56%	\$2,170.51
Donations	400.00	0.00	300.00	75.00%	\$100.00
Elections-Printing	2,500.00	6.79	200.49	8.02%	\$2,299.51
Elections - Other- eVote	500.00	0.00	54.89	0.00%	\$445.11
Meeting Expenses	20,000.00	445.53	12,176.91	60.88%	\$7,823.09
Travel					
Lodging	9,000.00	312.45	8,928.64	99.21%	\$71.36
Mileage	19,500.00	641.09	10,738.35	55.07%	\$8,761.65
Total:	<u>55,100.00</u>	<u>\$1,832.91</u>	<u>\$34,217.59</u>	<u>62.10%</u>	<u>\$20,882.41</u>
<u>Collective Bargaining</u>					
C/B Legal Services	62,000.00	1,526.25	19,626.24	31.66%	\$42,373.76
C/B Support Campaign	500.00	0.00	358.83	71.77%	\$141.17
C/B Vote - Printing	1,200.00	0.00	0.00	0.00%	\$1,200.00
Training/Education	4,000.00	0.00	0.00	0.00%	\$4,000.00
Contract Printing	6,000.00	0.00	7,476.12	124.60%	(\$1,476.12)

AEE PAC REPORT

MARIE KENNEDY

AEE PAC BOARD MEMBER



N A S H T U
and Me

After being on the Political Action Committee (PAC) for eight years, I decided to step out of my comfort zone and try something new.

On June 24th, three fellow AEE PAC/board members and I descended onto Washington, DC to learn more about national funding for transportation/infrastructure and how public sector unions can help. I was attending the National Association of State Highway and Transportation Union's (NASHTU's) annual event.

Although I took vacation time to attend, I felt like I was at work. The first day I heard fellow union members from around the county talk about issues they are facing with funding, recruitment, the high cost

of contracting out, keeping people in the union post Janus, and host of other concerns facing public employees in transportation. Probably the most eye opening point was when members of the US congress addressed the group. On all our minds were how are we going to fund transportation projects in the future? Many congress people, including Rep. Harley Rouda (D-CA) and Senator Tom Carper (D-DE) said that almost any possible funding is on the table, including finally raising the gas tax. However, Rep. Sam Graves (R-MO), who sits on Transportation and Infrastructure committee, said there was no way he was going to pass a gas tax, and that we will just switch to taxing vehicle miles traveled (VMT). Our own Melissa Sutkowski interjected that we in Oregon, who are ahead of most states on a VMT tax, are still four to five years off of being able to implementing a state wide program. The congress man didn't seem too worried about it, but I was a little depressed after hearing it.

Probably the most interesting part of the trip was in the afternoon of the second day, we lobbied our own congress representatives about funding for transportation.

We also tried to get sponsors to another bill that would require an inspection of federally funded projects by a public employee, not just a consultant or a contractor, before final payment. Although we did not get to talk to our actual representatives, we were seen by their staff. Suzanne Bonamaci's and Greg Walden's staff were most skeptical about the passage of a new gas tax. While Earl Blumenauer's and Pete DeFazio's offices were quite receptive to find a solution that can work today to help fund infrastructure – including a gas tax. Both acknowledged that a gas increase would only be a short term fix to permanent and stable funding for our roads and bridges.

I really enjoyed the NASHTU conference and getting to lobby our representatives in Washington, DC. Part of me felt like I was getting just some head-nodding agreement when talking to congressional staff. Melissa made the point that the consultants, gas companies, and every other person with their own agenda is doing the same thing, so we need to get our voices heard too. If you are interested in making your voice heard, please become a PAC member today.

PRESIDENT, *cont. from page 1*

dent will be your Bargaining Chair please let him know of your interest to volunteer or of any issues that you would like to see presented during the next contract cycle. Advanced preparation is the key to success in bargaining. The earlier you start thinking about what your bargaining priorities are and begin researching and developing those concepts, the more likelihood AEE will realize success on your behalf.

There are a lot of issues your AEE Board is working on. Your AEE 2nd Vice President, Pete Castro (Salary Chair) is pursuing a discussion on lead work differential and who should be receiving it as well as investigating the positions that are being taken away from AEE and being described as Management Non-Supervisory making them a non-represented position and ineligible for overtime. Please see Pete's article for more detailed information and feel free to contact him with your support.

Post bargaining work continues. One of the items I am trying to get changed is the Governor's edict that if a classification salary range falls within 95% to 105% of the average market study then it will not

be considered eligible for an increase. To have such a broad sweeping market study that rarely match to our positions and then suggest that if paid 5% below the average would keep the best and the brightest with the Agency is ludicrous let alone attract new talent. This is an uphill battle but a battle worth fighting.

Over the next two years I plan on visiting each region and Agency and participating in at least one Labor/Management meeting. These meetings are crucial to keeping open communication with local management responsible for the day to day operations. My hope and goal is to instill AEE's approach as collaborative and problem solving. We need to be able to talk with each other about what isn't working as well as what is. I want AEE to be part of the solution and not considered part of the problem. My expectation is that management should be working closely with AEE to resolve all issues at the lowest possible level. Open and honest communication, early and often, is what AEE will be providing to management and HR and will be expecting the same in return. We are all public employ-

ees whether represented or management and should all be accountable for our actions or lack thereof.

"AEE has been contacted by the Secretary of States Office to discuss topics for a potential performance audit regarding safety. They are interested to hear from you through AEE. Please share with me know your perception of the ODOT safety culture both statewide and regionally. Also, think about what 3 safety topics are important to you that you would like to see audited. As an example, one of the safety concerns I brought up was putting employees at risk for night paving because of the political pull of mobility. Having the opportunity to provide input is important and here is a chance to do just that. I hope you find the time to send AEE your thoughts."

If you have any questions, concerns, or want to discuss the direction of AEE please do not hesitate to contact me at 541-406-8899 or by email at eric.knapp@aeo.org. Until next time stay well and be safe.



AEE BOARD MEETING MINUTES 7/26/2019

Attendees:

Melissa Sutkowski—MS
Eric Knapp—EK
Pete Castro—PC
Cesar Lopez—CL
Loren Campbell—LC (left early)
Lajuana Kelley—LK
LeRoy Dwire—LD
Marty Klug—MK
Ray Hubbell—Absent
Leslie Hasse—LH
Thor Alvarado—TA
James Darnell—Absent
Deena McNeil—DM
Paul Singer—PS
Karen Scott—KS
Brian McBeth—BM
Joelle Davis—JD
Chris Davis—CD
Misty Wells—MW
Guest: Regina Thompson (RT)

7:30-8:30am

New Board Member Training

Come to Order at 9am:

Welcome

OPRD Nominee Brian McBeth:

Brian McBeth nominated as OPRD Director. Motion to appoint Brian McBeth as OPRD Director
Unanimous Vote
--Motion Carried

Introductions

Other officers sworn in at last night's Induction Ceremony.

Swearing in of Thor Alvarado as RI Director

Swearing in of Brian McBeth as OPRD Director

Director at Large:

Loren Campbell is retiring and leaving the board.

Comments:

Bargaining has concluded, the team did a great job this cycle. CL will be the chair next cycle.

EK: We got the vacation buy out, it will come out in a newsletter Monday. Once a year you can buy out up to 40 hours of your vacation time as long as you leave 60 hours on the books.

Reports:

April Board Minutes Review:

Minutes reviewed, Motion to accept board minutes

--Motion Carried

Treasurer's Report:

Reviewed budget and treasurer's report, Motion to accept Treasurer's Report

--Motion Carried

PAC Report:

CL: We got back from the NASHTU conference in June. Two members from PAC and two from AEE attended. MS, James Darnell, MK, and I attended. We have been working on federal legislation to be passed to fund the highway fund. There are 5 agenda items: Cost comparison, outsourcing mandates, public private partnerships, sustainable revenues, transportation tax. It was interesting to learn what other units do, we are having some of the same issues with outsourcing and workload.

Discussed hosting PAC events in the fall.

Insurance Report:

Reviewed Report

Bargaining Update:

Summary was sent out to the membership and posted on the AEE website for review. Will send out newsletter with link for ratification vote next week.

10-minute break

Grievance Manual Update:

MP put together a manual. Edits will be sent to the office and reviewed at the next meeting.

Break for Lunch.

12:50pm back in session

Leadwork Differential:

PC looking into application.

Business Cards-mission statement vs. Weingarten:

Reviewed options for business cards.

New Committee Assignments:

Assigned 2019-2020 Committees.

Journal Article Topics:

Reviewed topics for journal.

New Member Incentives:

We had cups, water tumblers, pens and stuff. The stock pile is getting low. We need to bring it up if we want to continue to give new members something with sign up. If so we need to decide what and get it ordered. Hats were popular in the past. MW: I will put together prices and options and go from there.

Adjourn @ 2:15pm

Executive Session, MP Exits, RT Exits

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	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	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	VACANT		
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	Richard Randleman <i>White City Office</i>	Richard.randleman@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	Deena McNeil <i>Region 4 Bend Office</i>	w. 541-388-6369 deena.mcneil@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	VACANT <i>AEE Office</i>	c. 503-673-4978 chris.davis@monarchpa.com	
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