

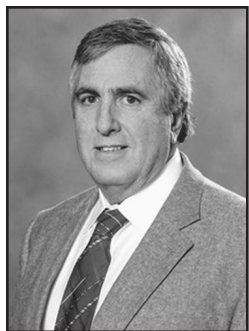


Fall 2019  
Vol. 70, No. 4

# S.I. JOURNAL

## AEE PRESIDENT'S REPORT

**ERIC KNAPP, AEE PRESIDENT**



Hello fellow AEE members. I wanted to start by addressing the topic on everyone's mind... **WHERE IS OUR CONTRACT?!!** What a great question and one your Board has been

asking weekly. For whatever reason, DAS has delayed providing the updated salary tables and this has ultimately delayed printing our Collective Bargaining Agreement known as the contract. The contract (minus the tables) has been reviewed and accepted by both parties since the third week of August. We will continue to apply pressure and get the contracts printed

and out to you as soon as possible. In the meantime, we have decided to post a draft copy of the contract (minus the salary tables) to the AEE website [www.aeeo.org](http://www.aeeo.org) for you to access as needed.

Old Article 67 Lead Work Differential is still an issue. We have had several members apply for this differential only to be denied or ignored. We have had several discussions that seem to go nowhere as far as a definitive answer whether or not the CBA will be honored. If you haven't seen it, there is a memo from DAS that defines the duties that need to be assigned to you in writing in order to be eligible and you should be doing them on a recurring daily basis. They are as follows:

- Prioritize and assign tasks to effectively complete work,
- Provide direction to workers con-

cerning work procedures and performance standards,

• Review the completeness, accuracy, quality and quantity of work, and

• Provide informal feedback of employee performance to supervisors.

I encourage those of you who perform these four duties to make sure they are written in your position description (PD). If they are not, and you are performing these duties, work with your supervisor/manager to write them into your PD. If the supervisor/manager refuses to amend your PD to reflect the duties you are performing, then there is a decision to make; 1) respectfully decline to perform the duties until your PD is changed and notify AEE; or 2) do nothing, which I would not suggest. Remember the CBA is an agree-

**PRESIDENT, cont. on page 3**

## FIRST VICE PRESIDENT'S REPORT

**CESAR LOPEZ, AEE FIRST VICE PRESIDENT**



It has been a few busy months going for AEE. Our transition of administration service is going well, and we are making the adjustment necessary to minimized disruption. An updated,

I just recently transferred to from Region 2 to Region 1 and working from the Matthew L. Garrett (MLG) building. I hope

to gain a new view of ODOT, and meet new members.

The new Collective Bargaining Agreement (CBA) will be printed out soon; with that said I'm starting to put together the next Collective Bargaining Committee for the 2021-2023 contract. I want to have the committee ready before next summer to start working on proposals and issues you really care about. If you have ideas of how to make our union stronger, want to participate, and improve the CBA please email us at [office@aeeo.org](mailto:office@aeeo.org).

The AEE ([aeeo.org](http://aeeo.org)) website is looking

a bit different. We are updating our website and is currently under construction. The information is being updated and expanded to provide the best service to our members. Please be patience with our new website as we are all working out the bugs. Don't forget to sign up and create your account to access the member site.

If you have any suggestion please email us at [AEEtechSupport@aeeo.org](mailto:AEEtechSupport@aeeo.org).

Thank you!

Cesar





## PAST PRESIDENT'S REPORT

MELISSA SUTKOWSKI  
AEE PAST PRESIDENT



Greetings,  
Today I want to talk to you about vacation leave and leave without pay. While these two types of leave are very different, they do have one thing in common. Both must

be requested and approved by management before they can be used. If you have an occasion where you cannot make it to work or need to leave work, you will need to use the appropriate leave to cover the absence. The most common leave types used are vacation, comp time, and sick leave. If you don't have balances of these types, chances are you will need to use leave without pay. It is your responsibility to request the use of leave without pay when notifying your manager of the absence. If you do not make this request and do not have sufficient sick leave time; or sick leave does not apply, you will be instructed to use the "unauthorized leave without pay" code. Similarly, if you wish to use vacation time for the absence you must also request this at the time you notify your manager.

And don't forget, there is new language around vacation time buyout in our new contract. Visit our "under construction" website to view updated contract language.

As always, please let me know if you have any questions.

In Unity

Melissa Sutkowski

## AEE SECOND VICE PRESIDENT

PETE CASTRO, PE  
AEE SECOND VICE PRESIDENT



A The following is an update on two items which came up at bargaining, which were not concluded at the bargaining table that AEE has been working on, as I mentioned in my last article:

### 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 overreaching use of the limited managerial exemptions):

Construction Project Manager 3 Classification (reportedly recently reclassified to the Transportation Project Manager Classification) with a working title of typically Senior Project Leader (which may have also changed in recent months, I'm not sure) 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 (recently changed to Resident Engineer 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 out-sourced projects, including both design (PE) and construction (CE) phases.

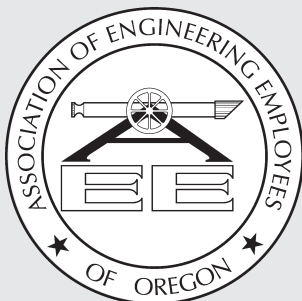
Regardless of several verbal requests to do so, DAS has elected not to share with AEE the logic and reasons for classifying these positions as management service. As a result, AEE legal counsel is assisting with preparing a written request which will compel DAS to share their reasoning and logic with AEE so as we can understand management's side of this matter. I would like to think that AEE will have that information prior to the next quarterly SI Journal (Winter 2020).

### Article 12.4 (Prior Article 67) Lead Work Differential

Although progress on this matter has been slow as ODOT HR has prioritized other work over this matter, there are a couple of updates on this topic. Additionally, ODOT HR has suggested they are putting together a team of subject matter experts to help them with this matter and that ODOT HR and AEE representatives should begin meeting (soon?) to resolve this concern.

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 discussions with DAS, 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



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Leslie Hasse  
Lajuana Kelley  
Karen Scott  
Paul Singer

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(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.

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 including in the evaluation for the compensation package, while for all other AEE Classifications, lead work was not included in the compensation evaluation.

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.

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 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 dis-

cussing 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 compensation in that AEE, and the Agencies agree that appropriate compensation is very important.

## **PRESIDENT**, *cont. from page 1*

ment that was made for the benefit of both parties. To simply ignore an agreement (a promise to you) that was made is not a choice management can independently make and it's simply not ethically or morally right. I encourage all of you who believe you are entitled to lead work differential to reach out to Pete Castro, 2<sup>nd</sup> VP and Salary Chair for AEE.

I was engaged in a conversation the other day about why we even need a Union at this point in history. The days of big corporations placing workers in harm's way to maximize profits, pay low wages (if pay you at all), or fire you without any notice because they didn't like the

way you look are behind us... aren't they? I would argue Unions need to be progressive with the times and AEE has been. Although we no longer use employees as the canaries in the tunnel, we still evaluate and bargain over new technology and the safety policies that come along with it. We also evaluate the many policies that come along with cell phone usage and tracking, vehicle GPS tracking, and badge swipes for building access. We work to minimize any unfairness or ambiguity and propose new language to protect the members up front rather than after the fact. In addition, I believe the single most important action AEE provides to the membership

is the representation during the bargaining session. One look through our contract and it is evident that there are many perks that wouldn't be there without the strength of AEE speaking in one collective voice on your behalf.

If you have any questions or would like to reach out to me and talk, I am always available to schedule some time to address whatever you may need to discuss. As we get ready for the winter season, I wish you all the safest and happiest holiday season. Until next time, stay safe and well.

**HQ REPORT****KAREN SCOTT****AEE HQ DIRECTOR**

I don't know about you, but I'm a bit burnt out on hearing about all the change in the organization. So much change that there is change fatigue after all the change management and change framework. But other than moving cubicles, turning the clock back an hour, and raking leaves, has really that much changed? For me it is phrase de jour, and the next big shiny will come along soon.

Headquarters is about to face the next real big change, going live in TAMS December 1<sup>st</sup>. Since we are part of the last phase, I realize that most of the Agency will have already hurdled this change. I've heard some rumblings from others already in TAMS, and you may have heard more. I have had two trainings and from what I can tell, I won't know what I don't know until working in the live version of TAMS. Please let me know if you are having issues with how you are being told to enter your time not matching up with how we are held accountable in our contract. Or one of my big pet peeves – management asking for time to be entered and approved before the work week is complete. I will enter my hours once they are worked thank you very much.

Last I heard, we still haven't received the contracts from DAS. Once we get them, I will be delivering to you. Be sure to review the contract, as that has also changed – articles were rearranged into a new order for clarity.

As always, please let me know if there are any questions or concerns.

**REGION 2 REPORT****JAMES DARNELL****AEE REGION 2 DIRECTOR**

Hello Region 2,

Recently, AEE has been working hard on making improvements to resources for our members to use. One tool in particular is the AEE website which is being redesigned to better fit the current needs of our members. We plan on providing useful search tools for our AEE contract and useful links to documents that our members want to take advantage of including vacation buyback documents and ODOT

policies regarding license reimbursements. The website will have updated contact information for the AEE board members and provide links to our current and archived journals. As more people use the website we may begin generating a FAQ section which we hope will help people find answers to their questions quickly and conveniently. Also, the website will have an updated member sign up link to fit the requirements established by the JANUS decision to help streamline the application process.

If you have any suggestions, requests, or concerns for the website redesign, please feel free to reach out to me and I will happily listen. This website is for our members so your feedback is very important. Keep an eye out for future announcements regarding the new website as the release date is still to be decided.

**UPCOMING AEE MEETINGS:**

- 11/18/19 PAC Board Meeting
- 11/19/19 AEE Staff meeting
- 12/5/19 Region 3 Labor Management Meeting
- 12/9/19 Construction Section Labor Management Meeting
- 12/11/19 PAC Member Event
- 12/12/19 Salem New Employee Orientation (NEO)
- 12/16/19 HQ Labor Management Meeting
- 12/17/19 AEE Staff meeting
- 1/9/20 AEE PAC Board Meeting
- 1/9/20 Salem New Employee Orientation (NEO)
- 1/14/20 Portland New Employee Orientation (NEO)
- 1/21/20 AEE Staff Meeting
- 1/27/20 Region 2 Labor Management Meeting
- 1/31/20 AEE Board Meeting
- 1/13/20 Salem NEO
- 1/18/20 AEE Staff Meeting
- 1/25/20 R1 Labor Management Meeting

Please submit any agenda items to your Region Director or the AEE Office via email at [office@aeeo.org](mailto: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 LAJUANA KELLEY AEE REGION 3 DIRECTOR



This is a picture of Vimas Contractor working at night on the McCullough Bridge. They are setting up cables for the painting enclosure. This project is

to paint the McCullough Bridge over the next three years for a price tag in the neighborhood of \$37,000,000.00.

Region 3 is still looking for an AEE Assistant Director. If you have an interest in this position or would like more information about it, call Pete Castro or myself.

Thank you



## REGION 4 REPORT PAUL SINGER REGION 4 DIRECTOR



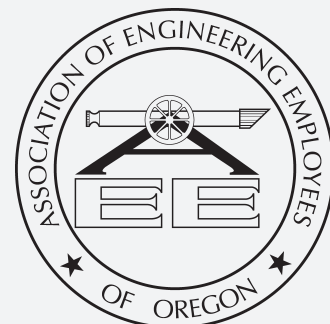
I wanted to reach out to all our AEE members in Region 4 and let them know they have some AEE positions open in the region. I am currently recruiting for a Region 4 Assistant Director. I am also

looking for an AEE member in Klamath Falls and in The Dalles to be our go to points of contacting the areas. If you, or anyone you know, may be interested in one of these positions please let me know by email at Paul.singer@aeo.org or call 503-480-5055. Also, please know if you ever have any AEE questions or concerns you can always reach out to me in any way you prefer. I am always here to help!

## 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."*





## FORESTRY REPORT

**LEROY DWIRE**

**AEE ODF DIRECTOR**



When you have worked for the State of Oregon for 25 years your vacation accumulation is 18 hours a month. That adds up quickly. If you are like me your vacation builds up to the point that you

will have at least 250 hours on the books by May 1<sup>st</sup> every year. With my work load it becomes a challenge to use it up.

At times I have donated hours but twice I lost some vacation hours in May. The contract basically says that as of May 1<sup>st</sup> you can only have no more than 250 hours on the books. Where I made my mistake was that I forgot that your vacation is added on May 1<sup>st</sup>.

I had my vacation down to 250 hours by the end of April but then May 1<sup>st</sup> came about and 18 hours was added on making it 268 hours. As a result, I lost 18 hours. I should have had my vacation down to 232 hours on the books by the end of April. That way as of May 1<sup>st</sup> when my 18 hours is added on, my total is 250 hours.

Now that we can cash out 40 hours of vacation a year, it should be a little easier for me to watch my vacation accumulation.

## REGION 5 REPORT

**LESLIE HAASE**

**AEE REGION 5 DIRECTOR**



Who is AEE?

*“AEE is committed to advocate for its members by enhancing their working environment through collective bargaining and partnerships.”*

This is the new and improved mission statement developed by your Board of Directors. It means joining together to pursue policies and goals beneficial to one and all. In other words, the Association of Engineering Employees is you and your fellow workers, acting in concert to better your everyday working conditions; it is what gives the individual worker a voice in decisions and events that directly affect him/her in an undertaking that constitutes a major portion of life--work. Those partnerships and collective bargaining efforts gives you a say in changing workplace conditions and solving workplace problems.

### Who runs your Association?

Your officers and directors are nominated and elected by you. And, they are obligated by strict rules of conduct, i.e. Duty of Care--exercise reasonable care in making decisions;

Duty of Obedience--be faithful to the association's goals;

Duty of Loyalty--act in the best interest of the members; and finally the duty of faithful attendance, and execution of responsibilities to the members.

These are serious requirements as presented by Tedesco Law Group at our October Quarterly Board Meeting.

### Dues? Contract?

The beauty of AEE is the flat rate dues schedule. Your dues go directly into providing services to you and your family. Whether it's bargaining a contract, handling a grievance or investigation, negotiating a COLA or pay schedule increase, your dues money is being invested in your well-being today, for your progress and stability tomorrow. Your dues advance the partnerships that make your

workplace a more harmonious place. Your Officers and Directors sit down as equals with Management, DAS, HR and the Director, and discuss issues and problems as they come up. The improvements you win in pay, benefits and fair treatment through partnerships built by AEE is far greater than the cost of dues. Thank you for your faithfulness to the association that is working on your behalf to improve your situation.

With the advice of our legal counsel, Tedesco Law Group, your Directors will be out collecting your signature on a new Dues Statement. As with all paperwork, upgrades are inevitable and this is one of them. Since the Janus decision, a whole new layer of considerations become part of every discussion.

And as you know, the new contract is ratified, we are just waiting for DAS to finish the pay tables and then it can be sent to print. Wait for it...

### New Members to Region 5!

Please welcome,

**Alan Davis**, Assistant Resident Engineer for the La Grande/Pendleton construction crew

**Thomas Clark**, Associate Engineer for the La Grande/Pendleton construction crew

**David Fletcher**, Senior Project Coordinator for the La Grande/Pendleton construction crew

**Bethany Veil Atekha**, R5 Roadway and Maintenance Engineer

One last reminder: Please access the AEE website for all the latest information. Your AEE Board along with your Bylaw ratification cut about \$60K 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! <https://aeco.org/>

And finally, employees who work schedules other than Monday through Friday, if the holiday falls on your regularly scheduled day off you may now bank that holiday time as compensatory time straight. Simply add 8 hours to the payroll code CTS for that day.

Happy Holidays!

## SECRETARY/ TREASURER'S REPORT

MARTY KLUG

AEE SECRETARY/TREASURER



Hello, everyone,

Another financial quarter has passed, and AEE continues to strengthen its financial position. Recall that nearly three years ago we voted to raise

membership dues to avert a steadily-declining revenue position. Since then, we have weathered the storm, then another one, and then another one. I am pleased to report that we have returned our cash reserves to the level before the revenue decline.

Back in the spring of 2017 we discovered that the costs associated with the extended contract bargaining process outstripped our membership dues income. Then-Treasurer John Riedl determined that we had about six months before the Association faced possible insolvency. While our dues income arrives at a fairly steady flow each month, expense invoices appear in irregular spikes, and we faced a distinct possibility that we might not have the funds to pay them in time. At the time, we had relatively few grievances leading to arbitration, but the legal fees associated with one or two new complaints could have driven us into the red.

At the time, I was the new HQ Director, and working with John Riedl, we developed a budget plan with small, incremental mem-

bership dues increases over time. We also sought out cost savings to reduce the overall budget. We put the measure to the membership for a vote, and you stepped up to the plate to approve the increase. The Association began to replenish its reserve account.

Then came *AFSME vs. Janus*. The AEE board members correctly predicted the Supreme Court's decision, and we maintained our fiscal discipline and actively recruited new members to make up for the loss of the "fair-share" dues that the *Janus* decision removed from our budget.

Then Monarch PA dissolved. We relied heavily on them for administrative and technical support. The Board quickly developed a replacement plan, and we negotiated with our legal consultant to assume the administrative tasks performed by Monarch PA. Fortunately, one of Monarch's key employees joined the Tedesco firm, so we experienced a relatively smooth transition. We also retained APEX to provide technical services such as running the web site, e-mail and phone services and the new electronic voting process.

As of the end of September, our operating fund account contains approximately \$378,444. Compare this to the \$178,000 that we had when I began as Treasurer. We have maintained the reserve account at approximately \$254,000, about a quarter of our biennial budget as recommended in our bylaws.

For the quarter of July through September, AEE collected \$118,434 in membership dues. We also collected \$370.73 of interest from the bank. This is a slight increase of \$1,670 over what we collected last quarter. The AEE spent \$102,718.77

during the same time period. This represents 11.27% of the biennial budget. For reference, one out of eight quarters in the biennium has elapsed, or 12.5% of the time period. On average, we are spending money slightly slower than we are collecting it.

The last quarter saw three atypical expenses that inflated the amount spent. First, the contract negotiation ran overtime, so some travel expenses for the collective bargaining team spilled over from the April-June quarter into the most recent one. Second, we replenished the inventory of membership incentives. Over the last year or so, we reduced the purchase of jackets, backpacks, etc., that we present to members when they cross five-year thresholds in membership. We did this to cut expenses, but the inventory in our storage unit has gotten a little sparse. To restore the inventory, we made a large purchase to get the reduced per-unit prices. This last quarter we spent \$7,050.50 out of \$20,000 allotted for then, or 35.25% of the biennial budget. Third, we purchased Mac Books for each board member, as trying to conduct business on a tiny iPhone 6 screen just doesn't cut it.

We have seen some tentative cost savings by retaining Tedesco and APEX. So far we have seen a reduction of about 25% from the earlier Monarch invoices. We are still developing and refining the scope of work with both companies; as we get more experience we will have firmer numbers.

While these figures may seem huge, keep in mind that the AEE represents over 1,100 position in three agencies (Transportation, Parks and Forestry), with nearly 900 dues-paying members.

## AEE PAC REPORT

JAMES DARNELL

AEE REGION 2 DIRECTOR



As the calendar year is coming to an end, your PAC committee is hard at work preparing for the NASHTU conference where the PAC sends volunteers to Washington DC to lobby for our members.

Our volunteers go to hear from elected officials and labor experts that help keep us

up to date with any news in the federal government regarding our agency. Topics that were covered last year were concerns of our State Agency being encouraged to engage in public private partnerships without doing a cost comparison with other construction methods like keeping the work within the agency. Gas tax and transportation funding is always a topic we discuss with our elected officials and we express our support for finding ways to increase the gas tax until another viable option is presented. We are also requesting a study to compare the cost of outsourcing design work to consultants to keeping the design within the DOT to ensure state funds are being used as efficiently as possible.

In local government news we are still fighting the changes to the IAP funds and are coordinating our efforts with SEIU. Expect more updates in the future as any changes or milestones occur. As always, the PAC is non-partisan and will never recommend our members to support a candidate based on their political stance nor do we fund candidate campaigns with member funding. For those members who are contributing to the PAC I would like to thank you for your support. If you are considering providing support but are unsure, feel free to contact me or any other PAC member with any questions you have.



## AEE BOARD MEETING MINUTES 10/25/2019

### Attendees:

Melissa Sutkowski—MS  
Eric Knapp—EK  
Pete Castro—PC  
Cesar Lopez—CL (left early)  
Lajuana Kelley—Absent  
LeRoy Dwire—LD  
Marty Klug—MK (via conference call)  
Ray Hubbell—RH  
Leslie Hasse—LH  
Thor Alvarado—Absent  
James Darnell—JD (left at 10:30am, returned after lunch)  
Paul Singer—PS  
Karen Scott—KS  
Brian McBeth—BM  
Misty Wells—MW  
**HR Guests:** Carla Finegan, Richard Fraser & Jennifer Crane (left at 9:30am)  
**TLG Guests:** Haley Rosenthal & Mike Tedesco  
**APEX Guest:** Jonathon Nicholson

### 7:30-8:30am

#### New Board Member Training

#### Come to Order at 8:30am:

Introductions  
Carla Finegan (CF), Richard Fraser (RF) and Jennifer Crane (JC)- HR Guests.

#### Discussion:

Discussed the union representative's role during an investigatory meeting or fact finding.

### 9:45am

#### TLG Training:

Board Member Duties training.

#### Governance Committee Recommendation:

Revising membership application form.

### 11:30am break for lunch.

#### Board Training:

Reviewed board training materials.

#### Tech Committee:

Introduction to Jonathon Nicholson with Apex. Contracted to do tech services for AEE. Website is under construction. Working on AEE website updates.

#### Reports:

##### Minute Review:

Motion to accept minutes as written.

--*Motion carried*

#### Treasurer's report/Budget Review:

Reviewed and discussed.

EK: Motion to accept the treasurer's report.

--*Motion carried.*

EK: The budget committee will meet soon.

#### PERS Report:

Opening briefs aren't until February 19<sup>th</sup>. Response briefs in April. If you have people who have questions on PERS, tell them to give me a call. Suggest to new members to get on the Oregon growth savings plan and put into it.

#### PAC Report:

Working on transitioning with C&E Systems for SOS reporting. Member event in December. Nomination letters for PAC Board have gone out.

#### Insurance Report:

N/A

#### Governance Committee:

Our current practice is AEE holds an election and we wait for that person to start their career as a director or officer until they get inducted at the end of July, but our guide says July 1. The governance committee is making a recommendation to mirror the practice that the board member will become effective at the induction.

Motion to change election manual to reflect current practice

--*Motion Carried*

Motion to approve mission statement as written at last meeting

--*Motion carried.*

#### Budget Committee:

Need to set up a meeting. Add Eric to list.

#### Journal Article topics:

Assigned topics for journal.

#### NOA's:

#### NASHTU:

Looking for interested board members to attend this year's conference.

#### Lead differential progress:

No progress. Waiting for management to formulate a response.

#### TAMS:

Discussed concerns with TAMS coding with schedule changes. Discussion will continue.

### Adjourn at 3pm

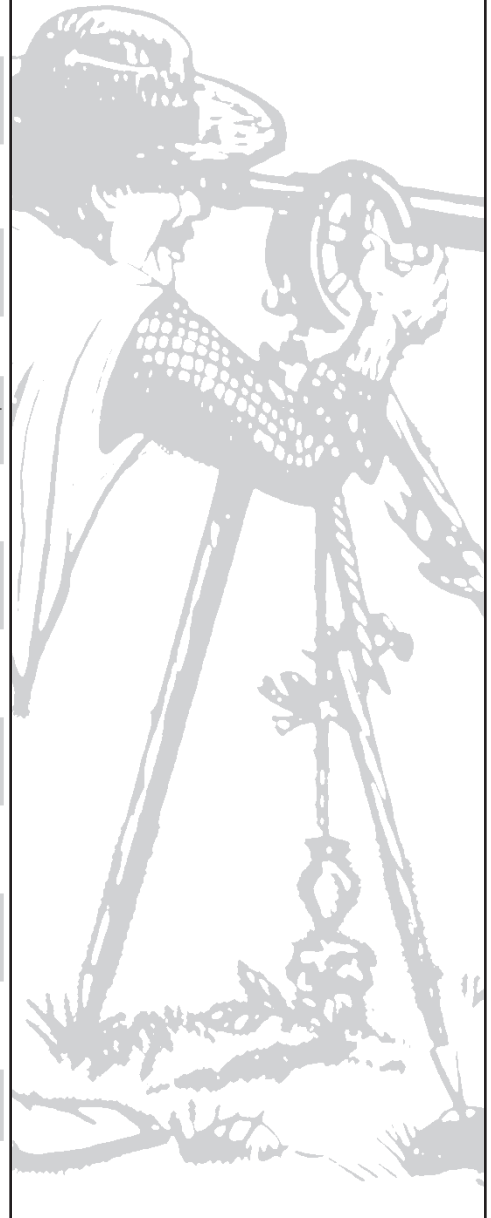


|                                      |  |  |                |
|--------------------------------------|--|--|----------------|
| <b>President</b>                     | Eric Knapp<br><i>Region 5 Ontario Office</i>                     | c. 541-406-8899<br>president@aceo.org<br>eric.knapp@aceo.org                               | 7/19-<br>6/21  |
| <b>Director at Large</b>             | Melissa Sutkowski<br><i>Headquarters TLC Office</i>              | w. 503-986-7177 c. 503-339-6458<br>presidentatlarge@aceo.org<br>Melissa.sutkowski@aceo.org | 7/19-<br>6/21  |
| <b>First Vice President</b>          | Cesar Lopez<br><i>Region 2 Salem Office Bldg. A</i>              | w. 503-986-5823 c. 503-339-6714<br>firstvp@aceo.org<br>cesar.lopez@aceo.org                | 7/19-<br>6/21  |
| <b>2<sup>nd</sup> Vice President</b> | Pete Castro<br><i>Region 3 Roseburg Office</i>                   | w. 541-957-3603 c. 503-400-2951<br>secondvp@aceo.org<br>pete.castro@aceo.org               | 7/18-<br>6/20  |
| <b>Secretary</b>                     | Marty Klug<br><i>Headquarters TLC Office</i>                     | w. 503-986-3586 c. 503-510-0113<br>sectreas@aceo.org marty.klug@aceo.org                   | 7/18-<br>6/20  |
| <b>Treasurer</b>                     |  |  |                |
| <b>Director Headquarters</b>         | Karen Scott<br><i>Headquarters TLC Office</i>                    | c. 503-881-5511<br>hqdirector@aceo.org<br>karen.scott@aceo.org                             | 7/19-<br>6/21  |
| <b>Mill Creek Director</b>           | Ray Hubbell<br><i>Mill Creek Office</i>                          | c. 503-239-6700<br>mcdirector@aceo.org<br>ray.hubbell@aceo.org                             | 7/18-<br>6/20  |
| <b>Asst. Mill Creek Director</b>     | Alex Bettinardi<br><i>Mill Creek Office</i>                      | w. 503-986-4104 c. 503-385-5928<br>alex.bettinardi@aceo.org                                |                |
| <b>Director Region 1</b>             | Thor Alvarado<br><i>Sylvan Office</i>                            | c. 503-510-0134<br>directorregion1@aceo.org<br>thor.alvarado@aceo.org                      | 7/19-<br>6/21  |
| <b>Asst. Director Region 1</b>       | Dave Haase<br><i>Region 1 Barlow Office</i>                      | w. 502-510-8492<br>David.haase@aceo.org  |                |
| <b>Director Region 2</b>             | James Darnell<br><i>Materials Lab</i>                            | c. 503-507-2292<br>directorregion2@aceo.org<br>james.darnell@aceo.org                      | 5/19-<br>6/20  |
| <b>Asst. Director Region 2</b>       | VACANT   |  |                |
| <b>Director Region 3</b>             | Lajuana Kelley<br><i>Region 3 Coquille Office</i>                | c. 541-817-5771<br>directorregion3@aceo.org/Lajuana.kelley@aceo.org                        | 10/18-<br>6/20 |
| <b>Asst. Director Region 3</b>       | Richard Randleman<br><i>White City Office</i>                    | Richard.randleman@aceo.org   |                |
| <b>Director Region 4</b>             | Paul Singer<br><i>Region 4 Bend Office</i>                       | c. 503-480-5055<br>directorregion4@aceo.org<br>paul.singer@aceo.org                        | 7/19-<br>6/21  |
| <b>Asst. Director Region 4</b>       | Deena McNeil<br><i>Region 4 Bend Office</i>                      | w. 541-388-6369<br>deena.mcneil@aceo.org   |                |
| <b>Director Region 5</b>             | Leslie Hasse<br><i>Region 5 LaGrande Office</i>                  | w. 541-963-1576 c. 503-510-0792<br>directorregion5@aceo.org<br>leslie.hasse@aceo.org       | 7/18-<br>6/20  |
| <b>Asst. Director Region 5</b>       | Lisa Hayes<br><i>Region 5 LaGrande Office</i>                    | c. 541-910-1904<br>lisa.hayes@aceo.org   |                |
| <b>OPRD Director</b>                 | Brian McBeth<br><i>Parks Office Salem, Summer St.</i>            | c. 503-510-0173<br>oprddirector@aceo.org<br>brian.mcbeth@aceo.org                          | 7/19-<br>6/21  |
| <b>Forestry Director</b>             | Leroy Dwire<br><i>Forestry Office Salem, State St</i>            | w. 503-945-7324 c. 503-400-2927<br>forestrydirector@aceo.org<br>Leroy.dwire@aceo.org       | 7/18-<br>6/20  |
| <b>AEE Technical Support</b>         | VACANT<br><i>AEE Office</i>                                      | c. 503-673-4978<br>chris.davis@monarchpa.com   |                |
| <b>AEE Program Coordinator</b>       | Misty Wells<br><i>AEE Office (PO Box 13428 Salem, OR. 97309)</i> | w. 503-585-6340<br>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:

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### 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](http://www.aeeo.org)

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