

2019-2021 AEE Bargaining Contract Changes

Article/LOA	Change																					
Housekeeping- Re-ordering of Articles	AEE proposal-contracting committee met interim to establish a re-ordering structure for the CBA which makes more sense. Divisions were created with articles within each division of similar groupings/content. To see an outline of the new structure, visit the AEE website @ aeeo.org.																					
11.3 (Prior Article 52) Salary Administration	<p>Effective July 1, 2019, Compensation Plan salary rates shall be increased two and fifteen hundredths percent (2.15%), to be paid August 1, 2019. Effective October 1, 2020, Compensation Plan salary rates shall be increased by three percent (3%), to be paid November 1, 2020.</p> <p>Effective July 1, 2020, an additional step shall be added to all salary ranges. Employees who are at the top step of their salary range will receive the new step at their SED.</p> <p>Compensation Plan Changes: Effective July 1, 2019, the following classifications shall be adjusted as indicated below:</p> <table style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left;">CLASSIFICATION/TITLE</th> <th style="text-align: left;">DESCRIPTION</th> <th style="text-align: left;">ACTION</th> </tr> </thead> <tbody> <tr> <td>Electronic Pub Design Spec 2</td> <td>Salary Selective</td> <td>21 22</td> </tr> <tr> <td>Electronic Pub Design Spec 3</td> <td>Salary Selective</td> <td>23 24</td> </tr> <tr> <td>Professional Land Surveyor 1</td> <td>Salary Selective</td> <td>30 31*</td> </tr> <tr> <td>Professional Land Surveyor 2</td> <td>Salary Selective</td> <td>32 33*</td> </tr> <tr> <td>Traffic Systems Technician 2</td> <td>Salary Selective</td> <td>25 27</td> </tr> <tr> <td>Traffic Systems Technician 3</td> <td>Salary Selective</td> <td>27 29</td> </tr> </tbody> </table> <p>*Congratulations to the PLS series who produced a compelling presentation which persuaded DAS/Management to provide the salary selective(s)</p>	CLASSIFICATION/TITLE	DESCRIPTION	ACTION	Electronic Pub Design Spec 2	Salary Selective	21 22	Electronic Pub Design Spec 3	Salary Selective	23 24	Professional Land Surveyor 1	Salary Selective	30 31*	Professional Land Surveyor 2	Salary Selective	32 33*	Traffic Systems Technician 2	Salary Selective	25 27	Traffic Systems Technician 3	Salary Selective	27 29
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11.5 (Prior Article 54) Health & Dental Insurance	Status quo, updated dates																					
New LOA PEBB Projected Funding Composite Rate and COLA	If the Collective Bargaining Agreement provides for a COLA with an effective date in the second year of a biennium, and the difference in the projected increase in the PEBB composite rate for the following calendar year falls below three-point four percent (3.4%), then the COLA will be moved up by one (1) full month for each month it is sufficiently funded by the savings.																					
New LOA Engineer Class Study	<p>A classification study for:</p> <ul style="list-style-type: none"> • Civil Engineer Specialists 1-3 • Associate in Engineering 1 & 2 • Professional Engineer 1 & 2 • Entry Engineering Specialist • Engineering Specialist 1-3 <p>To be completed within two years (July 2022) if DAS can obtain additional resources. Without additional resources, the study will be completed by December of 2023.</p>																					
New LOA Electrical and Control Systems Engineering Differential Pay	Effective July 1, 2019 PE1 and PE2 with PE Licensure for Electrical Engineering or Control System Engineering applicable to their position description will be eligible for a 5% differential above their salary rate.																					

LOA #1 Traffic Systems Differential	Traffic System Techs 2&3 shall receive a compensation Plan increase of 10%.
New Article 12.13 (Prior LOA 7) Diving Differential	LOA #7 has been transitioned into a permanent contract article.
10.2 (prior Article 40) Vacation	Adds Vacation Cash Out option for one time request each calendar year of up to 40 hours of vacation time. Employee must be regular status, and have a remaining vacation balance of 60 hours or more.
10.1 (Prior Article 39) Holidays	Management modified language to include pro-ration for PT employees for holidays in section 2. Eight (8) hours of comp time for holidays that fall on non-work days.
Housekeeping item-3.8 (Prior Article 71) Association Use of E-Mail	Removed reference to "Executive Director" from the article, issues will be reported to "Association's President"
LOA 15 Contract Article Sub-committee	LOA for Contract article subcommittee deleted now that the Re-order of articles has been implemented.
6.5 (Prior Article 37) Layoff (All Agencies)	Editorial correction to remove double underline hold-over from last cycle(s) contract edits.
11.1 (Prior Article 51) Payday and Payroll Computation Procedure	Housekeeping update, modified language for use of vacation time at 6 months vs "full calendar months" to be consistent with other contract language.
4.2 (Prior Article 23) Performance Appraisals and Position Descriptions	Agency added contract language under Section 2 that if a performance appraisal isn't completed by the employee's SED, the manager may request in writing to complete it and if the employee agrees in writing, the performance appraisal will be completed and placed in their personnel file for the same time period.
Contains LOA's #3, 4, 5, 8, 10, 11, 13, 14, 18, MOU Article 70	Continued LOA 3 and LOA 4, deleted remaining LOA's on list (sunset)
10.4 (Prior Article 42) Sick Leave	Removed temp employee language and included any FMLA/OFLA protected leave within section 2 for utilization of sick leave with pay and Article reference updated.
10.10 (Prior Article 49) Donation of Leave	Updated article reference to 10.4 under (C) and removing disability benefits and parental leave restriction under (G). Changes will allow use of hardship leave for parental leave when leave balances are exhausted.
6.4 (Prior Article 30) Trial Service	Inclusion of verification of licensure and certification within Section 2. Added language to attempt to notify association within 24 hours of discipline, to include pre-dismissal notifications.
8.3 (Prior Article 33) Upward Re-classification	Added language to include supervisor submitting reclassification request on behalf of employee. Changed approved reclassification implementation date to the date of approval vs 1st of the month following.
12.6 (Prior 65) Outerwear Reimbursement ODOT Only)	ANSI-approved shirts added to the list of PPE provided by the agency.
3.2 (Prior Article 10) Representation	Housekeeping change to remove typo, "*"
New Article 9.5 Off Duty Phone Calls	When employees are contacted while off duty, the Agency will pay for 15 minutes minimum for off duty calls
New Article Blood/Bone/Organ Donor	One-time use, 40 hours paid for bone marrow donor and 160 hours for organ donors.

9.1 (Prior Article 56) Work Schedules	Removed Section 5 language, added new section 5 language that a holiday falling on a regular day off, they may use an alternate 8 hours of compensatory straight time.
LOA 6 Telecommuting and Teleworking	Struck sunset date, added language that alternative work arrangements may be utilized for telecommuting or teleworking on an ad hoc basis subject to agency approval.
LOA 12 PEBB Member Advisory Committee	Revised AEE language with same intention, participants on the worksite wellness committee will be on paid time and be reimbursed for travel per the state travel policy.
4.1 (Prior Article 24) Discipline and Discharge	Added language-agency will attempt to notify Association by email within 24 hours of Discipline, including pre-dismissal notice.
4.6 (Prior Article 68) Contracting Out (ODOT Only)	Struck language for committee to periodically meet to discuss contracting out. Added new Section 1-4 outlining parameters for outsourcing including notice to the Association, discussion around displaced employees due to outsourcing and the option for submission of alternate proposals.
11.8 (Prior Article 72) Employer Payment for Legal Defense	Corrected reference to Criminal Tort Manual: Manual Number 125-7 202 (Criminal Tort Equivalent Coverage)
LOA 16 Inclement Weather/Hazardous Conditions Leave	Added language for delayed opening (curtailment), an employee shall be allowed access to inclement weather leave for up to ½ their regular work day for up to 40 hours per biennium (not to exceed 40 hours per biennium).
New Article - Labor Management Committees	New language around LMC attendance, pay status during travel to and from meeting, during meeting and use of state vehicle when available.
9.4 (Prior Article 61) Overtime	Removal of FLSA Exempt/Non-Exempt language pertaining to OT. All employees now eligible for both daily and weekly overtime.
12.5 (Prior Article 64) Protective Clothing and Uniforms (ODF Only)	Protective clothing boot allowance increased from \$230 to \$250 per biennium.
1.4 (Prior Article 4) Terms of the Agreement	Updated dates
LOA #2 Part-Time Medical Premium Subsidy	The part-time subsidy amount for Plan Years 2020 and 2021 will be available on the Public Employees' Benefit Board website.
LOA #17 PERS Pickup Transition	LOA replaced with New Article (PERS/Salary Administration)
11.6 (Prior Article 53) Salary/Retirement Pickup	Adjusted pickup language as it's already in effect. Clarified contributions to IAP account shall be treated as pre-tax. Clarified that a PERS participating member as an employee who has established membership in PERS (Tier 1, Tier 2 or OPSRP) and who is presently employed in a qualifying position. Added language to acknowledge challenges enacted by SB1049.
LOA #18 Economic Parity	Clause for parity in the event another bargaining unit agreement includes a higher COLA, additional step(s) or different implantation dates for economic increase(s), AEE will be extended such improvements.

Additional Bargaining Concepts

The following issues were brought to the bargaining table this cycle by the bargaining team but were **NOT** amended or adopted. These issues are important to our members and we will continue to bring many of them forward in future bargaining:

<ul style="list-style-type: none"> • New Article Differential Pay for Advanced Engineering Education 																											
<ul style="list-style-type: none"> • New LOA Professional Engineer Class Review Committee 																											
<ul style="list-style-type: none"> • Proposal for Locality Pay – Denied because the Governor’s office would not consider AEE separately from other Unions 																											
<ul style="list-style-type: none"> • Proposal for Longevity Pay – Subjectively denied but received 10th step added to all classifications 																											
<ul style="list-style-type: none"> • Proposal for Paid Parental Leave 																											
<ul style="list-style-type: none"> • (Prior Article 48) Leave for World, Pan American, of Olympic Events 																											
<ul style="list-style-type: none"> • (Prior Article 11) High Work Differential – Proposal to add other work eligible to receive the higher differential 																											
<ul style="list-style-type: none"> • New LOA Professional licensure State Board Membership Support 																											
<ul style="list-style-type: none"> • New LOA Classification Study-AEE classifications with Management Non-Supervisory Employees – Denied because this is not an issue that can be bargained. 																											
<ul style="list-style-type: none"> • (Prior Article 46) Leave of Absence with Pay 																											
<ul style="list-style-type: none"> • New Article 12.13 Hazard Differential – Proposal for differential to acknowledge the risk our construction crews are placed in while performing night work 																											
<ul style="list-style-type: none"> • New Article Modal Commuting Program 																											
<ul style="list-style-type: none"> • Planners provided a presentation to DAS to do a classification study. Planner Class Study request was denied based on Class & Comp Assessment determining the series to be at market value. AEE’s ask was the following: <ol style="list-style-type: none"> 1. Planner Series, to be completed by January 1, 2020 with interim bargaining to be completed by April 1, 2020, including the following classifications: <ul style="list-style-type: none"> ▪ Planner 1 ▪ Planner 2 ▪ Planner 3 ▪ Planner 4 																											
<ul style="list-style-type: none"> • EPC2s (Wetland Specialist) presented and requested to be reclassified to an EPC3 Classification which was denied. AEE then requested that the EPC 2 classification series be granted a salary selective from 28 to 29 which was denied. 																											
<ul style="list-style-type: none"> • Listed below are additional Salary Selective increases requested but denied due to Class and Comp’s assessment which determined they were between 95% and 105% of market value or above according to their comparative market data collected: <p>AEE Initial Proposal:</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left;"><u>CLASSIFICATION / TITLE</u></th> <th style="text-align: left;"><u>DESCRIPTION</u></th> <th style="text-align: left;"><u>ACTION</u></th> </tr> </thead> <tbody> <tr> <td>C3145 Professional Land Surveyor 2</td> <td>Selective Salary Increase</td> <td>SR 32 to 35</td> </tr> <tr> <td>C3144 Professional Land Surveyor 1</td> <td>Selective Salary Increase</td> <td>SR 30 to 33</td> </tr> <tr> <td>C3149 Professional Engineer 2</td> <td>Selective Salary Increase*</td> <td>SR 35 to 38</td> </tr> <tr> <td>C3148 Professional Engineer 1</td> <td>Selective Salary Increase*</td> <td>SR 32 to 35</td> </tr> <tr> <td>C3147 Associate In Engineering 2</td> <td>Selective Salary Increase*</td> <td>SR 27 to 30</td> </tr> <tr> <td>C3146 Associate In Engineering 1</td> <td>Selective Salary Increase*</td> <td>SR 25 to 28</td> </tr> <tr> <td>C3138 Civil Engineering Specialist 3</td> <td>Selective Salary Increase</td> <td>SR 30 to 32</td> </tr> <tr> <td>C3137 Civil Engineering Specialist 2</td> <td>Selective Salary Increase</td> <td>SR 27 to 29</td> </tr> </tbody> </table>	<u>CLASSIFICATION / TITLE</u>	<u>DESCRIPTION</u>	<u>ACTION</u>	C3145 Professional Land Surveyor 2	Selective Salary Increase	SR 32 to 35	C3144 Professional Land Surveyor 1	Selective Salary Increase	SR 30 to 33	C3149 Professional Engineer 2	Selective Salary Increase*	SR 35 to 38	C3148 Professional Engineer 1	Selective Salary Increase*	SR 32 to 35	C3147 Associate In Engineering 2	Selective Salary Increase*	SR 27 to 30	C3146 Associate In Engineering 1	Selective Salary Increase*	SR 25 to 28	C3138 Civil Engineering Specialist 3	Selective Salary Increase	SR 30 to 32	C3137 Civil Engineering Specialist 2	Selective Salary Increase	SR 27 to 29
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C3138 Civil Engineering Specialist 3	Selective Salary Increase	SR 30 to 32																									
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C3136 Civil Engineering Specialist 1	Selective Salary Increase	SR 25 to 27
Traffic Systems Technician 1	Selective Salary Increase	SR 21 to 23
Traffic Systems Technician 2	Selective Salary Increase	SR 25 to 27
Traffic Systems Technician 3	Selective Salary Increase	SR 27 to 29
Environmental Program Coordinator 2	Selective Salary Increase	SR 28 to 30

Proposal denied, AEE Countered with the following Selective Salary Increases but were denied:

CLASSIFICATION / TITLE	DESCRIPTION	ACTION
Professional Engineer 2	Selective Salary Increase	35 to 36
Professional Engineer 1	Selective Salary Increase	32 to 33
Associate in Engineering 2	Selective Salary Increase	27 to 28
Associate in Engineering 1	Selective Salary Increase	25 to 26
Civil Engineering Specialist 3	Selective Salary Increase	30 to 31
Civil Engineering Specialist 2	Selective Salary Increase	27 to 28
Civil Engineering Specialist 1	Selective Salary Increase	25 to 26