

Wildfire Season Letter of Agreement

This Agreement is between the State of Oregon, acting through its Department of Administrative Services (Employer) and the Association of Engineering Employees of Oregon (Association).

This Letter of Agreement shall supersede any conflicting provisions in the collective bargaining agreement for the duration of the Letter of Agreement.

We recognize that state of Oregon employees provide essential services and benefits to Oregonians every day. Their work is often the last or only option for support when Oregonians are faced with an emergency.

Paid Leave:

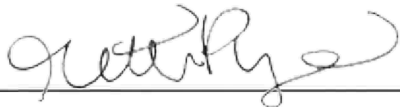
1. Employees who have lost their homes (primary residence) due to wildfire shall be eligible for a maximum of eighty (80) hours of paid administrative leave, prorated for part-time employees. This leave will be available for intermittent use.
2. Employees who have used the eighty (80) hours of paid administrative leave identified in #1 who have exhausted all other accrued leave may request donated leave. Donated leave received will not exceed the amount needed to cover the absence. Donators may donate their vacation or compensatory leave.
3. Employees may request donated inclement weather leave when there is a worksite closure due to wildfires and the employee has exhausted their own inclement weather leave. Donated leave received will not exceed the amount needed to cover the absence. Donators may only donate any inclement weather leave they have remaining for the current biennium (up to 40 hours).

Me Too

If the Employer bargains a more generous benefit with another Union/Association, the Employer will notify the Association in writing and, upon request, discuss the agreement reached with the other Union/Association.

This Letter of Agreement is effective September 1, 2020 and will continue through June 30, 2021, or until all Emergency Declarations have been lifted, whichever comes first. If all current emergency declarations are lifted, and subsequently a new emergency declaration is issued related to air quality and/or fire risk during the term of this agreement, the Letter of Agreement will go back into effect.

FOR THE EMPLOYER:



Nettie Pye, State Labor Relations Manager
Department of Administrative Services, LRU

10/13/20

Date

FOR THE ASSOCIATION:



Pete Castro, AEE Second Vice President
Association of Engineering Employees of Oregon

13OCT20

Date