

**LETTER OF AGREEMENT
ARTICLE 9—ASSOCIATION PRIVILEGES AND LIMITATIONS**

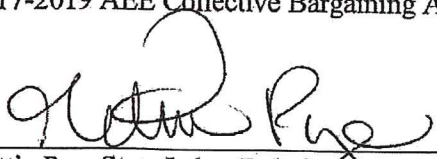
This Letter of Agreement is entered into between the Department of Administrative Services, Labor Relations Unit (Employer) and the Association of Engineering Employees of Oregon (AEE or Union).

The purpose of this Agreement is to bring Article 9, Section 10(B) into compliance with an Employment Relations Board ruling around Fair Share deductions. Article 9, Section 10(B) should now read as follows:

Section 10. Fair Share

B. ~~Fair share deductions shall be made in the first full month of employee service but shall not be made for any month in which an employee works less than thirty two (32) hours.~~ An employee shall have fair share deducted from his/her check for each month the employee has any paid hours, or part month in excess of thirty two (32) hours they work thereafter.

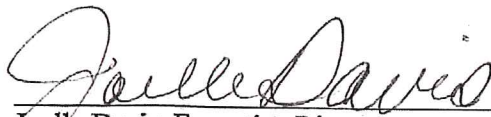
This Letter of Agreement will become effective upon date of final signature and will not be printed in the contract. Instead, the language agreed to above will be reflected in the 2017-2019 AEE Collective Bargaining Agreement.



Nettie Pye, State Labor Relations Manager
DAS CHRO, Labor Relations Unit

9/16/16

Date



Joelle Davis, Executive Director
Association of Engineering Employees of Oregon

9-21-2016

Date