

**LETTER OF AGREEMENT**  
**~~ARTICLE 4~~—TERMS OF AGREEMENT**

② Article 4  
①

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).

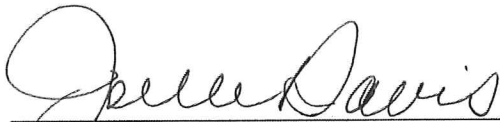
The purpose of this Agreement modify Article 4, Terms of Agreement. Article 4, Section 1 shall now read as follows:

Section 1. Except as otherwise indicated herein, this Agreement takes effect on July 1, 2017, or **upon ratification of the contract** such date the Agreement is signed, whichever is later, and expires on June 30, 2019.



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

12/19/17  
Date



Joelle Davis, Executive Director  
Association of Engineering Employees of Oregon

12-19-2017  
Date