



CODE Membership Meeting Minutes

Date: 10/22/2014

Time: 6:00 p.m.

Place: Eagles Lodge

Board members in attendance: Steve Kallay, David Browning, Jeff Harmon, Don Stiens, Kathy Schulte, Chadrian Johnson, David Kuntz, Chris Jenkins

1. Call to Order - Steve Kallay called the meeting to order at 6:10 p.m.

3. Officer Reports

A. President - Steve Kallay

1. Pension Lawsuit - Steve explained that there is a gag order stating that the negotiation is confidential and that details cannot be disclosed. Chris Jenkins stated that progress has been significant and that proposals are being exchanged and discussed. It is hoped that it will be resolved by the end of the year.
2. City-wide On-Call MOU - Steve was working with Tom Seward on this issue until Tom transferred out of HR. He will resume discussions with Nancy Olind. Steve reported that he won the grievance on the MSD on-call MOU, but that they were not honoring it. The desired result would be that both MSD and GCWW would adopt and honor the MOU.
3. Appendix B MOU - CODE has been in negotiations with HR to create the Appendix B MOU. Since Tom Seward transferred out of HR, there has been a delay in the process. There is a meeting scheduled for November 11 with Nancy Olind to resume discussion on the issue.
4. COLA - CODE fought for the 1.5 COLA and our members received it with back pay for 2013. We are currently set for mediation on the 1% in ASFCME's contract that we are entitled to with our CBA "me too" clause. Steve will be watching Police and Fire's contract for an increase that we will be entitled to.
5. Vacation Time Donations - If anyone is maxed out on vacation time, rather than giving it to the City, members can donate it to CODE. Members should send Steve an e-mail with the amount they are donating if interested.
6. Board Meeting Minutes - Minutes are posted on the CODE website and are generally done in a timely manner.
7. Purchasing Vacation Time - There was a member inquiry regarding purchasing vacation time while on probation. Steve sent out a City-wide e-mail to confirm that any CODE member can purchase vacation time, up to 40 hours during each payroll year if the employee has less than 80 hours of vacation time accrued.
8. Meeting with New City Manager - On October 10, members of the CODE Board met with the new City Manager and did a presentation on various subjects, including 1% COLA, low morale, HR practices, the use of contractors filling CODE positions, and the refusal to fill vacation positions. The Board members



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also addressed the issue of Director salary increases of 41% in 2013 while CODE workers were flat-lined, problems with the JUMP Program/Joint Utility, and presented a chart illustrating the inflation rate from 2010 to 2014, including pension contribution increase, increased healthcare cost, and cost of living inflation rate. Steve reported that he felt a second meeting would probably need to be scheduled.

9. Emergency Call Center - In the last three years CODE has fought many disciplinary actions coming from the ECC Management. The Director has been terminated.
 10. Fair Share Members - If any member is listed as a Fair Share member, they can fill out a membership card to become a Full Share voting member. Members have to pay the same amount whether they are Fair Share or Full Share members, but only Full Share members are able to vote. Members can contact Steve with any questions.
 - B. 1st VP - Jeff Harmon - No report due to counting ballots
 - C. 2nd VP - Chadrian Johnson - CODE is still working with the City on the Labor Management Committee. The group initially decided to move into a safety-related direction, then later stepped back from that with that thought that safety is not necessarily a CODE-related issue. The group would like to focus more on stopping issues before they turn into grievances, ULPs, or contract-related problems. If anyone is aware of a problem, there is a form on the CODE website that can be filled out, or you can speak with any Board member. The goal is to handle issues that can be resolved prior to becoming larger problems.
 - E. Treasurer's Report - David Kuntz - Checking account balance is \$138,283.18. The savings account balance is \$130,396.94. The total balance is \$268,680.12. Most income is from member dues, which equal approximately \$7500 every pay period. Additional income has come from winning a \$30,000 settlement from Tom Fry and a civil lawsuit against Kathy Harrell. In terms of expenses, we have had legal fees of approximately \$95,000 in addition to insurance costs of \$500 for office insurance which is required by the landlord, and \$5200 for directors and officers insurance. In addition, we spent \$442 per month for office space at Longworth Hall. We moved from a landline and went to a cell phone for \$500. The monthly bill is approximately \$50 a month.
4. CODE phone number - 513-592-9593
 5. Shout-out to Board - Steve thanked the Board for their hard work over the past year. He also thanked the members running for Board seats.
 6. Grievance update: CODE has successfully defended our members through informal meetings, grievances, and mediation. We have restored dismissed members back to work. We have defended discipline and recovered back pay for members that were



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promoted during the 2013 calendar year after March 31st. We have recovered lost vacation accrual time. We have pressured the City to get overdue performance ratings done and step-ups paid.

7. Open Forum

-Someone asked about the possible 1.5% salary increase and when it would be effective. Steve reported that he was not sure if it would be retroactive.

-Someone asked if there was a place they could read the On-call MOU with MSD. Steve said he'd e-mail a copy of it to anyone who asked. Don Stiens suggested that we put any MOUs on the website, and Steve agreed.

-More questions about ASFCME 1.5% increase. Chris explained some of the details of the "me too" clause and how it would work. He also mentioned that the ordinance has not yet passed.

-David Kuntz asked Chris to discuss the Kathy Harrell judgment. Chris explained the history and the judgment in CODE's favor.

8. Election Results - Steve led with a thank-you to Kathy Schulte for her service this past year as a Board Trustee. Jeff Harmon read results of vote and thanked everyone for running.

Don Stiens - 81 votes

Roger Schuster - 55 votes

Chadrian Johnson - 54 votes

David Kuntz - 54 votes

Camille King - 28 votes

Jennifer King - 41 votes

Anne Newsome - 48 votes

Michael Pogueman - 31 votes

Charlene Ware - 28 votes

8. Adjourn - Steve adjourned the meeting at 7:05 p.m.