


Date: August 12, 2011
To: Don Stiens, Interim CODE President
From: Hilary Bohannon, Human Resources Director
Copies to: Ursula McDonnell
Subject: CODE Union Time



On August 10, 2011, we met to discuss CODE's use of Union time going forward. Specifically, I asked you if you were interested in the CODE president being a full-time release position with half of that time reimbursed by CODE members. Such an arrangement would be similar to what exists with our FOP and Local 48 presidents.

You indicated that you are presently an interim president, that full elections will be held in October of this year, and that you might not be able to provide any direction on this issue until after elections. You did indicate that during your interim term as president, you were interested in spreading the existing 1,000 hours per contract year among all the executive board members and stewards rather than using all or most of the time yourself. You further indicated that your union may need to request more than the 1,000 hours currently provided in the contract in order to get union/management relations back in order. At this time, CODE has a balance of 425 hours that the City is required to pay via the contract through March 2012. Obviously, I am reluctant to automatically agree to any additional hours given the current climate in which we find ourselves.

If I have not stated your position correctly, please let me know. It is important that we reach agreement on this issue both before and after your October elections.

Please confirm with me in writing as soon as possible your position on this issue. Thank you for your time and consideration.