



**CODE** Cincinnati Organized & Dedicated Employees

## CODE Gazette Newsletter

Issue 1-March 2024



### Board Member Highlight

#### Tyree Jackson

Department: GCWW

Electrical Maintenance Supervisor

15 Years of Service with the City of Cincinnati

Favorite Food(s): Spaghetti

Interests/Hobbies: Working out & Volunteering

City of Fairfield Resident

### ABOUT CODE

Cincinnati Organized and Dedicated Employees (CODE) is an independent labor union certified by the State Employment Relations Board since November 2003 as the exclusive collective bargaining representative of approximately 1,000 professionals employed by the City of Cincinnati.

**To request representation  
Scan the QR code or visit  
us online at:  
[Codegroup.org/contact](https://www.codegroup.org/contact)**

*Scan me*



The next issue of the CODE Gazette will be available on our CODE website only

<https://www.codegroup.org/>  
in May 2024

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## A word from President Schulte

As we enter our third year of the current CBA, which was voted on in 2022 after lengthy negotiations and fact finding. The CODE board was able to negotiate with the City for raises across the board for our membership. We also have worked with HR closely to get our members the best contract possible.

As we share this information with you, we would like you to be aware that the final 3% raise will be on Pay Period 8, April 9, 2024-this date coincides with the start of the final year of our current contract, we will be entering negotiations with the City later this year. Please make sure all of your contact information is up to date as we will be sending a survey out later this year to poll our members on their most pressing issues going into negotiations. We want to hear from you!

-Kathy Schulte

## 2024-2025 Board Members

**President: Kathy Schulte:** [president@codegroup.org](mailto:president@codegroup.org)

**First VP: Mike Poggmann:** [mikepoggemann@codegroup.org](mailto:mikepoggemann@codegroup.org)

**2nd VP: Tyree Jackson:** [tyreejackson@codegroup.org](mailto:tyreejackson@codegroup.org)

**Treasurer: Jeff Molden:** [treasurer@codegroup.org](mailto:treasurer@codegroup.org)

**Secretary: Courthney Calvin:** [secretary@codegroup.org](mailto:secretary@codegroup.org)

**Board Trustee: Angel Taylor:** [angeltaylor@codegroup.org](mailto:angeltaylor@codegroup.org)

**Board Trustee: Yolanda Roper:** [yolandaroper@codegroup.org](mailto:yolandaroper@codegroup.org)

**Board Trustee: Jenny King:** [jennyking@codegroup.org](mailto:jennyking@codegroup.org)

**Board Trustee: Vacant**

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## Board Development

On January 31st of this year, the CODE Board attended training offered through the American Arbitration Association entitled "Effective Collective Bargaining Negotiations." This virtual training was conducted by some of the most effective leaders in the industry. The Facilitators were Attorneys, Arbitrators, and Union Officials who all have had extensive experience in negotiating Collective Bargaining Agreements (CBA). Topics included, Negotiation styles, Opening and making concessions, Ethics in negotiations, Goals and expectations and composition of the negotiating team, just to name a few.

# WELCOME

Gregory Kemper-DOTE  
Kyle Idahosa-Health  
Buddy Little-Health  
Sean Haley-ETS  
Emmy Morgan-DOTE  
Dylan Hoosan-Fire  
James Nieman-Procurement  
Bruce Malcolm-Police  
Matthew Luczaj-IT  
Courtney Ellerbee-Health  
Katie Schmidy-MSD  
Esther Larrauri-Esquivel-Health

Andrew Woodside-Water  
Evan Jones-Water Works  
Pamela Audas-Water  
Jonathan Tagg-Parks  
Becky Heald-Health  
Thomas Streicher-DOTE  
Chelsey Pettijohn- Water  
Joseph Zorba-Health  
Judy Powell-Finance  
Suzanne Crable-Health  
Abria Drummonds-Health

# CODE Gazette Newsletter

HAPPY  
ANNIVERSARY

In each issue of the gazette CODE will recognize the work anniversaries of a department. Congratulations and thank you for your service to those who work in DPS.

Karla Jones-Davis	35 Years	Cheryl Twitty-Choate	25 Years
Joseph Scharff	25 Years	Larry Robbins	15 Years
Marquitta Phoenix	25 Years	Timothy Clements	15 Years
Angel Taylor	25 Years	Venyke Payton	15 Years
Brenda Harris	25 Years	Gustave Antoni	10 Years
Matthew Mitchel	25 Years	Courtney Hauser	10 Years

**Questions about employee benefits click here:**

**<https://www.cincinnati-oh.gov/finance/risk-management/employee-benefits-and-open-enrollment/>**

The team at Stokar Law has been providing legal representation to CODE since 2016. In addition to representing CODE, Stokar Law has a robust civil practice including workers' compensation, personal injury cases, and wage and hour matters. As a benefit to CODE members and their families, Stokar Law offers free, no-obligation consultations on any legal issue you may have. If Stokar Law cannot handle your concerns, Stokar Law work to put you in touch with a lawyer who can. Please feel free to contact Stokar Law for all your legal needs at 513-500-8511.



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