



**CODE** Cincinnati Organized &  
Dedicated Employees

## CODE Gazette Newsletter

Issue 3-November 2024



### Board Member Highlight Mike Poggeman

**Department:** Department of Transportation  
and Engineering

**Years of Service:** 25.66 years (9364 days)

**Favorite Food:** Tacos, Italian, Steak, Mom's  
Cooking

**Interests/Hobbies:** Day Trips to W.V. for Lunch,  
Flea Markets, Hunting, Fishing

I am from Colerain Township, but currently reside in  
Delhi

### 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://codegroup.org/contact)**

*Scan me*



# CODE Gazette Newsletter

## 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: Courtney 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**

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 will 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.



CODE OFFICES  
700 W. PETE ROSE WAY SUITE 531  
CINCINNATI, OHIO 45203

# CODE Gazette Newsletter

## CODE Board Election Results

A huge thank you to everyone who ran for a board position. We thank everyone for stepping up to the plate and running in this years election. Below are the results. We look forward to welcoming our new Board members in January 2025.

# Congratulations



# THANK YOU!

## To our 2024 nominating committee

Kathy Schulte  
Mike Poggemann  
Angel Taylor  
Yolanda Roper  
Kiara White

# CODE Gazette Newsletter

## Board Development

In preparations for negotiations, which will begin shortly on our next Collective Bargaining Agreement (CBA), 6 CODE Board members attended a 2-day conference held in Columbus, Ohio on October 3 & 4th this year. They were Angel Taylor, Yolanda Roper, Jenny King, Jeff Molden, Tyree Jackson and Courtney Calvin. The training was instrumental in letting attendee's know the role the State Employment Relations Board (SERB) plays in the collective bargaining process. SERB was created on April 1, 1984 by the Ohio Legislature thru the Ohio Public Employee Collective Bargaining Act. SERB by law is responsible for administering the relationship between union members and public employers covered by a CBA. SERB is dedicated to the fair treatment of public employees. The knowledge received during the conference will enable the CODE board to effectively negotiate the next 3-year agreement for its members' benefit.



# Baseball

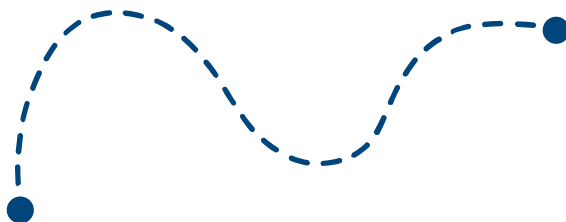


On Monday September 2, 2024 CODE participated in a Labor Day celebration hosted by the Cincinnati Reds and the AFL-CIO labor organization. CODE issued over 190 free tickets to its members. The day started with ticket holders getting early access to the Great American Ballpark's Fan Zone, where a host of activities were held to entertain the kids and fellow union members prior to the stadium being opened to the general public. What an exciting day for all who attended. As a bonus, the Red's rallied in the bottom of the 9th to beat the Houston Astros.

**WELCOME  
TO THE TEAM!**



Ajeet Yadav-CFD	Carlyle Rosser-B&I
Sheila Bonner-Health	Natalie Arambula-Health
Erica Crayton-GCWW	Ellis Wright-B&I
Evan Schmutte-Parks	Jacob Deighton-MSD
Natasha Trimble-MSD	Bryan Servizzi-CRC
Angel Moore-CFD	Tammy Kaser-Procurement
Bria Favors-Health	Clarence White-MSD
Ellese Daniel-DOTE	Ervin Napier-DOTE
William Watson-ODPA	Robert Ripperger-GCWW
Courtney Lyerly-MSD	Craig Baurichter-GCWW
Eric Geise-CAGIS	Brandon Sherrod-GCWW
Grace Ryan-Health	Edward Adams-DOTE
Toma Dnital-Chapaquin-CRS	Becky Heald-Health
Andrea McCarthy-CRC	Simeone-Michelle Jones-ETS
Nicholas Rendler-MSD	Bryan Kluener-Health
Dave Meninger-CAGIS	Marie Cossins-CRC
Austin Weightman-DOTE	Andrew Patterson-GCWW
Anel Nurkayeva-ETS	Margaret Greene-Health
Kristen Patterson-CRC	Janiyah Whitney-GCWW



# CODE Gazette Newsletter

In each issue of the Gazette CODE will recognize the work anniversaries of a department. Congratulations and thank you for your years of service to those who work at the Metropolitan Sewer District.

METROPOLITAN SEWER DISTRICT OF GREATER CINCINNATI

## EXCELLENCE IN SERVICE AWARDS

MILESTONE YEAR AS OF 2023



**20** YEARS

**WWC**

Brian Wogenstahl  
Eric R. Lacy  
Roy O. Barwick

**WWA**

Elizabeth Brettschneider  
Terri Lynn

**WWE**

Jeffrey Koch  
Kristin Dektas

**WWT**

Mark E. Samuel  
Russell T. Steadman  
Kimberly Barrier  
Brent D. Merwin  
Steven D. Henwood, Jr.  
Robert J. Johnson

**25** YEARS

**WWA**

Veanise Regina Moore

**WWE**

Shawn L. Hall

**30** YEARS

**WWC**

Wayne D. Stamper  
Thomas L. Fronk

**35** YEARS

**WWE**

Albert G. Martini

**WWA**

Jerrold L. Ware

**45** YEARS

**WWT**

Larry Scanlan

### EMPLOYEES OF THE YEAR

**WWC**

Cornellus Scroggins, Jr.

**WWA**

Melissa K. Haerr

**CSD**

Molly R. Hoffman

**WWE**

Andrew M. Sampson

**IT**

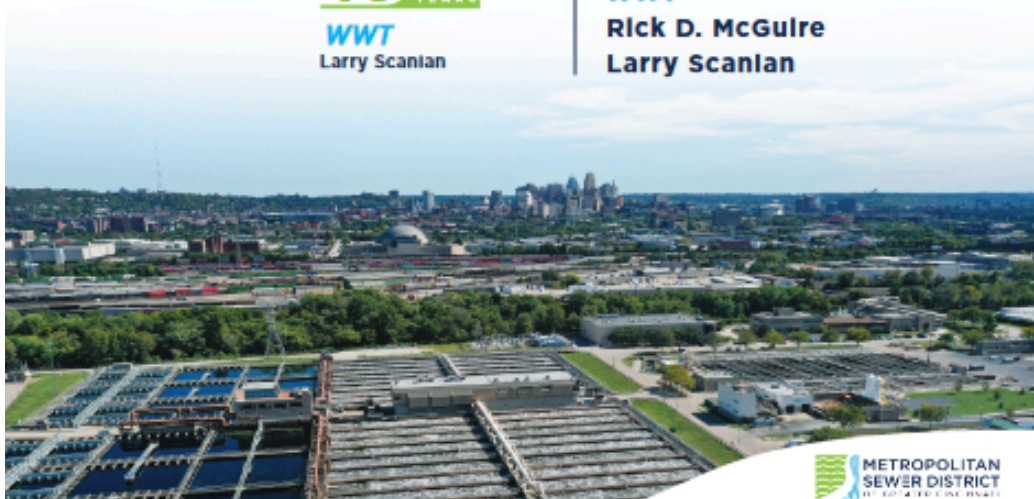
Sarah E. Hauck

**OOD**

Joseph M. Schuster

**WWT**

Rick D. McGulre  
Larry Scanlan



# CODE Gazette Newsletter

We will  
miss  
you

Good bye and thank you to Jeffery Molden  
Treasurer of CODE



Jeffrey B. Molden, MBA has been employed with the City for 17 years spending the last 8 at MSD as a Senior Administrative Specialist. Jeff joined CODE 2 years ago as the treasurer and he previously served a 2 year stint with a break in between prior to serving his current term.

Jeff announced that he will be stepping away for his duties as treasurer beginning January 2025.

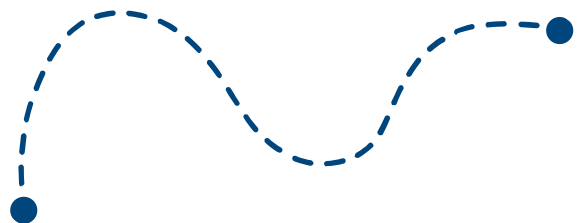
We have been so proud and honored to work alongside you Jeff. Thank you for all of your hard work, you will be missed friend!

## FYI.....

All new membership forms will be sent to Central HR on Fridays of the week received. Please allow up to two pay periods for processing.

Previous issues of the Gazette have been posted on the CODE website.

If you have anything that you would like to see added to future issues of the CODE Gazette please email us [info@codegroup.org](mailto:info@codegroup.org)



# CODE Gazette Newsletter

## City Hiring and Promotional Process



To: CODE Employees  
From: CODE Board  
Re: City Hiring and Promotional Process  
Date: October 14, 2024

Dear CODE Bargaining Unit,

We have listened to your ongoing displeasure and frustration with the current hiring and promotional process at the City. CODE is similarly frustrated with the process, and it is important to know how and why it came to be.

The issue of hiring and promotion was extensively discussed during the last round of CBA negotiations. CODE presented various proposals to the City which CODE believed would improve the hiring and promotional process. The City rejected CODE's proposals and presented its own. CODE reviewed the City's proposals and correctly and presciently warned the City that its proposal would cause the current difficulties. The City disregarded CODE's warning.

When we reached an impasse on CBA negotiations, we went to Fact Finding. The City offered its hiring and promotional proposal to the Fact Finder, who ultimately included it in his recommendation; along with CODE's wage ask of 5%; 4%; and 3% COLAs. When neither CODE nor the City failed to reject the Fact Finding Report by a 3/5<sup>th</sup> margin, that Report became the new CBA. Thus, the current hiring and promotional language became part of the contract through the City's submission at Fact Finding.

However, the new leadership in Central HR is working with CODE to attempt to fix the issue and improve the hiring process; specifically Section 18.7. CODE, as always, is working in the best interests of the membership.

Because these discussions are ongoing, CODE is unable to provide an update unless and until we reach a final resolution. If we do so, we will inform the CODE membership and distribute the documents reflecting the changes to the hiring and promotional process.

We thank you all for your time and patience as we try and correct the process as soon as we can.

Sincerely,

*/s/ Kathleen L. Schulte*

Kathleen L. Schulte, CODE President  
on behalf of the CODE Board

**\*City HR Disclaimer: The views, opinions, contractual interpretation, and information expressed herein is being sent solely by the CODE union under the terms of the collective bargaining agreement with the City of Cincinnati. It does not necessarily reflect that of the City of Cincinnati or any of its departments and has no bearing on the City's position on any issue or in any grievance with the CODE union.**

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