



**CODE** Cincinnati Organized & Dedicated Employees

## CODE Gazette Newsletter

Issue 4-February 2025

# 2025

“

We will open the book. Its pages are blank. We are going to put words on them ourselves. The book is called *Opportunity* and its first chapter is *New Year's Day*.

EDITH LOVEJOY PIERCE

GH

## 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*





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### Board Member Highlight Courthney Calvin-Secretary

#### **Department:**

Health-Public Health Educator

#### **Years of Service:**

11.5 years

#### **Favorite Food:**

Anything seafood is a party for my taste buds :)

#### **Interests/Hobbies:**

Reading, trying new recipes, traveling, attending concerts, extreme couponing,, volunteering, and spending time with my teenage son Chase.

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# Welcome TO CODE

Kirk Hopkins-Cagis	Holly Shelly-DOTE
Erin Kabel-City Managers Office	Emily Cox-Finance
Rickey Ross-Public Services	Julia Daniels-Economic Inclusion
Clint Kappesser-GCWW	Rachel Scott-MSD
Zachery Lawson-Parks	Harmanpreet Kaur-CPD
Kelly Wanstrath-Parks	Tiffany Hendrickson-Parks
Kevin Bush-MSD	Marquis Preston-ETS
Lixin Huang-GCWW	Madeline Baker-CPD
Amanda Saylor-CPD	Josh Tucker-Procurement
Akram Maye-GCWW	Christian Courtney-MSD
John Locher-Finance	Corey Benford-GCWW
Amanda Sokol-Health	Marcus Pierce- GCWW
Tonya Banks-Health	Jennifer Germann-WWE
JaQuan Postell-CRC	Laura Fiegel-CFD
Anna Ridder-Health	James Freeman-MSD
Jeremiah Pennebaker-Economic Inclusion	Christopher Huntsberry-TROD
Thomas Fay-GCWW	Doug Winford-CPD
Maddi Slack-CRC	



# 2025 Negotiations

Issue 4-February 2025

## Negotiation Status

CODE has filed its official Notice to Negotiate with the State Employment Relations Board (“SERB”) and the City has filed its appearance. We are now in negotiations. CODE and the City will meet for Face to Face bargaining in April 2025. During negotiations, all terms of the Collective Bargaining Agreement remain in full force and effect. In the interim, the CODE negotiations team is preparing and refining its bargaining proposals. We expect to have meaningful discussion with the City the first day of negotiations.

## Survey Results

Well over 400 CODE Members responded to the negotiations survey. To maintain the integrity of the confidentiality of the negotiations strategy, the results of the survey will not be published until negotiations conclude. At that time, CODE will release the results of the survey. As in years past, the recent survey responses focused on wages, promotions, holiday time and vacation time. This year, CODE received significant feedback about implementation of a Work From Home policy. The City previously announced that it would publish its Work From Home policy on or before January 1 st of this year, but it has yet to release the policy. Regardless of the City’s policy, CODE recognizes the Membership’s desire for a Work From Home policy and hopes to improve on the City’s policy in negotiations, whenever the City release its policy. Additionally, CODE received feedback from Members designated On-Call. During the current contract, CODE has made progress adding various classifications and positions to the On-Call provisions of the CBA. CODE looks to continue this progress during bargaining.

Lastly, CODE has been working to redress and reform the hiring and promotional practices implemented by the Fact Finder in the last round of contract negotiations. It has been clear to all involved that the Fact Finder’s hiring and promotional system is inherently flawed and correcting the process is necessary. CODE believes a rational, merit-based promotional practice that gives CODE Members a career path with the City is in the best interests of the public we all serve.

# 2025 Negotiations cont

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## Negotiations Process

On a final note, CODE recognizes that much of its membership desires updates on the negotiations process and progress. We wish we could give you all a play-by-play, too. However, the process works best when all sides (union and management) maintain confidentiality about the proposals we exchange. Doing so permits a more open and robust discussion to solve the issues.

CODE will provide updates on the procedural aspects of negotiations (when we meet, are we heading towards mediation and/or fact finding) but will be unable to provide updates on the substantive nature of the proposals (CODE proposed X, the City proposed Y). If you would like to be part of future negotiations from the inside, we always welcome new candidates to run for the Board and advocate for the Membership.

Ultimately, as in every past contract, a final TA/Fact Finding Recommendation will be presented to the Membership for a vote and you will be able to decide on the issues.



# CODE Gazette Newsletter

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In each issue of the Gazette CODE will recognize the work anniversaries of a department. Congratulations and thank you to the following who will be celebrating anniversaries at CRC

**Cincinnati Recreation Commission**



@cincyrec

Hamberg, Daniel L.	Chappell, April M.
McCarthy, Andrea N	Henderson, Vanessa L
Re, Rachel L.	Kennedy, Sara J
Schroer, Charles R	Miller, Michelle R
Miller, Teresa A	Haar, Veronica L
Nuber, Tamison S	Harris, Daryl J.
Whitehead, Kymm A.	Richards, Jason T
Servizzi, Bryan A.	Moore, James J
Smith, Greg L.	Thomas, Tiffany S.
McRoberts, James D.	Williams, Johnny Lee
Berta, Joseph R.	Bohan, William P
Moreton Jr., David	Armstrong-Owens, Christian M.
Elliott, Brandon O.	Smith, Kimberly L.
Ward, Erica Penny	Hibbard, Ethan D
Biesenbender, Eric	Havens, Brittany M
Fischesser, Zachary D	Carr, Taren Y
Swift, Sonya A	Taulbee, Jeffrey W
Schulten, Gabriel J	Johnson, Timothy D

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**Cincinnati Recreation Commission**



@cincyrec

Swain,Lakishia D	Kafley,Shanti R.
Wyant,Alicia R	Sommer,Kirby J
Fitzpatrick,Collin J	Slack,Madison L
Harvey,Desmond M	Averdick,Alyse
Feist,Emily E	Pike,Christopher R.
Patterson,Kristen Joanne	Silvers,Corrie Jacqueline
Postell,JaQuan	



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FAREWELL

Good bye and thank you to  
Tyree Jackson  
2nd VP CODE



Tyree Jackson, has been employed with the City for 15 years at Greater Cincinnati Waterworks . Tyree joined the CODE board as a Trustee and later became 2nd VP. Mr. Jackson resigned from from the City of Cincinnati in January of 2025

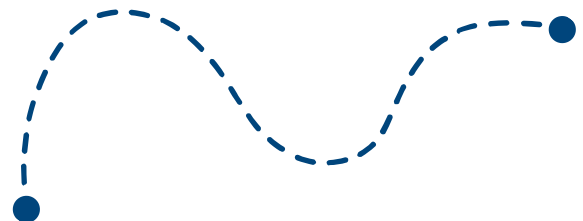
We have been so proud and honored to work alongside Tyree. Thank you for believing in the mission of CODE and all of your hard work, you will be missed friend!

**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

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## 2025-2026 Board Members

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

**First VP:** Jenny King: [jennyking@codegroup.org](mailto:jennyking@codegroup.org)

**2nd VP:** Mike Poggmann: [mikepoggemann@codegroup.org](mailto:mikepoggemann@codegroup.org)

**Treasurer:** Angel Taylor: [treasurer@codegroup.org](mailto:treasurer@codegroup.org)

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

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

**Board Trustee:** Sam Kloss: [samkloss@codegroup.org](mailto:samkloss@codegroup.org)

**Board Trustee:** Josh Hawkins: [joshhawkins@codegroup.org](mailto:joshhawkins@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.



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CINCINNATI, OHIO 45203

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A huge thank you to those who have worked behind the scenes ensuring that the Gazette Newsletter reaches the hands of our members each quarter. This is not an easy task, but you do it so effortlessly each and every time.

Editors:

Angel Taylor

Sam Kloss

Courthney Calvin

Have an idea for newsletter content?

We welcome any and all ideas for future newsletters.

Please email

**[secretary@codegroup.com](mailto:secretary@codegroup.com)**

with your thoughts!

