

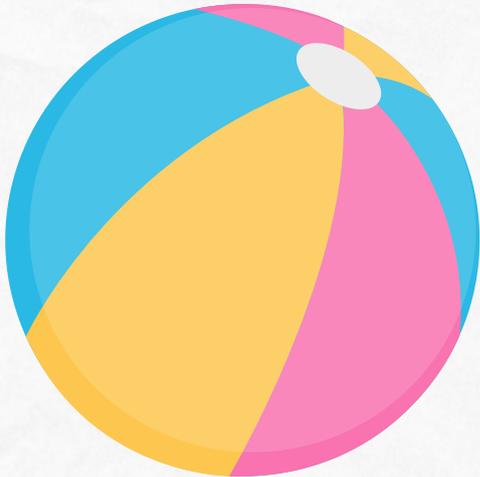


CODE Cincinnati Organized & Dedicated Employees

CODE Gazette Newsletter

Issue 5 June 2025

hello
SUMMER



ANYTHING
IS
POPSICLE

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



A letter From President Schulte regarding Contract Negotiations

Issue 5-June 2025



June 24, 2025

Dear Membership,

CODE and the City have been in labor negotiations since April 2025. In that time, we have reached Tentative Agreements on ten (10) issues related to many terms and conditions of employment. We are now moving into the stage of negotiations where we discuss the “economics” of the CBA, including wage increases.

Please be aware that no final decisions have been reached, and we are hopeful the City recognizes the value CODE employees provide to the citizens they serve. In the event we are able to reach a Tentative Agreement on all issues, a copy of that agreement will be circulated to the CODE dues paying members for a vote. If we are unable to arrive at an agreement, the matter will proceed to Fact Finding as it did during the 2022 CBA negotiations cycle. CODE will alert the membership as to how negotiations continue to proceed.

Despite what any misinformed management or co-workers may have told you, the 2022-2025 CBA continues in full force and effect during the negotiations process. CODE will update you as to the next steps.

Very Truly Yours,

/s/ Kathleen L. Schulte

Kathleen L. Schulte, CODE President





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Board Member Highlight

Josh Hawkins-Board Trustee

Department:

Administrative Specialist at Greater Cincinnati Water Works

Years of Service:

May 13, 2025 marks my 13th year with the city. I've been at GCWW for 3 years.

Favorite Food:

Cheeseburgers

Interests/Hobbies:

Collecting physical media (DVDs, VHS, CDs)

Residence: Cincinnati's Westside



WILD WEST

Temperature Check

Issue 5-June 2025

A response from CODE regarding the City Managers recent temp check survey update. We will be transparent with our membership as more updates are to come.



To: CODE Members
From: The CODE Board
Re: Recent Temp Check Survey Update!
Date: March 27, 2025

Dear Membership:

The CODE Board has received the same email as you and wanted to reach out today and discuss the City's Manager's Action Steps Moving Forward.

First, CODE was pleased to see the City Administration appear to be listening to employee concerns and taking concrete steps to address and, hopefully, improve working conditions at the City. You should know that much of that progress is directly related to CODE's ongoing relationship with the City Manager's Office and Central Human Resources.

Specifically, CODE regularly meets with both offices to share the concerns of the membership and advocate for change. This is certainly true with respect to the Flexible Work Location policy and Leadership & Career Growth Initiatives; both of which have been issues for CODE since the 2022-2025 contract negotiations.

As to the Flexible Work Location Policy, CODE recognizes and urges its members to be patient as Departments develop the SOPs for flexible work. CODE will monitor the development of SOPs and push the departments that seem to be slow in developing SOPs.

Because the needs of each Department differ, you should not be surprised if your colleagues in other departments have SOPs that vary from your department. Further, you should remember that Department Directors maintain discretion as to granting employees the ability to have Flexible Work Location arrangements. CODE understands that absolute discretion may not be in everyone's best interests and, thus, is attempting to develop an appeal process to ensure parity within classifications.

On a final note, CODE is pleased to see the City Manager's attention to career growth. As you may recall, the current hiring and promotion language was a consequence of the Fact Finder's recommendation in the last round of CBA negotiations. CODE presciently warned the City that its proposal was troublesome, but the previous HR administration failed to heed CODE's warnings. As a consequence, we have had three years of disfunction in hiring and

Temperature Check-Continued

Issue 5-June 2025

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promotion. However, the new HR team is working with CODE to address these issues and create a career path for City employees, including the opportunity for meritorious promotion and growth.

CODE now enters CBA negotiations with optimism that it can continue to improve the working lives of its membership.

On behalf of the CODE Board,

/s/ Kathleen L. Schulte

Kathleen L. Schulte, CODE President



Welcome

Please join us in welcoming our newest
CODE members.

| | |
|-----------------------|----------------------|
| Tanara Ellis-Health | Scott Jackson-ETS |
| Jacob Chafin-DOTE | Daniel Watson-CFD |
| Rachel Scott-MSD | Andrea Scott-GCWW |
| Joseph Poggemann-GCWW | Joseph Filak- GCWW |
| Aaron Rosemond- GCWW | Kelsey Bray-GCWW |
| Meagan Beatty-MSD | Wayne Rawlinson-DPS |
| Craig Buckley-GCWW | Neisha Cook-DOTE |
| Jeff Taulbee-CRC | Sarah Haynes-GCWW |
| Julia Parker-MSD | Ross Clifton-DCED |
| Tom Wise- B&I | Trisha Blake- Health |
| Reginald Reece-GCWW | Lisa Colquitt-Health |
| Jennifer Linn-DPS | James Seaborn-MSD |
| Brooke Froehle-DOTE | Mark Rosenquist-IT |
| Douglas Bell-MSD | Lance Collins-GCWW |



Welcome

Please join us in welcoming our newest
CODE members.

| | |
|---------------------------|---------------------------|
| John Paul Wang-ETS | Victoria Sumner-MSD |
| Benjamin Weinhart-Finance | David Roesch-ETS |
| Charles Smith-DOTE | Nicholas Montgomery- GCWW |
| Robert Ervin-Finance | James Bass-B&I |
| Eric Schrand-MSD | Isaac Kron-MSD |
| Marcus Thomas-MSD | Alyssa Ramsey-MSD |
| William Harris-GCWW | Peyton LaEace-CPD |
| Amanda White-GCWW | Michael Berwanger-GCWW |



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A yellow speech bubble containing the text 'FAQ' in white, bold, sans-serif font.

FAQ

Below are some frequently asked questions that our board members are often asked. Going forward in each newsletter we will answer a few questions.

Retirement 101

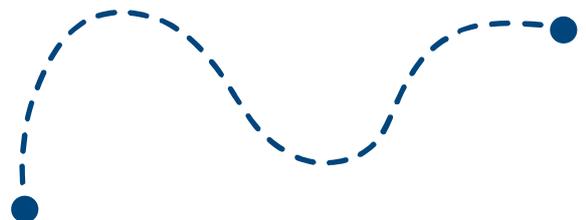
As active members of the Cincinnati Retirement System, CRS, it is important to know how to calculate your service credits, where you can locate your retirement eligibility information and benefits calculations. It is important to take the time to verify your information is correct, both in CHRIS and CRS.

CRS has developed an internet portal, CRS MemberDirect, to allow active members independent access to personal retirement account information. Please visit <https://crsmemberdirect.org> and sign up with your personal email address. You will then have the ability to create benefit estimates, check your account summary, monthly payment advices, 1099R, beneficiary nominations and more.

Preparing for retirement should begin well in advance of retirement. Here are some things you can do to help prepare for retirement:

Attend a CRS retirement 101 seminar. Consider attending a seminar once every five years as you progress through your career. At these seminars a CRS representative will explain the benefits that you have and provide any updates on the retirement process. These classes are available by contacting your Department Training Registrar.

Generate an estimate of your monthly pension benefits for your planned retirement date using the CRS Member Direct portal.



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Retirement 101

Seek professional advice. You may want to find a financial advisor, tax advisor, or retirement planner that can help you understand your retirement benefits and help you plan for your retirement.

Prepare an estimated retirement budget. Estimating the expenses that you will have in retirement will help you know if you are on track with your retirement savings.

Contact representatives of other retirement plans you may have. You may have multiple retirement plans as well as Social Security. You should understand in advance what the processes and timing are for applying for all your retirement benefits. If you are eligible for Social Security, you can check your benefits by creating an account here: <https://www.ssa.gov/myaccount/>

Consider Long-Term Care Insurance. Long-term care insurance can provide coverage for you and your spouse if you are no longer able to live independently. This kind of insurance can help cover costs related to nursing home care, home care, and assisted living care. The chance that you or your spouse will need some form of long-term care is relatively high.

Still have questions? Get answers.

Email: retirement@cincinnati-oh.gov Phone: 513-352-3227

801 Plum Street, Suite 328, Cincinnati, OH 45202 ·

<https://crsmemberdirect.org>

Website: <https://www.cincinnati-oh.gov/retirement/>



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FAQ

What's the deal with "Flex"?

The term "flex" applies to employees for the City of Cincinnati in a number of different ways. Serving the community is a big flex on it's own, but let's get into what that word means for you, in your job.

"Flex" is sometimes used to describe a flexible schedule. Many City employees work in departments where they have the option of coming in a bit earlier or later on different days of the week. This can be considered "flexing" your work hours. For example, I usually come in at 7:30, rather than 8, on Tuesday and Wednesday, and leave a bit early on Thursday. This fits with my duties and activities outside of work, but doesn't impact getting my work done. I do this every week, and it's not a one-off thing.

"Flex" is also sometimes used to describe when an employee arrives late or leaves early one day during a pay period, but makes up those hours on some other day during that same pay period. This exception to "standard" attendance rules is usually granted to accommodate a special, one-off type situation, provided you have supervisor approval, and you make up those hours within the same pay period. Examples could include seeing your kids off to summer camp, or being present for an early morning or late afternoon service call at your home, or any number of other situations.

The important things for CODE employees to remember about these two types of "flex" are that these types of "flex" are within a single pay period, and they need supervisor approval. These are "flex" situations that will NOT show up in a time bank.

FAQ

What's the deal with "Flex"?

The third kind of "flex" you may hear about is "flex time", which is covered in section 15.4 of the CODE contract. In certain situations, (for example: during emergency operations) there may be a need for the City to have an employee report to work outside of their normal hours, even if that employee isn't in a position that is overtime eligible. In these situations, the employee may "flex" those hours within the pay period (basically like described in the second situation above), or may choose to be awarded flex time at a straight rate. This accrued flex time shows up in your banked hours and can be used pretty much like vacation. You will need to use that flex time within 24 months of it being awarded and there is no cash value for the unused time. In other words, unlike actual vacation hours, accrued flex time is "use it or lose it".



FLEX

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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 are celebrating milestone anniversaries at GCWW



G R E A T E R C I N C I N N A T I
W A T E R W O R K S

A Service of The City of Cincinnati



| | |
|-------------------------------------|---------------------------|
| Brandon Farrier-5 years | William Harris-5 years |
| Randall Ellis-5 years | Kevin Browning-10 years |
| Craig Baurichter-10 years | Jacob Lipps-10 years |
| Jeffrey Asman-10 years | Jodi Parkinson-10 years |
| Ronald Zude-10 years | Will Blakely-10 years |
| Evan Jones-10 years | Keith Childers-10 years |
| Michael Roth-15 years | David Tye-15 years |
| Heather Noe-15 years | Joseph Berling-15 years |
| Amanda Petrosky-15 years | Chad Beringhaus-20 years |
| Stacey Weddington-Anderson-25 years | Phillip Young-25 years |
| Mike Lawson-25 years | Cortez Fairbanks-30 years |
| Joseph Toole-35 years | Dave Farmer-35 years |
| Kevin Sluder-35 years | |



**THANKS
FOR YOUR
HARDWORK!**



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2025-2026 Board Members

President: Kathy Schulte: president@codegroup.org

First VP: Jenny King: jennyking@codegroup.org

2nd VP: Mike Poggmann: mikepoggemann@codegroup.org

Treasurer: Angel Taylor: treasurer@codegroup.org

Secretary: Courthney Calvin: secretary@codegroup.org

Board Trustee: Yolanda Roper: yolandaroper@codegroup.org

Board Trustee: Sam Kloss: samkloss@codegroup.org

Board Trustee: Josh Hawkins: 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.



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

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We hope you have enjoyed this latest issue of the Gazette.

Editors:

Angel Taylor

Sam Kloss

Courthney Calvin



**THANK
YOU!**

Have an idea for newsletter content?

We welcome any and all ideas for future newsletters.

Please email secretary@codegroup.com with your thoughts!



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.