

# ANNUAL MEETING

## CODE BOARD OF DIRECTORS & GENERAL MEMBERSHIP

6:00PM Wednesday, October 22, 2025

The CODE membership meeting will take place virtually.

### BOARD OF DIRECTORS ELECTIONS

Elections for three (3) positions on the Board of Directors will be held prior to the Annual Meeting.

#### Nominations

1. Please complete the [2025 CODE Board Nomination Form](#). Once the form has been submitted;
2. Send a copy of the most recent performance evaluation and;
3. Proof of two (2) consecutive years of dues payments to [elections@codegroup.org](mailto:elections@codegroup.org).

All three items must be completed in order for your submission to be in good standing. Candidates' submissions must be received no later than 6:00PM, Friday, September 12, 2025.

#### Voting

This year's CODE Board election will take place by SurveyMonkey **only**, no in-person voting will occur.

Voting will begin at 12:00pm (noon), Wednesday, October 15<sup>th</sup> and will end at 12:00pm (noon), Wednesday October 22, 2025. The link for voting will be sent to your City email address.

#### Membership Meeting

This year's CODE Membership meeting will take place virtually, via Zoom. The link for the meeting will be provided the day of the meeting in the [Member's Section](#) of the CODE website.

The membership meeting will start promptly at 6:00PM on October 22, 2025.

Registration is required to access the Member's Section. If you have not signed up for access, the [online registration form](#) is available on CODE's website. You are required to be a dues paying member to access the Member's Section.

Sincerely,

Jenny King, Co-Chair

Courthney Calvin, Co-Chair

Sam Kloss, Co-Chair

Daryl Harris, Co-Chair, Service Area Coordinator, Recreation

**Nominating Committee**

*Information regarding Membership and Candidate Eligibility below*

## MEMBERSHIP

**Only dues paying CODE Members may vote, run for office, and serve on committees.** Not all employees in the CODE bargaining unit are CODE Members; only those that have submitted a [CODE Membership Form](#) authorizing dues deduction are CODE Members. If you have not submitted this form and if you are not paying dues, you are not a CODE Member and are not eligible to vote, serve on the CODE Board or in any other position with CODE. Under the Supreme Court's 5-4 *Janus* decision, fair share fees are no longer being deducted from the wages of non-members represented by CODE. CODE is still obligated to represent these individuals, who are not paying anything but still benefiting from CODE's representation. CODE dues are modest compared to other City bargaining units. Please do your share and support the union that supports you. To become a CODE Member, go to [Member Registration - CODE - Cincinnati Organized & Dedicated Employees \(codegroup.org\)](#) and fill out the online form.

## CANDIDATE ELIGIBILITY

- Any Member of the Association who has not been delinquent in the payment of his/her dues within the two (2) consecutive years prior to elections.
- Any Member who is not on a Performance Improvement Plan at the date of the election and who received an overall rating of at least Meets Expectations on the Member's last Annual Performance Evaluation.
- Any Member who is a Member in good standing at the date of election shall be eligible to hold any office of the Association.
  - The CODE Board has voted to amend the CODE By-Laws in the best interests of CODE Membership to further define "Member in good standing" as defined by the By-Laws to state that to qualify as a "Member in good standing", an individual shall not have received any discipline, including a written reprimand, in the two years prior to the date of the election. However, an oral reprimand or "coaching and counseling" documentation shall not be considered a written reprimand for the purposes of election eligibility
- No person may simultaneously hold more than one office.
- Prior service on the CODE Board and/or committees will be taken into consideration.
- No discipline, including a written reprimand in the two (2) years prior to the date of the election.