



August 29, 2025

Dear Membership,

Following our last communication, the process of obtaining a new CBA has advanced to the SERB Fact Finding process. The initial step of that process will be to decide on a Fact Finder, who will be one of five names referred at random by SERB from a SERB roster of neutrals. This process will occur today.

Following the selection of the Fact Finder, we will set a hearing date. The hearing date will be based primarily on the Fact Finder's availability; which we are unlikely to know until later next week. Once a date is selected, we will update the membership.

On the date of the Fact Finding hearing, CODE will make its case to the Fact Finder. We then expect a recommendation from the Fact Finder between two and four weeks after the hearing. That recommendation will then be distributed to the membership for a straight up or down vote. The City will also have the opportunity to vote up or down on the recommendation.

During this process, it is still possible to reach an agreed resolution with the City. However, the City has not yet offered contractual terms the CODE bargaining team believes would be acceptable to the membership.

Finally, please know that the current CBA continues in full force and effect during the Fact Finding process. We will be in touch following the selection of the Fact Finder and setting of the hearing date.

Very Truly Yours,

*/s/ Kathleen L. Schulte*

Kathleen L. Schulte, CODE President