



September 25, 2025

Dear Membership,

The Fact Finding hearing is set for 10am on October 7, 2025 at Central HR. Only CODE's Executive Board and legal counsel will attend. In advance of the hearing, both CODE and the City will submit written briefing outlining each side's position. At the hearing, there will be live testimony on the issues, as permitted by the Fact Finder. Following Fact-Finding, CODE will post its written brief, and the City's, to CODE's website.

Based on prior discussions with the Fact Finder, we anticipate a written decision approximately fifteen (15) days following the hearing. Of course, this is subject to the Fact Finder's timeline, over which we have no control. We will distribute the written decision to the membership upon receipt and then schedule a straight up or down vote within seven (7) calendar days after receipt of the written decision. Only dues paying members are permitted to vote.

State law dictates that if CODE does not vote the Fact-Finding award **down** by a 3/5th margin, it will be deemed to have been accepted. Similarly, if the City does not vote it **down** by a 3/5th margin of Council, it will be deemed to have been accepted. If either side does vote it down by the 3/5th margin, then CODE has the ability to strike by filing a notice with SERB (the State Employment Relations Board) at least ten (10) days in advance of the strike.

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 conclusion of the Fact Finding hearing.

Very Truly Yours,

/s/ Kathleen L. Schulte

Kathleen L. Schulte, CODE President