



To: CODE Employees
From: CODE Board
Re: CODE Union Dues
Date: April 2, 2026

Dear CODE Bargaining Unit,

Countless aspects of working for the City have changed since CODE's inception. Technology is very different and more widely available. The type of problems solved by the CODE workforce have become more complex. And employees in the CODE bargaining unit have seen their standards of living increase. By way of example, comparing the contract effective March 27, 2005, a top-step Administrative Specialist earned \$56,585.03 per year. Currently, that top-step Administrative Specialist earns \$98,354.90 per year.

Such advancements in pay were the result of CODE's unrelenting efforts in CBA negotiations that secured back-to-back contracts with COLAS of 5% - 4% - 3%. The most recent contract also saw the introduction of longevity pay as well as an additional \$1,500 for every CODE employee paid in Pay Period 8 this year.

What has not changed in the past 20+ years, however, has been the dues contribution from members. However, current economic realities necessitate a small increase (one dollar) in dues. Thus, effective at the start of Pay Period 15 (07-05-26), CODE dues will increase from \$9 to \$10 every pay period.

CODE dues remain lower than other City bargaining units while CODE continues to deliver exemplary service and representation to the membership. The slight increase is needed to keep CODE running at its current level, as well as prepare for future CBA negotiations and representation activities.

When the dues increase goes into effect in July, there is nothing you need to do and you should see the new deduction on your July 28, 2026 paycheck. The changes will automatically happen through City payroll. Please know the dues increase was not an easy decision but was made to secure the future of CODE and the employees it represents.

Sincerely,

/s/ Kathleen L. Schulte

Kathleen L. Schulte, CODE President
on behalf of the CODE Board

***City HR Disclaimer: The views, opinions, contractual interpretation, and information expressed herein is being sent solely by the CODE union under the terms of the collective bargaining agreement with the City of Cincinnati. It does not necessarily reflect that of the City of Cincinnati or any of its departments and has no bearing on the City's position on any issue or in any grievance with the CODE union.**