
Summary of Tentative Agreement with the Cincinnati Organized and Dedicated Employees, Inc. (CODE)

Article 7: Discipline

- Added language that discipline shall be served upon employees without the presence of Union representation.
- Adjusted the timelines and disciplinary retention periods for suspensions.

Article 8: Grievances

- Added the ability to use an external mediator with mutual agreement.
- Added cost-sharing with the Union for mediation services.

Article 13: Sick Leave

- Added a definition for “immediate family.”
- Added “off days” to patterned usage to ensure that departments can request a doctor’s note if an employee displays a pattern of calling off adjacent to their off day.
- Added a definition of “excessive absenteeism.”

Article 15: Hours of Work & Overtime

- Updated on-call pay to align with existing Memorandum of Understanding’s.

Article 16: Wages & Compensation

- 5% effective in the first year of the contract (March 16, 2025).
- 4% effective in the second year of the contract (March 15, 2026) and a \$1,500 lump sum payment to be paid in Pay Period 8.
- 3% effective in the third year of the contract (March 14, 2027).
- Revamped the working out of classification process.
- Clarified that an employee may only be moved up on salary step on their annual review date.
- Streamlined the shift differential process to clarify when an employee would be paid shift differential.
- Added a new longevity article with the following tiers:
 - 12-19 years of service: \$1000
 - 20 years of service and above: \$1100

Article 17: Health Insurance

- Increased the Family premium cap from \$200 to \$275
- Increased the Single premium cap from \$85 to \$115

Article 18: General Provisions

- Adjusted the definition of “vacancy” to allow for increased flexibility in filling positions.
- Clarified the methods to fill CODE classifications.
- Expanded the tested classifications and added a requirement for separate promotional and open eligibility lists for tested positions.

Article 22: Length of Agreement

- 3-year agreement

Appendix B: Overtime Eligible Positions

- Added two new classifications to the overtime eligibility list.

Appendix D (Health Insurance Deductibles and Co-Insurance Requirements)

- Increased the prescription tiers to \$15/\$30/\$40.
- Added spousal surcharge of \$25 per month.

**** There were a few other articles that contained housekeeping changes. ****

The remaining articles will stay as current contract language.