

# **Minutes of Columbia Typographical Union Local 101-12**

**Meeting Held January 21, 2023, at**

**6210 N. Capitol Street, NW, Washington, DC 20016**

## **Members In Attendance:**

Michael Maher, John Mogavero, Deborah Lord, Larry Sibiski, Tim Terrell, Steve Cheyney, Mary O'Brien, Mary Stanfield, and George Lord (guest).

## **Members In Attendance via ZOOM:**

John Kane, Deborah Hill, Greg Matiasevich, Sue Goldberg, and Jean Paffenback.

Meeting called to order by Michael Maher, president, at 9:05 a.m.

Stand for the Pledge of Allegiance.

Moment of silence for our recently departed members.

## **Minutes:**

Minutes from the November 19, 2022, meeting were approved and accepted by the members.

## **Committee Reports:**

**Executive Report:** None..

## **Laws Committee:**

Members wanting to submit any proposals to the bylaws must do so at our May meeting. Prior to the Local's May meeting, members may e-mail their proposals to the Local or submit their proposals to the Bylaws Committee at the May meeting.

The Bylaws Committee members are: Richard Anderson, Michael Divver, and Dolores Slack.

## **Officers Report:**

### **President's Report**

Not much has happened since our last meeting in November. We've come a long way since taking office. Our financial situation is under control. The back payments owed to the Negotiated Pension Plan for our previous president has been finalized.

The yearly Department of Labor LM2 report has been filed and signed off on by the president and secretary-treasurer and sent in.

We have cut down on our expenses and we will continue to look for additional ways to reduce the Local's expenses going forward.

The National Financial Center (NFC) sends a report to the Local showing the members name and the amount of dues collected using payroll deduction. Originally, this report was sent through the United States Postal Service every two weeks. However, the Local

was not receiving these reports in a timely fashion and requested that NFC e-mail the reports to the Local.

Seven apprentices have been hired and there will be more to come.

### **Vice President's Report**

As printed in the Bulletin.

### **Secretary-Treasurer's Report**

Looking at the January bulletin, you will see the breakdown for all the monies that were appropriated for the fiscal year October 2021 through September 2022.

(Mike then went into details of the breakdown of what was spent and where.)

### **Old Business:**

We are trying to set up another meeting with the Government Publishing Office (GPO) to resolve the issue about detailees being hired to work overtime on the weekends. The next time we enter into wage negotiations we can negotiate this issue to be added to our side issues, but in the meantime, we are working on having this issue resolved before the next wage negotiations. Deborah Hill asked if we had a liaison on the Hill and Mike said at this time we do not.

Mike and Larry met with management at one point regarding this issue and what they were told was people over on the Hill didn't know the style.

Larry read the document pertaining to how GPO detailees working on the Hill were able to come back and work overtime at the GPO. Mike commented the reason why this overtime got out of hand was because management started using the term "partial hire" even though everyone working at the GPO was offered the opportunity to work. They should just get rid of the word "partial" and just hire.

### **New Business:**

All bulletins starting with the January 2021 bulletin and the minutes from our meetings are now posted on the CWA Web site. Mary O'Brien oversees keeping the Web site updated. Thank you, Mary! Mike advised the members to visit the CWA Web site and e-mail the Local with any suggestions on what can be done to make it more informative.

Deborah Hill asked about the landline at headquarters and if anyone was there to answer the phones. Mike said twice a week he and John go into the office and John checks messages every day. Deborah Hill was wondering if it would be cheaper to pay for a phone for Mike or pay for his own phone and have the calls go to him and Mike said maybe, but that won't happen.

Deborah Hill suggested maybe we should cancel the landline phone. We are currently under a 2-year agreement with Verizon, which ends around June 2024, at that time we can have a discussion on what phone service is needed for the Local.

Most of our retired members live out of state (90%) and about 60% don't use e-mail, they have been calling the same number for the Local for many years, and I don't want to make any changes on how our members contact the Local at this time.

Deborah Hill asked if we are going to get rate cards with the new raise on them and Larry said after our first check with our raise in it, we should have them to give out.

Deborah Hill said she hears Mike talk about the past president or the past administration and how the business of the Local was handled. Deborah Hill asked if there was a manual on how to manage the business of the Local when a new president or administration was elected by the membership. Preferably, there would be a succession put into place but that probably won't happen. For example, the secretary-treasurer goes to vice president, vice president to president, etc. If the next administration needs help, they should reach out to the previous administration or long-time members. Mike said maybe a manual on conducting the business of the Local is something we can work on to help the next administration.

Larry came to Mike about a few situations. One particular pertaining to him and Mike asked for George Lord (guest) to give an opinion as well. Apparently, the postscript (PS) section is taking the work from the job room and letting the PS section do that work. Mike is currently looking into that issue. George commented management has the right to change work any way they want. They must negotiate the impact of it with the Union.

Another situation is that Deborah Hill was reassigned from Text Edit to Proof room without a posting, and that violates our transfer and vacancy system. A memo was given to Deborah Hill from Eunice Benthall (management) stating this move. Larry read article 8, section 1 of the Memorandum of Understanding (MOU). Mary Stanfield explained the situation so we could understand what was going on. Mike stated Deborah Hill was unhappy working in the Text Edit section and asked to get out of that section. Deborah Hill said it became a hostile environment. She filed a grievance.

Deborah Hill said that the supervisor in Text Edit (Renee) did not want to train her and that was stated on the grievance that was filed. Management said no violation occurred but still moved her out of the section without a posting being put up and claimed. Mike said all this is about management not doing their job.

The bottom line in this issue is if management wants to move Deborah Hill out of the Text Edit section, do it the proper way through the transfer and vacancy system.

The subject was brought up about Hill detailees and they understood Hill detailees are the same way. Hill detailees are different, all details to the Hill come through the Congressional Desk, not the transfer and vacancy system. Deborah Hill claimed a training position to be trained in Text Edit and chose to stay after the 90 days. By management moving Deborah Hill out of the Text Edit section without a posting, they violated the priority of our membership and priority is all we have.

Another issue was about drafting people to whatever position in GPO or on the Hill. The bottom line is when you have a draft you MUST draft the lowest priority journey person, regardless of what shift they are on!

Two new members joined the Union, Janice Bell and Shirley Truman.

## **Good and Welfare:**

Sue Goldberg was in the hospital for 16 days in December/beginning of January with Covid-19 and it turned out she also had RSV and pneumonia and was put on oxygen for most of that time. She was vaccinated and boosted. She is better now but still trying to stay home and not go out and about and has asked others to be very careful and do what you can to stay healthy.

Reminder, we have breakfast at Rips in Bowie, MD, on the third Friday of every month around 8:30-8:45 a.m. All union members are welcome to join us and have a good time.

## **Adjournment:**

Motion to adjourn made and seconded.

There being no further business, the meeting was adjourned.

Respectfully submitted,

Deborah Lord