

Minutes of Columbia Typographical Union Local 101-12

MAY 20, 2023

6210 N. Capitol Street, NW, Washington, DC 20011

Members In Attendance:

Michael Maher, Deborah Lord, Larry Sibiski, Mary O'Brien, Mary Stanfield, Dolores Slack, John Mogavero, Tim Terrell, Richard Anderson, Louis Ratino, William LaChance and George Lord (Guest)

Members In Attendance via ZOOM:

Sue Goldberg, Jean Paffenback, Gwen Holt, Gwen Prailow and Wanda Green

Meeting called to order by Michael Maher, President, at 9:03 am.

Stand for the Pledge of Allegiance

Moment of silence for our recently departed members

Minutes:

Minutes from the January 21, 2023, meeting was approved and accepted by the members with one correction. Add William LaChance to Members in Attendance.

Committee Reports:

Executive Report: None.

Laws Committee:

Richard Anderson, Mike Divver, and Dolores Slack are on the by-laws Committee. May is the month we can make proposals. Richard has submitted proposed changes as well as one from John Mogavero. They will be printed in the bulletin in September. Richard mentioned two of the proposed changes from him are chapel chairperson to union steward and chapel to bargaining unit. He feels these two are long overdue from the old terminology that was used then.

Officers Report:

President's Report:

Not much has been going on since the last meeting. Mike and Larry asked GPO management about Hill details coming back for overtime at the Government Publishing Office and as of this meeting they have not gotten back with Mike or Larry on this issue despite numerous emails sent and voice messages left.

CWA gave our Local a place on their CWA website for our Local to add information to help keep the membership more informed.

Vice President's Report:

Report printed in the Bulletin and approved by the membership.

Secretary/Treasurer Report:

The proposed budget for fiscal year 2022-2023 was printed in the May Bulletin for discussion. It is almost the same as last year's budget with only a few changes.

Old Business:

We continue to have issues with the Internal Revenue Service (IRS) and we are still working on having these issues resolved. An information sheet showing the penalty being charged by the IRS was handed out for all to look over. The penalty being assessed by the IRS is from the previous administration not properly filing our taxes on time. We thought we were all paid up with the IRS until we received a notice in the mail from the IRS saying we owed \$9,000.00. We are currently in the process of trying to have the penalty abated. Hopefully we get a break.

Transfer and Vacancy: There was a posting for two (2) Text Edit training positions, one on shift 1 and one on shift 3. Mike received a phone call asking a question of whether someone should volunteer for a position or get drafted. Mike suggested that you should never volunteer for a position you don't want, let them draft you. The priority system works and keeps all on even ground. Larry said that these two (2) positions were not filled.

That same week four (4) new journey persons will be given their priority since being hired. There was a discussion about the 1-year rule which some thought that the 1-year rule applied to getting drafted into a position if you have not been there for 1 year. Mike stated that the 1-year rule only applied to journey persons with less than 1-year service at the GPO being detailed to Capitol Hill. The 1-year rule does not apply to a journey person with less than 1-year working at the GPO being drafted to a position within the GPO.

Anytime a draft is necessary, the journey person with the lowest priority in the bargaining unit regardless of their shift or starting time will be drafted.

There was also discussion about if you are safe from being drafted if you are in bill end, revise, bound record. And the answer is you are not safe. The bill end, revise, and bound record sections are all part of the proof room and not separate sections.

Gwen Holt asked if we still had a box that claims went into. Yes, it is kept in the union office. Claims are good for 90 days.

New Business:

Gwen Prailow asked how we as a union should handle the many complaints in keyboard and proof room concerning allegations of discrimination, mistreatment, etc. that are being sent through emails to higher management or whomever they are being sent to. Larry added that union members are going to management complaining of other union members on these issues. Mike suggested to ask for a chapel meeting and ask membership what's going on. Get together and work it out. You don't go to management or EEO.

There are also complaints about new people coming into the GPO that are hired as journey persons and are not being properly trained or getting the training they need. Supervisors must do their job to see these new people are being trained. It is not our position to go to management and say these new people are not doing their job.

There was a discussion about employees having representation. Employees can have any union member or chapel chairman represent them.

Mike asked if there should be a meeting set up to discuss the training. Some say it won't do any good. There are individuals helping them with one-on-one training. Mike will call and get more information on this subject and will take it from there.

Gwen also asked a question that a member asked her about overtime, specifically the Hill detailee getting to come back to work overtime. They feel that the Hill details are getting special perks. Mike said if you feel the Hill details are getting special perks you should volunteer to go out on a detail to the Hill. In order for employees to be eligible to work overtime on Saturday or Sunday, employees must be on the clock on Friday. If you want to negotiate not having to be present on the clock on Friday to work overtime, then you would have to open the Memorandum Of Understanding (MOU).

We are no longer issuing a refund check for when we get paid 3 times in a month. We have restructured the amount being deducted using payroll deductions to avoid issuing checks back to the membership twice a year.

CWA shop stewards' books were handed out to the chairpersons at the meeting and given to Larry for the chairpersons unable to attend the meeting.

At our September meeting, nominations for members in good standing will be accepted for the following: President, Vice President, Secretary-Treasurer, and the Executive Board. Members may also be nominated using a proxy if they are unable to attend the September meeting.

A member asked why there are not more union meetings held during the year. Low member participation was the main reason, along with the availability of the GCIU hall.

Good and Welfare:

Larry mentioned that a union member Karen broke her femur and should return to work in July with maybe special needs to come back. GPO approved a division-wide collection for Karen.

Alice Spencer's husband, Marlin (Jake) who is a retiree was in the hospital but is home now.

Mike asked that when a member needs assistance please contact the Local.

Adjournment:

Motion to adjourn made by Dolores Slack and seconded by Gwen Prailow.

There being no further business the meeting was adjourned.

Respectfully submitted,

Deborah Lord