

Minutes of Columbia Typographical Union Local 101-12

JANUARY 18, 2025

1738 Elton Road, Suite 210, Silver Spring, MD 20903

Members In Attendance:

Michael Maher Mary Stanfield
John Mogavero Dolores Slack
Mary O'Brien William LaChance
Richard Anderson Greg Matiasovich

Members In Attendance via ZOOM:

Larry Sibiski Sue Goldberg
Wanda Green Molly Duett
John Kane Shawn Moore
Jean Paffenback Anja Dolan
Kevin McGill Nate Sample
Lisa Perry Tim Terrell
Jacqueline Duvall-Jackson

President Michael Maher called the meeting to order at 9:05 am.

Please stand for the Pledge of Allegiance.

Let's have a moment of silence for our members who have passed away since our last meeting.

Minutes:

The minutes from our November 9, 2024, meeting were reviewed and officially approved by the members as documented.

Committee Reports: None.

Executive Report: None.

Laws Committee: None.

Officers Report:

President's Report:

President Maher discussed the calculation of chairmen's commissions, which depend on their chapel's member count. To ensure accurate payments, chairmen must submit a member roster to the local office or Larry Sibiski, who will forward it to President Maher. Additionally, inform the local president about any postings or retired members to ensure proper payment.

Please encourage your members to actively participate in union activities. Conduct chapel meetings as frequently as possible, even if only following a union meeting, to inform members about the union's initiatives on their behalf. Chapel meetings also provide an opportunity for members to express their concerns and discuss any issues they may have. Encourage members to get involved with chapel offices or committees, as an informed member is more effective.



Membership cards have been provided to Larry Sibiski and Mary Stanfield for distribution among the membership. Additionally, commission checks for the chairpersons have been delivered to Larry and Mary for further distribution.

Rate cards are prepared and will be printed once all information is verified to ensure that all numbers are correct. We will proceed with printing as soon as we confirm the accuracy of the details.

Vice President's Report:

No Report.

Secretary/Treasurer Report:

The Local recently filed the LM2 report that is submitted to the Department of Labor annually. It includes information on the number of members, yearly income, etc., and comprises approximately 26 pages. Our accountant prepares this report to ensure accuracy. However, this has become an expensive task. We are exploring options to reduce the cost of filing this report.

All 1099 forms have been distributed to all chairpersons.

The Comparison of Actual Expenditures to Approved Budget for Fiscal Year 2023-2024, which was printed in the January 2025 bulletin, was discussed and explained.

If any member has questions about the local's finances, please contact President Maher, who will be available to provide answers.

Old Business:

GPO Chapels are struggling to close their accounts with the AFL-CIO Federal Credit Union. It took the Local 6 months, numerous calls to Chet Conners, and we suspect the NCUA may be complicating the process, as they oversee credit unions with strict rules. The best solution might be for a chairperson or designee to visit the AFL-CIO Federal Credit Union in person at 555 New Jersey Ave., NW, Suite 100, Washington, DC 20001.

The Chairman Chapel By-Laws are being updated and must not conflict with the Local's By-Laws.

This is the final year of the Union's wage agreement contract with GPO. All members in good standing can serve on the scale committee. Interested members should inform their chairperson and only those who are 110 percent committed will be considered.

New Business:

There are four apprentices who have recently graduated. The Government Publishing Office (GPO) intends to post their details along with training positions in text edit. President Maher has requested Chairman Sibiski to list these positions separately, beginning with the four journeymen followed by the training positions.

The priority for apprentices begins on the day they attain journeyman status, as outlined in the Memorandum of Understanding, pages 4-5, section 3.

A member was informed that GPO will not be hiring anyone from production for any position outside of production due to understaffing concerns. The Equal Employment Opportunity (EEO) office has been notified and indicated that while this may not be technically illegal, a legal case could take several years to resolve. It has been suggested that local officers should get involved with this matter, a recommendation to which we have agreed. The Union will dispatch a letter to inquire about GPO's hiring procedures intentions.

A question has arisen regarding management's authority to deny leave requests on holidays or other days deemed essential, requiring the employee's presence at their workstation. Employees can only be excused if there is an emergency preventing them from coming to work, and proof of such an emergency may be required. If the employee cannot provide proof, they might not be paid for the day they were absent (Leave Without Pay - LWOP). The issue of how management can refuse payment when the employee has available leave remains unresolved.

Chairperson Wanda Green has expressed a desire to hold chapel meetings via Zoom for Hill members. President Maher has agreed to assist her in facilitating this for her chapel and has extended this offer to any chairman wishing to conduct Zoom meetings for their chapel.

Good and Welfare:

Congratulations to the following members on their retirement:

Steve Chaney, Mike Cheek, Janis Newcomer, and Henry Woods.

Please inform the local chapter of any notable events affecting our members so we can include them in the minutes. This includes health issues, birth announcements, retirements, milestone birthdays, etc.

Breakfast at RIPS Country Inn in Bowie, MD is held on the 3rd Friday of every month. All members are welcome to attend.

Adjournment:

A motion to adjourn was made and seconded.

With no further business to discuss, the meeting was adjourned at 11:20 AM.

Respectfully submitted,

John Mogavero