PARTIES

This Agreement is between the U.S. Government Publishing Office ("GPO") and Columbia Typographical Union, Local 101-12 ("CTU, Local 101-12").

This agreement is reached in accordance with the provisions of Title 44, Section 305, of the U.S. Code, and shall apply to employees in Washington, D.C. and Stennis, Mississippi. The terms of this Agreement supersede and take precedence over any conflicting provision(s) in existing collective bargaining agreement(s). Any term, right, privilege, or contractual provision not specifically changed by this Agreement shall remain unchanged and unaffected by this Agreement. Each Union that is a Party to this Agreement retains the right, in accordance with applicable law, to enter into supplemental agreements and/or memoranda of understanding concerning matters not specifically addressed and/or covered by this Agreement or an existing collective bargaining agreement.

ARTICLE I
WAGE RATE

A. Pay Rates

2026
The rate of pay for bargaining unit employees shall be increased by the same percentage as is accorded to General Schedule (GS) employees in the Washington, D.C. metropolitan area, including any applicable locality rate. The effective date for the raise shall be the same as for the GS employees in the Washington, D.C. area.

2027
The rate of pay for bargaining unit employees shall be increased by the same percentage as is accorded to General Schedule (GS) employees in the Washington, D.C. metropolitan area, including any applicable locality rate. The effective date for the raise shall be the same as for the GS employees in the Washington, D.C. area.

2028
The rate of pay for bargaining unit employees shall be increased by the same percentage as is accorded to General Schedule (GS) employees in the Washington, D.C. metropolitan area, including any applicable locality rate. The effective date for the raise shall be the same as for the GS employees in the Washington, D.C. area.

2029
The rate of pay for bargaining unit employees shall be increased by the same percentage as is accorded to General Schedule (GS) employees in the Washington, D.C. metropolitan area, including any applicable locality rate. The effective date for the raise shall be the same as for the GS employees in the Washington, D.C. area.

If the Federal Employees Pay Comparability Act of 1990 is changed or amended during the term of this Agreement so that the method used to compute the rate of pay increase is changed, either party may reopen this Agreement.

B. Retention Payment
A retention incentive will be paid per year of the wage agreement, as follows:

2026: $2,000
2027: $2,000

2028: $2,250
2029: $2,500

Payment to be made TBD for 2026, and March of each contract year thereafter. For 2027 and thereafter, payments will be made to active employees who were on rolls at GPO by September 1 of the prior year.

The 2026 retention incentive of $2,000 will include the retroactive pay for the 2026 GS increase, and no additional lump payouts will be made.

C. Night Shift Differential (Unchanged)
The night shift differential shall be ten percent (10%) for work performed during a regularly scheduled or authorized tour of duty, three or more hours of which fall between 6:00 pm and 6:00 am.

D. Holiday Pay (Unchanged)
The rate paid for work on holidays shall remain consistent with GPO Directive 640.7E or its successor if revised.

E. Overtime (Unchanged)
The rate paid for overtime work shall be one and one-halftimes the employee's rate of pay for his/her regularly scheduled work week, Monday through Friday, at the time of the overtime in accordance with GPO Directive 640.7E, and as subsequently amended.

F. MetroChek (Unchanged)
In accordance with applicable law and regulations, the GPO will offer to employees the opportunity to enroll in the MetroChek transit subsidy program. GPO will reimburse employees who enroll in the program for their actual monthly costs of commuting to and/from work, up to a maximum of $265 per month or as amended by Congress during the term of this Agreement.

The subsidy is provided to those employees who incur transportation costs via public transportation, mass transit or eligible vanpool to commute to and/or from work. Vanpool eligibility is determined by Metro in accordance with applicable law and regulation. Employees will sign an affirmation that they are not in the GPO parking program unless they are in an eligible vanpool. The sale or transfer of a MetroChek is prohibited. The subsidy will be effective as of the first pay period of the next full month following approval of the agreement by the Joint Committee on Printing (JCP).

G. Hill Details Premium
A premium of 10% to equal night shift premium rate, calculated as CTU day shift base rate x 1.10, will be paid to all Congressional detailees from the bargaining unit. Employees on night shift (second and third shift) will not receive an additional premium on top of their current premium rate. **The premium shall become effective on October 4, 2026.**

H. Gliding Schedule
Bargaining unit employees are eligible for a Gliding schedule consistent with GPO's current program.

ARTICLE II
EDUCATION (Unchanged)

The cost of any authorized mission-related education/training that meets the criteria in GPO Instruction 625.6A "Training and Career Development" will be paid in full by the GPO. Authorization must be obtained from the designated workforce development and management official prior to the employee's commencement of the

education course or program. Reimbursement shall be limited to the cost of the tuition, books, and/or materials required by the instructor.

ARTICLE III
PAY ADMINISTRATION (Unchanged)

A. Procedures for change in payday
If GPO should be requested by Congress, or any of its Committees, to change its pay system, and where such change would result in a change in payday, GPO will notify the Union at least thirty (30) days prior to any change in the payday. The notice will include the date on which the change is expected to occur. The JBC will be accorded an opportunity to negotiate the impact of any change.

B. Issuance of special paychecks
Normally a special paycheck will be issued within five (5) workdays from the date an employee's supervisor notifies the Payroll Section Chief, in writing, that an employee, through no fault of his/her own, has experienced a shortage in their paycheck which is equivalent of eight (8) hours or more of base pay whether such hours short are overtime, base pay, or a combination thereof. Any correction for less than eight (8) hours of base pay will be made on the subsequent regular paycheck.

ARTICLE IV
ENVIRONMENTAL DIFFERENTIAL PAY (Unchanged)

The GPO shall provide to all employees covered by this Agreement, environmental differential pay for exposure to various degrees of hazards, physical hardships, and working conditions of an unusually severe nature. The definitions shall be determined in accordance with 5 C.F.R. 532.511 and the Appendix A to Subpart E of Volume 5, Part 532 of the Code of Federal Regulations, Schedule of Environmental Differentials, and subsequently amended. The amount of the differential of an employee's pay shall be the percentage specified in 5 C.F.R. 532.511.

ARTICLE V
EYE EXAMINATIONS (Unchanged)

Once per calendar year, GPO will provide an eye examination by a qualified Occupational Health Division personnel or other specialist for all employees who normally spend twenty (20) hours or more per week at a video display terminal. Employees must contact GPO medical to schedule exams.

ARTICLE VI
EMERGENCY EMPLOYEE PAY (Unchanged)

Employees covered by this Agreement, who are designated by GPO as “Emergency Employees” in hazardous weather conditions and/or other similar emergency situations as declared by the Office of Personnel Management (OPM), in accordance with their Area Emergency Dismissal or Closure Procedures, shall be paid two (2) times their regular hourly rate for each hour, up to 8 hours, actually worked in the emergency situation. Employees will be paid one and one-half (1-1/2) times their regular rate for each hour worked in excess of eight (8) hours in an emergency situation. Emergency employees will be paid their regular rate of pay for approved delayed arrival time. GPO will not withhold retirement deductions from the “emergency pay” received under this Article, and it is understood that such pay is not part of base pay.

Employees are not entitled to additional pay under the provisions of this Article when they have been determined to be "Excepted" from the provisions of the Antideficiency Act, 31 USC §665, and are required to be

at work during any time when there is a funding lapse or closure by any administrative, regulatory, or legal authority.

ARTICLE VII
WORKWEEK (Unchanged)

The basic workweek shall be comprised of five (5) eight and one-half hour (8½) days, Monday through Friday with one-half hour (½) of unpaid time for lunch.

ARTICLE VIII
PROCEDURES TO ESTABLISH NEW RATES (Unchanged)

The parties hereby agree that the following procedures will be followed to establish wage rates for:

(1) Employee(s) assigned to operate new equipment or machinery ordered during the term of this Agreement to replace existing equipment or machinery where such new equipment or machinery will significantly change the previous duties, skills, efforts, functions, and responsibilities of such employee(s) who were assigned to and operated the equipment or machinery being replaced, and for,

(2) Employee(s) who, irrespective of any new equipment or machinery, experience a significant change from their previous duties, skills, efforts, function, and responsibilities while continuing in their existing position(s) during the term of this Agreement.

The parties agree that the term "significant(ly) change" means that the employee(s) will spend a preponderance of their time performing new and substantially increased, or decreased, duties, skills, efforts, functions, and responsibilities.

A. GPO will notify the Union in writing within ten (10) working days of ordering any new equipment or machinery which is substantially different from the existing equipment or machinery it replaces, and which will result in a significant change in duties, skills, efforts, functions and responsibilities of the employee(s) assigned to and operating the equipment or machinery being replaced.

B. In accordance with applicable provisions of the Federal Service Labor-Management Relations Statute, and supplemental collective bargaining agreement, GPO will afford the Union(s) the opportunity to negotiate upon the impact and implementation of the introduction of such new equipment or machinery.

C. If any impacted Union desires to negotiate on the impact of the introduction of such new equipment or machinery, it must within fifteen (15) calendar days of receipt of the 'Notification' letter in accordance with paragraph A, notify, in writing, the Director of Labor Relations of its intentions. The parties may agree to hold negotiations in abeyance for ninety (90) days after the equipment or machinery is placed into production in order to provide time for the assessment of the changes, if any, in duties.

D. A Union(s) desiring to negotiate the impact upon an employee(s) who, irrespective of the new equipment or machinery, believe(s) they have experienced a significant change from their previous duties, skills, efforts, functions, and responsibilities while continuing in their existing position(s), must notify, in writing, the Director of Labor Relations of its intentions within thirty (30) days of the institution of the asserted change(s). The notification shall include a description of the asserted change(s) in the duties, skills, efforts, functions, and responsibilities of such employee(s).

E. Upon such written request under either paragraph **C** or **D** preceding, GPO will meet within ten (10) working days, or later as mutually agreed by GPO and the affected Union where it may not be possible to determine a fair rate in advance of active production experience, to discuss the appropriate pay rate(s) for the employee(s) described in paragraph **A** and **D**. The new pay rate(s), if any, shall be based upon, and be consistent with, then existing GPO rate(s) which require similar duties, skills, efforts, functions, and responsibilities. Where relevant, the parties may also consider pay rates in the public and private sectors involving similar equipment or machinery, or where such change is irrespective of equipment or machinery, similar duties, skills, efforts, functions, and responsibilities.

F. If, after forty-five (45) calendar days following the first negotiation session under paragraph **E** preceding, the parties have not reached agreement, GPO may implement its final offer upon ten (10) calendar days written notice.

G. GPO shall proceed to mediation-arbitration with the impacted Union(s) if it submits, in writing, to the Director of Labor Relations, within ten (10) calendar days of the notification provided for under paragraph F, a request to proceed with mediation-arbitration. Upon receipt of such request, the pay action of GPO will be stayed, if that action would be a reduction in the existing wages. The usage of the equipment or machinery will not be impacted by the stay action or the mediation-arbitration proceedings.

H. To provide for the mediation-arbitration provisions of paragraph G preceding, GPO and the JBC will develop a panel of five (5) arbitrators to be employed as mediation-arbitration neutrals. Members of the panel will hear cases in rotation. It is agreed that an arbitrator may be stricken from the panel, and a substitute panel member agreed upon, at any time except when such arbitrator is next in line to hear a case.

I. An arbitrator (Neutral) will be selected on the basis of availability for a hearing within thirty (30) days. The cost of the mediation-arbitration proceeding, including transcripts, will be paid one-half (½) by GPO and one-half (½) by the Union(s) participating in the proceeding. The hearing or mediation session will be held at GPO.

J. The Neutral will, as promptly as possible, meet with the parties to attempt to resolve the dispute through mediation or, if necessary, through arbitration, after such hearing, or other procedure or procedures, as the Neutral shall determine to be appropriate in all the circumstances.

K. The Neutral shall issue a decision stating his/her resolution of the issues that remain in dispute within thirty (30) calendar days of the completion of the hearing or procedure(s) utilized. The agreement and/or resolution may be retroactive to the date of the change or prospective only, as mutually determined by the parties, or as the Neutral shall determine.

The parties agree that, for the purposes of retroactivity, the date of the change may be fixed no earlier than the date of active production of such new equipment or machinery, or, for changes irrespective of equipment or machinery, the date of the notification by the affected Union(s) to GPO as required by paragraph D preceding.

The Neutral shall provide the parties with a Statement of Findings, and an opinion supporting the resolution of each disputed issue. A decision rendered by the Neutral under the procedures established by this Article shall be limited to and shall have binding effect only as to the wage rate at issue.

L. Any agreement or resolution reached through the procedures described in this Article shall be final and binding upon GPO and the affected Union(s) for the duration of this Agreement, and shall remain in effect thereafter unless changed by the parties through bargaining pursuant to 44 U.S.C. 305.

M. The pay/salary retention provision of GPO Instruction 640.7E (or as may be amended), shall apply to any incumbent employee whose rate of pay is established as a result of this Article. The new rate(s) of pay, if lower, shall only be applicable to any employee(s) hired, promoted, or voluntarily assigned, after the new rate(s) of pay has (have) been fixed by the Neutral, or when mutually agreed to by the parties.

N. Nothing in this Article, or Agreement, shall be read to prevent GPO from introducing new equipment, machinery, or methods, or from assigning employee(s) to perform available work.

ARTICLE IX
GRIEVANCES (Unchanged)

For grievances involving the application or interpretation of this Agreement, the parties will use the procedures in Article VII, Grievances and Arbitration, of the current Master Agreement. Either party may appeal a decision of an arbitrator under the procedures of 5 U.S.C. § 7122. GPO retains any other applicable appeal right.

ARTICLE X
OVERTIME POLICY PILOT

A 6-month pilot will be conducted for full hire overtime on weekends and holidays, testing the following policy:

If an employee has worked or will work at least 8 hours of their normal tour of duty during any given calendar week, they will be eligible to work overtime during days they would normally have off (such as weekends or holidays).

If an employee is in a leave status when overtime is offered for a weekend or holiday and the employee would otherwise qualify for the overtime, the Employee must email their manager(s) by two hours after the start of their shift on Friday to volunteer for overtime. Managers must respond to any such communication to offer overtime if available, or confirm that none is available.

This Pilot applies to full hires (when all employees are needed for overtime). Partial hires will continue to be offered only to those physically present at the worksite. This policy applies only to overtime offered for Saturdays and Sundays or holidays, not for regular workweek overtime. At the end of the Pilot, the parties will meet to discuss full implementation and any additional flexibilities that may be useful.

RECRUITMENT WORKING GROUP

A joint management-union working group on Recruitment will be established.

DURATION

This Agreement shall terminate on the day before the first pay period in January 2030.

For the GPO:

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Hugh Nathanial Halpern
Director, U.S. GPO

_____
Brian Pearl
Deputy Director, U.S. GPO

For the Union:

_____
Mary Stanfield, Chapel Chairperson
Columbia Typographical Union, Local 101-12

_____
Lawrence Sibiski, Chapel Representative
Columbia Typographical Union, Local 101-12