

Season's Greetings

Columbia Typographical Union No. 101-12



America's Oldest Labor Union ♦ Organized January 7, 1815

COMMUNICATIONS WORKERS OF AMERICA, AFL-CIO



Vol. 116

WASHINGTON, D.C. --- NOVEMBER 2021

No. 4

Regular Union Meeting—Saturday, November 20, 2021, 10 a.m.

Graphic Communications International Union Local 285
6210 N. Capitol Street, N.W., Washington, DC 20011

Report of the President

All of us at Union Headquarters would like to take this opportunity to wish all of our active Union brothers and sisters, as well as our retired Union brothers and sisters, a VERY HAPPY, HEALTHY, PEACEFUL, AND BLESSED NEW YEAR! I would also suggest we all take a few moments to remember our deceased Union brothers and sisters without whom the solidarity of our Union could not have been achieved.

2018 AND 2021 BYLAWS REFERENDUM VOTE

I would like to thank the members of the Bylaws Committee for their work on completing our recent bylaws referendum. The results of the referendum can be found on pages 2 through 7 of this bulletin.

GPO WAGE AGREEMENT

On November 16, 2021, members working at the Government Publishing Office will be voting on a 4-year wage agreement covering the years 2022 to 2025. The printing of the November bulletin was prior to the vote being held on the wage agreement, so we will report the outcome of the vote on the wage agreement in our January bulletin.

MEMBERSHIP DATABASE UPDATE

In order for the Union to keep its membership informed as much as possible, it needs to be able to reach its mem-

bers. However, this can only be accomplished with the help of the membership by providing the Local with their current mailing address, phone number, and e-mail address. Having this information will allow the Local to get in touch with you directly and also help the Local in reducing costs by not mailing out information to the incorrect address only to have it returned to the Local. So, this year, when making your New Year's resolutions, add sending you current contact information to the Local.

GPO CHAIRMEN'S CHAPEL MEETING CHANGE

The GPO Chairmen's Chapel meeting, normally scheduled to take place prior to the Local's regular meeting, will now take place AFTER the Local's regular meeting.

Fraternally,

Michael M. Maher

Michael Maher,

President

"Next Regular Union Meeting"

Saturday, January 15, 2022, 10 a.m.

(Please note this is the 3rd Saturday in the month.)
Graphic Communications International Union Local 285
6210 N. Capitol Street, N.W.
Washington, DC 20011

2018 Bylaws Referendum Results

As acted upon at the September 15, 2018 Union Meeting. Submitted by the Laws Committee, Mike Divver, Chairman, Jeff Bridges and Dolores Slack. Wording in **Bold Brackets** to be deleted, replaced by ***Bold Italics***.

PROPOSAL NO. I

Article V—Local Union Meetings

SECTION 1. Regular meetings shall be held at 10:00 a.m. on the third Saturday of January, **[March,]** May, September and November. If the regular meeting falls on a legal Holiday, the meeting shall be held on the following Saturday.

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PROPOSAL NO. II

Entire CTU 101-12 Bylaws

[Government Printing Office] *Government Publishing Office*

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PROPOSAL NO. V

Article II. Local Structure (Add new section).

SECTION 9. The Local, in May and September, if requested, will provide to the membership the following:

- 1. Current number of working members;***
- 2. Current number of retired members who are eligible to run for and vote for all local matters;***
- 3. Current number of retired members who are only eligible to vote for all local matters except delegates to the convention;***
- 4. Current number of Not-At-Trade (NAT) members.***

The Local will provide this information in one of the following three ways:

- a. Printed in the May and September bulletins;***
- b. Mailed to the membership on CTU 101-12 official letterhead; or***
- c. Emailed to members who provide their email address to the Local.***

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PROPOSAL NO. VI

Article V. Local Union Meetings

Section 2. Special meetings may be called by the President at his discretion and shall be called on the written request of **[25] 15** members in good standing, representing at least **[5] 3** chapels. Nothing can be proposed or acted on at such meetings which is not stated in the call. Provided, that questions for the consideration of which a special meeting has been held having been decided, a second special meeting for the same purpose shall not be called, unless, in the opinion of the President, or **[100] 50** members, the welfare of the Local Union requires it.

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PROPOSAL NO. VII

Article V. Local Union Meetings

SECTION 5. Minutes from the Local Union Meeting shall be made available to the membership by way of email, upon request from members. Printed copies of the minutes from the previous meeting will be made available to members at the next Local Union Meeting.

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PROPOSAL NO. VIII

Article VII. Nominations, Elections and Referendum Vote

SECTION 1. The nominations for the regular election in November shall be made at the regular September meeting of the Local Union. The nomination of a person for the office of Local Union President shall also constitute the nomination of the same person as a delegate to CWA Conventions and PPMWS Conferences held during the term of office for which the election is being conducted. The election of officers of the Local Union shall be held the first Wednesday of November every third year. A vote cast for a candidate for the office of Local Union President, shall also constitute a vote for such candidate to serve as a delegate to CWA Conventions and PPMWS Conferences held during the term of office for which the election is being conducted, in the event such candidate is elected to office. The at-large delegate to the Printing, Publishing and Media Workers Sector Conference and the Communications Workers of America Convention shall be elected on the first Wednesday of November every third year. Qualifications for any office in Columbia Typographical Union No. 101-12, shall be membership in good standing **[and attendance at one Local Union meeting during the period of one year prior to the nomination] and attend the meeting when nominations are held. A proxy will be allowed.**

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PROPOSAL NO. IX

Article VII. Nominations, Elections and Referendum Votes

SECTION 9. Should a vacancy occur in the office of Vice President or Secretary-Treasurer within less than (6) six months of the time for holding the next election, said vacancy shall be filled by appointment of the local President **with the approval of the Executive Committee.**

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PROPOSAL NO. X

Article VII. Nominations, Elections and Referendum Votes

SECTION 13. The President shall have the power to fill a vacancy in any office by appointment until the vacancy is filled by election **with the approval of the Executive Committee.**

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PROPOSAL NO. XI

Article VII. Nominations, Elections and Referendum Votes

SECTION 14. Any member desiring to appeal the results of any election shall do so in accordance with the CWA Constitution. **If a member files an appeal to any election, the Local must carry out the appeal process as stated in the CWA Constitution, Article XV—Elections, Section 4—General Provisions—(b).**

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PROPOSAL NO. XII

Article X. Funds

SECTION 6. The President shall have a Certified Public Accountant, **who the Executive Board has approved**, examine the financial records of the Local Union at the end of each fiscal year and prepare an annual financial report which must be examined by the Local Executive Board, printed in the **[December] January** Bulletin and presented to the regular January membership meeting. The President shall insure that all required reports are filed with the appropriate authorities.

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PROPOSAL NO. XIII

Article XI. Amendments

SECTION 3. All propositions shall be read at the May Local Union meeting, and unless ruled out of order, must be printed in the **[Bulletin] September Bulletin**. Propositions shall then be voted on at the September meeting of the Local Union.

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PROPOSAL NO. XIV

Article X. Amendments

SECTION 4. Amendments of the Bylaws shall require concurrence of two-thirds of the members present and voting at a Local Union Meeting, and then by a majority of those voting in a referendum vote and shall be printed **[in the Bulletin] in the November Bulletin**.

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PROPOSAL NO. XV

Article XII. Duties of Officers

SECTION 1. The Local President, as the principal executive officer of the Local Union, shall have full authority to execute the policies of the Union; shall preside at all meetings of the Local Union and of the Executive Board; shall enforce the CWA Constitution, PPMWS Laws, Local Bylaws and Rules; shall appoint committees and delegates except at otherwise provided for in these Bylaws; shall have the responsibility of negotiating all contracts for the Local Union; shall decide all questions on contracts and on Local, PPMWS or CWA laws, his decisions to be binding until reversed by the Union on appeal; shall issue a Bulletin which must be circulated to the membership; shall have the authority to employ **with the approval of the executive committee** necessary employees of the Local Union and to retain necessary professional services for the Local Union; shall be custodian of all Local Union property; shall represent the Local Union at official meetings of the AFL-CIO and its subordinate bodies, CWA, PPMWS or other organizations with whom the Local Union is associated; shall have such additional duties as assigned by the Local Union or required by the Constitution or policies of the Union.

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PROPOSAL NO. XVI

Article XII. Duties of Officers

SECTION 2. All printed communications from Columbia Typographical Union 101-12 to the membership, must be on CTU 101-12 official letterhead; all communications from Columbia Typographical Union 101-12 by email, must be through the CTU 101-12 official email account.

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PROPOSAL NO. XVII

Article XIII. Executive Board

SECTION 1. The Executive Board of the Local Union shall consist of the President, Vice President, Secretary-Treasurer, two members from the Government **[Printing] Publishing Office**, and two members from chapels besides the Government **[Printing] Publishing Office**. **If members from chapels besides the Government Publishing Office are not available to serve on the Executive Committee, all members on the Executive Committee may come from the Government Publishing Office.**

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PROPOSAL NO. XVIII

Article XVI. Compensation

[SECTION 1. The President shall be paid \$40,000.00 per annum, payable weekly. The President shall also receive \$200.00 per month for incidental expenses; shall be allowed 30 days annual leave, to be taken at his discretion, but not more than 30 days may be carried over to the following year; shall be allowed 15 days of sick leave annually and, if hospitalized or seriously ill, shall be allowed not more than 30 additional days in any one term of office; shall receive a fully paid health plan; shall have contributions made into the 33 CWA/ITU Pension Plan on his behalf; and shall be allowed such other reimbursed expenses and perquisites as authorized by Executive Board.]

Replace entire Section 1 with:

SECTION 1. The President shall be paid \$25,000.00 per annum, payable monthly. The President shall also receive \$200.00 per month for incidental expenses; shall be allowed 15 days annual leave, to be taken at his/her discretion, but not more than 10 days may be carried over to a following year; shall be allowed 10 days of sick leave annually and, if hospitalized or seriously ill, shall be allowed not more than 20 additional days in any one term of office; and shall be allowed such other reimbursed expenses and perquisites as authorized by Executive Board. When employed by the Union the President shall be compensated for actual loss of time during their regular working hours at the rate received at their regular employment.

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PROPOSAL NO. XXIV

Article XVI. Compensation

SECTION 10. Any employee hired by the Local, full time, part time or contractor, must be approved by the Executive Board. Any benefits such as vacation time, sick time, health plans or pension contributions, must be approved by the Executive Board.

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Bylaws 2nd Paragraph

Revised to **[January 2014]** *new date to be added* under the supervision of the Laws Committee.

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2021 Bylaws Referendum Results

As acted upon at the September 18, 2021 Union Meeting. Submitted by the Bylaws Committee: Mike Divver, Chairperson; Dolores Slack; and Richard Anderson. Wording in **Bold Brackets** to be deleted, replaced by *Bold Italics*.

Article VI. Quorum

SECTION 1. **[Ten]** *Seven* members in good standing shall constitute a quorum for the transaction of all business of the Local Union.

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Article VII. Nominations, Elections and Referendum Vote

SECTION 2. All elections of officers and delegates and all referenda shall be conducted by U.S. Mail. Election material shall be mailed no sooner than 21 days prior to the date of the election or referendum. All material distributed to the members must contain the Union label. The Board of Elections shall conduct the counting and final tally of all votes. No member of the Board of Elections can be a candidate for any office at the time of balloting. **All material mailed to the membership for the election of officers must contain a return prepaid-postage envelope.**

APPROVED 109 DISAPPROVED 1 BLANK 22

Article X. Funds

SECTION 3. The funds of the Local Union may be expended by the officers up to the amount of the approved budget in each category. Any increase in the approved budget must be approved either by the Executive Board or the general membership. Available funds of the Local Union may also be appropriated in an amount of up to **[\$500.00] \$1,000.00** by the Local Union President, the Executive Board, or the Local Union. Available funds of the Local Union may also be appropriated for other purposes as may be directed by three-fourths vote of the members present and voting at a regular or special meeting of the Local Union. Proposals calling for the appropriation of more than **[\$500.00] \$1,000.00** must be printed on the call in the Bulletin or may be adopted by a majority referendum vote. There shall be no motion entertained by the presiding officer for an appropriation unless the amount asked for is available in excess of the amount necessary for the current expenses of the month. Proposals calling for the expenditure of funds in excess of **[\$2000.00] \$3,000.00** must receive a majority vote in a local referendum.

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Article X. Funds

SECTION 5. The President shall **[print a report in the January Bulletin] make available at the January meeting a report** comparing actual expenditures for the previous year with the approved budget.

Not Recommended by the Laws Committee.

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Article X. Funds

SECTION 6. **[The President shall have a Certified Public Accountant examine the financial records of the Local Union at the end of each fiscal year and prepare an annual financial report which must be examined by the Local Executive Board, printed in the December Bulletin and presented to the regular January membership meeting. The President shall insure that all required reports are filed with the appropriate authorities.]**

SECTION 6. ***The President shall have an Accountant/Auditor examine the financial records of the Local Union at the end of each fiscal year and prepare an annual financial report which must be examined by the Local Executive Board and presented at the regular January membership meeting. The President shall ensure that all required reports are filed with the appropriate authorities.***

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Article X. Funds

SECTION 7. **[On the death of any member of Columbia Typographical Union No. 101-12, the President shall have printed in the Washington Post or the Baltimore Sun a timely notice informing the Union membership A floral or other appropriate tribute may also be sent during the bereavement period.]**

SECTION 7. ***Upon being notified of the death of any member of Columbia Typographical Union No. 101-12, a floral or other appropriate tribute will be sent during the bereavement period.***

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Article XI. Amendments

SECTION 2. Propositions must specify the **[article, section, and page] article and section** of the **[law book] Bylaws** of all sections to be altered, in any manner, and must be submitted in duplicate.

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Article XI. Amendments

SECTION 4. Amendments of the Bylaws shall require concurrence of two-thirds of the members present and voting at a Local Union meeting, and then by a majority of those voting in a referendum vote and shall be printed in the Bulletin. ***All material mailed to the membership for a referendum vote for changing the Bylaws must contain a return pre-paid-postage envelope and sent to the membership for approval or disapproval no later than twenty-one (21) days after the September meeting. Results of the referendum vote shall be printed in the Bulletin with Bylaw changes approved by the membership becoming effective on the first (1st) day of the month following the referendum vote.***

APPROVED 102 DISAPPROVED 1 BLANK 29



Article XVI. Compensation

SECTION 1. **The** President shall be paid \$25,000.00 per annum, payable **[monthly] quarterly**. The President shall also receive \$200.00 per month for incidental expenses; shall be allowed 15 days annual leave, to be taken at his/her discretion, but not more than 10 days may be carried over to a following year; shall be allowed 10 days of sick leave annually and, if hospitalized or seriously ill, shall be allowed not more than 20 additional days in any one term of office; and shall be allowed such other reimbursed expenses **[and perquisites]** as authorized by the Executive Board. When employed by the Union, the President shall be compensated for actual loss of time during their regular working hours at the rate received at their regular employment.

Note: The 2021 proposed Bylaws change for Article XVI. Compensation—Section 1, if approved by the membership ONLY becomes effective if the 2018 proposed Bylaws change for Article XVI. Compensation—Section 1 is also approved by the membership.

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Article XVI. Compensation

SECTION 2. **The** Vice President shall be paid \$1,200.00 or 5 percent of the Local President’s salary per annum, payable **[semiannually] at the close of each quarter**. When employed by the Union, the Vice President shall be compensated for actual loss of time during their regular working hours at the rate actually received at their regular employment **[or \$110.00 whichever is greater] plus 10 percent of their regular hourly rate**.

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Article XVI. Compensation

SECTION 3. **The** Secretary-Treasurer shall be paid \$4,000.00 per annum, payable **[semiannually] at the close of each quarter**. When employed by the Union, the Secretary-Treasurer shall be compensated for actual loss of time during their regular working hours at the rate actually received at their regular employment **[or \$110.00 whichever is greater] plus 10 percent of their regular hourly rate**.

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Article XVI. Compensation

SECTION 9. **The [Chairmen] Chairpersons** of chapels, **shall be compensated by** 5 percent of the gross amount of Local Union dues collected **[by them]**. Provided, that a **[chairman] chairperson** shall not be paid less than \$5.00 nor more than \$400.00 per month. **Commissions will be paid to the chairperson at the close of each quarter**. Recommended by the Laws Committee.

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Article XVI. Compensation

Section 10—New

SECTION 10. For compensation purposes, the calendar quarters are defined as follows:

1st quarter: January, February, and March

2nd quarter: April, May, and June

3rd quarter: July, August, and September

4th quarter: October, November, and December

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Number of Bylaw Referendum Ballots returned: **133** Number of Bylaw Referendum Ballots Voided: **1**
Number of Bylaw Referendum Ballots returned marked *Unable to Deliver*: **19**



IN MEMORIAM

We extend sincere condolences to the families and friends of the recently departed members of the union.

- John Bennett (96)
May 5, 2021
- Howard Boiko
October 14, 2021
- Jeffery Bridges
October 9, 2021
- William Fontz
May 28, 2021
- Catherine Jarvis (92)
September 15, 2021
- Jacob Manoogian
April 11, 2021
- Pat Nicholson
September 2021
- Phil Oliver (81)
August 16, 2021
- Vance 'Buck' White (91)
September 30, 2021

ATTENTION RETIREES

It's that time for 2022 Union Dues

Every year the local has the tedious task of collecting union dues from our retired members in order to keep their membership in good standing. Every retiree is required to pay union dues in order to remain a member in good standing.

Upon retirement, a member must select between maintaining a full CWA membership or a Local/Sector membership. Retirees are not permitted to change their membership status after their initial selection. Depending on what type of membership you selected at retirement, your 2021 union dues are:

\$12.00-----Local Membership

or

\$24.00-----Full CWA Membership

Please detach below and mail with your check payable to:

Columbia Typographical Union 101-12 or CTU 101-12

4626 Wisconsin Avenue, N.W., Suite 200

Washington, D.C. 20016-9413

All voluntary contributions will be listed in the Local Bulletin each month.

If you desire *not* to be listed please let us know.

General Fund

- Anonymous \$316.00
- John Beary 48.00
- Edward Blackwell 30.00
- Charles Fleet 50.00
- Harold Grainger 100.00
- Raymond Griffin 50.00
- Richard Goetzinger 25.00
- In memory of*
Frank L. Drake
- Richard Goetzinger 25.00
- In memory of*
Joseph P. McKenzie
- Richard Grasso 6.00
- Dennis Hess 10.00
- Larry Hoffman..... 38.00
- David Hoffmaster 10.00
- Richard Jedlicka 5.00
- James Jones 10.00
- Freddie Lawrence 12.00
- Sherry Michaels..... 6.00
- William Mund 8.00
- Thomas Murphy..... 100.00
- Bruce Nissley 100.00
- William Sager 50.00
- Raymond Sauer 6.00
- Dolores Slack 36.00
- James Storey..... 26.00
- James Stull..... 30.00

<input type="checkbox"/> \$12.00 Local Membership	\$
<input type="checkbox"/> \$24.00 Full CWA Membership	\$
<u>Additional Contributions</u>	
<input type="checkbox"/> General Fund.....	\$
<input type="checkbox"/> Corporation (Building Fund)	\$
<input type="checkbox"/> Additional Donation.....	\$
Total	\$
Name	
Address	
Phone Number	
Email Address	

Note. When contacting the local about your membership, please inform the local if you are a Local/Sector member or a Full CWA member.

Call (202) 362-9413 or contact the Local using our new E-mail Address:

LocalCTU10112@gmail.com

