

Minutes of Columbia Typographical Union Local 101-12

SEPTEMBER 23, 2023

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

Members In Attendance:

Michael Maher Deborah Lord
Larry Sibiski Mary O'Brien
Mary Stanfield Mike Divver
John Mogavero Tim Terrell
Richard Anderson Bill LaChance

Members In Attendance via ZOOM:

Sue Goldberg Jean Paffenback
Wanda Green Sharon Farr
John Kane Greg Matiasevich
Deborah Hill

Meeting called to order by Michael Maher, President, at 9:05 am.

Stand for the Pledge of Allegiance

Moment of silence for our recently departed members

Minutes:

Minutes from the May 20, 2023, meeting was approved and accepted by the members as printed.

Committee Reports: None

Executive Report: None.

Laws Committee:

The by-law changes were printed in the May bulletin. The current by-laws do not allow members attending the meeting via zoom to vote on matters during the meeting. A by-law change has been introduced by Richard Anderson to rectify this situation. The change has been recommended favorable by the Laws Committee. The proposed by-law changes were read by the Chairman of the By-Laws Committee Mike Divver and voted on by members in attendance to send them to referendum. The proposed by-law changes will be sent to referendum to be voted on by the membership. They will be printed and sent to the members with a return self-stamped addressed envelope. You will insert your vote into the self-stamped address envelope which will be returned to union headquarters.

Officers Report:

President's Report:

GPO agreed to let details from Capitol Hill come over to work overtime on weekends/holidays during a full hire. Details are to notify the Congressional Desk of their availability to work by 2 o'clock on Friday.

IRS previous bill from 2019 is still an issue. We are confident that this will be resolved in the very near future.

Nominations for officers are to be held later during this meeting. Larry Sibiski will be taking and recording the nominations.

By-law referendums will be discussed at today's meeting. Mike Divver and Richard Anderson will be available to answer any questions the members may have regarding any of the by-law changes.

Next month's meeting will be held at a new location to be determined soon and will be posted on the Union boards and in the Bulletin. There is the possibility that we may have the meeting using zoom only.

Vice President's Report:

No report was filed.

Secretary/Treasurer Report:

The proposed budget was printed in last month's bulletin. Does anyone have any issues with what was printed in the bulletin? What does need to be done and changed is the quick books cost. Quick books online have raised their price. If nobody has changes or issues I will leave as printed.

Currently the IRS has indicated that the Local owes \$9,700. Hopefully this figure can be reduced. Our accountants are working on this issue. If for some reason the Local is unsuccessful in achieving a reduction and must pay all of the \$9,700 it will have to be paid over a period of time. The Executive Board would have to approve this expenditure. Currently, no additional penalties are being incurred.

Old Business:

Larry and Mike had discussions with GPO about details going to Capitol Hill. The problem we run into now is that when details go to Capitol Hill voluntarily or drafted, they go through the Congressional Desk and not through our Transfer and Vacancy System. Having said that, Details on the Hill that may or may not want to come back to GPO, still have the right to put in a transfer to come back to GPO. Example: You were detailed to Capitol Hill from Shift 2 and now you want to come back to GPO but want to work Shift 1. There is a transfer vacancy posted and you put in a claim. You get it because of your priority, but then you do not come back. Management is upset about this situation, and they want to change the system. It has been explained to them that it's not the Transfer and Vacancy System that is the problem. The Transfer and Vacancy System is doing the job that it is supposed to do. An employee puts in a transfer and has the priority to secure that position they have it. The Union nor can GPO force Details from Capitol Hill to come back to GPO unless the committee in which they are detailed releases them with a letter. The Union must honor the employee's transfer. We have suggested to Management a simple solution to help fill in the vacancies without violating anyone's priority.

New Business:

Because of the low turnout for job postings or the low turnout of qualified individuals, GPO has instituted a subject matter expert. The current subject matter expert Peter Binns has been promoted. We understand that Alvena will now be the new subject matter expert going through resumes for Management.

New hires coming into the GPO receive 60-90 days training before they get moved into the work force. When these new hires get moved to their section as journeymen they do not have the qualifications or basic printing knowledge of the printing trade. This is Management's decision to hire these applicants. The Union has no say on who Management hires.

It has been reported that supervisors, when asked for help by the new hires, are refusing to help them. It was suggested that Management should select an individual on their shift to help new hires, but Management refused because of a lack of not having enough people.

Wanda – some new hires that have come in have no printing knowledge.

Mike – unfortunately when GPO hires someone they are telling that person we want you to work for us. Just because they do not have prior qualifications does not mean we cannot help them.

Wanda – that is not what I'm saying. They should know the foundation/basics. You need to build off that.

Debbie – don't we have a training representative?

Wanda – why should we teach them the basics? They should already know the basics.

Muchd discussion followed.

Mike suggested maybe Larry and himself can ask Management about their screening process and perhaps have someone from the Trade attend the screening process.

Larry integrated while on the subject matter of this discussion that 8 apprentices that came in on the first class recently only 5 stayed and 3 quit. They are now asking for 12 more apprentices for the next class. They won't start the next apprenticeship class until they hire another training representative. This will be in addition to Reggie who is the current training representative.

Nominations were conducted by Larry Sibiski, chairman of the Chairmen's Chapel.

NOMINATIONS:

President Nominations:

Michael Maher –by acclamation.

Vice President:

Proxy was given for Dolores Slack's nomination – accepted nomination.

Deborah Hill – nominated herself. Mike said according to the current by-law she could not be nominated if you are not here at the meeting and just via Zoom. Therefore, Mike Divver nominated Deborah Hill – accepted nomination.

Secretary Treasurer:

Deborah Lord - accepted nomination.

John Mogavero - accepted nomination.

Executive Committee:

Mike Divver - accepted nomination.

Tim Terrell - accepted nomination.

Mary O'Brien - accepted nomination.

Mary Stanfield - accepted nomination.

Sergeant-at-Arms:

William LaChance - declined nomination.

Larry Sibiski – (cannot accept nomination while conducting the nominations).

We can leave blank and appoint later.

Election Committee:

Larry Sibiski – accepted nomination.

Richard Anderson – declined nomination.

Wanda Green – accepted nomination.

Greg Matiasevich – accepted nomination.

Ballots will be mailed. Larry must secure a PO box. Larry is the only one that can secure the mail from the PO box for the ballots. Then the committee will meet over at headquarters to count the votes.

Mike will have the ballots printed and give them to the election committee to be sent out.

We have four new Union Members at GPO.

Emergency pay for when OPM closed all Federal agencies. Originally, GPO only wanted to pay shift 2 employees emergency pay, not shift 3 employees. This was straightened out as well as having the supervisors being paid emergency pay.

Good and Welfare:

Karen – came back to work (in Wanda's chapel) and while moving around the building, whatever device they implanted for the broken femur separated and came apart and she had to go back into surgery. She is recovering from another surgery on the same issue. We asked if there was anything we can do for her and were told that there was not much we can do. The doctor wants her to use that leg. Difficulty was getting from the parking lot into the building. Maybe an easy-go chair would help. It would help if she would communicate with us so we can try to help her receive the equipment necessary to help her get around in the building with little effort.

John and Mike went and saw a few retirees, namely Dale Cooney and his wife and Eileen Smith and her husband. Some of you might remember them. Dale has his moments. He has some difficulty in remembering certain events. Eileen is on 24/7 oxygen but gets around and feisty. Sue Goldberg is fine now. Ken Puzey retired. Was scheduled to have a cornea replacement. Waiting to hear more.

Breakfast at RIPs in Bowie is the 3rd Friday of month. All welcome. Stop by.

Urge Members to let us know when a member has health issues so we can let all know.

Adjournment:

Motion to adjourn and seconded.

There being no further business the meeting was adjourned.

Respectfully submitted,

Deborah Lord