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To: [Executiveboard](#)
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Subject: PPMWS Issue - Special Convention
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Sisters and Brothers,

Earlier, President Shelton sent out his memo regarding the PPMWS, and we will be having a conference call to discuss his letter tomorrow.

In such letter, President Shelton lays out some of the history of the PPMWS since we merged 30 years ago with CWA, and we initially serviced approximately 40,000 members. It is no secret that we, along with almost every other CWA District, Sector, and labor organization has lost members.

When I started as a staff representative almost 20 years ago, CWA had a little over 800,000 members. In the latest MDR provided to all of us, it shows that all of CWA combined, services approximately 400,000 - approximately 120,000 of which are the result of mergers. Accordingly, the PPMWS services approximately 4,600 members as of the January 2018 MDR.

Structural changes have been made and agreed upon, as President Shelton highlighted, in 2011 and 2015 under former CWA President Larry Cohen. When Larry and I sat down in 2015 to make modifications to our previous agreement, we reached a mutual understanding and agreement to make the changes needed in the 2015 agreement and carry this new agreement, at minimum, until the end of fiscal year 2023.

The financial and income situation was looked at by all of us and everything was sound. Though the finances looked sound to Larry, the Secretary/treasurer's office, and I, the PPMWS made even more cost saving changes, by moving out of the DC office to the new Pittsburgh location. This further reduced all associated costs the PPMWS was having. If you were to look at the Convention approved budgets since 2011, the PPMWS has consistently been under budget at the end of each fiscal year and continues to be under budget.

As for the geographic breadth of the locals and members President Shelton speaks of as being an impossible task, that task was actually larger in 2011 and 2015 when the new agreement was signed. Since the signing of the 2015 agreement (all of which President Shelton at the time supported), numerous locals have merged and continue to merge. It does however make it a little difficult to complete all the tasks needed when the 2015 Agreement calls for no less than 2 staff representatives, and President Shelton has not hired the 2nd staff representative. We lost one staff representative in June of 2017 and have been working short handed since. So he is correct when he states that one staff representative makes things difficult when it comes to servicing the membership.

The extreme example highlighted in his letter on the story of the Atlanta Local is an extreme example as he pointed out. However, in the letter he lacks to highlight many of the reasons why it has gone on for such a long period of time; which draws into question why this specific "story" was

used in his letter and the true motives behind such story. In bringing up this story, all the facts should have been shared so the whole story can be realized; not just selective facts.

The dues structure within the PPMWS is unique and something that many of the other merger partners may also experience in your own dues' structure. Many of our locations do collect dues by hand. This has been a process that has been in place since the inception of the PPMWS and even further back to the ITU. Due to the make-up of our membership, the hand collection of dues is unavoidable, yet we continue to strive towards constant improvements. PPMWS locals are bottom-up locals, not top-down locals when it comes to dues collection.

President Shelton proceeds to lay out his plan on how he believes that service to the locals and members may be improved and accomplished in his four numbered items. He also lays out how he initiated discussions with the PPMWS. However the facts lay out a different set of events.

I approached President Shelton at the 2017 Convention in Pittsburgh to ask for a sit-down discussion. The availability of both our schedules prevented a meeting during the convention. I called President Shelton shortly after the convention asking again, for a sit down so we could discuss the future representation of the Sector locals and members, since we just lost a staff representative in June. To date, we have held one meeting with President Shelton's committee, and that was held January 30th.

This meeting, we believed, went very well, and none of President's Shelton's proposals were ever brought up. It was just the opposite. It was more of an exploratory meeting on all the complexities of the PPMWS and all of the functions we perform.

Three days later (February 2), we receive a letter from President Shelton laying out his plan on dissolving the PPMWS and giving us a February 28th deadline to reach an agreement. This February 2nd letter and plan had fifteen points, not four points that were laid out in his letter today.

The PPMWS responded to his letter on February 23rd stating that the PPMWS was more than willing to have further discussions and look for avenues where we can achieve common ground.

Unfortunately, today, President Shelton is calling a special conference call to discuss and get approval from the CWA Executive Board to have a Special Convention. This should come as no surprise, but giving approval to have a Special Convention is adamantly opposed by the entire PPMWS, and I ask for all of your support as well.

Change can come about and should be discussed, but it should come through productive discussions and in the fashion of the true spirit of fellow unionism. Imposed arbitrary and capricious deadlines or special conventions just breeds contempt and animosity.

Prior to the call tomorrow, I ask not only the other merger partner Vice-presidents of CWA, but the District Vice-presidents as well, to re-read President Shelton's four numbered plan. However when re-reading it, I ask that you put in your own sector or district where he states PPMWS. Re-read it as the IUE; re-read it as NABET or AFA; re-read it as District 4 or District 7; re-read it as the Canadian

Guild. If a Special Convention can be called to eliminate the PPMWS and associated agreements and/or Merger Documents, who of you are next?

Do we dictate, or negotiate? Do we honor the agreements and mergers we signed in good faith, or do we become the very opposite of what we demand from the very employers we hold contracts with? My belief is that as soon as we stop practicing what we preach, it will be a sad day for all members and employees of CWA, not just the PPMWS. You decide...

In Unity,
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