

Agreement to Consolidate PPMWS Structure and Strengthen Services for PPMWS Locals and Members

To expand, improve and make more readily available and efficient services to members and Locals, by consolidating the Printing, Publishing and Media Workers Sector ("PPMWS") into existing Districts, the Communications Workers of America ("CWA") and the Laws and Finance Committee of the PPMWS agree to the following terms, notwithstanding any prior agreements concerning the PPMWS:

1. **Consolidation with Districts.** PPMWS Locals shall be serviced by the CWA Districts in which they are located. These Locals shall have full and regular access to the resources of their respective Districts, including grievances/arbitration, mobilization, and bargaining assistance by District Staff Representatives, as needed or requested by the PPMWS Locals, like other CWA Locals serviced by the Districts.
2. **Minimal Disruption and Continuity of Membership.** At all stages of implementing this new structure, care shall be taken to minimize disruption to PPMWS members. Service by Local officers shall provide continuity and the parties shall strive to make the transition from using existing PPMWS-dedicated staff to a larger number of District staff as seamless as possible. This Agreement does not add, remove, or transfer any current member to or from any Local and does not affect Local governance. This Agreement does not change Local numbers.
3. **Operational Fund Disbursement.** Any moneys in the PPMWS Operational Fund shall be disbursed to the Districts on a per capita basis, to ensure effective servicing of the PPMWS Locals and provide the PPMWS Locals and membership with increased services from District Staff.
4. **Strike Fund Disbursement.** The PPMWS Strike Fund shall be disbursed to the Locals, both PPMWS and other CWA Locals with PPMWS members, on a per capita basis, to augment Local budgets for member services and organizing. Any Local that is not in compliance with all CWA Constitutional requirements for Locals may not receive these funds.
5. **Status of Sector, Personnel and Office Lease.** In 2019, pending necessary Constitutional changes, the PPMWS as a Sector shall be dissolved and the PPMWS position of Executive Director and Sector President shall be eliminated. Existing PPMWS-dedicated staff position shall be eliminated. Represented staff shall join the roster of the District Staff. The PPMWS shall cease to have a designated seat on the CWA Executive Board. PPMWS Locals shall participate fully in the governance of CWA via their respective Districts, in accordance with the CWA Constitution. The PPMWS office Lease in Pittsburgh shall not be renewed.
6. **Transitional Committee:** The Laws and Finance Committee, no later than 90 days after execution of this agreement, will develop a transition plan proposal for implementing this Agreement. This proposal shall be submitted to the Transition Committee. The Transition Committee composed of a designee of the Laws and Finance Committee, the PPMWS Executive Director, and two designees of the CWA President shall identify issues and oversee details of implementing the terms of this Agreement, taking special care to ensure continuity of services for members and minimal disruption to Locals. Some issues identified are Continuity of Membership, Preserving ITU Identity, Maintaining ITU Standards and Protecting the Union Label, Recommendations to the Conference, Constitutional Amendments and Final Implementation. This Committee shall report to the CWA President on the status of implementation 120 days after execution of this Agreement and every 30 days thereafter.

Signed:

Chris Shelton – CWA President

Authorized on behalf of the Laws and Finance Committee

Date

Date