

**Agreement of Dissolution**  
**between the**  
**Printing, Publishing and Media Workers Sector of CWA**  
**and the**  
**Communications Workers of America, AFL-CIO**

This Agreement is between the Communications Workers of America, AFL-CIO (“CWA”), through its authorized representative, and the Laws and Finance Committee of the Printing, Publishing and Media Workers Sector of the CWA (“PPMWS”), through its authorized representative.

WHEREAS, the parties fully recognize the changes that have occurred, to the overall printing industry and organized labor, since the signing of their original Merger Agreement in 1987, which has aided in the significant decline of members within the PPMWS; and

WHEREAS, the parties recognize the necessity and obligation of strengthening and keeping locals fully functioning within the Union and, it is the parties’ intent, with this Agreement, to expand services to all members and Locals of the PPMWS; and that the members are better served when locals are fully functioning; and

WHEREAS, the parties further recognize, as reported in Ready for the Future, the need for additional consolidations, within the Union, of not only the PPMWS, but other Sectors, Districts and locals, and encourage all representatives of the Union to expeditiously explore and adopt further consolidations; and

WHEREAS, the PPMWS and CWA agree upon the following terms, objectives, purposes, principles and procedures to accomplish the dissolution of the PPMWS, minimize any disruptions that may occur, and how the consolidation of PPMWS locals into CWA Districts shall occur;

NOW THEREFORE the parties agree as follows:

1. This entire Dissolution Agreement (hereinafter "Agreement") is subject to approval by the PPMWS delegates at the July 2019 Sector Conference in Las Vegas, Nevada. All other business at the PPMWS Sector Conference shall be suspended so adequate deliberation and debate can be given to this Agreement. This Agreement must be approved in its entirety and may not be amended by any action. The PPMWS President and the Laws and Finance Committee will support this Agreement and any Constitutional amendments necessary for its implementation.
2. In the event that the delegates of the 2019 PPMWS Sector Conference approve the Agreement, the effective date of the dissolution of the PPMWS will be immediate, and all the terms set forth below will take effect at 11:59 p.m. on the 27th day of July 2019.
3. In the event that the delegates of the 2019 PPMWS Sector Conference do not approve this Agreement, the CWA and PPMWS maintain any and all rights, known or unknown, that existed prior to the delegates' action, and may take any and all action either party deems appropriate.
4. All property, real, personal and mixed, and all rights, title and interest, either legal or equitable in any monies, funds or property, tangible and intangible, of all PPMWS local unions will remain in all respects vested in the name of those local unions and shall not in any way be impaired by reason of this Agreement and shall always be, at the time of dissolution, and any time thereafter, exclusively vested in the Local.
5. Effective with the approval of this Agreement, all PPMWS locals will transfer from the PPMWS Sector into their respective CWA Districts; in locals where their current area and/or jurisdiction covers more than one District, their home District will be where their local's office is currently located. Each local shall have full and regular access to the resources of their respective Districts, including but not limited to: contract and bargaining representation; grievances, arbitrations and paid legal costs of such grievances and/or arbitrations; mobilization, and all other rights and privileges under the CWA Constitution, as other CWA locals. In accordance with the CWA Constitution, the merger of Local Unions within other CWA Locals, while encouraged, will be voluntary and not be compelled.
6. PPMWS Locals may retain their Local Union names and numbers if they so desire.
7. All PPMWS locals' dues structure shall remain unchanged and remain bottom up (unless the Local and CWA mutually agree otherwise): Locals are responsible for remitting their International dues to CWA no later than Constitutionally mandated. Such member dues shall be as follows:
  - a. Each active member will pay .61 percent of projected straight time monthly earnings, to the CWA. In the event that the CWA Constitution changes the amount of the International dues hereafter, the above percentage will be amended proportionately.
  - b. Each active member will pay no less than .69 percent of projected straight time monthly earnings, to the Local. In the event that the CWA Constitution changes the amount of Local dues hereafter, the above percentage will be amended proportionately.
  - c. Each member who is classified Not-at-the-Trade or Proprietor will be required to pay \$10.00 per month to CWA unless Constitutionally changed, and Local dues will be in accordance with the Local's Bylaws. For sick, disabled and unemployed members who have no earnings during the month, \$1.00 per

month to CWA unless Constitutionally changed, and Local dues will be in accordance with the Local Bylaws.

d. Retiree dues and rights shall be in accordance with the attached PPMWS memo of October 10, 2014, ~~unless Constitutionally changed~~.

8. All PPMWS members and locals shall continue to have all the same rights and privileges (i.e. governance, strike fund, etc.) as defined and determined by the CWA Constitution as all other CWA Locals within CWA.

9. PPMWS Committee – The current president and Laws and Finance Committee members shall become the Transition Committee. This Committee shall serve until **December 31, 2020**. However, this Committee may be dissolved earlier if in the Committees opinion, such transition has been satisfactorily completed. The Committee shall elect, from within their body, who will serve on the International Allied Printing Trades Association (“IAPTA”) Board of Governors. Such term will be in accordance with the IAPTA Agreement. In the event of any vacancy, the Committee members will elect to fill the position. This Committee shall also be responsible for the registration, application and maintenance of the CWA Label. All expenses of performing such duties shall be paid for by CWA and under the CWA HQ Budget. Once the Committee has been dissolved, the CWA President shall appoint the IAPTA representative in accordance with Article XVI, Section 13, of the CWA Constitution.

10. The PPMWS share of the Media SIF Silo shall continue to be available to support projects related to PPMWS Locals and their industry submitted by their District Vice President, **provided that all District Vice-Presidents with PPMWS members in their districts, shall have a vote on advancing any Media SIF to the oversight committee.**

11. PPMWS Funds – All PPMWS funds (General Fund, Operational Fund, and Strike Fund) shall be dispersed to Locals with PPMWS members, on a per capita basis of PPMWS members, as determined by the PPMWS, to augment Local budgets for member services. ~~except that prior to such dispersal, PPMWS and its transition committee will provide from the appropriate funds the \$100,000 per fiscal year payment to CWA, as agreed in the prior 2015 agreement, to help offset any deficit spending, as agreed between the parties in that agreement, until the end of the transition period.~~

12. PPMWS Personnel – The PPMWS shall cease to have a designated seat on the CWA Executive Board immediately. The one represented staff and the two non-represented employees working for the PPMWS/CWA shall stay employed until and including **December 31, 2020** to aid in the orderly transition., the processing and disbursement of PPMWS funds on or before **December 31, 2020**, and close down the PPMWS. Any and all expenses of the two non-represented employees, until **December 31, 2020, shall be processed by the PPMWS personnel the same that they are currently.** ~~represented employees. Prior to July 31, 2020, The the CWA shall offer employment to these staff in the same geographic area where they currently work. Such offers shall include converting the PPMWS staff representative into a District 1 staff representative, converting PPMWS Executive Officer to a staff representative in District 2-13, and converting the PPMWS administrative secretary to an appropriate secretary title and~~ **be presented to the affective employees prior to the PPMWS Sector conference in July 2019. The PPMWS delegates, in conjunction with the approval of this Agreement, may adopt, in their sole and absolute discretion, individual severance packages for each of the three (3) employees, to be paid out and subtracted from the PPMWS Funds, as defined in number 11 above. Within 30 days**

after the transition committee determination that the transition is complete, each of these employees shall be allowed to choose between the CWA employment offer or the severance offer as adopted by the delegates at the acceptance of this agreement.

13. PPMWS Office – All property in possession of the ITU at the time of the 1987 merger with the CWA and all property purchased solely with the funds of the PPMWS shall remain the property of the PPMWS for liquidation at the direction of the transition committee.

14. The parties recognize that the PPMWS is to contribute \$100,000 per fiscal year to offset any deficit spending. The PPMWS has contributed \$25,000 thus far for fiscal year 2018-2019, but the remaining \$75,000 does not need to be paid with the approval of this Agreement and the \$100,000 contribution is now null and void with the approval of this Agreement. However, in the event that the PPMWS delegate’s reject this Agreement, the PPMWS will immediately contribute \$75,000 to CWA in accordance with the amendment signed June 2015.

15. This Agreement replaces the Merger Agreement of 1987, its amendments, and any and all other agreements known or unknown between the parties, upon its approval and signing.

IN WITNESS WHEREOF, the parties hereto set their signatures this 27th Day of July 2019:

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Chris Shelton  
President  
Communications Workers of America

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Daniel Wasser  
PPMWS President

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Don McConnell

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Michelle Tovo

Chairman

PPMWS Laws and Finance Committee

Secretary

PPMWS Laws and Finance Committee