



February 2, 2018

To: Dan Wasser, PPMWS Executive Director  
Don McConnell, Chair, Laws and Finance Committee

Subject: Transition Plan Proposal

Dear Dan & Don:

My team reported on our productive meeting January 30, 2018 in Pittsburgh with you and two members of the Laws and Finance Committee. From their report, I am optimistic that we can work together to overhaul the Printing Sector to best serve our members. They committed to provide you and the Laws and Finance Committee with an outline for a transition plan and it is attached.

As President of CWA, I want to emphasize a couple of points. First, the servicing of our Print Sector members is our guiding light to proposing these changes. Since our merger thirty years ago, the industry has changed, our country has changed, and our union has changed. What has not changed is our commitment to support our members in geographically diverse locals. The attached proposal follows this path. By making district staff available to work with print sector locals, I believe we will be able to provide better service to our members and create stronger locals.

I am 110 percent committed to making the broad changes outlined in the proposal and the roadmap it provides to a better future for print sector members. But, we must move quickly to an agreement on a transition plan so that I preserve the other Constitutional options (including a special convention) available to implement such changes if necessary. That is why I've established a February 28th deadline for coming to agreement on the roadmap. I have no doubt that working together we can succeed in this.

Let's get it done together.

In Unity,

Christopher M. Shelton  
President

## **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 of the Communications Workers of America ("CWA"), 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 grievance/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.** At all stages in 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.
3. **Continuity of Membership.** 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 any Local numbers.
4. **Local Mergers Encouraged Where Beneficial to Members.** As is already the case, PPMWS Locals may merge into other CWA Locals. CWA and the Laws and Finance Committee shall encourage mergers that improve service to members. Mergers may reduce administrative workload for the officers and allow for more time spent on member representation by, for example, eliminating the need for separate OLMS, IRS, and other filings. Any and all mergers shall be done in accordance with the CWA Constitution. Any existing powers afforded PPMWS to require mergers shall expire upon full implementation of this Agreement.

5. **Preserving ITU Identity.** PPMWS members shall retain their identity as members of a successor to the International Typographical Union (ITU) and shall continue to associate as a Conference to promote their interests, including with a Law and Finance Committee, Bylaws, General Laws, Conference Laws and Chapels so that the work standards of the industry may be protected. The Laws and Finance Committee shall meet no less than biannually and shall prepare a status report of the industry and issues faced by its members for the CWA President.
6. **Maintaining ITU Standards and Protecting the Union Label.** Contract approval under the General Laws, and Label administration under the Bylaws and the Allied Trades Association agreement (in conjunction with the Allied Trades councils), shall be performed by a new Office of ITU Standards at CWA Headquarters.
7. **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 PPMWS Locals and provide the PPMWS Locals and membership with increased services from District staff.
8. **Strike Fund Disbursement.** The PPMWS Strike Fund shall be disbursed to the Locals, both PPMWS Locals 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.
9. **Access to Members Relief Fund.** PPMWS members shall have access to the CWA Members Relief Fund, in accordance with the CWA Constitution.
10. **Access to Strategic Industry Fund.** The Strategic Industry Fund silo for the media industry shall be available for projects that benefit or grow the PPMWS membership.
11. **Status of Sector and Personnel.** 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 positions shall be eliminated. Represented staff shall join the roster of 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.

12. **Lease.** The PPMWS office lease in Pittsburgh shall not be renewed.
13. **Transition Committee.** A 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 the details of implementing the terms of this Agreement, taking special care to ensure continuity of services for members and minimal disruption to Locals. This Committee shall report to the CWA President every 60 days after execution of this Agreement on the status of implementation.
14. **Favorable Recommendations to Conference.** The Laws and Finance Committee shall favorably recommend adoption of amendments by the PPMWS Conference to the Bylaws, General Laws, and Conference Laws of the PPMWS to conform to the terms of this Agreement.
15. **Constitutional Amendments and Final Implementation.** Final implementation of this Agreement shall be completed upon the adoption of the necessary amendments to the CWA Constitution at the 2019 Convention to effectuate these terms, and the Laws and Finance Committee shall support adoption of such amendments.

Signed:

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Chris Shelton – CWA President

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Authorized on behalf of the Laws and Finance  
Committee

Date: \_\_\_\_\_

Date: \_\_\_\_\_