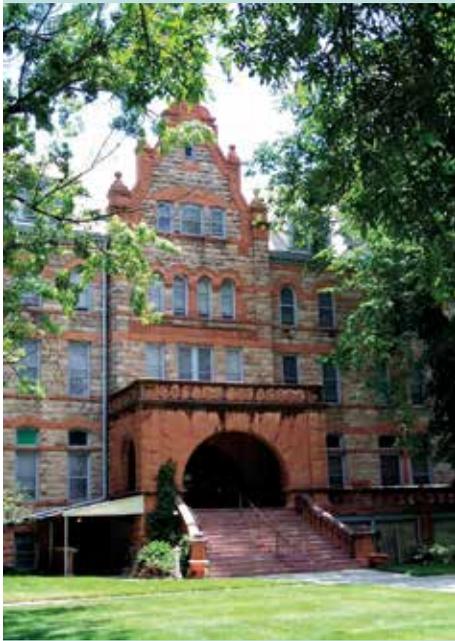


## Union Printers' Home Sold



The Union Printers' Home (UPH) in Colorado Springs, CO opened its doors to sick or indigent printers on May 12, 1892. Since that time, it has nursed more than 25,000 men and women through grave illnesses, or eased their final days of life.

Over time the number of International Typographical Union (ITU) member retirees interested in coming to the UPH waned and trustees opened the home to retired Communications Workers of America (CWA) members and eventually, to the general public.

To date the UPH has approximately 120 residents and only two are CWA members.

Originally opened to serve members of the ITU exclusively, it became clear to the trustees that it was no longer serving the purpose for which it was created. With heavy hearts, the UPH trustees had to consider the costs and liabilities associated with operating a full-service nursing home facility, and came to the conclusion that the long standing home, dubbed the "Castle on the Hill" was no longer sustainable.

The trustees made the difficult, but unanimous decision to sell the UPH. In light of its long history and great contribution

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Volume 29, No. 3  
Third Quarter 2014

# CWA

## Sector News

Printing  
Publishing  
and Media  
Workers

## Pending Ratification 10 Post-Gazette Unions Ink New Three-Year Deal

**All 10 unions representing Pittsburgh Post-Gazette workers have finished negotiating the economics portion of a new three-year pact. The agreement comes after a long and difficult series of negotiations. Ratification is pending.**

**Pittsburgh Mailers Local M-22 and Pittsburgh Typographical Local 7 have had a long and contentious history of bargaining at the Post-Gazette. The previous two contracts included concessions from the Unity Council totaling more than \$46 million.**

In April 2013, the Post-Gazette invested more than \$18 million in a new facility and printing press. The new 245,000-square-foot building in Clinton, PA, about 40 miles from its former headquarters, opened for business in early September. Members of Mailer Local M-22 have been working out of the new complex since April 2014.

The move announcement came just days before contracts with its unions were about to expire. As negotiations were set to begin, the company once again asked for concessions from the unions totaling some \$22 million. In a statement last May, the Unity Council criticized the company's attempt to "use us [the workers] to invest in the future of the Post-Gazette without any sacrifice from the Post-Gazette, its parent company, BCI or the Blocks."

"These workers have worked for 10 years without a raise. The last two contracts were concessionary. My members, and the Unity Council as a whole,

did not want to give up anything this time around," said Don McConnell, President Pittsburgh Typographical 7. "Just like last time we told the company that they cannot cut their way to a profit. But ultimately it is about our members' jobs. We made concessions to keep people employed."

For more than a year, the Unity Council and each of the unions have held negotiating sessions.

"The Unity Council bargains for economics," said Mailers Local M-22 President Steve Stasenko. "Then each unit bargains independently on the issues that affect their membership."

During the last round of contract negotiations Dan Wasser, then a Sector representative, was deeply involved in negotiations.

"Dan was our chief negotiator last time around and even though he is now Printing Sector President he made sure he was involved this time too. Dan was present at every meeting we had,"



Post Gazette newspaper bundler in new facility

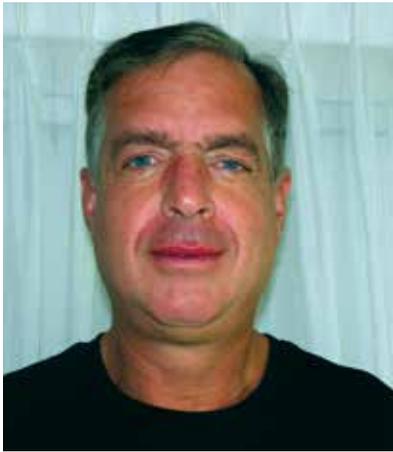
explained Stasenko. "I can't thank him enough for his help during these negotiations."

In all, the company will buy out 116 employees, 13 of which are mailers. The agreement includes changes to the employee's health care coverage with the company paying \$1,229 towards employee premiums, with an increase of up to five percent during the term of the contract. Plan deductibles have increased from \$250 for individuals and \$500 for families to \$750 and \$1,500 respectively. Copays will remain the same with the exception of a \$10 increase for specialists. The final year of the agreement, employees will see their share of health care contributions decrease from 10 percent to eight percent.

Stasenko reports that his members will see a change in the use of part-time employees explaining that they negotiated a maximum of number of hours that a part-time employee can work at 1,560 hour annually allowing them more flexibility under Affordable Care Act. One of the main issues facing the mailers was one person

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# Post-Gazette Unity Council Ink Tentative Pact After Nearly Two-years of Negotiations



**Steve Stasenko, President Mailers Local M-22**

**“Typo 7 has three units at the Post-Gazette. Overall I’m pleased we were able to maintain some previous contract language that the company really wanted to cut from the contract.”**

**—Don McConnell**



**Post-Gazette’s new 245,000 square-foot facility in Clinton, PA.**

feeding three heads on the inserting machine. The mailers union agreed to have one person feed three heads up to a maximum of 36 pages with one head being eight pages or less at speed of no more than 10,500.

Pittsburgh Typographical No. 7, covering the composing room, the advertising department and the finance department employees, also completed negotiations on working conditions.

“Typo 7 has three units at the Post-Gazette. Overall I’m pleased we were able to maintain some previous contract language that the company really wanted to cut from the contract,” said McConnell.

“The advertising sales staff were very involved in their negotiations and their participation helped them add language to the contract that will increase their bottom line,” explains McConnell.

Sales staff maintained a base salary in this package, a point negotiated in the last contract, and added controlling language specifying how the company can assign accounts. Additionally, the company agreed to “hold-harmless” language, a new commission structure and retained the current sick day agreement with some employees having a maximum of 180 sick days with full

pay. The advertising and finance units each maintained 26-weeks of sick and accident coverage at 60 percent of their current pay rate.

“For the composing room employees, we were able to add language that will allow them to move into the advertising unit when positions open up. We have a lot of talented people in this unit and they could see a real pay jump by moving into that department,” said McConnell.

“This contract has taken almost two years to complete. In a lot of ways, it doesn’t look like we had a lot of gains; but because of the two percent give-back in the final year of the contract and a \$1,000 signing bonus for full-time employees, we actually have some things to be proud of. If you consider that the contract is backdated to April

2013, it is like we get two consecutive years of increases,” added McConnell.

The 10 unions that make up the Unity Council represent about 800 employees at the Post-Gazette.

Despite his experience negotiating with the Post-Gazette in the past Sector President Dan Wasser remarked that these negotiations were “very difficult.”

“Both committees did an excellent job in balancing the needs of the company with the needs of the membership. I commend Steve, Don and the bargaining committees for their hard work and dedication.”

The 10 unions that make up the Unity Council represent about 800 employees at the Post-Gazette. **SN**

**“Both committees did an excellent job in balancing the needs of the company with the needs of the membership. I commend Steve, Don and the bargaining committees for their hard work and dedication.”**

**—Dan Wasser, Sector President**



## New Owner Will Keep Name, Museum at Printers' Home

p. 4A ◀ that the UPH had made to many of our members, this was not an easy decision, but had become necessary.

With the assistance of Sector Counsel Richard Rosenblatt and a team of experts who specialize in nursing home real estate transactions, the trustees accepted an offer from Heart Real Estate. The owners of Heart operate nursing homes in other states and intend to continue operate UPH as a nursing home.

Understanding the Home’s long heritage, Heart says they will keep the name and maintain its museum.

As negotiated in the agreement, our members will receive the current, discounted rate for the next five years.

Closing on the sale is expected to take several months due to state regulations on sales of this nature. In the interim, a management service agreement has been negotiated allowing Heart to operate the facility, paying a fee to the UPH Trust. This management services agreement is presently in effect.

Upon the closing of the sale, Trustees will be working to set up an education scholarship fund similar to the CWA’s Bierne Foundation. The Scholarship fund will be available to our active members, retired members and the relatives of both. More details to come. **SN**



**Members of Pittsburgh Typographical No. 7 participated in the Annual Labor Day Parade. The parade travels the Boulevard of the Allies. It’s one of the largest Labor Day parades in the United States.**

# Sector Representative Reports

## Sector Representative Ronald Miller

### New Era 14177

Local 14177 held negotiating meetings with the New Era Cap Company during the months of June and July, finally reaching a tentative agreement on July 8. The tentative agreement was presented to the membership on July 22. On August 5, the members ratified the new agreement.

Highlights from the new contract include:

- A ten-cent per hour raise in each year of the three-year agreement.
- Three tiers of wages ranging from \$8.90 an hour to \$11.50 an hour.
- Newly hired floaters (a crossed-trained employee able to work on other facets of the cap construction) will receive a dollar an hour more.
- There are 11 holidays and the company will add \$20 a month to the healthcare coverage, per year of the agreement. If the cap machine employees and the A-Team employees must work during the two weeks of plant shut down, they will be able to choose their vacations at another time.
- Also, if these two departments work during the Christmas holidays, they can carry those days forward to the following year. A mid-year bonus has been changed to the following: 1.5% for employees who are employed for at least five years.
- Employees who are employed for 10 years receive 2.5%, and employees with 25 years of service receive 3.5%. All employees, regardless of years of service, and who were employed before the signing of the agreement, will receive the mid-year bonus of 1.5%.
- Also, the contract calls for \$100 retro bonus checks for all employees.



Ron Miller

### CWA 6300 Print Media Sector, St. Louis

CWA 6300 Print Media Sector in St. Louis met to bargain a new contract with Advertisers Printing Co. & Book & Job Employees. Bargaining discussions focused on the employers and unions' self-insured medical insurance. It's a jointly administered Taft-Hartley Trust. Both the company and the union are concerned about its reserves and are looking at making some changes. Both agree that we need to know what the changes will be before proceeding with negotiations.



Linda Morris-Cooley

### Central Illinois Typographical Union 177/CWA 14408

Central Illinois Typographical Union 177/CWA 14408 is in bargaining in the circulation department for the District Managers chapel at the Journal-Register. At this time, the union has made informational requests and is scheduling additional meetings

### Detroit 18/CWA 14503

Detroit 18/CWA 14503 met with the Toledo Blade to individually bargain a new contract. In the previous joint bargaining, the union and company came to an agreement over the effects of the closure of production operations in Toledo. The joint bargaining agreement produced a significantly enhanced severance benefit. Layoffs will take effect after Sept. 30, 2014. The company may keep two full-time positions that were in the prepress department, moving the positions to advertising.

### Chicago Typographical Union 16/CWA 14408

Chicago Typographical Union 16/CWA 14408 began negotiations with Cook County Sheriff's Office. The Union has two contracts in place – in the Sheriff's Print Shop and the Sheriff's Offset Print Shop.

### St. Louis Mailers #3/CWA 14620

St. Louis Mailers #3/CWA 14620's negotiations with the Post Dispatch included a federal mediator's assistance to reach a two-year tentative agreement that included a wage freeze. Members rejected the agreement. The scale committee is scheduling additional bargaining. **SN**

### Pittsburgh Typographical Local #7/I4827

Reading Eagle Chapel 14830 – Two negotiating sessions were held with the company as well as a teleconference call. The company insists that the unit is overstaffed and wants some members to take huge pay cuts. The membership has rejected these proposals and made counteroffers. Unfortunately, the company continued to push their agenda. Despite our efforts and reasonable counteroffers, the company submitted their last, best and final offer to the unit for recommendation on Sept. 6. Outcome is to-be-determined.

Also, for Local #7, union representatives visited commercial shops in the Wilkes-Barre and Scranton areas to update their collective bargaining agreements in preparation for the upcoming merger vote.

### Salt Lake City Mailers M21/I4759

During the week of July 28, the unit began its most recent round of negotiations. We exchanged and discussed proposals. The company made a proposal for a one-year extension, then a two-year extension under the expiring agreement. The union's negotiating committee examined the offer and when they stated they would consider the proposal, the company withdrew its offers and scheduled future meetings for September. The negotiations resumed the week of September 22.

### New York Typographical Union 6/CWA 14156

The Local has started its negotiations with the Cape Cod Times via teleconference calls and emails with the publisher. The negotiating teams presented their initial proposals and information requests. After the union digests the new information sent by the company, we'll schedule future meetings. **SN**

## Sector Representative Linda Morris-Cooley

### Evansville Mailers M78/CWA 14448

Evansville Mailers M78/CWA 14448 reached a one-year agreement Evansville Courier Company, publisher of the Evansville Courier & Press. Wages will stay at the current rate and the company agreed to deduct dues directly from payroll. The contract also calls for improved language for "seasonal mailers" and improved starting wages for new associates.

## Membership, Even in 1888, Has its Privileges

The Providence Typographical Union struggled to get its start, reorganizing itself in 1883 with 32 journeymen signing cards. Problems like employer intimidation didn't stop the Providence printers from organizing more members. An interesting history of the Providence local can be found in a publication called Printers and Printing in Providence, 1762-1907 and includes period photographs of the time.



# Organizing Report

## Kim Gill, Sector Organizer

Pittsburgh Organizing has been quite busy these past few months. In May 2014, the workers at All American Hose, Oil & Gas division in Erie, Penn., lost their election by a narrow, two-vote margin. Workers were focused on improving their safety and seniority, stopping the excessive use of forced overtime and favoritism and improving their low wages. While they may not have succeeded in a win, CWA and American Hose's employees are still working together to improve their workplace. Management made a bunch of promises to the employees on workplace improvements prior to the union election that the company abandoned just a month after the election.



With the help of Norm Stachulski from Detroit, we have been working on five larger opportunities in eastern Pennsylvania and we're in the process of reaching out to workers at these locations and forming

committees. In the Pittsburgh and surrounding areas, we have been working on seven strong opportunities. In all cases, these locations would benefit from our representation. Issues range from low wages, unaffordable healthcare, favoritism and problems with part-time hours.

Our ongoing effort to reach small business owners for the CWA Label brought us The Sign Shop in East Palestine, Ohio, with three new members. We have serious interest from two other screen printers and are in the process of talking with them about the benefits of a union label to help them grow.

We assisted Administrative Director Marge Krueger and District 2-13 with an organizing campaign for 205 call center workers in Pittsburgh. Due to the time sensitivity and the strong relationship we have with them, we were able to come together and reach out to the workers in a short amount of time. It is great to work together with a common goal for workers. **SN**

## Norm Stachulski, Sector Organizer

Organizing efforts in Detroit are paying off. In the past two months, we have had a couple more wins.

Locally popular clothing brand I AM Detroit, best known for their work with the Detroit Tigers, have signed a contract with the local. The company has a great contract with Meijer Store chain and is expanding their brand very soon. A smaller shop as of now, with only five people, is blowing up in popularity and they have to expand and hire more folks soon. Just before this win, we had a win out in the Grand Rapids area. Screen Graphix, a screen-printing shop is another smaller shop on the rise. The owner, Seth Bussert, was thrilled to get involved with the local. The Union Histories book makers, who signed up to become members on a one-year contract have decided to re-sign a contract. We are currently working on a longer contract agreement with them.



The continued efforts to organize and keep our sector growing has allowed for me to team up with Pittsburgh-area organizer Kim Gill and work together on many targets. Going after large, big named companies as well as the mom-and-pop style shops, we have visited each other's area and assisted in hand billing, house calls and recently worked with District 2-13 on a campaign.

Currently in the Michigan/northern Ohio area, we have many irons in the fire with ongoing house calls as well as near constant leafleting efforts. Expanding the traditional reach of workers, we again plan to increase our membership next year.

The work we have put forth in the time we have had together as organizers has been great. Seeing our Sector grow for the first time in years reminds me of why organizing is so important and necessary. I look forward to see what the years ahead will bring us. **SN**

## Can You Help NPP Locate These Participants?

The following individuals have benefits payable from the CWA/ITU Negotiated Pension Plan (NPP), but the Plan Office has not been able to locate them. If you have information about any of these participants or their family members, please call the Plan Office toll-free at (877) 429-2488.

Name .....	Last Known Local No.	Name .....	Last Known Local No.
Antonio Alvarado.....	198	Terry J. Harrison .....	349
Maria Bermudez .....	M11	Leonard M. Holder .....	6
Dolores H. Bischoff .....	99	David J. Johnson .....	30
Fannie W. Bond.....	6	Edward E. Johnson .....	6
(S.A. of James Arthur Bond)		Laura Jean Johnson .....	77
Segundo Briones .....	1109	Philip H. Kaplan .....	6
Jay S. Brisk.....	6	Alice Kellner .....	6
Dale W. Broeker .....	8	(S.A. of Jacob Kellner)	
Howard Ray Bryant .....	87	Gregory S. Krem .....	650
Gloria Cirulnick .....	6	June Marie Maslanka .....	53
(S.A. of Dave Cirulnick)		Charles Ray Mason .....	16
Robert Commer .....	6	Bernadette T. Mignone.....	1101
Arick Cordray, Jr. ....	6	John Francis Moss.....	21
Annette Dickens .....	11	Marcello G. Moya .....	174
(S.A. of Herman Riley Presley)		Phillip Michael Neas .....	101
Normal Dixon .....	1104	Darrel William Parr .....	M55
Dolores P. Donovan .....	6	Carolyn R. Paulger .....	M40
(S.A. of Thomas G. Donovan)		Pierre A. Pelmont .....	M6
Blanche M. Federle .....	2	Paul Adolf Schaerf .....	42
(S.A. of Albert J. Federle)		Mary Lou Schultz .....	439
Shari Newman Foster .....	6	(S.A. of Theodore L. Schultz)	
Gilford Gansky .....	4	Barbara Jean Thomas .....	M29
Brian Edwin Hall .....	6	Taulbie C. Tussey .....	4322

## Sector News

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