As I prepare this report and we are slated for the 28th Sector Conference in Pittsburgh, I am reminded that 2017 marks 30 years since we merged with CWA as the Printing, Publishing and Media Workers Sector. We all have seen quite a lot of changes in those 30-years; some for the good, some for the not so good, and maybe everything in between. One thing is for sure however, and that is that time goes by faster than any of us would have imagined.

Brothers and Sisters, I look forward to seeing everyone this year at the Sector Conference and working together to have a successful one. Please make it a priority to attend not only our Conference, but your district meeting and the CWA Convention. Each delegate is sent to these meetings to perform certain duties on behalf of their members and we must continue to hold that duty in high regard. Whether or not this is your first Conference or you have been to other Conferences over the years, please honor the privilege that has been bestowed upon you, and use this time to help further the goals and the future of your Union by fully participating in all the meetings. You are the voice of your membership and we want their voices to be heard.

Included with this report is the financial health and audit of the Sector’s funds, collective bargaining briefs around the Sector, and a brief summary of the Negotiated Pension Plan (NPP). I am honored and humbled to supply all of you with my annual report of the Sector for your consideration.

**Sector Finances**

The Sector’s finances are in a good, stable position. The closing of the Segregated Fund is complete, pursuant to delegate action taken at the 2013 Sector Conference, and the remaining funds were transferred into the General Fund. This will be the last audit that the Segregated Fund will have a notation.

As of May 31, 2016, we had total assets of $5,107,432, which is a net change/reduction of $129,660 from May 31, 2015. This shows that our investment strategy is still working for us when we had total expenses of $190,625.

Please look at the accompanying audit report that was performed by Gorline, Schiller & Gardyn, P.A., and we will continue to monitor our investments and make any changes if warranted.

**Collective Bargaining Briefs Around the Sector**

Both the Pittsburgh Mailers and Pittsburgh Typographical Locals are in negotiations with the Pittsburgh Post-Gazette for successor agreements. These negotiations cover five collective bargaining agreements and we have a separate accompanying article on their negotiations.

After nearly a year of negotiations, the Buffalo Mailers M-81 reached a new three-year agreement with the Buffalo News. The contract, which covers Journeymen A mailers, Journeymen B mailers, and part-time helpers, was ratified by the membership on November 6.

CWA Local 1170 continues their fight with the Rochester Democrat and Chronicle. Even though the Union has been able to get the company to back off of some insane proposals, the company continues to press to lower the minimum manning number by 50 percent, and are seeking more flexibility in scheduling. In addition,...
**PRESIDENT’S REPORT**

Dan Wasser, PPMWS President

p. 4A ◄ they have barely offered any wage increase. This fight will to continue until a fair agreement is reached. St. Louis Mailers #3/CWA 14620 reached a three-year agreement with Dow Jones in Highland. The contract calls for a two percent wage increase each year of the contract. It also calls for a shoe allowance, reimbursing employees up to $100 with one-time payment through the term of the agreement. The contract also included NPP language similar to what is in place at CTU16.

The leaders of our locals along with the Sector staff continue to be at the forefront of representing the membership and addressing the challenges we are faced with in securing successor agreements. Contract negotiations and enforcement of what has been agreed to have always been pivotal in representing the membership. Each year we process numerous grievances, most of which are settled prior to an arbitration hearing. Why? Because our employers know that once our locals file for arbitration, they have the full backing of the Sector and we are fully prepared to take it before an arbitrator. This applies significant pressure to the employers and generally gives them a desire to try and settle.

Remember, unlike many other unions, the Sector pays all costs of arbitration and legal assistance that are approved by the Sector in advance. Employers cannot drain the finances of the local unions’ treasury so they can no longer enforce their contractual rights; instead, each local has the strength of the International behind them, not only in contract enforcement, but in contract negotiations.

**Negotiated Pension Plan**

The trustees are scheduled to meet March 12-14 and a comprehensive report will be supplied at the Sector Conference. At the September 2016 Board Meeting, the Trustees decided to interview new actuaries for the Plan. The Board held interviews in November to replace Segal Company. On December 19, 2016, the Board members voted unanimously to replace the current actuary, Segal Company, with Cheiron beginning in 2017. Cheiron is an actuarial company with offices in New York City and Washington, DC.

Tax Form 1099-R’s for 2016 were mailed to 19,401 pensioners and beneficiaries on January 13, 2017, and the Annual Pension Statements were mailed to active participants in February.

As a reminder and if you need to contact the NPP, the Plan office moved in May 2016. Their contact information is:

CWA/ITU Negotiated Pension Plan
1323 Aeroplaza Drive
Colorado Springs, CO 80916
Phone: (719) 473-3862
Fax: (719) 473-3134

**Summary**

In closing, Sisters and Brothers, our Local leaders, the membership and staff of this Sector have made tremendous strides over the past year. We have improved all facets of representation and organizing and have set the ground work for building a stronger labor movement.

I want to thank each and every one of you for all of the hard work you do, day-in and day-out, in representing the members of this Sector. I also want to thank the Sector staff for their hard work and dedication. It is together that we have made a difference for our members and I am not only humbled, but honored to be part of this great family.

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### PPMWS-CWA, AFL-CIO Statement of Activities

*For the Year Ended May 31, 2016 (with summarized information for 2015)*

<table>
<thead>
<tr>
<th></th>
<th>2016</th>
<th>2015</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Revenue, Gains and Other Support</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Investment income (loss)</td>
<td>$74,032</td>
<td>($14,164)</td>
<td>$88,196</td>
</tr>
<tr>
<td>Net (depreciation) appreciation in fair value of investments</td>
<td>(25,403)</td>
<td>(338)</td>
<td>(25,065)</td>
</tr>
<tr>
<td>Annual Conference contributions</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Other income</td>
<td>12,676</td>
<td>12,676</td>
<td>6,615</td>
</tr>
<tr>
<td><strong>Total revenue, gains and other support</strong></td>
<td>$61,305</td>
<td>(1,826)</td>
<td>63,131</td>
</tr>
</tbody>
</table>

| **Expenses** |            |            |            |
| Benefits to members, participants and beneficiaries | -         | -         | 404        |
| Investment fees | 15,014    | 2,140      | 12,874     |
| Annual conference fee | 3,899     | 3,899      | -          |
| Consulting fees | 150       | 150        | -          |
| Donations | 1,000      | 1,000      | -          |
| Office | 3,210      | 3,210      | -          |
| Pension contributions | 11,046    | 11,046     | -          |
| Reimbursement to CWA for Sector expenses | 100,000   | 100,000    | -          |
| Reimbursed Local expenses | 45,457    | 45,457     | -          |
| Other expenses | 11,189    | 11,189     | -          |
| **Total expenses** | $190,960  | 178,091    | 12,874     |
| Changes in net assets | (129,660) | (179,917)  | 50,257     |
| Transfers | -         | 134,982    | (134,982)  |
| Changes in net assets after transfers | (129,622) | (44,935)   | (84,725)   |
| **Net Assets** |            |            |            |
| Beginning of year | $5,237,092| 849,221    | 4,387,871  |
| End of year | $5,107,432| $804,286   | $4,303,146 |

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Page 4B SECTOR NEWS First Quarter 2017
Steve Delanni

**Waterville, ME**

More than a year since the company was sold, employees at MTM Acquisitions, Inc., have reached an agreement. CWA 14115 and the company were finally able to come to an agreement on new terms for a three-year contract.

The contract calls for bonuses each year, along with gaining back dues check-off and union security clauses that were stripped away by the previous owners. The Union was also able to speed up the process for employees to accrue a fourth week of vacation time. Now, employees with seven years of service will receive a fourth week, the previous agreement required employees to have ten years of service. As well, employees with 20 years of service will now receive a fifth week of vacation time.

In addition to the new vacation policies, the Union maintained many of the benefits from the previous contract with some changes in STD and healthcare. A ratification vote is in the process of being scheduled.

**Cape Cod Times**

The contract at the Cape Cod Times expired at the end of 2016, and although the company was only looking for a new one-year contract, the Union was able to negotiate new terms that allowed the members to see gains and maintain job security.

The new agreement includes changes in accrual days from June to January, which ultimately saw an increase in sick days for the members in 2017, with carryovers from 2016. The unit was also able to gain five personal days and maintain a no layoff provision, which was the negotiating team’s number one goal. The final agreement runs through 2018.

**Fall River Herald**

The contract at the Herald news has expired, and the parties have been in negotiations for a successor agreement. The company is looking for changes to the holiday schedule, modifications to the healthcare plan, which may be beneficial to the members, changes to the sick day accrual and a decrease in the amount of sick days. The Union is looking for a financial package, more scheduling flexibility for telecommuting, and gains in personal day accrual.

After reviewing proposed healthcare changes, the Union believes the members would see a more affordable plan with a drastic savings in out-of-pocket expenses. The parties have been able to come to terms on a few items, but remain far apart on wages and changes in the sick leave policy. The Union has been working closely with other units that are currently in negotiations with the company. Those units are facing similar issues with regards to the sick leave policy.

**East Coast Screen Printing**

East Coast Screen Printing was originally represented by the former Rhode Island Typographical Union which has since merged with the NY Typographical Union. Employees there had been working under an outdated contract. In this instance, the Union chose to negotiate new agreement that would help workers bring their wages and benefits up to current standards. They were able to negotiate a four-year agreement that includes wage increases in the first two years and wage re-openers for the last two. The contract also establishes a wage scale per classification, vacation, personal and sick days, maternity leave, a severance provision, medical coverage, a successorship clause and other benefits and protections.

**Regine Printing**

Regine Printing is another shop that had been represented by the Rhode Island Typographical Union and is now represented by the NY Typographical Union. At Regine, the new four-year contract calls for union security and check-off, wage increases in the first two years and wage re-openers is the last two years, personal days and sick time off, maternity leave, severance, grievance and arbitration, and medical coverage. The members received gains and protections that they did not have prior to this contract.

**Bridgeport**

Negotiations have been resuming at the City print shop in Bridgeport, CT. The City originally asked for furloughs and wage freezes, while the Union was looking for wage increases, provisions for members when they have to cover a higher scale shift, and to resolve some issues with the cost sharing on medical coverage.

To date, we have been able to resolve the medical coverage issue, hold the City off on any furloughs and opened them up to the idea of retroactive wage scale increases with a freeze in the current year.

Even though the majority of the members in the unit are new, the scales had been frozen for years under the previous Mayor. With the proposed scale increases, the members would see a significant wage increase in the first year of the new contract. There are still some issues to work out and the Union is waiting for approval from the Mayor’s office.

**Pride Embroidery**

Pride Embroidery is a newly organized shop that specializes in screen printing. This shop is a fairly new business in the area and has the potential to grow and add more members. Currently there are three. The three-year contract includes wage increases each year of the agreement, union security and check-off, specified holidays and hours, jury duty pay, and grievance and arbitration language.

**Rochester**

With negotiations ongoing at the Democrat and Chronicle, the Union has been working closely with the area Central Labor Council (CLC) to put pressure on the company to negotiate a fair contract. Letters have been sent to the company by the CLC urging the company to bargain in good faith. The company continues to argue that circulation is on the decline and that it needs to lower the minimum full-time manning positions. The union has submitted a request-for-information to further investigate the company’s claims. The union is continuing to put pressure on the company through press conferences and collaboration with the CLC and other area labor groups.

**Alliance Printers and Publishing**

CWA Local 4250/CTU16 continues to bargain with the Alliance Printers and Publishing in the Composing Department. The company has proposed removing job guarantee language from the supplemental agreement as well as changes to the layoff language. The Union maintains their position that the supplemental agreement is ongoing and that layoffs are by priority while addressing other open proposals.

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**Steve Delanni, Staff Representative**

**Linda Morris-Cooley, Staff Representative**

St. Louis Mailers 3/CWA 14620 had been in contract negotiations with Kokomo, Indiana-based Humphrey Printing when the company abruptly announced that they would close operations immediately. The contract negotiations then turned to effects bargaining.

**Duluth Mailers**

Duluth Mailers 62/CWA 14733 began bargaining a new contract with the Duluth News Tribune/Forum Communications Printing, owned by Forum Communications. The main issue is the Company’s proposal on paid time off. The union is proposing to maintain the current contractual language with days off, vacation and sick, and banked sick days.

Now, employees can receive up to 22 weeks of sick days at half pay based on their length of service. The committee is reviewing the company’s proposal and has submitted an informational request in an effort to better understand the proposal. Additional meetings will be scheduled.

**Evanessville Mailers**

Evansville Mailers 78/CWA 14448 were informed by Evansville Courier & Press, owned by Gannett, in Indiana, that they were permanently reducing the workforce which would include the elimination of the mailroom positions. They are moving production to Louisville, Kentucky. The Union was informed that March 27, 2017, would be their last day. They have requested to bargain the effects of the company’s decision and will be meeting with the company to discuss severance for our members who work in the mailroom.

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**Representative’s Report**

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**First Quarter 2017 SECTOR NEWS Page 4C**
Pittsburgh Typographical & Pittsburgh Mailers 22 to Begin Negotiations with Pittsburgh Post-Gazette

For the first time since 1993, the Pittsburgh Post-Gazette will enter negotiations with the Pittsburgh Typographical Union and the Pittsburgh Mailers 22 separately, says Pittsburgh Typographical President Don McConnell. Both Locals’ contracts are set to expire on March 31.

“We have 11 unions at the Pittsburgh Post-Gazette,” said McConnell. “Traditionally, we have bargained together as the Unity Council on economic issues. This go-round, the Post-Gazette is bargaining with each unit separately, and that is nerve-wracking.”

McConnell says that not only is the newspaper approaching each unit separately, the newspaper has brought in a well-known anti-union law firm, King & Ballow, to act as their negotiators.

The membership across all the units have given up somewhere around $60 million in wages since the last contract and have not had a wage increase since 1996. McConnell is expecting the paper to ask for concessions again, but, said McConnell, “There’s nothing left to give back.”

McConnell noted that despite the paper’s reluctance to bargain with Unity Council, the groups will continue to meet and communicate with each other about their separate bargaining experiences. No bargaining sessions have been scheduled yet, but, because most of the wage scale group works in the same location, sessions can be scheduled with little notice.

“We’re committed to get a good deal,” said McConnell.

The Unity Council had 575 members at its last negotiations.

Steven Stasenko, President of the Mailers M22, noted that the he’s told his members “to prepare for the worst, but hope for the best” for the initial proposals from the Post-Gazette.

Internal Organizing

CWA has implemented an international campaign on internal organizing and has created a committee consisting of people from all Sectors and Districts across the Union. We are in the early stages of the program and are gathering information from all of our Locals through surveys. These surveys will help us identify and help our Locals that are not 100 percent organized. They will enable the committee to examine each situation and plan the best course of action to assist that Local in organizing the unorganized in those units. With right-to-work laws spreading across the nation, we are starting to see the percentage of unorganized employees rise. We need to be prepared in order to reverse these actions and keep our units fully organized. We encourage all of our Locals to please participate in these surveys, and to take appropriate measures to organize internally.

Morris-Cooley to Retire June 30

After more than 30 years in the labor movement, Linda Morris-Cooley will retire at the end of June. “Linda has been part of the Printing, Publishing and Media Workers Sector (PPMWS) family for a long time,” said Dan Wasser, PPMWS President. “Her experience and, more importantly, her genuine heart will be sorely missed.”

Linda began her career in the circulation department as a district manager, and became a member of the Central Illinois Typographical Union. As a member, she served on the executive board and on the negotiations and legislative committees at her union before becoming its president in 1990. During that time, she also served as a delegate to the Springfield and Central Illinois Trades and Labor Council on the Education,COPE and Credentials Committees.

In 1991, Linda ran for Ward 5 Alderman in Springfield losing by just one vote. Linda says that her involvement in the union was what inspired her to run for office. “Even now, I encourage union members to run for a seat on your local school board, city councils, county boards or other positions in your community. We need more public officials that work to help working families. We need more union members holding public office,” said Linda.

In 1999, Linda took on the position of CWA/PPMWS representative under then President Bill Boarman. Just before taking her position with the Sector, Linda worked to create a Scholarship program that would assist members of her local and their families with their education. “I am really proud of that as part of my legacy as President of the Central Illinois Typographical Union,” said Linda. “It is still helping our members’ families today.”

As a Sector representative, Linda has participated in negotiations for countless contracts, grievances, arbitration cases and effects bargaining for PPMWS members and assisted the Toledo local when members were locked out at the Toledo Blade for nine months in 2006-2007. Her general territory includes CWA-PPMWS Districts 4, 6, and 7, although she has occasionally worked out side of that territory when needed.

“I have enjoyed this opportunity to work with CWA/PPMWS and local officers and their members. I have met so many wonderful people. “One of the most difficult parts of my career has definitely been when a company outsources or consolidates our work and closes production and our members who have dedicated many years of service to that company are let go.”

In retirement, Linda plans to travel and spend time with her five grandchildren. “We have one grandson who is stationed in Tampa and we would like to spend some time there visiting with him,” said Linda. “I am excited to travel and just enjoy my family.”