Semper International, a placement firm for the graphic and printing industries, released its “Industry Insight” quarterly survey findings that show an uptick for the printing industry.

According to Semper, the majority of survey participants were from small businesses, which matches the industry as a whole, “as small businesses make up over 60 percent of all new job creation today.”

Semper’s third quarter 2014 survey also revealed a positive economic cycle, including the highest percentage of companies reporting a profit in years.

Gill has been indispensable for the NPP,” says Art DeIanni, NPP Chairman. “We felt it was only right to honor his lifelong contribution to the Plan.”

James Gill has led an extraordinary life. As a senior partner with Bryan Cave (formerly Robinson, Silverman) Gill has advised labor unions, celebrities, politicians, and is currently an advisor to the New York Archdiocese.

“A prolific writer, Gill has published three books, his most recent “For James and Gillian: Jim Gill’s New York.” Penned for his grandchildren, named in the book’s title.

Gill was born in 1931 in Waterbury, Connecticut. His mother died when he was four, and with his father working long hours as a machinist, he was mostly cared for by his aunt and uncle, Nell and John.

Gill served as a legal officer in the Marine Corps, prosecuting and defending general courts martial. He was an assistant district attorney of New York County, and served as a founding member of the Battery Park City Authority for more than 14 years.

Gill is often referred to as the “most influential New Yorker, you’ve never heard of.”

Semper International Third Quarter 2014 Industry Insight Survey showed revenue growth of 8 percent. Respondents were asked how their revenue compared to the previous quarter.
Organizing Report

Kim Gill, Sector Organizer

With the challenges that face many workers today, it is more important than ever to organize and increase union membership in our Sector. With each worker I talk to, it is clear that most employers want more and more from them, compensate them less and less, and do not care how it affects them or if they are treated with dignity and respect. Workers feel helpless. It is our obligation to help them understand that they have the ability to stand together and make some positive changes in their workplace.

We continue to work on several opportunities in Pennsylvania. Our work is helping workers build the face of their union through solid committees and educating coworkers on the benefits of standing up together as one. The efforts are paying off. We have gained trust and gathered momentum at a few of our opportunities with a goal to move to the next stage. The Sector’s members are key components to helping these workers achieve their voice at work through personal testimonials and showing them support to move forward.

As always, we are working with smaller print shops and discussing all the benefits of a CWA Union Label and how it can help keep their business going strong. We are also reaching out to independent unions, urging them to evaluate the benefits of merging with a larger, international union. We are trying to show them how the additional resources can help ensure that their membership and their union remain strong.

Currently, I am focusing efforts in Pennsylvania, Ohio, Michigan, parts of West Virginia and Maryland, but if there are any specific targets you or anyone you know would like to see organized, please contact us. Help us to help your union work for you. If you would be willing to talk with some of the potential members or would be able to write a small testimonial on the benefits you have gotten from being a union member, please contact either Norm or Kim at CWASK42@gmail.com or call us 412-561-8770. We look forward to hearing from you.

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Staffing Expected to Rise Over the Next Few Years

From the Report

Semper found strong evidence that the industry is improving. In the third quarter, the survey found that revenue grew eight percent. More than 80 percent of the companies reported having a profitable third quarter, the best economic showing since before the financial crisis began in 2007.

The report showed interesting trends with a minor sales decrease in the third quarter from the second quarter for some respondents, but a majority of companies reporting sales equal to the second quarter.

More than two-thirds of companies surveyed said they expect sales to grow in fourth quarter.

As an industry, printing, both digital and traditional, continue to drive profits.

For the first time in years, companies are beginning to focus on hiring. With growth in hiring needs, coupled with an increase in productivity among companies’ existing staff, Semper expects to see a corresponding rise in overall pay and benefits among hiring companies.

This quarter’s data illustrates a transition point in the labor market. Twenty percent of companies indicated they recognize the need to better capitalize on new business opportunities by solving staffing issues and hiring new employees.

“This shift moves the staffing market from one where labor is cheap and plentiful, to a new reality where labor is constrained and the demand for top employees dramatically exceeds the supply – a condition we expect to become more prevalent in the next several quarters,” writes Semper.

As the economy improves, Semper predicts the dynamic will swing decidedly to the realization that finding skilled labor is hard. Companies will require new ideas and methods to find the staff they need. “One solution is partnering companies in need of labor with staffing companies to form apprentice programs and training opportunities to rapidly and efficiently meet the supply needs,” the report states. SN
Sector Representative Reports

Sector Representative
Ronald Miller

Pittsburgh Typographical Local #7/14827

Pittsburgh Typographical Local #7/14827 – Reading Eagle Chapel 14830 – Reading Eagle Company has implemented conditions on the members employed in the company’s IT department. The union committee has continued to send proposals to the company through the assigned Federal Mediator. The company has rejected all union proposals, thus the implementation of conditions. Sector Council Richard Rosenblatt has been assigned and will arrive on December 9 to legally assist the members of this chapel. There are 12 members in this unit.

New York Typographical Union 6/CWA 14156

New York Typographical Union 6/CWA 14156 – Negotiations have been in progress with the Cape Cod Times via teleconference calls and emails with the publisher. Proposals have been exchanged and information requests made and answered. The union made a proposal, to which the company has made a counter-proposal. The union responded to the company’s counter-proposal and is waiting for the company to answer.

Las Vegas Local 14922

Negotiations have concluded resulting in six new contracts. Agreements were reached at PDQ Printing, Time Printing, Copy Cat Printing, Nevada Bindery, Ad&F Printing, and Button Boy Inc. Each of the new agreements now contain successors and assigns language, interest arbitration, and secures 100% company paid health care.

Courier Post

Courier Post – A meeting has been set with the membership of the chapel for December 2. The chapel’s collective bargaining agreement expires December 31, 2014. There are four members at this Courier Post facility.

Broad Street Media

A meeting was held with the chapel members concerning the expiration of the current agreement at this facility. There are three members at this shop and proposals were discussed that the unit would like presented at negotiations with the company. This agreement expires on December 31, 2014. SN

Salt Lake City Mailers M21/14759

Salt Lake City Mailers M21/14759 – Negotiations resumed the week of September 22 between the Local and Media One of Utah. The company counter-offered their previous proposal of a 20 percent cut in wages for all union employees, reducing their call for cuts to 10 percent. Also, the company proposed the elimination of the Code 11 situation. Previously, the union had made informational requests that the company answered vaguely. Future meetings are scheduled for December 15 and 16.

CWA 6300 Print Media Sector in St. Louis

CWA 6300 Print Media Sector in St. Louis reached a three-year agreement with Advertisers Printing Co. & Book & Job Employees. In the first year of the agreement, employees will receive a 1.5% increase, and in the second and third years they will receive a 2% increase each year. The agreement also contains language allowing the supervisor to perform some of the prepress operations, under certain conditions. The contract also calls for increases in employer contributions into the employee 401k each year. Health care contributions will remain the same, with any increases to be shared equally between the company and the employees, although there will be increases in the deductibles.

St. Louis Mailers #3/CWA 14620

St. Louis Mailers #3/CWA 14620 went back into bargaining with the Post Dispatch after the membership voted down the proposed contract. The scale committee worked with the assistance of the federal mediator and attempted to bargain a wage increase, but the company position remained unchanged. However, some additional pay on a rotating basis for part-time mailers to earn above scale by assisting as a lead person, using the criteria of attendance, discipline records, knowledge of the equipment with seniority the deciding factor. Although the committee was reluctant and had concerns with this proposal, they presented it to the membership. The committee bargained to keep the two-year term and the other agreed-to language. The membership voted in favor of the contract.

Central Illinois Typographical Union 177/CWA 14408

Central Illinois Typographical Union 177/CWA 14408 continues to try to reach an agreement in the circulation department for the District Managers chapel at the Journal-Register.

Chicago Typographical Union 16/CWA 14408

Chicago Typographical Union 16/CWA 14408 is resuming negotiations with Cook County Sheriff’s Office in two units where we have members, the Offset Print Shop and the Sheriff’s Print Shop.

remaining frozen and a restoration plan that will continue to be in place based on any company gains. The agreement also calls for an attendance bonus plan. Rate changes in the current medical plan will take effect in the second year of the agreement, so the agreement calls for the addition of a secondary medical plan that will have lower premiums.

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All locals are responsible for filing their yearly LM and 990 reports. Copies of each must be sent to the Sector Office and to the CWA Secretary-Treasurer’s office along with a copy of your annual audit.
Additionally, each local must make sure that a copy of the Local’s Bylaws are filed with the Sector Office and CWA Secretary-Treasurer’s office.

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Season’s Greetings

To a joyful present
and a well remembered past.
Best wishes for
Happy Holidays
and a magnificent New Year.

—From the officers and staff of the Printing, Publishing and Media Workers Sector-CWA