



March 2, 2012

The Honorable Gregg Harper
Chairman
Joint Committee on Printing
1309 Longworth House Office Building
Washington, DC 20515

COMMITTEE
HOUSE OF REPRESENTATIVES
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Dear Mr. Chairman:

I have the honor to transmit herewith a one-year wage agreement, beginning in January 2012, between the Government Printing Office (GPO) and the Columbia Typographical Union, Local 101 (CTU), which represents 163 non-supervisory craft employees at GPO who compose, typeset, format, proofread, and perform other prepress work on the congressional and agency publications produced here. It was signed by the parties today, following approval last month by a vote of 75-21 of the CTU membership.

Consistent with the President's freeze on Federal pay for 2012, the agreement provides the covered employees with no pay increase. Except for a change from the previous contract that reverts the Metrochek subsidy to the current maximum of \$125 per month or as amended by Congress, the agreement continues previous provisions for nightwork differential, overtime, holiday pay, education, pay administration, environmental pay differential, emergency pay, workweek, procedures to establish new rates, and grievances.

In my view, this wage agreement comports with the requirement in section 305 of Title 44, U.S.C., that it be "in the interest of the Government and just to the persons employed," and I respectfully request its approval by the Joint Committee on Printing. If you need additional information, please do not hesitate to contact GPO's Congressional Relations Officer, Mr. Andrew Sherman, on 202-512-1991.

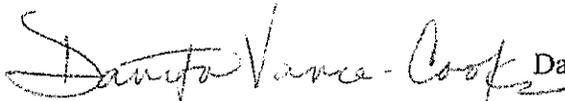
Sincerely,

Approved:


Gregg Harper, Chairman

Date:

3-15-2012



DAVITA VANCE-COOKS
Acting Public Printer

Enclosure

WAGE AGREEMENT

2012

UNITED STATES GOVERNMENT PRINTING OFFICE

and

COLUMBIA TYPOGRAPHICAL UNION

NO. 101-12

Effective: January 1, 2012

WAGE AGREEMENT

2012

UNITED STATES GOVERNMENT PRINTING OFFICE

and

COLUMBIA TYPOGRAPHICAL UNION

NO. 101-12

PARTIES

This Agreement is between the U.S. Government Printing Office (GPO or Employer) and the Columbia Typographical Union No. 101-12, (CTU or Union). The Agreement is in accordance with the provisions of Title 44, Section 305, of the U.S. Code. The terms of this Agreement shall apply to employees in the bargaining unit represented by the Union. The Agreement shall be effective upon approval by the Joint Committee on Printing.

ARTICLE I
WAGE RATES

A. Pay Rates

For the term of this Agreement the pay rate shall be the same as the 2011 rate.

B. Night Differentials

The night shift differential shall be 10 percent (10%) for work performed during a regularly scheduled or authorized tour of duty, three or more hours of which fall between 6 p.m. and 6 a.m.

C. Holiday Pay

The rate paid for work on holidays shall remain the same. One and one-half (1½) times the regular rate of pay as described in GPO Instruction 640.7D, dated April 8, 2008.

D. Overtime

The Parties agree that the rate paid for overtime work shall be one and one-half times the employee's rate of pay for his/her regularly scheduled workweek, Monday through Friday, at the time of the overtime in accordance with GPO Instruction 640.7D, dated April 8, 2008.

E. MetroChek

In accordance with applicable law and regulations, the GPO will offer to employees the opportunity to enroll in the MetroChek transit subsidy program. GPO will reimburse employees who enroll in the program for their actual monthly costs of commuting to and/from work, up to a maximum of \$125 per month or as amended by Congress during the term of this Agreement. The subsidy is provided to those employees who incur transportation costs via public transportation, mass transit or eligible vanpool to commute to and from work. Vanpool eligibility is determined by METRO in accordance with applicable law and regulation. Employees will sign an affirmation that they are not in the GPO parking program unless they are in an eligible vanpool. The sale or transfer of a MetroChek is prohibited. The subsidy will be effective as of the first full pay period of the next full month following approval of the Agreement by the JCP. The GPO will provide a MetroChek subsidy that is consistent with the amount provided to Legislative Branch employees.

ARTICLE II
EDUCATION

The Parties agree that GPO will pay the cost of any authorized job-related education in full. Authorization must be obtained from the designated management officials prior to the employee's commencement of the education course or program. Such reimbursement shall be limited to the cost of tuition, books, and/or other materials required by the instructors.

ARTICLE III
PAY ADMINISTRATION

A. Procedures for Change in Payday

The Parties agree that should the Employer be requested by Congress, or any of its Committees, to change its pay system, and where such change would result in a change in payday, the Employer will notify the Union at least thirty (30) days prior to any change in the payday. The notice will include the date on which the change is expected to occur. The Union will be accorded an opportunity to negotiate the impact of any change in the payday.

B. Issuance of Special Paychecks

Normally a special paycheck will be issued within three (3) workdays from the date an employee's supervisor notifies the Payroll Section Chief, in writing (including e-mail communications), that an employee, through no fault of his/her own, has experienced a shortage in their paycheck which is equivalent of eight (8) hours or more of base pay whether such hours short are overtime, base pay, or a combination thereof. Any correction for less than eight (8) hours of base pay will be made on the subsequent regular paycheck.

ARTICLE IV
EYE EXAMINATIONS

Once a calendar year, for the duration of this Agreement, GPO will provide an eye examination by qualified Occupational Health Division personnel or other qualified specialists for all unit employees.

ARTICLE V
EMERGENCY PAY

A. Employees covered by this Agreement, who are designated as "Emergency Employees" in hazardous weather conditions and/or similar emergency situations as declared by the Office of Personnel Management in accordance with their Washington, DC Area Dismissal or Closure Procedures before the workday begins or the Public Printer and/or his/her designee after the workday begins, shall be paid two (2) times their regular hourly rate for each hour, up to 8, actually worked in the emergency situation. Emergency employees will be paid one and one-half (1½) times their regular rate for each hour worked in excess of eight (8) hours in an emergency situation as provided by GPO Instruction 645.1D, Closure, Delayed Arrival, and Early Dismissal Policy for Inclement Weather Conditions and Similar Emergency Situations dated January 14, 2004. GPO will not withhold retirement deductions from the "emergency pay" received under this Article, and it is understood that such pay is not part of base pay.

B. Employees are not entitled to additional pay under the provisions of this Section when they have been determined to be "Excepted" from the provisions of the Antideficiency Act, 31 U.S.C. 1341, and are required to work during any time when there is a funding lapse or closure by any administrative, regulatory, or legal authority.

ARTICLE VI
WORKWEEK

The basic workweek shall be comprised of five (5) eight (8) hour days Monday through Friday, plus a one-half hour (½) of unpaid time for lunch, for a total workday of eight and one-half hours (8½).

ARTICLE VII
PROCEDURES TO ESTABLISH NEW RATES

The Parties hereby agree that the following procedures will be followed to establish wage rates for:

(1) Employee(s) assigned to operate new equipment or machinery ordered during the term of this Agreement to replace existing equipment or machinery where such new equipment or machinery will significantly change the previous duties, skills, efforts, functions, and responsibilities of such employee(s) who were assigned to and operated the equipment or machinery being replaced, and for;

(2) Employee(s) who, irrespective of any new equipment or machinery, experience a significant change from their previous duties, skills, efforts, functions, and responsibilities while continuing in their position(s) during the term of this Agreement.

The Parties agree that the term "significant(ly) change" means that the employee(s) will spend a preponderance (more than 50%) of their time performing new and substantially increased, or decreased, duties, skills, efforts, functions, and responsibilities.

A. GPO will notify CTU in writing within ten (10) working days of ordering any new equipment or machinery which is substantially different from the existing equipment or machinery it replaces, and which will result in a significant change in the duties, skills, efforts, functions, and responsibilities of the employee(s) assigned to and operating the equipment or machinery being replaced.

B. In accordance with applicable provisions of the Federal Service Labor-Management Relations Statute, and Supplemental Collective Bargaining Agreement, GPO will afford CTU the opportunity to negotiate upon the impact and implementation of such new equipment or machinery.

C. If CTU desires to negotiate on the impact of the introduction of such new equipment or machinery it must, within fifteen (15) calendar days of receipt of the notification letter in accordance with paragraph A, notify, in writing, the Director of Labor Relations of its intentions. The Parties may agree to hold negotiations in abeyance for ninety (90) days after the equipment is placed into production in order to provide time for the assessment of the changes, if any, in duties.

D. If CTU desires to negotiate the impact upon (an) employee(s) who, irrespective of new equipment or machinery, believe(s) they have experienced a significant change from their

previous duties, skills, efforts, functions, and responsibilities while continuing in their existing position(s), must notify, in writing, the Director of Labor Relations of its intentions within thirty (30) days of the institution of the asserted change(s). The notification shall include a description of the asserted change(s) in the duties, skills, efforts, functions, and responsibilities of such employee(s).

Ⓔ. Upon such written request under either paragraph C or D preceding, GPO will meet within ten (10) working days, or later as mutually agreed by GPO and CTU where it may not be possible to determine a fair rate in advance of active production experience, to discuss the appropriate pay rate(s) for the employee(s) described in paragraphs A and D. The new pay rate(s), if any, shall be based upon, and be consistent with, then existing GPO rate(s), which require similar duties, skills, efforts, functions, and responsibilities. Where relevant, the Parties may also consider pay rates in the public and private sectors involving similar equipment or machinery, or where such change is irrespective of equipment or machinery, similar duties, skills, efforts, functions, and responsibilities.

Ⓕ. If, after forty-five (45) calendar days following the first negotiation session under paragraph Ⓔ preceding, the Parties have not reached agreement, GPO may implement its final offer upon ten (10) calendar days' written notice.

Ⓖ. GPO shall proceed to mediation-arbitration with CTU if it submits, in writing, to the Director of Labor Relations, within ten (10) calendar days of the notification provided for under paragraph Ⓕ, a request to proceed with mediation-arbitration. Upon receipt of such request, the pay action of GPO will be stayed, if that action would be a reduction in existing wages. The usage of the equipment or machinery will not be impacted by the stay action or the mediation-arbitration proceedings.

Ⓖ. To provide for the mediation-arbitration provisions of paragraph G preceding, GPO and CTU may develop a panel of five (5) arbitrators to be employed as mediation-arbitration neutrals. Members of the panel will hear cases in rotation. It is agreed that an arbitrator may be stricken from the panel, and a substitute panel member agreed upon, at any time except when such arbitrator is next in line to hear a case.

Ⓖ. An arbitrator (Neutral) will be selected on the basis of availability for a hearing within thirty (30) days. The cost of the mediation-arbitration proceeding, including transcripts, will be paid one-half (½) by the GPO and one-half (½) by CTU. The hearing or mediation sessions will be held at GPO.

Ⓖ. The Neutral will, as promptly as possible, meet with the Parties to attempt to resolve the dispute through mediation or, if necessary, through arbitration, after such hearing, or other procedure or procedures, as the Neutral shall determine to be appropriate in all the circumstances.

Ⓖ. The Neutral shall issue a decision stating his/her resolution of the issues that remain in dispute within thirty (30) calendar days of the completion of the hearing or procedure(s) utilized. The agreement and/or resolution may be retroactive to the date of the change or prospective only, as mutually determined by the Parties, or as the Neutral shall determine. The Parties agree that, for purposes of retroactivity, the date of the change may be fixed no earlier than the date of

active production of such new equipment or machinery, or, for changes irrespective of equipment or machinery, the date of the notification by CTU to GPO as required by paragraph D preceding.

The Neutral shall provide the Parties with a Statement of Findings, and an opinion supporting the resolution of each disputed issue. A decision rendered by the Neutral under the procedures established by the Article shall be limited to and shall have binding effect only as to the wage rate at issue.

L. Any agreement or resolution reached through the procedures described in the Article shall be final and binding upon GPO and CTU for the duration of this Agreement, and shall remain in effect thereafter unless changed by the Parties through bargaining pursuant to 44 U.S.C. 305.

M. The pay/salary retention provisions of GPO Instruction 640.7D (dated April 8, 2008, as, or as may be, amended), shall apply to any incumbent employee whose rate of pay is established as a result of this Article. The new rate(s) of pay, if lower, shall only be applicable to any employee(s) hired, promoted, or voluntarily assigned, after the new rate(s) of pay has (have) been fixed by the Neutral, or when mutually agreed to by the Parties.

N. Nothing in this Article, or Agreement, shall be read to prevent GPO from introducing new equipment, machinery, or methods, or from assigning employee(s) to perform available work.

ARTICLE VIII GRIEVANCES

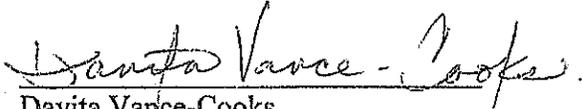
For Grievances involving the application or interpretation of this Agreement, the Parties will use the procedures in Article VII, Grievances and Arbitration, of the then current Master Labor-Management Agreement. Either Party to this Agreement may appeal a decision of an arbitrator under the Procedures of 5 U.S.C. 7122. GPO retains any other applicable appeal rights.

ARTICLE IX AGREEMENT DISTRIBUTION

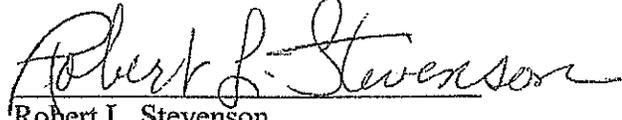
A copy of this Agreement will be made available to all covered employees.

ARTICLE X
DURATION

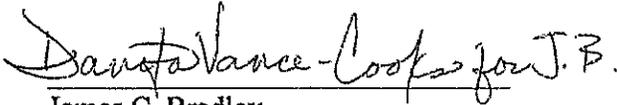
This Agreement shall terminate on the day before the first full pay period in January 2013.



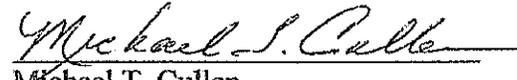
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Acting Public Printer



Robert L. Stevenson
President, CTU No. 101-12



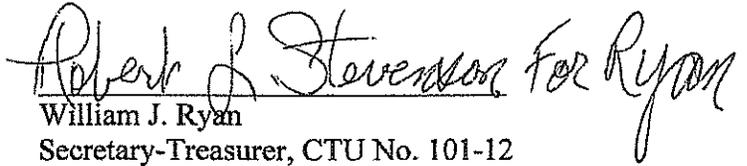
James C. Bradley
Assistant Public Printer



Michael T. Cullen
Vice President, CTU No. 101-12



Neal H. Fine
Director of Labor Relations



William J. Ryan
Secretary-Treasurer, CTU No. 101-12



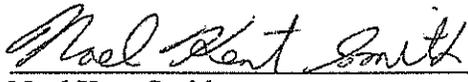
Michael Frazier
Senior Labor Relations Specialist



Kenneth B. Fatkin
Secretary, CTU No. 101-12



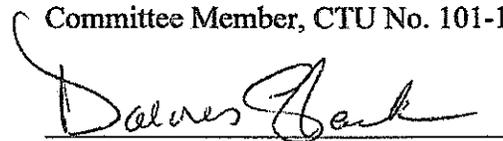
David Camp
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March 2, 2012