



COMMITTEE  
HOUSE ADMINISTRATION  
2012 JUN 28 PM 5:09

June 28, 2012

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

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 International Association of Machinists (IAM), Franklin Lodge No. 2135, which represents 21 non-supervisory craft employees at GPO who perform essential work to maintain and repair the equipment used by GPO to produce congressional and agency publications. It was signed by the parties on June 26, following approval last month by a vote of 13-0 of the IAM 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, holiday pay, overtime, education, pay administration, environmental pay differential, and emergency pay.

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:

6-28-12



DAVITA VANCE-COOKS  
Acting Public Printer

Enclosure

**2012 WAGE AGREEMENT**

**U.S. GOVERNMENT PRINTING OFFICE**

and

**INTERNATIONAL ASSOCIATION OF MACHINISTS,**

**FRANKLIN LODGE NO. 2135**

**Effective: January 1, 2012**

## **WAGE AGREEMENT**

This Agreement is entered into between the International Association of Machinists and Aerospace Workers AFL-CIO (IAM), Franklin Lodge 2135, hereinafter referred to as the "Union" and the United States Government Printing Office, hereinafter referred to as the "GPO." 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 located within Washington, D.C. metropolitan area and the Stennis, Mississippi alternate Passport facility.

### **ARTICLE I GENERAL PROVISIONS**

Upon approval and ratification, this Agreement shall become the sole method of setting wage rates for all covered employees unless changed, by law or controlling regulation, or through negotiations. The terms of this Agreement supersedes and take precedence over any conflicting provision(s) in existing collective bargaining agreement(s) and all side agreements on wages. This Agreement shall remain in effect for a period of one year. In the event that any part of this Agreement becomes negated by law, rule, or regulation, decision of the Joint Committee on Printing, or court, the remaining parts shall continue in effect and remain in effect and the Parties shall immediately, for the purpose of amending this Agreement, comply with such decision, order, rule or regulation.

### **ARTICLE II PAY RATES**

**2012**

Effective on the first full pay period in January 2012 through the last day before the first full pay period in 2013 bargaining unit employees shall be compensated at their current rates of pay.

### **ARTICLE III NIGHT DIFFERENTIAL**

The night shift differential shall be ten 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.

**ARTICLE IV  
HOLIDAY PAY**

The Parties agree that the rate for work on Holidays shall remain the same as the Holiday Pay provisions as described in GPO Instruction 640.7D for General Pay Administration, and as subsequently amended.

**ARTICLE V  
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, and as subsequently amended.

**ARTICLE VI  
TRANSIT SUBSIDY PROGRAM**

The Parties agree that employees covered by this Agreement will continue to receive Transit Subsidies (including MetroChek) in accordance with applicable law and regulations, and GPO Directives. GPO will provide a transit subsidy that is consistent with the amount provided to Legislative Branch employees.

**ARTICLE VII  
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 of program. Such reimbursement shall be limited to the cost of tuition, books, and/or other materials required by the instructors.

**ARTICLE VIII  
PAY ADMINISTRATION**

A. Procedures for Change in Payday

The Parties agree that should the GPO 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, GPO 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 Pay Corrections

Normally GPO will submit a pay correction to NFC for a special paycheck within one day from the time an employee's supervisor notifies the Payroll Section Chief, in writing, that an employee, through no fault of his/her own, has experienced a shortage in their paycheck which is equal to or greater than eight (8) hours of base pay. Any correction for less than eight (8) hours of base pay, overtime, or night differentials will be made on the next subsequent regular paycheck. This provision shall not apply to pay errors affecting large numbers of employees.

## **ARTICLE IX ENVIRONMENTAL PAY DIFFERENTIAL**

The Parties agree that GPO will pay an environmental differential pay for exposure to various degrees of hazards, physical hardships, and working conditions of an unusually severe nature. The definitions shall be determined in accordance with 5 CFR 532.511 and the Appendix A to subpart E of Volume 5, Part 532 of the Code of Federal Regulations, Schedule of Differentials, and as subsequently amended. The amount of the differential of an employee's pay under this provision shall be the percentage specified in 5 CFR 532.511.

## **ARTICLE X 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 as described in GPO Instruction 645.1D Closure, Delayed Arrival, and Early Dismissal Policy for Inclement Weather Conditions and Similar Emergency Situations and as subsequently amended.

B. Employees are not entitled to additional pay under the provisions of this Article 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.

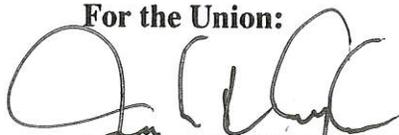
## **ARTICLE XI AGREEMENT DISTRIBUTION**

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

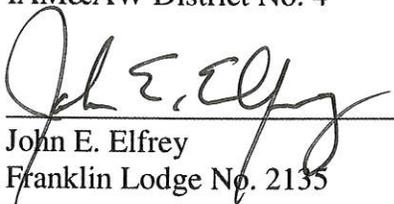
**ARTICLE XII  
DURATION**

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

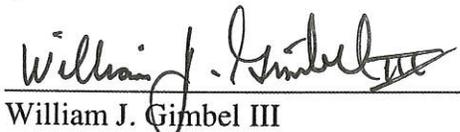
**For the Union:**



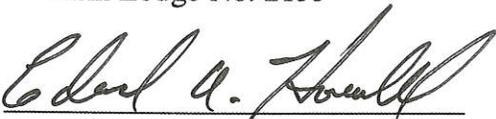
Joseph R. Compher  
Business Representative  
IAM&AW District No. 4



John E. Elfrey  
Franklin Lodge No. 2135



William J. Gimbel III  
Franklin Lodge No. 2135



Edward A. Howell  
Franklin Lodge No. 2135

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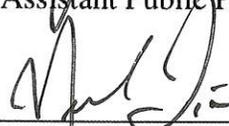
**For the Employer:**



Davita Vance-Cooks  
Acting Public Printer



James C. Bradley  
Assistant Public Printer, Operations



Neal H. Fine  
Director of Labor Relations



Gary B. Englehart  
Director of Operations Support



Michael Frazier  
Senior Labor Relations Specialist

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June 26, 2012