President’s Report

As I prepare this annual report and we head into the 27th Sector Conference in Detroit, I am continuously energized as I look back at the determination that all of you have had in moving your locals and the Sector forward. We have collectively defined how we address and improve our bargaining strengths and weaknesses; adapted to our ever-changing industry with the expansion of the possibilities before us; have constantly improved on our commitment to organize; and the list could go on and on.

"If everyone is moving forward together, then success takes care of itself."  —Henry Ford

I am also energized by what the future may hold with the changes that have been employed by the Sector as a whole so far. As Henry Ford once said, “If everyone is moving forward together, then success takes care of itself.” Included with this report is the financial health and audit of the Sector’s funds, activities within the Organizing Cooperative, the status of the Union Printers Home, collective bargaining briefs, and the Negotiated Pension Plan (NPP).

Brothers and Sisters, we must remain focused in adapting, changing and finding innovative ways to continue the work we have started. Whether it is in confronting the trials of today, organizing the unorganized, or securing a healthier future for tomorrow, we must continue moving forward. 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 transferred into the General Fund to use for organizing. As previously reported, the decision was made to change our investment strategy and try to maximize greater returns yet continue to minimize our risks. This decision continues to pay off and helped increase our returns on investments.

As of May 31, 2014, we had total assets of $5,312,593; which is a reduction of $180,622 from May 31, 2013. However, this clearly shows that our investment strategy is working for us when we had total expenses of $380,261. By comparison, in the audit performed in 2013, we had expenses of $385,198, with a net change in assets of almost $305,000.

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.

Organizing

The Organizing Cooperative continues to make great steps in addressing our need to organize the unorganized.

PPMWS-CWA, AFL-CIO

Statement of Financial Position

For the Year Ended May 31, 2014 (with summarized Information for 2103)

<table>
<thead>
<tr>
<th></th>
<th>2014</th>
<th>2013</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>CURRENT ASSETS</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cash</td>
<td>$138,107</td>
<td>$138,107</td>
<td>-</td>
</tr>
<tr>
<td>Money Market Accounts</td>
<td>123,222</td>
<td>25,145</td>
<td>91,588</td>
</tr>
<tr>
<td>US Government and Government Agency Obligations</td>
<td>538,462</td>
<td>151,241</td>
<td>351,640</td>
</tr>
<tr>
<td>Corporate Stocks</td>
<td>21,223</td>
<td>20,616</td>
<td>-</td>
</tr>
<tr>
<td>Corporate Bonds</td>
<td>2,084,986</td>
<td>195,415</td>
<td>1,724,285</td>
</tr>
<tr>
<td>Mutual Fund</td>
<td>758,337</td>
<td>32,848</td>
<td>725,489</td>
</tr>
<tr>
<td>Total Assets</td>
<td>$5,312,593</td>
<td>$4,325,091</td>
<td>$252,922</td>
</tr>
</tbody>
</table>

| UNRESTRICTED NET ASSETS | 2014       | 2013       |        |
| Undesignated        | $734,580   | $734,580   | -      |
| Designated for Future Benefits | 4,125,091  | -          | 4,325,091 |
| ITU Segregated Fund | 252,922    | -          | -      |
| Total Unrestricted Net Assets | $5,321,593 | $4,325,091 | $252,922 |

| Total Liabilities and Net Assets | 2014       | 2013       |        |
| Undesignated        | $734,580   | $734,580   | -      |
| Designated for Future Benefits | 4,125,091  | -          | 4,325,091 |
| ITU Segregated Fund | 252,922    | -          | -      |
| Total Liabilities and Net Assets | $5,321,593 | $4,325,091 | $252,922 |

Segregated Fund is complete, pursuant to delegate action taken at the 2013 Sector Conference, and the remaining funds transferred into the General Fund to use for organizing. As previously reported, the decision was made to change our investment strategy and try to maximize greater returns yet continue to minimize our risks. This decision continues to pay off and helped increase our returns on investments.

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**PRESIDENT’S REPORT**

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Dan Wasser, PPMWS President

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<table>
<thead>
<tr>
<th></th>
<th>2014</th>
<th>2013</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Total</td>
<td>Operating</td>
</tr>
<tr>
<td>REVENUE, GAINS AND OTHER SUPPORT</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Investment income</td>
<td>$83,832</td>
<td>$7,198</td>
</tr>
<tr>
<td>Net appreciation (depreciation) in fair value of investments</td>
<td>111,119</td>
<td>603</td>
</tr>
<tr>
<td>Annual Conference contributions</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Other income</td>
<td>4,688</td>
<td>4,688</td>
</tr>
<tr>
<td>Total revenue, gains and other support</td>
<td>199,639</td>
<td>12,489</td>
</tr>
</tbody>
</table>

**EXPENSES**

- Benefits to members, participants and beneficiaries: $17,547
- Investment fees: $16,928
- Annual conference: $919
- Consulting fees: $4,688
- Office: $21,020
- Printing: $424
- Pension contributions: $12,726
- Reimbursement to CWA for Sector expenses: $131,086
- Reimbursed local expenses: $175,361
- Other expenses: $3,500
- Total expenses: $380,261

**CHANGES IN NET ASSETS**

- (180,622) (333,297) 169,193 (16,518) (304,941)
- - 416,632 (134,877) (283,755) -
- (180,622) 83,335 34,316 (298,273) (304,941)
- -

**NET ASSETS**

- Beginning of year: $5,493,215
- End of year: $5,323,593

- Total revenue: $5,321,593
- Total gains: $734,580
- Total expenses: $4,325,091
- Total transfers: $252,922
- Total investment fees: $16,928
- Total annual conference contributions: -
- Total other income: $4,688

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Union Printers Home

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, which was to provide a benefit to the members.

The sale of the Union Printers Home was completed on April 15th and the work to define and create a new benefit for our members and their families will accelerate. As negotiated in the sales agreement, our members will receive the current, discounted rate for the next five years.

As for the assets of the Fund, the trustees are bound by the Union Printers Home’s Articles of Incorporation which states that the assets of the Corporation may only be used for purposes that qualify under the rules of the Internal Revenue Code pertaining to 501(c)(3). This includes educational, technological, or vocational uses, and one of the things that the Trustees will be working on is to set up an educational scholarship fund, which will be available to our active members, retired members and the relatives of both.

The new owners, Heart Real Estate, operate nursing homes in other states and intend to continue operating the UPH as a nursing home. Understanding the Home’s long heritage, Heart says they will keep the name and maintain its museum.

**Collective Bargaining**

**Briefs Around the Sector**

Shortly after the publication of the last Sector News, Salt Lake City Mailers Union M-21/14759 reached a two-year agreement with MediaOne of Utah. The company was seeking significant pay reductions to current and future employees, along with other changes, but the membership quickly mobilized around all the issues.

Central Illinois Typographical District Managers in the circulation department at the State Journal Register reached a tentative agreement on a new two-year contract.

Centrally California Typographical Union Printers Home’s Articles of Incorporation which states that the assets of the Corporation may only be used for purposes that qualify under the rules of the Internal Revenue Code pertaining to 501(c)(3). This includes educational, technological, or vocational uses, and one of the things that the Trustees will be working on is to set up an educational scholarship fund, which will be available to our active members, retired members and the relatives of both.

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**Collective Bargaining**

**Briefs Around the Sector**

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Central Illinois Typographical District Managers in the circulation department at the State Journal Register reached a tentative agreement on a new two-year contract.

The negotiating committee diligently bargained to keep contract provisions in place that the company had proposed eliminating. Although wages remained frozen, an attendance bonus was agreed upon. Changes in language that covered District Manager call-ins changed to actual hours worked with bonuses paid for the sixth and seventh workdays. New performance reviews will also be implemented.

CWA Local 7818 and the Spokane Mailers continue with negotiations with the Spokesman-Review. The committee is tackling some difficult issues but reaching some tentative agreements as bargaining continues.

Joplin Typographical Union 350/14612 reached an agreement with Joplin Globe in mailroom negotiations. The one-year agreement includes medical participation in the company medical plan and a one-time wage increase to cover any additional costs associated with the benefit. Other included language states that Mailroom employees will participate in up to five furlough days per quarter, in name as other Globe employees.

Las Vegas Local 14922 reached six new agreements. Agreements were reached at PDQ Printing, Time Printing, Copy Cat...
Charles P. 'Boots' Buttiglieri, Former PPMWS Assistant to the President, Dies

Charles P. Buttiglieri, affectionately called ‘Boots’ by his friends and coworkers died of cardiac arrest on April 23, 2015.

Born in Baltimore and raised in Middlesex, Boots began his career at the old Chesapeake and Potomac Telephone Co. and worked as a computer technician at its St. Paul Place office.

A member of the Communication Workers of America, Boots was appointed to the office of the President and also served as executive vice president of CWA Local 2101 in suburban Maryland.

Boots served as assistant to former PPMWS President Bill Boarman from 2009 until his retirement.

He also held the office of vice president of the Maryland State AFL-CIO.

Boots was a “real union man,” said Dan Wasser, PPMWS President. He was credited with arranging for a train to carry workers from Baltimore to Washington, DC for the historic 1991 Solidarity Day rally that drew an estimated 250,000 workers.

Boots was survived by his mother, Thelma; a son Charles Buttiglieri, Jr.; three daughters, Michelle-Glynn, Angela Buttiglieri, Samantha Buttiglieri Brown; a sister Theresa Buttiglieri; and eight grandchildren.

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 collectively that we have made a difference for our members, and I am not only humbled, but honored to be part of this great family.

Representative Report

Linda Morris-Cooley
Omaha Mailers

Omaha Mailers 100/CWA 14744 negotiations with Omaha World-Herald reached a two-year agreement that included a signing bonus the first year for the Journeyman Mailers. The mailroom will continue with the performance-based bonuses at a slightly reduced percentage for the Journeyman and the incentive for the production workers will continue as it has been. New language was added that a licensed occupational therapist will evaluate fitness tests based on essential functions of mailroom’s current jobs. Also new vacation carry over language was added that would be beneficial only if you were to leave within the carry over year, as the maximum vacation days would still apply. The company’s modifications of some of the existing language further specified the intent of the language.

St. Louis Mailers

St. Louis Mailers #3/CWA 14620-Terre Haute M10 Chapel negotiated a 12-month agreement with McCormack Printing located in Tipton, IN, who’s contract expired March 1, 2015. Changes were made in the union security language with Indiana’s right-to-work laws. Wages and other terms remained the same.

St. Louis Mailers #3/CWA 14620-Terre Haute M10 Chapel negotiated a one-year agreement with Humphrey Printing Co., Inc., located in Kokomo, IN. Their contract expired February 28, 2015. The company was recently sold and the new owners are doing business as Humphrey Printing. The new owners signed the Label documents also. Changes were made in the union security language with Indiana’s right to work laws. Wages and other terms remained the same.

Detroit Typographical

As Detroit Typographical Union18/14583 was preparing to go to arbitration over the layoff of Detroit newspaper employees the Union was able to reach a settlement agreement. A severance will be given all unit employees at the newspaper affected by the company’s moving of composing toning work for ad copy to a regional toning center and all creative production to Gannett Image and Design Center resulting in the reduction of employees at that time.
We Must Continue the Fight to Grow Our Union

By Dan Wasser, PPMWS President

Paul Booth, a labor organizer for AFSCME wrote an article for the American Prospect earlier this year called, “Labor at a Crossroads: The Case for Union Organizing.” In the article, Booth explains that the union movement has lost 3.5 million members in the last 40 years and that those forces that brought those numbers down are as “energetically engaged and powerful as they have ever been.” Booth is right. In the U.S., we are seeing unprecedented income inequality, and, while corporate profits are the highest they have ever been, workers are still being denied their fair share. States across the country are passing so-called “right-to-work laws” that prohibit collective bargaining, and the political elite are pandering to corporations and big banks rather than protecting workers. The deck is overwhelmingly stacked against us, yet workers continue to want and need union representation. And the PPMWS, through our organizing cooperative is seeking out and responding to the calls from workers around the country.

When we took on the challenge to build our union through the organizing cooperative, we knew it wouldn’t be easy. We have had great success and some failures. As Booth writes: “Organizing is hard; employers have made damned sure of that. It requires taking risks, and committing resources, that could easily be used only on behalf of today’s members, not tomorrow’s. So it requires that today’s members make that commitment. We have to place a bet on the future. The case for organizing has to be sufficiently compelling to merit such a bet.”

I believe that our bet is, and will continue to pay off everyday when I look at him, I dream big things for him. I dream for success and love, for health and happiness, for all the joys that life can bring.

I believe everyone wants a better future for their families. I know the Pressman at the Hartford Courant that contacted the PPMWS about forming a union wanted a better, more secure future. Even those that voted against the union want security, prosperity and dignity on the job. But fear of retaliation from the company kept many from voting for the union.

The workers in Hartford, CT, had already seen the company use bankruptcy to get out of the pension plan in the past. We didn’t win our union drive at the Courant but perhaps our work there will help those employees. We will continue to stay in contact with the organizing committee and follow up next year.

You win some, you lose some, but you can never give up.

Beyond Hartford, we are reaching out nationally to bring in shops from all over the US. Upstate New York, Tampa Bay, and Salt Lake City to name a few. I am also working on a shop in Michigan, still in the early stages, holding meetings and house calling.

As always, I am asking you, my brothers and sisters to keep an ear to the ground and never pass up a lead, don’t be afraid to send company names or employee names to Kim and me.

I look forward to meeting many of you at the Convention in June. And remember to dream big.

Dream Big

By Norm Stachulski, PPMWS Organizer

When I dream big...I dream for my son! In March, I attended the AFL-CIO Organizing Institute 25th Anniversary Organizing Workshop in March where more than 600 organizers from around the country came together to brainstorm ideas on how to get the word out to workers and find new and innovative ways to overcome the challenges of organizing today. I was inspired by the organizers I met and energized by their commitment to fighting for workers’ rights.

In an effort to build rapport in the community and educate the public about the Printing Sector, I have been visiting surrounding communities and talking to residents and workers about the benefits of union membership. Whenever I share the successes of our members it helps others realize they too can make positive changes.

Help spread the word about your union. Get your friends and family to “like” us on Facebook and follow us on Twitter.