



DEPARTMENT OF THE TREASURY  
BUREAU OF ENGRAVING AND PRINTING  
WASHINGTON, D.C. 20228

October 31, 2012

MEMORANDUM FOR JADE MARIANO  
HUMAN RESOURCES SPECIALIST  
DEPARTMENT OF THE TREASURY

THROUGH: Adrienne Jones, Acting Chief  
Office of Human Resources

FROM: Rhonda Mayfield, Manager  
Employee and Labor-Management Relations Division

SUBJECT: Official Time Usage Report for Fiscal Year 2012

The Bureau of Engraving and Printing is an industrial security printing facility, employing approximately 1,898 persons at plants in Washington, D.C. and Fort Worth, Texas. The workforce is organized into 19 bargaining units, comprised of numerous distinct crafts, a production support group, a clerical/technical group, and police officers. There are approximately 1,234 bargaining unit employees between both facilities. Eighteen (18) labor-management agreements are in effect.

**Official time usage in Fiscal Year 2012**

The total number of hours used for official time in Fiscal Year (FY) 2012 for both facilities is estimated at **4,751** hours. The breakdown of total hours used for official time for both facilities is as follows:

▪ Category I - Term Negotiations	32	hours
▪ Category II - Mid -Term Negotiations	189	hours
▪ Category III - Dispute Resolution	257	hours
▪ Category IV - General LM Relations	4,273	hours

**Methodology**

The report of official time used was compiled from file records of official time usage for representational activities including contract negotiations, impact and implementation meetings, Joint Labor Council meetings, grievances and arbitrations. Estimates of official time used were projected from these records.

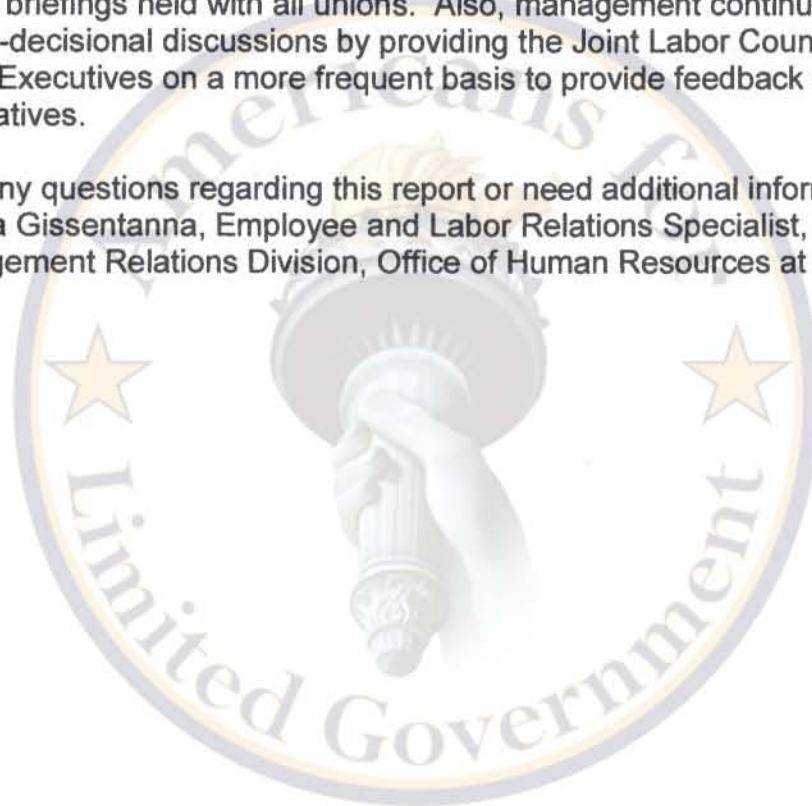
### **Comparison and Explanation for Official Time Usage**

In FY 2012, the Bureau's official time usage increased by approximately 273 hours from the previous fiscal year. The majority of the hours used were in Category III-Dispute Resolution and Category IV-General Labor-Management Relations. There was a slight increase in the dispute resolution category mostly due to miscellaneous grievances filed by various unions which were resolved through negotiated grievance procedures.

The increase in Category IV, General Labor-Management Relations, was mainly as a result of the Bureau transitioning to a new performance pay-out matrix to be used in lieu of the Goal Sharing Program in-keeping with guidance from the Office of Management and Budget (OMB) regarding monetary awards for Federal workers. As a result, there were several briefings held with all unions. Also, management continued to involve the unions in pre-decisional discussions by providing the Joint Labor Council an opportunity to meet with Executives on a more frequent basis to provide feedback on policy updates and new initiatives.

If you have any questions regarding this report or need additional information, please contact Marla Gissentanna, Employee and Labor Relations Specialist, Employee and Labor-Management Relations Division, Office of Human Resources at (202) 874-4980.

Attachments



The attached chart shows official time usage for Fiscal Year 2012 for each of the eighteen (18) bargaining units at the Bureau of Engraving and Printing. The first ten (10) highlighted unions contain bargaining unit employees at both facilities. The next eight (8) unions are represented at the DC Facility only. The Fraternal Order of Police has two bargaining units: Lodge 1, DC Facility; and Lodge 50, Ft. Worth Facility.





BUREAU OF ENGRAVING AND PRINTING FY 2012 OFFICIAL TIME REPORT

Union - Washington D.C. Facility	# of Bargaining Unit Employees DC	# of Bargaining Unit Employees Ft. Worth	Category I - Term Negotiations	Category II - Mid - Term Negotiations	Category III - Dispute Resolution	Category IV - General Labor-Management Relations
Joint Labor Council*	N/A	N/A	N/A	N/A	N/A	3,120
Local 1-C, Graphic Communications International Union, AFL-CIO (Pressmen)	70	93	0	40	0	24
Local 2, International Plate Printers, Die Stampers, and Engravers Union of North America, AFL-CIO (Plate Printers)	62	74	0	0	5	20
Local 4-B, Graphics Arts International Union, GCC-IBT (Bookbinders)	33	30	0	0	0	40
Local 24, International Plate Printers, Die Stampers, and Engravers of North America, AFL-CIO (Platemakers)	16	7	0	0	16	24
Local 32, International Plate Printers, Die Stampers, and Engravers' Union of North America, AFL-CIO (Engravers)	15	4	0	0	8	24
Local 121, International Brotherhood of Electrical Workers, AFL-CIO (Stationary Engineers)	16	3	0	0	0	24
Local 174, International Association of Machinists and Aerospace Workers, AFL-CIO (Non-Craft)	240	101	0	16	80	24
Chapter 201, National Treasury Employees' Union	106	27	32	50	20	148
Local 285, Graphic Communications Conference/IBT (Photoengravers)	9	2	0	0	0	24
Local 2135, International Association of Machinists and Aerospace Workers, AFL-CIO (Electro-Machinists)	46	54	0	47	40	217
Local 2135, International Association of Machinists and Aerospace Workers, AFL-CIO (Machinists, Auto Mechanics, Plate Finishers)	8	6	0	0	0	0
Local 100, Sheetmetal Workers International Association, AFL-CIO (Sheetmetal Workers)	9	N/A	0	8	0	24
Local 121, International Brotherhood of Electrical Workers, AFL-CIO (Electricians)	20	N/A	0	0	8	24
Local 602, United Association of Journeyman & Apprentices of Plumbing and Pipe Fitting Industry of United States of America, (Plumbers)	14	N/A	0	8	0	24
Local 1937, International Brotherhood of Painters and Allied Trades, AFL-CIO (Painters)	4	N/A	0	0	0	24
Local 2135, International Association of Machinists and Aerospace Workers, AFL-CIO (Siderographers)	5	N/A	0	0	0	24
Local 1145, United Brotherhood of Carpenters and Joiners of America, AFL-CIO (Carpenters)	10	N/A	0	0	16	24
Fraternal Order of Police, D.C. Lodge No. 1 (Police Officers)	98	N/A	0	0	40	416
Fraternal Order of Police, Texas Lodge No. 50 (Police Officers)	N/A	52	0	20	24	24
<b>Totals</b>	<b>781</b>	<b>453</b>	<b>32</b>	<b>189</b>	<b>257</b>	<b>4,273</b>
* JLC Chairman is full-time. JLC Vice-Chairman is half-time.	Union in both facilities		<b>TOTAL HOURS</b>		<b>4,751</b>	