

NWPA ALF News

November Edition

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SPECIAL POINTS OF INTEREST:

The NWPA ALF's jurisdiction covers 19 Pennsylvania Counties: Armstrong, Beaver, Butler, Cameron, Clarion, Clearfield, Crawford, Elk, Erie, Forest, Indiana, Jefferson, Lawrence, McKean, Mercer, Potter, Venango, Warren and Westmoreland. We produce this newsletter for the members of our affiliates.

Any comments or questions about this newsletters or its contents should be sent to the NWPA ALF is located at 1276 Liberty St. Ste. 2 in Franklin, PA 16323.

<https://unionhall.aficio.org/nwpaalf>

www.facebook.com/nwpaalf

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2020 UNION FAMILIES CHRISTMAS PROJECT

The NWPA Area Labor Federation and the Washington-Greene CLC have undertaken an enormous project "2020 Union Families Christmas Project" and with the collaboration and support of organized labor and our friends, it can be successful.



In Western Pennsylvania, we have two Local Unions on strike; UAW 1311 in Langeloth, PA FOR MORE THAN A YEAR with approximately 90 members, and USW 1016 in Farrell, PA with approximately 425 members.

Our goals are a \$25 gift card to help with Christmas Dinner for each family, gifts, and a filled stocking per child. We realize this is a lofty goal, but we know with your help we can do it! **Rosann and a few volunteers are working on homemade stockings for the children, if you can help. She needs people to sew at their homes and will deliver the material, supply everything needed, and pick up the stockings when completed.**

Solidarity is not just a word; it is the actions of camaraderie. We hope you will join us in Solidarity and help our union brothers and sisters by making Christmas brighter for their families.

Here is how you can help:

- ◆ You can help by serving as a coordinator and outreach to your members/co-workers for gifts and donations.
- ◆ You and/or your organization can donate, any amount will help.
- ◆ You can buy a Giant Eagle gift card for a dinner for a family or a child gift/gift card
- ◆ You can donate items to use as stocking stuffers.
- ◆ You can volunteer to help sort gifts, fill the stockings, and more as needed.

Note: if you buy Giant Eagle gift cards as gifts the children, they can purchase a gift card of their choice of the same value and their parents will earn the fuel perks for gas or food. We invite the coordinators/representatives to join us if they would like to volunteer at the event/s. **IF NEEDED, WE CAN MAKE THIS A DRIVE THROUGH CHRISTMAS!** The important thing is the gifts get to the children. **Thank YOU in advance for your Help!**

Donations should be made payable to "NWPA ALF Christmas Project" and mailed to 1276 Liberty St. Ste 2, Franklin, PA 16323.

"Angel Tags" are available for the children, beginning on page 9 is the list which is not complete additional Angels will be added as the information is received. Angel Tags can be emailed if requested at nwpaalf@gmail.com .

For more information or to volunteer, call Rosann at 814-360-8336 or email nwpaalf@gmail.com, Andrew at 724-854-0605, or Wayne at 724-678-2229.

NWPA ALF MEETING

Meeting 7:00 PM on Wednesday, Dec 16th
Our E-Board Meets at 6:00 PM
AFSCME DC 85 HALL
1276 LIBERTY ST. FRANKLIN, PA 16323

Special speakers: TBD

RSVP to 814-360-8336 or nwpaalf@gmail.com

CLC Meetings in NWPA ALF:

Beaver-Lawrence CLC:

Meeting 7:30 PM on Monday, Dec 21st
IBEW 712 Hall
217 Sassafra Lane Beaver 15009
For more information call 724-971-7473.

Butler County CLC:

Meeting 7:30 PM on Wednesday, Dec 2nd
UAW 3303 Hall
112 Hollywood Rd. Butler, PA 16003
For more information call 724-285-4883 ext. 233

Clearfield-Elk-Cameron-Jefferson CLC

Meeting 7:30 PM on Thursday, Dec 3rd
IBEW LU5
1400 Leonard Rd. Clearfield 16830
For more information call 814-937-2208.

Erie-Crawford CLC:

Meeting 7:30 PM on Wednesday, Dec 2nd
USW 3199 Hall
703 French St. Erie 16501
For more information call 814-823-9940.

Greater Westmoreland CLC:

Meeting 7:00 PM on Monday, Dec 21st
Possibly via ZOOM or Fire House #2,
421 Thornton Rd. Greensburg 15601
For more information call 724-600-6266.

Indiana-Armstrong CLC:

Meeting 7:30 PM on Thursday, Dec 15th
via ZOOM
For more information call 724-479-0923.

McKean-Potter CLC:

Meeting 7:00 PM on Monday, TBD
Fox's Pizza Den
51 N Main St. Port Allegany, PA
For info email jbarnett85@gmail.com.

Mercer County CLC:

Meeting 7:30 PM on Thursday, Dec 17th
USW 1660 Hall, 1028 Roemer Blvd. Farrell 16121
For more information call 724-854-0605.

Venango-Clarion Chapter:

Meeting 6:30 PM on Thursday, Dec 10th
IAM 1842 Hall/ via Zoom
24 Front St. Franklin 16323
For more information call 814-671-4420.

Warren-Forest CLC:

Meeting 6:00 PM on Thursday, Dec 3rd
IUOE 95 Hall,
via ZOOM
For more information call 814-730-7558

AFL-CIO Daily Brief Message From The President



The labor movement continues to lead the response to the COVID-19 pandemic and to fight for economic opportunity and social justice for America's workers. You can look at your inbox for this Daily Brief from the AFL-CIO. Statement from the President

With the virus raging across the country, we know what we need to do. We need to manufacture the respirators and personal protective equipment that continue to be in short supply. We need to make the investments to retrofit our workplaces and schools to meet the ventilation and distancing requirements scientists and workplace safety experts tell us are absolutely vital. We need to make sure all COVID-19 cases are counted and reported so we know where the major outbreaks are before they get worse.

And we need emergency OSHA and MSHA COVID-19 standards to quickly put in place requirements for employers across the country as we enter this very difficult period in the COVID-19 pandemic. This would set in motion a six-month timeline to create a long overdue permanent standard so we are better prepared if and when the next infectious disease outbreak occurs. President-elect Joe Biden rightfully reminds us that a job is about more than a paycheck—it's about dignity. And if we believe that all work has dignity, then all workplaces need to focus on safety. It's not too late to save tens of thousands of lives.



UNION-MADE HOLIDAY GIFTS

Games	Beauty Products	Candies	Sports Products
<ul style="list-style-type: none"> • Barrel of Monkeys • Candy Land • Chutes and Ladders • Clue • The Game of Life • Monopoly • Pictionary • Risk • Scrabble • Sorry 	<ul style="list-style-type: none"> • Avon • Caress skin care • ChapStick • Dove • Old Spice • Revlon 	<ul style="list-style-type: none"> • Allan Candy peppermint candy canes • Jelly Belly • Laffy Taffy • Tootsie Roll Pops • Hershey's chocolates 	<ul style="list-style-type: none"> • Bare wetsuits • Callaway Golf • Louisville Slugger • Standard Golf • Top-Flite Golf • Wilson NBA basketballs and NFL footballs

AFL-CIO

[AFLCIO.ORG/HOLIDAYGIFTS](https://aflcio.org/holidaygifts)

CAN A WORKING REMOTELY INJURY BE WORKERS COMPENSATION?

by Barb Holmes -Blaufeld, Schiller & Holmes LLP

With many individuals still working remotely, the question may come up: what if I get hurt at home while I am working? Will I be covered by workers' compensation benefits? The answer SHOULD be yes, but it might depend upon when and where in the workday the injury occurs.

Some time ago, when Verizon's employees started working remotely, Brenda Alston began working from her home part of the week. Her "office" was in her basement, and on January 7, 2002, she was upstairs in the kitchen drinking a glass of juice when her supervisor called regarding an issue that demanded immediate attention. While going downstairs to her office, Ms. Alston fell and was seriously injured. The case was defended on the basis that Ms. Alston was not in the course of her employment, because she had gone upstairs to get a drink, and was furthering her own needs, not the employer's. In deciding the case, the Court held that Ms. Alston was working in a fixed work location approved by the employer—her home office—and that an "inconsequential or innocent" departure from work during regular work hours did not take her out of the course of her employment. The fact that she was at home did not result in a denial of benefits.

However, in a case decided after Ms. Alston's case, a gentleman was found slumped in his chair in his basement office, from an intercranial hemorrhage, and died some ten days later. In that case, no one could determine what Mr. Werner was doing at the time that he suffered the injury or whether he was even performing work-related activities, because he used his basement office for both work-related and home related paperwork. His widow testified that she talked to him before going out in the late morning but found him unconscious and with a nosebleed when she went downstairs at 2 PM. His son testified that there was an exit in the basement and that his dad sometimes went outside to smoke through that door, but that he found his dad's glasses and some drops of blood by the front door. There was evidence that Mr. Werner had sent some work-related emails, but the last of those admitted into evidence was shortly after 10 a.m. Witnesses on behalf of the employer testified that Mr. Werner had a work laptop that he used at this home office and he was a salaried employee that set his own schedule. One co-worker testified that he had talked to Mr. Werner that morning. Based on all this evidence the Judge found that this was NOT a work-related injury, because there was no evidence that Mr. Werner was performing work activities or taking an "inconsequential or innocent" departure from his work duties when injured. The Court ultimately affirmed the Workers' Compensation Judge, relying on Ms. Alston's case, and holding that "sadly," in Mr. Werner's case, no one could establish what happened at the time Mr. Werner was injured. While there was speculation that Mr. Werner may have been outside smoking on a "work break," the Court considered that to be speculative at best. Therefore, benefits were denied.

What does this mean for people working remotely now who might be injured? It seems fairly clear that a break to use the rest room or to get something to eat may be seen as a momentary departure and compensable, if the injury occurs going to or from; however, many of us, when working from home, find ourselves "multi-tasking" and therefore the break may be more than inconsequential. Checking a hot crock pot or pulling laundry out of the washer and into the dryer—even if on a conference call—may not result in a compensable injury if one gets burned or tears a rotator cuff. Tripping over the kids' homeschooling (remote learning) school supplies scattered all over the entryway on the way to the stairs leading to the upstairs room where one is remotely working may not result in a work-related injury because that "condition of the premises" may exempt the employer from liability. Checking emails while walking downstairs—not a good idea anyway—may not be compensable if it is done outside of work hours if that employee needs to clock in/out or if it is not something the employee would ordinarily be doing, or has done during the course of at home work.

This is not to say that these circumstances should not be evaluated if an injury occurs while working at home—many injuries might be compensable. However, as the facts of the cases discussed in this email show, the FACTS ARE IMPORTANT. Evidence supporting those facts is important. These cases turn on exactly what was going on when the injury occurred.

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COVID-19 - Work Comp and FFCRA

Prepared by Rudberg Law Offices, LLC

If you are diagnosed with COVID-19, you may be covered under the Workers' Compensation Act for any time that you miss and for any resultant medical bills. The Workers' Compensation Act provisions which would apply would be those that cover occupational diseases. The requirements to be shown would be that you were exposed to the contaminant and that you have medical evidence which relates your condition to your work and an exposure by a co-worker. Although there is a presumption that the disease was contracted at work in certain situations, as a practical matter it would be best to have a medical doctor indicate the cause in writing. The usual notice provisions of 120 days to the employer would still be a prerequisite.

If you are exposed to a co-worker who has tested positive and must quarantine, workers' compensation would not apply because you do not have an illness, but you may be able to secure unemployment compensation benefits or the benefits described below.

If you or a family member is affected by COVID-19 paid leave under the provisions of the recently enacted Families First Coronavirus Response Act (FFCRA) may be helpful to you.

The FFCRA, which went into effect on April 1, 2020, provides for emergency paid sick leave

(EPSLA) and emergency paid Family and Medical Leave Act benefits (EFMLEA). The law covers any private entity or individual who employs fewer than 500 Employees. 29 CFR 826.40(a). It provides that covered employers **must** provide Paid Sick Leave and Expanded Family and Medical Leave to eligible employees. 29 CFR 826.40(a). While the law provides that businesses with fewer than 50 employees may be able to obtain an exemption when offering leave benefits would jeopardize the viability of the business as a going concern.

Regarding employee eligibility, the EPSLA provisions of the FFCRA provide that all employees of a covered employer are eligible for paid sick leave. 29 CFR 826.30(a). The EFMLEA provisions of the law, meanwhile, provide that all employees employed by a covered employer for at least thirty calendar days are eligible for expanded family and medical leave. 29 CFR 826.30(b). The only exceptions are for employees who are health care providers or emergency responders, and for certain U.S. Government Executive Branch employees. 29 CFR 826.30(c) (d).

The FFCRA provides that covered employers are required to provide eligible employees two weeks (up to 80 hours) of paid sick leave under the EPSLA at two-thirds the employee's regular

rate of pay where the employee is unable to work because of the need to care for a child whose school or child care provider is closed or unavailable for reasons related to COVID-19. In fact, Section 826.20 of the law expressly provides:

“(a) Qualifying reasons for Paid Sick Leave. (1) An Employer **shall** provide to each of its Employees Paid Sick Leave to the extent that Employee is unable to work due to any of the following reasons:

(v) The Employee is caring for his or her Son or Daughter whose School or Place of Care has been closed for a period of time, whether by order of a State or local official or authority or at the decision of the individual School or Place of Care, or the Child Care Provider of such Son or Daughter is unavailable, for reasons related to COVID-19.”

29 CFR 826.20(a)(v).

If your employer is over 500 employees, it is assumed that they will provide similar protection, however it is not required by law.

If you need assistance with this or any work comp or injury issue, please feel free to contact us.

Know Your Rights!

Protect Your Rights!



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ASBESTOS EXPOSURE IN PENNSYLVANIA

by Craig Coleman

In September of 2020, several public-school officials in Scranton, Pennsylvania were criminally charged with concealing inspections that found dangerous levels of asbestos in classrooms, restrooms, and a cafeteria in the Scranton School District. Philadelphia Public Schools had to close several school buildings earlier this year to address asbestos that posed a health risk to children and adults working in those schools. Several years ago, Schenley High School, part of the Pittsburgh Public School system, was abandoned because the school district could not afford to remediate the asbestos in the building. The building, listed on the National Registry of Historical Places and Pittsburgh's History and Landmarks Foundation Registry, had extensive deteriorating plaster that contained asbestos.

Decades ago, many public and private buildings, including schools were built with wall insulation, wall and ceiling plaster, and floor tiles that contained asbestos. Asbestos containing products were commonly used to insult pipes and other industrial equipment in schools and commercial buildings. Factories and industrial plants also commonly were built with asbestos containing materials. Asbestos was a common additive to gaskets, packing material and insulation used in many plants and factories in Western

Pennsylvania before 1980.

Buildings and industrial plants constructed with or containing asbestos pose a risk to those who have worked or are working in these buildings and plants. As asbestos deteriorates, it can release hazardous small fibers into the air. When inhaled, these fibers can cause lung cancer, asbestosis and mesothelioma. Mesothelioma a deadly cancer of the lining of the lungs.

A report of the Environmental Working Group Action Fund in 2015 found that Pennsylvania's death rate related to asbestos was 50 to 100 percent above the national average. With Western Pennsylvania's history as a center for industry, this statistic is perhaps not surprising. The National Institute of Occupational Safety and Health has found that plumbers, pipe fitters, steam fitters, electricians and construction workers are most vulnerable to asbestos-related diseases. But asbestos-related diseases are not limited to these occupations. There have been reported cases of mesothelioma among teachers, maintenance workers and others who worked in buildings known to contain asbestos. Roofers who worked with asbestos containing roofing material, auto mechanics who worked with asbestos containing brake pads and individuals who worked in boiler rooms of ships are all likely to have been

exposed to asbestos in their workplace.

Asbestos manufacturers and suppliers knew of the potential hazardous effects of exposure to their products, and Pennsylvania law permits the filing of asbestos claims against manufacturers, employers, property owners and suppliers of asbestos. It often takes 20, 30 or even more years for an asbestos disease to appear after exposure. Knowing all the places you worked is critical to determining what asbestos products you were exposed to. The evidence needed to establish a claim against an asbestos supplier, manufacturer or an employer or property owner will often be decades old. The attorneys at Caroselli, Beachler & Coleman have been pursuing asbestos claims for their clients since the early 1970s and have access to the documentation, testimony, and evidence necessary to successful represents individuals with an asbestos related disease and their families.

If you or someone you know has been diagnosed with mesothelioma, asbestos-related lung cancer or any asbestos-related disease (even if they were a smoker), please contact Attorney Craig Coleman at Caroselli Beachler & Coleman, toll-free at 1-800-222-8816 or email at ccoleman@cbmclaw.com.

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DAN GOEHRING, TREASURER CARPENTERS LOCAL 432
DAN GREEN, FINANCIAL SECRETARY UAW LOCAL UNION 3303

Marine Toys for Tots Foundation

September 20, 2019

Dear Brothers and Sisters,

The Butler County United Labor Council invites you to join us in our "Labor Days of Action" during October, November and December 2020. The Council and attending delegates have decided to once again partner with the U.S. Marines and their Toys for Tots program this year.

"The objectives of Toys for Tots are to help less fortunate children throughout the United States experience the joy of Christmas; to play an active role in the development of one of our nation's most valuable resources – our children; to unite all members of local communities in a common cause for these months each year during the annual toy collection and distribution campaign; and to contribute to better communities in the future." All of which are sound principles that our Labor Organization represents too!

We ask that you collect new, unwrapped toys during November and December. Toys should be appropriate for age's birth through 12 years of age.

We are going to make this really easy for all of you to participate. Simply make a monetary donation to the Butler County Labor Council and we will do the shopping for you! Please make checks payable to Butler County Labor Council (memo: Toys for Tots) and mail to:

Butler County Labor Council
P.O. Box 2148
Butler, Pa. 16003-2148

Please respond by Tuesday, December 8, 2020 so that we can get the toys ready for the children.

If your local chooses to collect toys, we will be happy to provide you with a "Toys for Tots" collection box. Once you are overflowing with toys, simply call us at one of the numbers listed below and we will be happy to schedule a pick up, or Toys can be brought to the UAW Local 3303 office at Pullman Center in Butler. All toys will be stored at that location and will be delivered to the Toys for Tots distribution location in time to sort and organize gifts for parents and guardians of children to pick up in time for Christmas!

Let's make our "Day of Action" bring joy and hope to the less fortunate children in our communities!

In Solidarity,

Jim Saeler
President, Butler CLC
And Building Trades
(724) 607-1030

Ken Baldauf
U.S. Marine Corps
IBEW Local 5 (retired)
(412) 841-5001

Roy Lewandowski
U.S. Air Force
IBEW Local 5



What Are You Thankful for?

It's been a very challenging year, but as we gather around our Thanksgiving dinner table on November 26, we can certainly be thankful for the delicacies of the season and for the hard working men and women who work for companies that treat them with dignity and give them a voice on the job. You have choices every time you go to the supermarket or order for delivery. This holiday, choose products like the ones below which are made by ethical union companies. And while we're giving thanks, a shout out to the union members for the work they do to help strengthen the middle class.

Labor 411

MAKING IT EASY TO SUPPORT GOOD JOBS

LOS ANGELES | SAN FRANCISCO | WASHINGTON, D.C. | PHILADELPHIA | NEW YORK

Happy Thanksgiving!

Labor 411



Whole Turkey

Butterball (UFCW, IBT)
Foster Farms (UFCW, IBT)

Stuffing

Stroehmann Bakery Products (BCTGM)
Manischewitz (BCTGM)

Potatoes / Sweet Potatoes

Betty Crocker (BCTGM)
Dole (IBT)
Ore-Ida (UFCW, IBT)

Cranberries / Cranberry Sauce

Dole (IBT)
Ocean Spray (IAM)

Salad / Vegetables

Andy Boy Broccoli, Cauliflower,
Lettuce (UFW)
Birds Eye Vegetables (UFCW, IBT)
Del Fresh Mushrooms (UFW)
Dole Salads (IBT)
Fresh Express Salad (IBT)

Find more union-made products at www.Labor411.org

AFL-CIO Code of Conduct Training for new designees

The National AFL-CIO will be offering a training for Code of Conduct designees of state federations, area labor councils, and central labor councils on Thursday, November 19th at 2:00 PM ET.

The training will be offered via Zoom and will be led by our governance team. The training will review what the Code of Conduct covers and how to conduct an investigation.

AFL-CIO Code of Conduct Designee Training

November 19, 2020 at 2:00 p.m. ET

Please register here.

https://u1584542.ct.sendgrid.net/ss/c/DeKjhRoV0WE5zebLYRlWRcICE9Be4TN5wiBbM_H0Ej_ohMoEMIW4Fj1_z8pyAEbPpTSi7HJpD8GQ96T8yjGKKwv-VB U340T23jSggLwJXlHBve_8hoUC8bxT 5tT6TdDauhd6BgyXp-zdjWzpfikrWF_

PLEASE NOTE: For those who have already been trained, this is the same training we have offered in prior months, but are making it available for new designees, or for those who have not yet been able to be trained.



Call Your Senators - #SaveThePostOffice

The Postal Service is in a crisis, caused by the Coronavirus, and Congress needs to act, urgently.

Our public Post Office needs COVID relief otherwise it could run out of money soon. The danger is even greater as the Postmaster General is renewing his plan to use the crisis to slow down mail/package sorting and delivery. Congress must provide support or people will face drastic service cuts.

Call your Senators urgently. Tell them to support at least \$25 billion in stimulus funding for our public Postal Service and no return to PMG DeJoy's mail slowdown. Dial (844) 402-1001 or use the form at <https://apwu.org/call>.

AFL-CIO ZOOM Governance Training

The AFL-CIO will be hosting a series of Zoom Level 2 - Governance trainings for CLCs and ALFs.

These sessions will cover the essentials you will need in order to conduct the business of your federation body remotely. This goes beyond the zoom basics and dives deeper into tools to help with decision making and voting.

Visit <https://aflcio.org/what-unions-do/resources-union-activists/digital-trainings> to register for the trainings below:

Wednesday, November 18th at 12:00 PM ET

Wednesday, November 18th at 7:00 PM ET

Wednesday, December 2nd at 12:00 PM ET

Wednesday, December 2nd at 7:00 PM ET



Our lists are still not completed, some families have not been reached yet.

USW 1016 ANGELS

ANGELSLIST

Union	Family	Sex	AGE
UAW 1311	1	Boy	9
UAW 1311	2	Boy	9
UAW 1311	2	Girl	15
UAW 1311	3	Boy	17
UAW 1311	4	Boy	17
UAW 1311	5	Girl	17
UAW 1311	6	Boy	7
UAW 1311	6	Girl	7
UAW 1311	7	Girl	12
UAW 1311	7	Boy	14
UAW 1311	7	Boy	17
UAW 1311	8	Boy	5
UAW 1311	8	Boy	6
UAW 1311	8	Girl	1
UAW 1311	9	Boy	17
UAW 1311	9	Girl	14
UAW 1311	10	Boy	17
UAW 1311	10	Girl	18
UAW 1311	11	Boy	6
UAW 1311	12	Girl	5
UAW 1311	12	Girl	9
UAW 1311	12	Girl	11
UAW 1311	13	Boy	17
UAW 1311	14	Boy	14
UAW 1311	14	Girl	12
UAW 1311	15	Boy	18
UAW 1311	16	Girl	9
UAW 1311	17	Girl	23
UAW 1311	18	Boy	1
UAW 1311	18	Boy	4
UAW 1311	19	Girl	16
UAW 1311	19	Girl	18
UAW 1311	20	Boy	1
UAW 1311	21	Boy	11
UAW 1311	21	Girl	13
UAW 1311	21	Girl	9
UAW 1311	22	Boy	5
UAW 1311	23	Boy	14
UAW 1311	24	Girl	4 months
UAW 1311	25	Boy	12
UAW 1311	26	Boy	10
UAW 1311	26	Girl	9
UAW 1311	26	Girl	9
UAW 1311	27	Boy	12
UAW 1311	27	Girl	9

Union	Family	Sex	age
USW 1016	1	boy	15
USW 1016	1	girl	19
USW 1016	2	girl	11
USW 1016	2	girl	15
USW 1016	3	boy	7
USW 1016	4	boy	13
USW 1016	4	girl	16
USW 1016	5	boy	5
USW 1016	6	boy	2
USW 1016	6	boy	5
USW 1016	7	boy	10
USW 1016	8	girl	15
USW 1016	9	boy	6
USW 1016	9	girl	9
USW 1016	10	girl	2
USW 1016	11	girl	2
USW 1016	12	boy	6
USW 1016	12	girl	2
USW 1016	12	girl	6
USW 1016	12	girl	11
USW 1016	12	girl	15
USW 1016	13	boy	12
USW 1016	13	boy	14
USW 1016	14	boy	15
USW 1016	14	boy	18
USW 1016	14	girl	12
USW 1016	15	girl	13
USW 1016	16	girl	15
USW 1016	17	boy	13
USW 1016	17	boy	21
USW 1016	17	girl	16
USW 1016	18	boy	11
USW 1016	18	girl	13
USW 1016	19	girl	1
USW 1016	20	boy	7
USW 1016	20	girl	6 months
USW 1016	20	girl	2
USW 1016	21	boy	9
USW 1016	21	girl	17
USW 1016	22	girl	21
USW 1016	22	boy	12
USW 1016	23	girl	2
USW 1016	24	girl	2
USW 1016	24	girl	16
USW 1016	24	girl	21
USW 1016	25	boy	13
USW 1016	25	boy	17

USW 1016	26	girl	13
USW 1016	26	girl	15
USW 1016	27	girl	19
USW 1016	28	boy	17
USW 1016	29	boy	8
USW 1016	29	boy	12
USW 1016	30	boy	17
USW 1016	30	boy	16
USW 1016	30	girl	22
USW 1016	31	boy	2
USW 1016	31	boy	5
USW 1016	31	boy	7
USW 1016	32	boy	7
USW 1016	32	boy	15
USW 1016	32	girl	9
USW 1016	32	girl	11
USW 1016	33	girl	16
USW 1016	34	girl	10
USW 1016	35	boy	17
USW 1016	35	girl	15
USW 1016	36	girl	9
USW 1016	37	girl	11
USW 1016	38	girl	17
USW 1016	39	boy	4
USW 1016	40	boy	3 Months
USW 1016	40	girl	2
USW 1016	41	boy	8
USW 1016	41	girl	7
USW 1016	42	boy	8
USW 1016	42	girl	1
USW 1016	42	girl	3
USW 1016	42	girl	10
USW 1016	42	girl	13
USW 1016	43	boy	10
USW 1016	43	boy	17
USW 1016	43	girl	21
USW 1016	43	girl	22
USW 1016	44	boy	3
USW 1016	44	boy	5
USW 1016	44	boy	7
USW 1016	45	boy	18
USW 1016	46		
USW 1016	47	boy	9
USW 1016	47	girl	4
USW 1016	48	girl	10
USW 1016	48	girl	14
USW 1016	49	boy	2
USW 1016	50	boy	13
USW 1016	50	boy	15

USW 1016	51	boy	17
USW 1016	51	girl	16
USW 1016	52	boy	1
USW 1016	52	boy	5
USW 1016	52	boy	11
USW 1016	53	boy	18
USW 1016	54	boy	17
USW 1016	55	boy	13
USW 1016	56	boy	5
USW 1016	57	girl	12
USW 1016	58	girl	3
USW 1016	58	girl	4
USW 1016	59	boy	13
USW 1016	59	girl	8 months
USW 1016	59	girl	2
USW 1016	59	girl	5
USW 1016	59	girl	6
USW 1016	59	girl	9
USW 1016	60	boy	9
USW 1016	60	boy	11
USW 1016	60	boy	14
USW 1016	61	boy	11
USW 1016	62	girl	10
USW 1016	62	girl	13
USW 1016	63	boy	14
USW 1016	63	boy	14
USW 1016	64	boy	2
USW 1016	64	boy	8
USW 1016	64	girl	13
USW 1016	64	girl	16
USW 1016	65	girl	8
USW 1016	65	girl	8
USW 1016	66	boy	13
USW 1016	66	girl	17
USW 1016	67	boy	9
USW 1016	67	girl	5
USW 1016	68	girl	14
USW 1016	68	boy	11
USW 1016	69	boy	5 Months
USW 1016	70	boy	2
USW 1016	70	boy	3
USW 1016	70	girl	7
USW 1016	71	girl	24
USW 1016	72	boy	8
USW 1016	72	girl	10
USW 1016	73	boy	14
USW 1016	74	boy	
USW 1016	74	boy	

USW 1016	75	boy	17
USW 1016	75	girl	2
USW 1016	75	girl	3
USW 1016	75	girl	4
USW 1016	75	girl	8
USW 1016	75	girl	13
USW 1016	76	boy	10
USW 1016	77	boy	7
USW 1016	77	girl	2
USW 1016	78	boy	12
USW 1016	78	boy	13
USW 1016	79	boy	8
USW 1016	79	girl	2
USW 1016	80	boy	3
USW 1016	81	boy	7
USW 1016	81	girl	9
USW 1016	82	boy	5
USW 1016	83	boy	4
USW 1016	83	boy	6
USW 1016	84	boy	19
USW 1016	84	girl	16
USW 1016	85	boy	15
USW 1016	85	girl	12
USW 1016	86	boy	8
USW 1016	86	boy	15
USW 1016	87	girl	20
USW 1016	87	girl	23
USW 1016	88	boy	7
USW 1016	88	girl	16
USW 1016	89	boy	11
USW 1016	90	boy	11
USW 1016	90	girl	3
USW 1016	90	girl	9
USW 1016	91	boy	13
USW 1016	91	boy	15
USW 1016	92	girl	5
USW 1016	92	girl	7
USW 1016	93	boy	3 Months
USW 1016	93	boy	5
USW 1016	94		
USW 1016	95	boy	1
USW 1016	95	girl	3
USW 1016	96	boy	14
USW 1016	96	girl	3
USW 1016	97		
USW 1016	97		
USW 1016	98	boy	9
USW 1016	98	girl	14

USW 1016	99	boy	15
USW 1016	99	girl	19
USW 1016	100	boy	13
USW 1016	101	boy	15
USW 1016	101	boy	15
USW 1016	101	girl	10
USW 1016	102	boy	15
USW 1016	102	girl	14
USW 1016	103	girl	1
USW 1016	104	boy	14
USW 1016	105	boy	2
USW 1016	105	girl	12
USW 1016	105	girl	13
USW 1016	105	girl	16
USW 1016	106	boy	1
USW 1016	106	girl	13
USW 1016	107	boy	2
USW 1016	108	boy	1
USW 1016	108	boy	16
USW 1016	108	girl	10
USW 1016	109	boy	14
USW 1016	110	girl	10
USW 1016	110	girl	15
USW 1016	111	boy	3 Months
USW 1016	111	boy	14
USW 1016	112	boy	15
USW 1016	113	boy	16
USW 1016	114	girl	4
USW 1016	115	boy	8
USW 1016	115	boy	8
USW 1016	115	boy	12
USW 1016	116	girl	1
USW 1016	117	boy	3
USW 1016	117	boy	9
USW 1016	118	boy	14
USW 1016	118	boy	15
USW 1016	118	boy	22
USW 1016	119	boy	3
USW 1016	120	girl	5
USW 1016	120	girl	7
USW 1016	121	girl	3
USW 1016	122	girl	3
USW 1016	123	boy	11
USW 1016	123	boy	21
USW 1016	124	boy	15
USW 1016	124	boy	18
USW 1016			
USW 1016			

FOOD FOR THOUGHT

VOTER REGISTRATION IN PA

This election had by far the best voter turnout for the Presidential election! Groups on both sides of the isle made an effort to increase voter registration and records reflect in Pennsylvania the GOP narrowed the gap in registration, but there is still several hundreds of thousands registered democratic than republican.

CONGRESSMAN KELLY'S POLL

Congressman Kelly sent a poll to his constituents asking;

Do you believe Pennsylvania election officials administered the election fairly? Yes or No

He is looking for opportunities to strengthen election integrity and restore our faith in the process. Yesterday, he introduced H.R. 8753, the Protect Election Integrity Act of 2020, which would amend the Help America Vote Act of 2002 to require states to have certain election procedures in place to be eligible for funding under that law, including:

- a law that bans the practice of ballot harvesting in state elections; **WHICH MEANS YOU WOULD NO LONGER BE ABLE TO TAKE YOUR ILL 80-YEAR MOTHERS MAIL-IN BALLOT TO THE POST OFFICE BOX FOR HER.**
- a law that permits observation of polling places and vote counting by at least two appointed representatives of each campaign; **WE ALREADY HAVE THIS IN PA**
- a law requiring that mail-in and absentee ballots be counted and recorded immediately upon receipt with results kept secret until the polls have closed on the date of the election;
- a law requiring that ballot counting begins when the polls close and does not stop until all ballots are counted; Suggesting

all of the ballots must be counted on election night sounds good however, it is not practical. We all make mistakes when we are tired and my union brothers and sisters who work at the courthouse deserved to rest and see their families. they are not staffed for 3-shifts of production.

- a law providing video surveillance of absentee and mail-in ballot drop boxes;
- a law requiring election officials to be transparent regarding plans for staffing and equipment in advance of election day;
- and a law requiring that municipal entities responsible for certifying elections conduct audits of their voting systems, the findings of which are to be made public. This already happens in PA.

The United States Congress has jurisdiction over federal elections, and in addition to the above requirements for states to be eligible for federal funding, this legislation would prohibit the practice of ballot harvesting in campaigns for federal office.

These changes would go a long way toward establishing effective oversight of elections, BUT BY NO MEANS IS THIS EVERYTHING WE NEED TO DO. I am working with my colleagues on additional proposals, INCLUDING VOTER ID REQUIREMENTS AND MORE. **WE FOUGHT THIS BACK BEFORE AND NEED TO BE VIGILANT SO THAT WOMEN AND THE DISENFRANCHISED ARE NOT REQUIRED TO PURCHASE DOCUMENTS TO BE ABLE TO CONTINUE VOTING. IT JUST COST A FRIEND I KNOW \$100 TO GET THE DOCUMENTATION FOR A REAL-ID.**

We must ensure that our elections are free, fair, and count every legal vote. That is the only way to restore faith in our system, which is essential to the health of our republic.

RETRENCHMENT & UNION SUPPORT

The PASSHE system sent letters of retrenchment to the tenured faculty of Indiana (will have the biggest impact), Edinboro, and Clarion Universities in our region. The New PASSHE Chancellor Daniel Greenstein is considering the prospect of merging campuses. Currently, three pairings of universities are being looked into merging with another, such as Lock Haven with Mansfield, Edinboro with Slippery Rock and the California University of Pennsylvania with Clarion.

“The idea of retrenchment is that we [the union] are supposed to find ways to save money so we don't have to retrench and be able to reach that financial sustainability,” said Martin. Tenured faculty received their official letter of retrenchment letters, notifies them that their contract will be ending on June 30 of the following year.(Non-tenured faculty by Dec. 15.)

APSCUF has been vocal in their opposition to the retrenchment letters. APSCUF suggested to minimize faculty layoffs include redistributing the faculty within their current university and through the PASSHE system, as well as simply accepting the smaller class sizes. Seeing as the former has already been ruled unlikely, Martin and the union are pushing the philosophy of the latter. Martin, who taught during the 2010–2011 school year, remembers what large class sizes were like.

- bigger classes leave less room for a personalized learning experiences
- Teacher-student relationships could become severed, making it nearly impossible to receive a personalized letter of recommendation from a professor or be able to participate effectively in class discussions, decreasing the quality of learning for students.
- larger class sizes could impact the courses, available due to limited sizes.

Martin mentioned ways that students and alumni can help advocate against faculty retrenchment. First, people can write letters to the editors in local and university newspapers for further news coverage of the PASSHE retrenchments. The NWPA ALF is encouraging our members to write letters of support for APSCUF members to: Chancellor Daniel Greenstein 2986 N 2nd St., Harrisburg, PA 17110-4000.

NWPA AREA LABOR FEDERATION OFFICERS

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IMPORTANT GEORGIA RUNOFF ELECTION

from the office of President Trumka

With the control of the US Senate in the balance, all of our attention has shifted to the Georgia Runoff elections, all AFL-CIO affiliates and allied organizations are invited to participate in our Georgia Runoff Phone Banks - similar to the general election Virtual Phone Bank operation we just ran. We will be calling labor households and possibly the general public in key areas of Georgia through election day on January 5, 2021.

Benefits to your organization:

- The AFL-CIO training team will provide training weekdays, and live support weekdays and Saturdays.
- The AFL-CIO Data team will set up personalized LAN accounts for any of your officers or employees who will participate in phone banking. This will make it possible for us to provide you with weekly reports so that you can celebrate your high volume callers, and provide you with transparency and accountability for your staff, should you request that.

If you want to participate, here is what is needed:

1. Assign a national Phone Bank

Lead for your organization. This person will be responsible for executing the following:

- Providing the AFL-CIO with the number of generic accounts your organization will need to participate in the national phone banks by Friday, November 13, in order to join the phone bank by Monday, November 16.
 - Recruiting volunteers from within your jurisdiction, and assigning VPB accounts to those volunteers
 - Communicating with AFL-CIO Phone Bank Manager Prairie Wells (pwells@aflcio.org).
2. All volunteers will need to have a phone and a computer or tablet.

[Please click here](#) to name your VPB lead, and to request generic VPB LAN accounts.

All VPBers should participate in training before making their calls. The National AFL-CIO will provide training opportunities, and help them get acclimated to the process. We will not contact them for any other reason. The phone bank call and training schedule is below:

- Training is available M-F from 1-2 PM.
- calls can be made 9 AM - 7 PM M-F and 12 PM-3 PM Saturday

With your Solidarity, we can win!
For more information contact pwells@aflcio.org.



CHAIRMAN, ANDREW HARKULICH'S MESSAGE TO LABOR

This election was unprecedented in many ways. We seen record numbers of new registrations, the highest voter turnout in a Presidential election, an upsurge in people voting for the first time and the participation of young voters (18 to 25) was inspiring. We noted these young voters are becoming increasing involved in the democratic process and we hope this trend continues. But we also seen how the political rhetoric racial issues,

and differing beliefs has resulted in our country being more divided than I can ever remember. Usually we are concerned about getting labor united after a primary in the hopes of winning in a general election. TODAY, I am concerned about getting LABOR United regardless who they voted for. Let's put politics aside and come together, work together, and put humanity first! Labor has always set the standard- join us in setting a standard of living and working like our contracts in an unbiased community where everyone is equal, by putting HUMANITY FIRST!