

NWPA ALF News

August 2022 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.afcio.org/nwpaalf>
www.Facebook.com/nwpaalf

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OSHA encourages employers and workers to commit to workplace safety and health during Safe + Sound Week, August 15-21. Register now to participate in this nationwide event that recognizes the successes of workplace safety and health programs and offers information and ideas on how to keep workers safe.

From August 15-21, 2022, businesses across the country will participate in Safe + Sound Week. MANY UNIONS HAVE SAFETY COMMITTEES and we would recommend you plan and register an event to highlight your accomplishments. If you need help planning your Safe + Sound activities? Check out the How to Recognize Your Safety Successes factsheet.

Safe + Sound graphics, logos, banner templates, and more from OSHA are free to use.

Please share your Safe + Sound Week activities on social media using #SafeAndSoundAtWork so that OSHA can follow along!

After Safe + Sound Week, participants can visit the Safe + Sound Week website to download your certificate of participation and sign up for our mailing list to receive their monthly newsletter. You can find an event near you at <https://www.osha.gov/safeandsoundweek>

On 8-16-22, the NWPA ALF will hold an educational class on safety with the assistance of OSHA and FMCS, see details on page 2.

CHARITY OPEN

DOJ/UBER SETTLEMENT IS GOOD NEWS FOR OVER 65,000 RIDERS

Source: U.S. Department of Justice

On July 18th, the Department of Justice entered a multi-million-dollar settlement with Uber to resolve a lawsuit alleging that Uber illegally discriminated by charging wait time fees to riders who, because of disability, need more time to board an Uber car. Under the agreement, Uber will offer millions of dollars in compensation to over 65,000 Uber riders who were charged the discriminatory fees due to a disability. Uber will also waive wait time fees for all Uber riders who certify that they (or someone they frequently travel with) need more time to get in an Uber because of a disability. The press release is available here. To find out more about this lawsuit, agreement, or the ADA, visit ada.gov or call the Justice Department's toll-free ADA information line at 1-800-514-0301 or 1-800-514-0383 (TDD).

2022 NWPA Area Labor Federation

Officers

Chair	Andrew	Harkulich
Sec Treas	Phil	Lasky
Vice-Chair	Shane	Clark
Vice-Chair	Richard	Galiano
Vice-Chair	Julie	Barnett
Vice-Chair	Maria	Delgato
Vice-Chair	William	Palmer
GMP Rep/Trustee	Anthony	Modaffare
OPEIU Rep/Trustee	Jeffrey	Hapke
IBEW/Trustee	Declan	Pape

Executive Board Members

Rep B-L CLC	Alicia	Craig
Rep B CLC	Jim	Saeler
Rep CECJ (P)CLC	Jeff	Miller
Rep E-C CLC	Angel	Negron
Rep GWCLC	Walter (Pat)	Geiger
Rep I-A CLC	Rachel	Sternfeld
Rep M CLC	Lonnie	McFall
Rep V-C Chapter	CJ Pete	Kluck
Rep W-F (M) CLC	Richard	Barrett
Rep B&CTC	Michael	McGee
Rep Retiree Groups	Daryl	Busch
Rep AFSCME	Dave	Carey
Rep AFT	Antonella	Spinelli
Rep CWA	Steve	Tulenko
Rep APSCUF	Lee	Williams
Rep GMP	Anthony	Modaffare
Rep IBEW	Frank	Telesz Jr
Rep IBT	John	Cerra
Rep IUOE	Jeff	Blymiller
Rep IUPAT	Ron	Buechel
Rep Iron Workers	Greg	Bernarding
Rep OPEIU	Jeffrey	Hapke
Rep PAJBWU	John	Cochran Jr
Rep SEIU	Mike	Butler
Rep TWU	Dennis	Sabina
Rep UA	James C	Kirsch
Rep UBC	Lonnie	McFall
Rep UFCW	Rebecca	Valvo
Rep UMWA	Chuck	Knisell
Rep USW	Paul	Pelc

Employee

Director NWPA ALF	Rosann	Barker
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2022 NWPA ALF MEETINGS

Delegates Meetings are held 7:00 PM on Wednesdays, Sept. 28th, & Dec. 14th.

Our E-Board meets at 6 PM on those days, Meetings are blended you may join us via ZOOM or in person at the AFSCME DC 85 HALL 1276 LIBERTY ST. FRANKLIN, PA 16323.

Special speakers: TBD

We will be serving refreshments, RSVP to nwpaalf@gmail.com the caterer needs a count and we need to prepare handouts.

This link is to register for the General Meeting: https://afclio.zoom.us/meeting/register/tZlpc-ihpjsH-tOD4Fk51_xbCP-217t8YAW

E-board Please Mark Your Calendar & Plan to Join Us!

CLC Meetings in NWPA ALF:

Beaver-Lawrence CLC:

Meeting 7:30 PM on Monday, August 15th
IBEW 712 Hall
217 Sassafras Lane Beaver 15009
For more information call 724-971-7473.

Butler County CLC:

Meeting 7:30 PM on Wednesday, August 3rd
UAW 3303 Hall
112 Hollywood Rd. Butler, PA 16003
For more information call 724-285-4883 ext. 233

Clearfield-Elk-Cameron-Jefferson (Potter) CLC

Meeting 7:30 PM on Thursday, Sept. 8th
IBEW 5 Hall 1400 Leonard Rd Clearfield 16830
For more information call 814-937-2208.

Erie-Crawford CLC:

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

Greater Westmoreland CLC:

Meeting 7:00 PM on Monday, Sept. 19th
Fire House #2,
421 Thornton Rd. Greensburg 15601
For more information call 724-600-6266.

Indiana-Armstrong CLC:

Meeting 7:30 PM on Thursday, August 25th
UMWA 1412 51 Eleventh St., Lucernemines 15754
For more information call 724-479-0923.

Mercer County CLC:

Meeting 7:30 PM on Thursday, August 18th
USW 1660 Hall, 1028 Roemer Blvd. Farrell 16121
For more information call 724-854-0605.

Venango-Clarion Chapter:

Meeting 6:30 PM on Thursday, August 11th
IAM 1842 Hall
24 Front St. Franklin 16323 or via ZOOM.
For more information call 814-671-4420.

Warren-Forest (McKean) CLC:

Meeting 6:00 PM on Thursday, Sept. 1st
IUOE 95 Hall, 116 Dobson Ave. Warren 16365 or via ZOOM

For more information call 814-730-7558

NWPA ALF EDUCATIONAL CLASSES SCHEDULED

We are proud to announce that the educational classes are now being offered as blended trainings. You may join us in person at the AFSCME DC 85 Hall 1st Floor meeting room located at 1276 Liberty St., Franklin, PA 16323 OR VIA ZOOM.

Classes will be held from 5:30 PM to 8:00 PM on the respective dates. The classes are FREE and open to all union members. These interactive trainings give the participants an opportunity to comment and ask questions, adding to the value of participating. Tim McNamara from the Federal Mediation and Conciliation Services (FMCS) will teach these classes and in some classes he will be joined by other equally knowledgeable instructors. Our Workplace Safety and Safety Committees Class will have an additional instructor Mark Harmon a Compliance Assistance Specialist from OSHA's Erie Office.

For those choosing to join us via zoom, the link after each course description is a registration link, After registering you will be sent an email with a link for the training and the option of adding it to your calendar for easy access and reminders. For those attending in person please RSVP via email to nwpaalf@gmail.com, we will need a count for food. Since many of you will be coming straight from work we will serve some refreshments.

We hope you will join us for one or more of these classes!

Dates and Training Offerings Course Descriptions

Tuesday, August 16th Workplace Safety and Safety Committees.

Workplace safety is an ever-present priority for unions and the members they represent. You will be presented with information relative to regulations as well as the role and function of work site safety committees and how to effectively structure and operate them.

Register in advance for this CLASS:

<https://afclio.zoom.us/meeting/register/tZUrcemorD8qHtc5uMP0Bpf2lXo-Us7FnMyt>

Tuesday, August 23rd -Labor History. There is a rich history in the US with respect to the labor movement. This is especially true for Western Pennsylvania. You will be presented with chronological facts and anecdotes that highlight this history of the labor movement.

Register in advance for this class :

<https://afclio.zoom.us/meeting/register/tZEqc--urDMoGNQVhNnbPluv7lvM2lZxliyu>

Tuesday, September 13th - Investigating and Preparing Grievances.

This presentation will present, in more detail than the previous grievance handling presentations, grievance handling with more in-depth information on how to effectively investigate and prepare grievances. **Register in advance for this class:**

<https://afclio.zoom.us/meeting/register/tZwuce2qrz8sEtXhGPdBJb0Q-mTBrdGmwXdi>

Thank you for your interest, we look forward to seeing you in class!



The AFL-CIO is doing a member survey about issues of importance to you. The information obtained from your completion of the survey will help us better plan educational classes, actions, and events, which will be of interest to you and your members. Scan the QR code or use this survey link: <https://act.afclio.org/forms/2022-union-member-issue-survey?source=nwpa-alf>

CAN AN INJURED WORKER MAKE USE OF HIS/HER RETIREMENT FUNDS?

By Barb Holmes, Attorney

A lot of folks—including injured workers—are having difficulties making ends meet currently, and many are invading their retirement money in order to fund a necessary home improvement or pay school expenses or just meet monthly bills. However, an injured worker receiving workers' compensation benefits must be aware that this could cause a disruption in workers' compensation benefits received.

If an injured worker receiving disability benefits elects to withdraw pension benefits, the first question is whether the current employer funded that pension. Employees who are entitled to pensions from prior, unrelated employers do not have these concerns. However, employers are entitled to a credit against compensation benefits for the pension benefits they have funded to the extent that they have funded them. Therefore, if an employee withdraws pension moneys to use and that pension was funded solely by the employer, the employer is entitled to a credit against compensation for the total amount of the withdrawal. That might mean that an individual's worker's compensation benefits could stop for a period of weeks (or more) depending on the amount of the withdrawal.

Similarly, if the pension benefits have been funded by deductions from the employee's wages as well as a contribution by the employer, then the percentage of contribution of the employer is the amount that will be offset against the injured worker's disability benefits. For

example, if the employer contributed fifty (50%) percent and the employee the same, then 50% of the withdrawal from the pension will be the employer's entitlement to offset against ongoing disability benefits, which could again stop an individual's benefits for a period.

The employer must prove its entitlement to the offset, and must file a Notice of Benefit Offset to show how it has performed those calculations. The employee can challenge that by filing a petition, and litigation over the offset may be required. The employer/carrier cannot simply begin taking the credit—this notice must be provided.

Please remember that, when an individual is receiving benefits, employers/carriers often send out LIBC forms which request whether an individual is receiving or has received benefits including pension benefits. Those forms can be sent every six months. If an injured worker has taken a pension payout, that information must be provided on the form—however, if the employee has taken that payout from a different/prior employer, there is no credit against the current compensation, so a note should be made to the effect that it was a prior employer's pension that was utilized.

Some important notes about pension distributions: if they are rolled over into another retirement account, there is no credit. It is only when an injured worker accepts and makes use of the funds currently—and from the time of injury employer who is paying compensation—that an offset occurs. Additionally, failure to disclose the acceptance of the pension on the LIBC form, particularly from the time of injury employer, can be considered FRAUD which is not only going to result in

significant issues in the workers' compensation system, but it can also be punished criminally.

Some pensions ALSO have an offset for the receipt of workers' compensation benefits based upon the contractual language of the pension/ collective bargaining agreement. So an individual who accepts a pension under those circumstances will have workers' compensation set off by the pension amount, and may have the pension payout reduced by the amount of compensation received.

Finally, there is always the concern that an injured worker's acceptance of pension monies will prompt the employer to consider filing a petition alleging voluntary retirement from the work force, to stop that injured worker's receipt of benefits altogether. That MAY NOT be a consideration where the injured worker is younger or has an injury that is expected to resolve such that he/she can return to the workforce within a reasonable period of time. However, older workers, particularly those close to retirement or Medicare eligibility age may be surprised to see a Petition to Suspend filed, alleging that the acceptance of these pension benefits means that the worker has "voluntarily removed himself/herself from the work force."

That will involve litigation, and a Judge's determination potentially—something an injured worker does NOT want to face alone. To that worker, it may seem a "simple misunderstanding," but the employer/carrier may be focused on limiting its liability and litigate the case, particularly if it is looking to cut down its work force as well.

This article should persuade an injured worker that invading retirement benefits is not a decision to be made lightly, because it can

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have significant workers' compensation ramifications. This article does not even address or consider tax implications, which are not something about which we can provide advice, but about which an injured worker should CERTAINLY INQUIRE before making any decisions about taking a pension payout. Sometimes what seems to be a simple answer to money problems is anything but—it pays to be informed!

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HOLMES LLP**
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White House virtual meeting on the CHIPS Act

Source Daily Update from Liz Shuler



Semiconductors power everything from appliances to cars to medical imaging devices to fighter jets. But most semiconductor manufacturing currently takes place overseas, leaving our supply chain vulnerable to disruption, and fewer jobs in the United States. The Creating

Helpful Incentives to Produce Semiconductors (CHIPS) for America Act would change that by investing \$52 billion in American research and manufacturing of these crucial components, creating tens of thousands of good jobs in the process.

On Monday, President Biden hosted a virtual meeting with labor and industry leaders to highlight the potential benefits of this CHIPS Act for America's workers and national security, and to urge Congress to pass the bill. Communications Workers of America (CWA) President Chris Shelton and United Association of Union Plumbers and Pipefitters (UA) General President Mark McManus took part in the event. During the event, President Biden highlighted the inclusion of prevailing wage requirements in the bill and said that union workers would be critical to the success of this effort.

Message from President Liz Shuler



AFL-CIO President Liz Shuler (left) and AFL-CIO Secretary-Treasurer Fred Redmond (right)

We're not just going to adapt to the future, we're going to lead it. It's that mindset, that willingness to take on new organizing opportunities that is going to help us build a labor movement that fits the modern workforce.

Our newly announced Center for Transformational Organizing is where we'll convert the energy of this moment into real union growth. It's where we'll come together and develop movementwide ambitions.

We don't give up—not when our industries start changing, not when our freedoms are put in jeopardy, not when our pro-worker majority is on the line. When they say game over, we say game on.

AUGUST 2022 Holidays & Observances

-  Monday August 1st
Dogust 1st: Universal Birthday for Shelter Dogs
-  Thursday August 4th
Barack Obama Day
-  Sunday August 7th
Lighthouse Day
-  Wednesday August 10th
S'mores Day
-  Saturday August 13th
Prosecco Day
-  Tuesday August 16th
Roller Coaster Day
-  Friday August 19th
World Humanitarian Day
-  Monday August 22nd
Tooth Fairy Day
-  Saturday August 27th
World Rock Paper Scissors Day
-  Tuesday August 30th
Beach Day

womansday

WHAT IF I AM INJURED WHILE WORKING FROM HOME?

By Tom Smith

Due to the pandemic many employees began to work from home and continue to do so. In fact, some employees may never return to the office on a full-time basis. Injuries that occur while working from home can be found to be compensable work injuries under certain circumstances. Whether the injury occurs at home or in the workplace, the controlling issue will always be whether the injury occurred while the employee was in the "course and scope of employment". To be in the "course and scope of employment", the worker must sustain an injury while engaged in the furtherance of the business or affairs of the employer whether that worker is working on the employer's premises or elsewhere.

The 2011 case of *Werner v. WCAB (Greenleaf Corp.)* illustrates the difficulties that can arise in establishing a work-related injury to an employee permitted to work from home. In *Werner*, the employee was an international sales manager for Greenleaf Corporation. The individual traveled extensively, but when not traveling he would either work at Greenleaf's office or at home. The employer supplied him with a fax machine, a couple of cell phones and a computer for use at home.

On the day in question, the employee was scheduled to travel to Europe but had postponed the trip because he suffered a non-work-related hand injury while on vacation. The employer presumed that he was on sick leave. His wife testified that on the day of the injury, she heard

him typing on his computer in the basement and making phone calls. She said this was commonly what he did when he worked from home. She left for an exercise class, and when she returned home, he was slumped in a chair in the basement near his computer, bleeding from his nose and incoherent. He would later die at the hospital. It was determined that he sustained a head injury which had caused his death.

A fatal claim petition was brought by the wife, who alleged that he suffered a head injury when he had perhaps taken a smoke break or gone to pick up the mail and had fallen and struck his head. Other than blood splatter throughout the house, broken eyeglasses and blood-stained tissues, there was no evidence to support the wife's theories. The Workers' Compensation Judge found that while it was true that the decedent may have sent some emails and made some phone calls that were work-related on the date in question, it was also established that the decedent performed non-work-related activities on that day. The Workers' Compensation Judge accepted the defendant's evidence that the decedent had sent out numerous personal emails on the date in question and that he was known to perform other activities in the space he used for his home office. Ultimately, the Judge concluded that the widow had not met her burden of proof.

The case illustrates the difficulty in establishing a claim, especially if the worker is working from home alone. A worker, who does not suffer a fatal injury, could testify to the circumstances of his/her injury and how the injury was sustained while he/she was performing work-related activities, but a Workers' Compensation Judge is free to

find credible or not credible such testimony. Therefore, it is important to put forth the best and most compelling evidence to support your claim.

The hazards that are present in someone's home become hazards of the workplace when the individual is permitted to work from home. For example, if the employee is walking around talking on a work-related call and trips on a rug, a toy left by their child or other such item, the employer would be liable for the injury because the injury occurred while the employee was engaged in furtherance of the employer's business. In *Verizon of Pa., Inc. v. WCAB (Alston)*, the Commonwealth Court in 2006 found that an employee had sustained a work-related injury, when the worker while working from home, was injured when she fell down a set of stairs. She had gone to get a glass of juice and received a work-related call. Sensing the urgency, she started heading downstairs but fell down the stairs, injuring herself. The injury was found to be compensable.

Employers can try to limit their liability for injuries that occur when the individual is working from home by creating policies that outline the employer's expectations for employees who work at home and setting guidelines for home offices. An employer can also set established work hours and times for meals or rest breaks as a means to limit their liability.

These cases are fact-dependent, and if an employer does not accept the injury as work related, the burden will be on the employee to establish sufficient facts and evidence to show that their injury was sustained in the course and scope of their employment. Continued on page 8

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Therefore, it is important is to present the best evidence possible. An attorney experienced in workers' compensation law, such as the attorneys at Caroselli Beachler & Coleman, can assist with presenting the best and most compelling evidence to establish your claim.

The attorneys at Caroselli Beachler & Coleman have decades of experience representing injured workers in workers' compensation matters. Whether your injury occurred in the workplace, at home or at another location, please feel free to call us at 1-800-222-8816.

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UFCW 1776 Events, Activities and Actions

Provided by Nocole Young, UFCW 1776 Communications Coordinator

UFCW 1776 OUTreach Pride Events

OUTreach is a constituency group dedicated to building mutual support between our union's International, regions, and locals and the Lesbian, Gay, Bisexual, and Transgender (LGBTQ+) community and their allies to come together to organize for social and economic justice for all, regardless of age, race, gender, creed, color, sexual orientation, or gender identity.

This year your OUTreach group participated in 4 Pride events across the state of Pennsylvania. We were joined by UFCW 1776 staff and members who came out and showed off their union pride while marching for LGBTQ+ equality! We represented UFCW 1776 by wearing our custom shirts, pins, and carried a banner all designed by members Meg Jansen, Marissa Harris, and Pierce.

2022 Pride Events:

- Philadelphia Pride March
- Pittsburgh Pride
- Northeast PA (NEPA) Pride
- Ohio Valley Pride



For more information about 1776KS OUTreach contact Michele Kessler at mkessler@ufcw1776.org, Chris Knight at cknight@ufcw1776.org, or Julie Curry at jcurry@ufcw1776.org.

UFCW is the Union for Cannabis Workers

UFCW 1776 is proud to continue to organize new workers in the cannabis industry. These workers are the frontlines of an exciting and growing industry in our state. Our team is proud to continue delivering strong contacts for our cannabis members. We recently organized an AYR Grow facility in Pottsville (Schuylkill County) and workers at Apothecarium Dispensary locations in Plymouth Meeting (Montgomery County), Thorndale (Chester County) and in Lancaster City.

Currently, there are 50 workers at the AYR grow facility. We anticipate that number to grow to approximately 200 next year. The three Apothecarium Dispensary locations employ a combined 36 workers.

We also recently secured contracts for Cannabis workers at Ilera in Plymouth Meeting and Waterfall (PA); GTI in Steelton, York, and Carlisle (PA); Green Leaf Medicals in Saxton (PA); Justice Grown in Edwardsville (PA); and Agri-Kind, in Chester (PA).

"I'm proud that UFCW continues to be the voice for cannabis workers throughout Pennsylvania," said UFCW 1776 President Wendell Young IV. "These workers voted by large margins to join Local 1776 because they know that we will fight for their rights to fair wages, strong benefits and a safe workplace."



UFCW 1776 Events, Activities and Actions continued



AUTISM SPEAKS WALK

Autism Speaks Walk is the world's largest autism fundraising event dedicated to improving the lives of people with autism. Powered by the love of parents, grandparents, siblings, friends, relatives, and supporters, the funds raised help ensure people of all abilities have access to the tools needed to live their best lives.

This year, UFCW Local 1776 is an official sponsor and will be participating in 4 events across Pennsylvania. We hope to have your support!

You can donate to our fundraising efforts and or join us for a walk near you by following the links below:

Philadelphia: www.ufcw1776.org/philadelphia

Pittsburgh: www.ufcw1776.org/pittsburgh

If you have any questions, please contact your AutismAwareness Workplace Ambassador, Lawrence Vitale at lvitale3@verizon.net

To join our community of members who have family, friends, and or co-workers on the autism spectrum, please visit our Facebook group UFCW 1776 Autism Awareness In The Workplace. It serves as a place for us to connect, share information, offer support and post event details!

UFCW Local 1776 Protects 3,500 PCB Jobs

Our Union successfully blocked another push to put 3,500 of our members who work in the Fine Wine & Good Spirits shops on unemployment. Rep. Natalie Mihalek (R-40) proposed a constitutional amendment that would put the PA Liquor Control Board out of business. With the hard work of our legislative team, combined with the relentless outreach of UFCW 1776 members, we have been able to circumvent this legislation from moving any further in the process. This battle is just the latest in a 40-year war by the privateers to put our members out of work.

UFCW has been the one and only voice that has consistently fought for these jobs year after year. In January, our members packed the capitol for a rally and then a Liquor Control committee hearing discussing this reckless piece of legislation. UFCW 1776 President Wendell Young IV testified before the committee laying out just how devastating privatization would be. Our members also had the opportunity to speak one on one with lawmakers to make clear what we already know what privatization means: fewer jobs, higher taxes and higher prices.

While talk of introducing a constitutional amendment may have calmed down for now, we know that the fight will continue in the fall when lawmakers return from summer recess. UFCW and its members will fight as long as necessary to make sure that this job-killing proposal fails.

Please visit our website at www.ufcw1776.org and click on the PA Wine and Spirits at the top of the page for more information.



Protecting Worker Freedoms

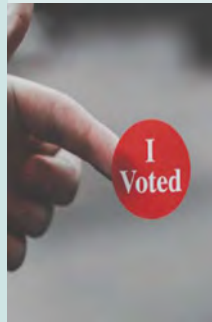
Many of our freedoms are under threat—and working people are coming together to fight back and protect them.

FREEDOM TO FORM A UNION



Billionaire CEOs and the politicians they bankroll are attacking our freedom to have a voice on the job through our union. We know a union means a better life, but labor law has been twisted by decades of attacks from corporate lobbyists. Reforming labor law will ensure that any worker who wants a union is able to form one.

FREEDOM TO VOTE



The right to vote is the foundation of all our freedoms, including the freedom to form a union. But some politicians are eroding the right of Americans to express our voice at the ballot box. We're fighting to enhance voting rights for all eligible voters.

FREEDOM OF ECONOMIC SECURITY



Working people should be free from poverty by working one good job, not trying to make ends meet by working two or three jobs. Retired workers should be able to live in dignity with access to the retirement security they earned from decades of hard work.

FREEDOM FROM DISCRIMINATION



The fight for equity is far from over, and too many have been held back by discrimination and the lack of economic opportunities. We need to always organize for justice, freedom and an economy that works for all people, not just some.

But there's more to do beyond these fights. We want to hear from you about other issues you care about.

Take the survey.

Use the QR code or the link below to fill out the Union Member Issue Survey and tell us what issues matter to YOU!



aflcio.org/MemberSurvey/NWPAALF

CSI VOLUNTEER PROJECT 2022

STATE COLLEGE FOOD BANK

CSI will also be hosting a local fundraiser for the State College Food Bank.



If you are interested in donating, please bring items to CSI check-in.



THE FOOD BANK IS ACCEPTING THE FOLLOWING:

Non-Perishable Foods

- Canned Tuna/Chicken
- Canned fruit (peaches, pears, pineapples)
- Applesauce
- Snack Items (crackers, cookies, chips/pretzels, granola bars, etc.)
- Side Dishes (Hamburger Helper, Knorr Rice & Pasta Sides, Instant Mashed Potatoes, etc.)
- Tomato Products (pasta sauce, diced tomatoes, tomato sauce, tomato pasta, etc.)
- Hot Chocolate Mix
- Powdered Lemonade Mix
- Oil (Vegetable, canola, olive)
- Maseca (Instant Corn Masa Flour)



Non-Food Items

- Laundry Detergent
- Liquid Dish Soap
- Liquid Hand Soap
- Body Wash
- Toothpaste & Toothbrushes



HOTEL INFORMATION



THE PENN STATER HOTEL & CONFERENCE CENTER

215 Innovation Boulevard
State College, Pennsylvania 16803

Book by Monday, July 25th to get the special rate of \$109/night.



THERE ARE TWO WAYS TO MAKE RESERVATIONS:

Use the reservation link:
www.thepennstaterhotel.psu.edu

Contact Central Reservations at:
1-800-233-7505

Use Reference GROUP CODE:
AFLC22A



PENNSYLVANIA AFL-CIO

COPE & COMMUNITY SERVICE INSTITUTE

PENN STATE
AUGUST 26-28, 2022



REGISTRATION OPENS AT 2PM
GENERAL SESSION BEGINS AT 6PM

CSI VOLUNTEER PROJECT 2022

STATE COLLEGE FOOD BANK



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If you are interested in donating, please bring items to CSI check-in.

THE FOOD BANK IS ACCEPTING THE FOLLOWING:

Non-Perishable Foods

- Canned Tuna/Chicken
- Canned fruit (peaches, pears, pineapples)
- Applesauce
- Snack Items (crackers, cookies, chips/pretzels, granola bars, etc.)
- Side Dishes (Hamburger Helper, Knorr Rice & Pasta Sides, Instant Mashed Potatoes, etc.)
- Tomato Products (pasta sauce, diced tomatoes, tomato sauce, tomato pasta, etc.)
- Hot Chocolate Mix
- Powdered Lemonade Mix
- Oil (Vegetable, canola, olive)
- Maseca (Instant Corn Masa Flour)



Non-Food Items

- Laundry Detergent
- Liquid Dish Soap
- Liquid Hand Soap
- Body Wash
- Toothpaste & Toothbrushes



HOTEL INFORMATION



THE PENN STATER HOTEL & CONFERENCE CENTER

215 Innovation Boulevard
State College, Pennsylvania 16803

Book by Monday, July 25th to get the special rate of \$109/night.



THERE ARE TWO WAYS TO MAKE RESERVATIONS:

Use the reservation link:
www.thepennstaterhotel.psu.edu

Contact Central Reservations at:
1-800-233-7505

Use Reference GROUP CODE:
AFLC22A



PENNSYLVANIA AFL-CIO

COPE & COMMUNITY SERVICE INSTITUTE

PENN STATE
AUGUST 26-28, 2022



REGISTRATION OPENS AT 2PM
GENERAL SESSION BEGINS AT 6PM



PA AFL-CIO

invites you to join us for our annual
GOLF INVITATIONAL 2022

THURSDAY, SEPT. 15TH

at the

Madison Club

519 Yukon Road | Madison, PA 15698

8 A.M. REGISTRATION | 9 A.M. SHOTGUN START

REGISTRATION INCLUDES:

- 18 HOLES OF GOLF · CART & GREENS FEES · DRIVING RANGE ·
- PUTTING GREEN · REFRESHMENTS & LUNCH · YOUR FAVORITE BEVERAGES ·
- COMMEMORATIVE **UNION-MADE AMERICAN-MADE** LONG SLEEVE SHIRT ·

To register please detach and return the form below along with a check made payable to the **Pennsylvania AFL-CIO** to:

Pennsylvania AFL-CIO
c/o Secretary-Treasurer George Piasecki, III
600 N. Second Street
Harrisburg, PA 17101

For more information contact: **MONICA VIRGILIO** Email: percapita@paafclcio.org Phone: (717) 231-2853 Fax: (717) 238-8541

REGISTRATION FORM PLEASE COMPLETE AND RETURN WITH PAYMENT PRIOR TO SEPT. 2ND

NAME

LOCAL UNION, CLC, OR COMPANY

ADDRESS

CITY, STATE, ZIP

PHONE

EMAIL



Occupational Hearing Loss and Other Benefits

By Signe O'Brien Rudberg, Esquire

Many industrial workers suffer from work-related hearing loss due to the noise exposure they experience on the job. Despite this, many are never compensated for this damage. In order to recover for this type of hearing damage there are several hurdles that the worker must overcome.

Currently, in order to receive workers' compensation benefits, you must have a work-related hearing loss of greater than 10%. Once you have met the greater than 10 percent loss, you can receive 2.6 weeks of workers' compensation benefits for every percent you have loss due to noise exposure at work. If you have a hearing loss in one ear that was caused by a traumatic work event, you may also be entitled to benefits. The amount of loss is determined by comparing an employee's audiogram (hearing test) results with the AMA Guide to the Evaluation of Permanent Impairment. We can look at a hearing test from the employer and let you know if there is more than 10 percent and send for further evaluation with a specialist.

If you believe that you have suffered a hearing loss due to occupational noise exposure, it is necessary to file a workers' compensation claim within three years of your last exposure to noise. It is also necessary to show that there has been

exposure to long and continuous levels of noise. Be advised that there is a three-year time limit on claims.

Workers' Compensation benefits may be available to workers for injuries, aggravations of pre-existing conditions, occupational diseases such as Mesothelioma, Lung cancer or Leukemia, which may be caused by toxic substances such as asbestos or benzene, facial scarring from burns or surgery, loss of use of fingers or toes and hearing loss.

In order for you to protect your rights, you need to know your rights so that you and your family are protected and do not suffer financially and otherwise if an injury prevents you from working.

If you need assistance with this or any Work Comp or any injury issue, please feel free to contact Signe O'Brien Rudberg at RUDBERG LAW OFFICES, LLC now merged with Edgar Snyder and Associates, toll free at 1-866-306-2667 or email srudberg@edgarsnyder.com



Edgar Snyder & Associates
US Steel Tower 10th Floor,
600 Grant St, Pittsburgh PA 15219
1.866.306.2667 – 412.488.6000
www.rudberglaw.com

Know Your Rights Protect Your Rights!

This article is for informational purposes and is not a substitute for the legal advice of a qualified attorney.

YOUR INFORMATION & THE NWPA ALF

The NWPA ALF is always asking for information, Let us explain what happens with the info requested - As received it is entered in a system called LaborKey. Only people authorized by your international and the various levels of the AFL-CIO can access this information. We are required by our constitutions and the rules governing to keep it confidential.

Those accessing the LaborKey can only see what is pertinent to them, for example the leaders with access in Butler CLC can only see information about their affiliates leadership, their delegates, and alternates for their CLC and only the portion of per capita payments attributed to their area.

It is important that we have your complete and up-to-date info. Those who have access use it when communicating with you on a variety of topics and inviting you to meetings and events.

The labor movement is advancing technologically, and now outreaches to affiliates, delegates/members via mail, email, text, websites, & social media.

The AFL-CIO developed a survey that is issue based that will be a tremendous help if enough people complete it. Please share the link or QR Code with your members and encourage them to complete the survey, thus sharing their topics of concern with us. This info will be invaluable when planning classes, actions, and events.

The NWPA ALF will be asking information about your worksites, what products you make and services you offer and who the end users are. If you have identifying trademarks on your products, please share that with us. Knowing this will enable us to better support you/your members. The NWPA ALF has one employee, hundreds of affiliates, thousands of job sites, and needs your assistance with information. Will you help?



NWPA Area Labor Federation
1276 Liberty St. Ste 2
Franklin, PA 16323

Non Profit Org.
U.S. POSTAGE
PAID
ERIE, PA

Brothers, Sisters and Friends of Labor,

We invite you to join us at our 12th Annual NWPAALF Golf Outing on Friday, Sept. 30th for a day of fun, food, and Solidarity. Our venue is at one of the nicest Public Golf Courses in the state of Pennsylvania and ordered good weather.

Half of the profits benefit the four (4) food bank warehouses that service those in need in our jurisdiction. Please join us for a day of Solidarity, golfing, good food and fun as we raise money for a good cause.

One panel of this brochure is designed to tear off and be sent in with your check for your registration and/or sponsorship.

Thank you in advance for your participation.

In Solidarity,

Officers and Delegates of the

NWPA Area Labor Federation



NWPA Area Labor Federation
1276 Liberty St. Ste. 2
Franklin, PA 16323
Cell: 814-360-8336

E-mail: nwpaalf@gmail.com

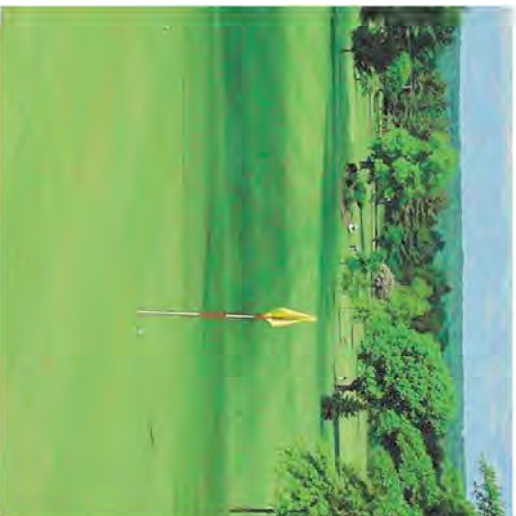
Produced by NWPA ALF//RKB on 6/20/2022

NWPA Area Labor Federation
12th Annual Golf Outing

Friday, September 30th



Oakland Beach Golf Course
11866 Oakland Beach Rd
Conneaut Lake, PA 16136





**NWPA AREA LABOR FEDERATION
12TH ANNUAL GOLF OUTING
OAKLAND BEACH GOLF COURSE**
11866 OAKLAND BEACH RD., CONNEAUT LAKE, PA 16316

Friday, Sept. 30th

9:30 AM Registration

10:00 AM Shotgun Start

Part of the profits benefit the Food Banks within our Jurisdiction (2nd Harvest Food Bank, Mercer County Food Bank, the Greater Pittsburgh Food Bank and the Westmoreland Food Bank.).

Registration Deadline is September 16th.

\$90.00 per golfer includes (for the 1st 100 golfers):

- 18 holes and riding cart,
- doughnuts and coffee in the morning,
- refreshments on the course,
- Sausage Sandwich at the turn,
- Steak Dinner and fixings,
- skill prizes,
- and other awards.

ADDITIONAL SPONSORSHIP OPPORTUNITIES

- ♦ **\$250.00 CART SPONSOR-**
SHIP: Your business or name will be highlighted on a cart sign. Players will see your business or name on their cart, You will receive a hole sign at one of the holes along with a sign placed on the scoreboard at dinner.
- ♦ **\$100.00 HOLE SPONSOR-**
SHIP: Your business or name will be placed on a teeing green all day.
- ♦ **\$50.00 PATRON SPONSOR-**
SHIP: Your business or name will be placed on a sponsorship sign that will be seen at dinner.

PROGRAM BOOKLET:

- will be given to all players and sent to sponsors
- ♦ Team Name and logo with names of players for each team of four.
 - ♦ \$75.00 full page Ads (4" X 7")
 - ♦ \$50.00 Half-Page Ads (4" X 3 1/4")
 - ♦ List of sponsors and volunteers
 - ♦ Reminder to all to patronize those in the book.

Registration and Sponsorship

Deadline : September 16th.

1st Come, 1st Serve, to 1st 100 Golfers

Checks should be made payable to :

NWPA ALF Golf Outing
12766 Liberty St. Ste 2
Franklin, PA 16323

Team Registration:

Team Name: _____
Team Captain: _____
Second Golfer: _____
Third Golfer: _____
Fourth Golfer: _____
Contact Number: _____

Sponsorship:

Name of Business: _____
Contact Person: _____
Contact Number: _____
Address: _____
City: _____ Zip: _____

We will sponsor in the following manner:

- Cart Sponsor Hole Sponsor Patron
- Full Page ad in Booklet Half-Page Ad
- Donate items for golf event awards.

NOTE: all sponsors should email camera ready art of the logo and/or advertisement to nwpaalf@gmail.com.

For more information call 814-360-8336,

Pre-Registration

Organization _____

Contact Name _____

Address _____

Phone _____

Email _____

Names of Foursome (if known): _____

RSVP by July 27, 2022

Reservations

_____ GOLD PACKAGE - \$850.00 per pkg.

_____ SILVER PACKAGE - \$450.00 per pkg.

_____ BRONZE PACKAGE - \$200.00 per pkg.

_____ INDIVIDUAL GOLFER - \$100.00 per golfer

_____ TAILGATE DINNER - \$35.00 per dinner

_____ TEE SIGN ONLY - \$150.00

TOTAL ENCLOSED: \$ _____

Please make checks payable to

Butler County Labor Council

Schedule

Saturday, August 6, 2022

Registration Opens

at 8:00 a.m.

Shotgun Start

at 9:00 a.m.

Tailgate Party

immediately following your

Charity Open Golf Game

Four Person

Scramble Format

\$100.00 per Golfer

Includes:

18 Holes of Golf, Cart &

Steeler Tailgate Party Dinner

or

\$35.00 per Non-Golfer

Includes:

Dinner, Beer and Pop

- Cash Bar Available -

16TH ANNUAL

Tailgate Charity Open

Sponsored by



**Construction
&
Trades**

PROCEEDS WILL BENEFIT
BHS CARING ANGELS & JUVENILE DIABETES
RESEARCH FOUNDATION

August 6, 2022

at the

Slippery Rock Golf Club

106 Ralston Road
Slippery Rock, PA 16057



Registration

To register for the

16th Annual

Tailgate

Charity

Open

Please fill out the attached
Pre-Registration Form
and make checks payable to:

Butler County Labor Council
Tailgate Charity Open
P.O. Box 2148
Butler, PA 16003-2148

Please call

Bob Thomas,

IBEW Local 5, Retired,

at 724-290-0951

with any questions

or if you need

additional registration forms.

Sponsorship

GOLD

Sponsorship Package

\$850.00

- 2 Foursome Teams for Golf
- Steeler Tailgate Party
- Large Sign with Logo on Tee or Green

SILVER

Sponsorship Package

\$450.00

- 1 Foursome Team for Golf
- Steeler Tailgate Party
- Sign on Tee or Green

BRONZE

Sponsorship Package

\$200.00

- Four (4) Passes Steeler Tailgate Party
- Sign on Tee or Green



2021 Sponsors

GOLD

UAW Local Union 3303
IBEW Local Union 5
USW District 10
Right Electric

SILVER

Butler Health System
Operating Engineers Local Union 66
Steamfitters Local Union 449

BRONZE

Boiler Makers Local Union 154
Fragasso Investment Advisors
Hey Electric Company L.P.
Insulators Local Union 2

Marv Kellum

North Central Building Trades Council

2021 Tee & Major

Tailgate Item Sponsors

Birdsfoot Golf Club

Butler County Labor Council

Butler & Venango Counties Building Trades

Butler Co. Commissioner Kevin Boozel

Caroselli, Beachler, Coleman

Cliffords Restaurant

Jim Saeler

Marv Kellum

MBM Contracting

NWPA Area Labor Federation

O'Donnells Distributors

Schiller, Homes, Sinton

Slippery Roch Golf Club & Event Center

Springfield Inn Group

Bob Thomas

Mike Varholla



Great Lakes BUILDING TRADES

ANNUAL 4 MAN SCRAMBLE GOLF OUTING

SPONSOR LEVELS

PLEASE CHECK ONE

EVENT SPONSOR

***Banner at registration and awards dinner*

\$1000 without foursome

\$1200 with foursome (save \$160)

CART SPONSOR

***Name on all golf carts*

\$500 without foursome

\$800 with foursome (save \$60)

FOOD AND REFRESHMENT SPONSOR

***Sign everywhere food and refreshments are provided*

\$250 without foursome

\$600 with foursome (save \$10)

HOLE SPONSOR

*** Sign on a tee box*

\$100 without foursome

\$460 with foursome

FOURSOME ONLY \$360



FOURSOME INFORMATION

TEAM NAME

GOLFERS

GOLF INCLUDES

*18 holes and riding cart * sausage sandwich at registration * refreshments on the course * steak dinner * skill prizes*

You may also want to try your luck at the: 50/50 and Chinese auction

CHECKS MADE PAYABLE TO:

GLBT GOLF

PLEASE RETURN THIS FORM AND

PAYMENT TO:

GLBT GOLF

*Co/ Darrell Niemanski
101A Walker Drive
Edinboro, PA 16412*

Internal Brotherhood of Electrical Workers LOCAL 201 T-SHIRT SALES

IBEW 201 President Marc Gosby (seated) in the picture to the left with the assistance of by Fundraising Chairperson Courtney Tate (standing) are sorting the T-shirts and preparing for their Union's T-Shirt Sale,

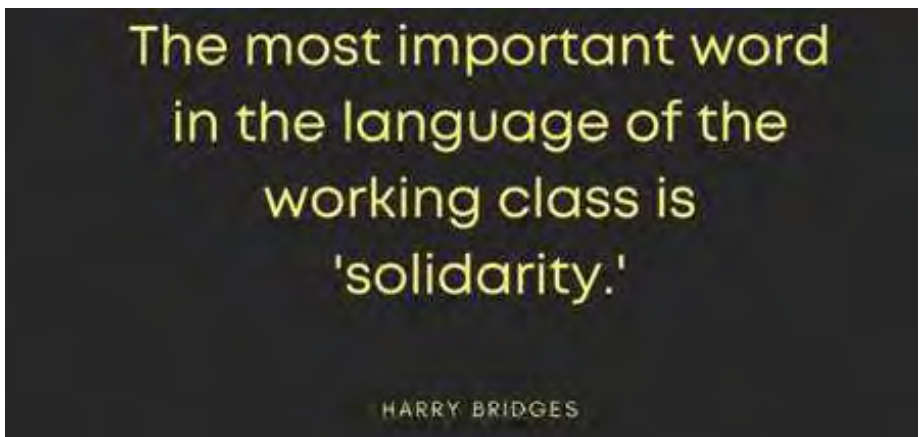
What a great idea, everyone loves wearing T-shirts, especially with a great design. They offered two different designs for the back of their shirts> All of the shirts had their union logo and local number on the left chest. The designs they chose are pictured below. We are sure their members will be wearing them proudly for years to come.



The profits from the IBEW 201 T-shirt sales go into their social fund for the upcoming membership picnic in August. They sold a total of 148 T-shirts!

They supported other union members by purchasing American-Made Union-Made T-Shirts which were made by Bayside (the true American T-shirt company) and again when they selected ImagePoint as their unionized printer for the silkscreening of their images. ImagePoint has been doing business since 1977.

The Northwestern Pennsylvania Area Labor Federation applauds IBEW 201 for their choices and the Solidarity shown for your union brothers and sisters in the broader labor movement.



2022 Labor United CELEBRATION

Sunday & Monday, September 4 & 5

Sunday 11:00 a.m. - 7:00 p.m., Monday 10:00 a.m. - 6:00 p.m.

NORTHMORELAND PARK Free Admission & Parking



The Fabulous Gem Tones
Classic Hits from the 70s to now
Monday, Sept. 5
3:30 p.m. & 4:30 p.m.



Zerbini Family Circus
Activity Pass
Wristband Required
Sunday & Monday
12:00, 3:30, & 5:00 p.m.

The Townsmen Plus One
Big Band / Variety
Monday, Sept. 5
12:00 p.m. & 1:00 p.m.



Exotic Edventures
Educational Animal Show
Sunday & Monday
12:30, 2:00, & 4:00 p.m.



Big Trouble
Party Rock Cover Band
Sunday, Sept. 4
3:30 p.m. & 4:30 p.m.



Bone Jacked
Classic/Southern Rock
Sunday, Sept. 4
12:00 p.m. & 1:00 p.m.



\$4 All Day Activity Pass
Access to: Carnival Rides, Circus, Petting Zoo, Bounce Houses, Obstacle Courses, Rock Climbing Wall, and more



Dogs and other pets not permitted!
Northmoreland Park is located in Allegheny Township and is accessible via State Route 356 from State Routes 56 & 66.

Arts & Crafts
Giant Flea Market
Food & Drinks



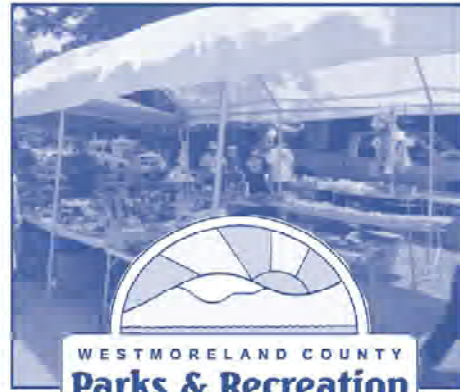
Bingo



-2021-

Westmoreland County
Parks Summer Festivals

FLEA MARKETS



www.co.westmoreland.pa.us/parks

WESTMORELAND COUNTY
Parks & Recreation

VENDOR INFORMATION

Fees

\$40 per space at the
August Fun Fest

\$80 per space at the
Labor United
Celebration

Setup

The Park will open at 7am
Vendors setup by 9:30am
Spaces approx. 20' x 20'
Tables & chairs not provided

For More Information:

Westmoreland County Parks & Recreation
194 Donohoe Road
Greensburg, PA 15601
(724) 830-3952
www.co.westmoreland.pa.us/parks

AUGUST FUN FEST

Sunday, August 8, 2021

CEDAR CREEK PARK

Event Hours: 10 a.m.—6 p.m.

LABOR UNITED CELEBRATION

**Sunday and Monday
September 5 & 6, 2021**

NORTHMORELAND PARK

Event Hours:

11 a.m.—7 p.m. Sunday

10 a.m.—6 p.m. Monday

These events are subject to change at any time!

- **Attendance**
10,000 - 30,000
- **Food & Drink Vendors**
- **Live Music
& Entertainment**
- **Amusement Rides &
Children's Activities**
- **Free Admission**

APPLICATION FORMS & DIRECTIONS ON REVERSE SIDE

THIS MONTH'S
UNION-MADE
HIGHLIGHT

YANKEE CANDLES,
INTERNATIONAL
GROUP INC
(International Waxes)
& USW 10-0607

Scented candles are used almost daily in homes. The variety of colors and scents are almost endless, we are sure you can find one or more that you like.



During a conversation with USW 10-0607 President Duane Connolly and Debra McFall their Financial Secretary. They asked if we were including a Yankee Candle

in the gift for Eric Dean. They heard we wanted locally made-union-made products that truly represent us.

Duane told us Yankee Candle uses exclusively International Wax products. USW 10-0607 members work at the company's largest plant that is located in Farmers Valley near Smethport, PA and it is world-renowned for its quality wax products. International Wax makes three categories of waxes; Paraffin, Microcrystalline, and Petrolatum. Each category has many products for a variety of uses. That topic is for another day, we are only mentioning it because Yankee

Candle has also evolved and carries more than just paraffin for their wax candles and other products.



In 1969, Sixteen-year-old Mike Kittredge too broke to buy his mother a present, melts some crayons to create a

homemade candle. A neighbor takes an interest and wants one of her own. With that small stake, Mike buys enough wax to make two candles — one for his mom, and another to sell.

Mike begins to design and handcraft candles in his family's kitchen. With his father's help, he opens a small retail shop. By 1973 he has 12 employees in the company now known as Yankee Candles. Today they have hundreds of retail stores and over 35,000 authorized retailers worldwide.

Yankee Candle Company has become incredibly famous for its popular scented candles, candle accessories, and dinnerware. Yankee Candles was founded in Massachusetts. By 1996, annual sales grossed more than \$100 million.

In 1998, Yankee Candle was purchased by Forstmann Little Company in Bristol England. In 2010, Yankee Candle became part of Jarden Corporation and by 2015 production levels hit 200 million candles per year. In 2016, became part of Newell Brands, and to keep up with

growing demands worldwide it opened the first production plant overseas in the Czech Republic. In 2017, Newell Brands acquired Smith Mountain Industries and Woodwickwhom also made candles.

The answer is simply yes, Yankee Candle Company is a 300,000-square-foot company located in Whately Massachusetts. they produce 1.2 million candle jars per week. Yes, candles are made in Europe but these are not usually sold in the USA.

They now offer more than 600 fragrance of candles. they also produce scented jigsaw puzzles, Air fresheners, Room sprays, candle trays, sleep diffusers, and refills.

We are proud to remind you that the wax used in the production of Yankee Candles is still produced at International Waxes in PA.

Next time you are thinking of buying a gift or candle, show a little Solidarity for your union brothers and sisters of USW 10-607 and buy a Yankee Candle.

Sources for this article are:
Duane Connolly-USW10-0607,
www.igiwax.com,
www.allamericanmade.com, and
www.yankeecandles.com.





Nurses Need Your Help

By Tammy May, R.N., an ICU nurse

Tammy May is President of Butler Memorial Hospital-based Pennsylvania Independent Nurses, a local of PASNAP – the Pennsylvania Association of Staff Nurses and Allied Professionals – which represents more than 9,000 frontline healthcare professionals across the commonwealth. She wants you to know...

There's an acute nurse staffing crisis here in western PA and in hospitals across the commonwealth. Nurses who take care of you and your loved ones when you're ill and at your most vulnerable are fleeing the bedside because we don't want to risk your safety or our licenses by working when we're so unsafely understaffed. Those of us who remain are dangerously overloaded. Your care is suffering; so are we.

This isn't a "pandemic problem." It started long before COVID-19 even existed, as a strategy devised by hospital systems to save money by overloading nurses and skimping on patient care. We can't count on the hospitals, which are the cause of the problem, to fix it. So we have been urging our

legislators to intervene to improve patient care standards across the state.

PASNAP has had a bill in Harrisburg for years. It's called the Patient Safety Act. It would set minimum safe staffing standards for each type of patient-care unit in hospitals across the state.

This isn't a radical idea: We have safe minimum staffing standards in daycares, schools, and nursing homes. We desperately need universal minimum standards for hospital units, where it can literally mean the difference between life and death. Patients would benefit – but so would hospitals, since the cost savings of improved care would more than cover the costs of hiring additional staff.

This year, the bill has unprecedented bipartisan support. In fact, a majority of the Pennsylvania House of Representatives has signed onto the bill as co-sponsors – a majority, but not all.

I'm calling on my sisters and brothers in labor to help us get more support and get the Patient Safety Act to a vote. Please call your representatives and urge them to support the Patient Safety Act (House Bill 106 and Senate

Bill 240) and help address the massive crisis in our hospitals.

These north western PA representatives have not signed on as cosponsors:

- Bernstine, Aaron (R)
- Bonner, Timothy R. (R)
- Brooks, Bob (R)
- Causer, Martin T. (R)
- Davanzo, Eric (R)
- Dunbar, George (R)
- Fee, Mindy (R)
- Gaydos, Valerie S. (R)
- James, R. Lee (R)
- Kail, Joshua D. (R)
- Longietti, Mark (D)
- Major, Abby (R)
- Mercuri, Robert W. (R)
- Metcalfe, Daryl D. (R)
- Mihalek, Natalie (R)
- Nelson, Eric R. (R)
- Oberlander, Donna (R)
- Ortitay, Jason (R)
- Owlett, Clint (R)
- Puskaric, Michael J. (R)
- Rapp, Kathy L. (R)
- Roae, Brad (R)
- Rossi, Leslie (R)
- Sankey, Tommy (R)
- Sonney, Curtis G. (R)
- Warner, Ryan (R)
- Wentling, Parke (R)

We need this bill. You need this bill. And we need your help to get it passed.





UNION-MADE PALEO DIET

Over the years a few diets, or lifestyle changes, have become wildly popular in the US. Many are in essence a variation of a low-carb diet. A particularly noteworthy one is the Paleo diet, which seeks to emulate the diet during the Paleolithic Era, or Stone Age. The diet is centered on meats and vegetables that would have been hunted or gathered during the era, while avoiding products like processed foods, sugars, and grains.

If you are interested in such a “back to basics” diet, we have a list of union foods and grocery stores so that you can support good jobs while doing good for your body. The brands and stores below have contracts with union members, so you know that workers have a voice on the job and receive fair pay.

Happy union-made dieting from all of us at Labor 411.

Labor 411

MAKING IT EASY TO SUPPORT GOOD JOBS

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

Union Meats

Always Tender Pork (UFCW, IBT)
 Appleton (UFCW)
 Boar's Head (UFCW, IBT)
 Butterball (UFCW, IBT)
 Farmland Bacon (UFCW)
 Foster Farms (UFCW)
 Hillshire Farm (UFCW, IBT)
 Hormel (UFCW, IBT)
 Nature Raised Farms (UFCW)
 Pepe's Pork rinds (IBT)
 Smithfield (UFCW, IBT)

Star Ranch Angus (UFCW)
 Tyson (UFCW)
 Thumann's (UFCW)
 Valley Fresh Chicken (UFCW, IBT)
 Valleydale Bacon (UFCW, IBT)
 Zwiegle's Meats (UFCW)

Union Vegetables

Andy Boy (UFW)
 Birds Eye Vegetables (UFCW, IBT)
 Fresh Express Salads (IBT)
 Gourmet Trading Company

Blueberries (UFW)
 Monterey Mushrooms (UFW, IBT)
 Sunripe Brands Tomatoes (UFW, IBT)
 Swanton Berry (UFW)

Union Grocery Stores

Albertsons (UFCW)
 Giant Eagle (UFCW)
 Kroger's (UFCW)
 Ralph's (UFCW)
 Shoprite (UFCW)
 Tops (UFCW)

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



IF WE PLAN IT WILL YOU SHOOT?

NWPA Area Labor Federation, AFL-CIO
1276 Liberty St. Ste 2
Franklin, PA 16323

NON-PROFIT
U. S. Postage
PAID
ERIE, PA
PERMIT No. 184

At our convention it was suggested that we have a fundraisers for our education fund to help get it perpetually funded. One suggestion was trapshoots. We need to gauge the level of interest, ***If we plan it will you shoot?*** If you are interested, Email your contact contact information to nwpaalf@gmail.com. Respond ASAP, please.

Over the next few days we will be sharing information with our e-board and determine the costs to participate, Bay City Gun Club in Waterford, PA is available Sunday, Sept. 25th.



BAY CITY GUN CLUB IN WATERFORD,, PA.

Youth Day for student innovators, coming August 9



Do you know a student with big ideas? If so, be sure tell them about the United States Patent and Trademark Office's (USPTO) free Youth Day. They can participate online or in-person at the USPTO headquarters located in Alexandria, Virginia, on **Tuesday, August 9, from 1 - 4:05 p.m. ET.** [Register early to attend online or in-person.](#)

Attendees will learn about turning ideas into tangible

products, protecting their intellectual property (IP), and sharing their creations with others.

This is a great chance for students to:

- Hear from young inventors and entrepreneurs who are taking their creative works to market, from "Shark Tank" to QVC
- Be among the first to playtest EquiP HQ, our new virtual portal, that teaches youth about patents and trademarks, and tests their inventor trading card IQ
- Learn how to enter the 2022 Congressional App Challenge, hear from recent winners, and get started with a hands-on ideation session

If Youth Day inspires you, consider registering for the USPTO's free online [Invention-Con 2022, coming August 10 - 12](#). The USPTO's Youth Day is presented by our Office of Education. For more information, please contact education@uspto.gov.

Source: an email from United States Patent & Trademark Office