

NWPA ALF News

September 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.afclcio.org/nwpaalf>
www.facebook.com/nwpaalf

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UAW 1311 Members Standing Strong on the Picket line

“Sept. 9, 2020, marked one year that the brothers and sisters of UAW Local 1311 have been walking the picket line outside Langeloth Metallurgical Company in Langeloth, PA. The cause for the strike was a disagreement over safety and seniority within the plant, not monetary issues.



“There has been absolutely no progress in contract negotiations. The company has conducted itself in such a manner some may consider their actions an effort to bust the union. This is something we do not want to see happen to our union now or any other union in the future.

“In mid April of this year the Union filed Unfair Labor Practice charges against the company with the National Labor Relations Board. The case is still ongoing in Washington, DC at this time. While the union members anxiously await the outcome of their case, they continue to walk the picket line day and night. Our primary goal is to get our members back to work.

“We would like to take this opportunity to thank the members of the Langeloth community and surrounding areas for their continued support and generosity throughout this past year. It has meant a great deal to our membership.

Labor Day 2020



Though we could not safely hold a Labor Day Parade this year, the NWPA Area Labor Federation created a virtual Labor Day Parade for all of you to enjoy.

We used the footage from the 5 years 2015-2019 Labor Day Parades and created a video montage, with the assistance of Community Access Media, Elizabeth Ricketts a professor from IUP, created a short history of Labor Day for the intro to the Parade. With the sound stripped from the video montage we asked for and received permission to use songs from our union singer/songwriters: Anne Feeney, Mike Stout, and Tom Breiding, for the soundtrack for the virtual parade. We aired it on TV, premiered it on Facebook, and added it to our website (<https://unionhall.afclcio.org/nwpaalf/news/nwpa-alf-labor-day-video-montage-virtual-labor-day-parade>) to assure everyone could enjoy it.

We owe a special thanks not just to all who helped create the video montage but also to everyone who was a participant or sponsor to all of the 5 years of parades, too. Without your participation and sponsorship we would not have had the footage to enable us to give you a virtual parade this year.

September 6, 2021 is our next Labor Day Parade, Join us in solidarity, please!

NWPA ALF MEETING

Meeting 7:00 PM on Wednesday, September 30th
Our E-Board Meets at 6:00 PM
via ZOOM

Special speakers:
Branden Wiley - Opened-Eyes.com

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

CLC Meetings in NWPA ALF:

Beaver-Lawrence CLC:

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

Butler County CLC:

Meeting 7:30 PM on Wednesday, Oct. 7th
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, Oct. 1st
via ZOOM
For more information call 814-937-2208.

Erie-Crawford CLC:

Meeting 7:30 PM on Wednesday, Oct. 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. 21st
Fire House #2,
421 Thornton Rd. Greensburg 15601
For more information call 724-600-6266.

Indiana-Armstrong CLC:

Meeting 7:30 PM on Thursday, Sept. 24th
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, Sept. 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, Oct. 8th
IAM 1842 Hall
24 Front St. Franklin 16323
For more information call 814-671-4420.

Warren-Forest CLC:

Meeting 6:00 PM on Thursday, Oct 1st
via ZOOM
For more information call 814-730-7558

10th ANNUAL NWPA ALF Golf Outing

Friday, September 25th

Whispering Woods Golf Course

\$90 per golfer

18 holes of golf/cart

The NWPA ALF really could use your help in assuring the success of our 10th Annual Golf Outing. We hold this event every year and half of the profit benefits the food bank warehouses that service people in our 19 counties. At this time our food banks could really use our help!

We understand your apprehensiveness at a time like this but our golf courses have been open and functioning well. We are not the first to continue the tradition of their annual golf outing, Butler CLC had a great event.

Our event is held at one of the top ten courses in PA. Please consider entering a foursome. The golf club has installed plastic dividers you can still have 2 to a cart. Applications are in the last edition of our newsletter, were mailed in February and again recently. The information is also available on our website.

Yes, food will be served a little different but labor knows how to adapt.

Rosann purchased many Steelers items as prizes! Join us for a day of Solidarity, fun, and good food. We ordered good weather!

Contact Rosann for more information at 814-360-8336.

FREE Introductory Collective Bargaining Class on 9/22/20!

The NWPA ALF and its affiliates benefit from our relationships with the various agencies. The Federal Mediation and Conciliation Services (FMCS) have taught a variety of classes for us. We have scheduled an

Introductory Collective Bargaining/Contract Negotiations Class for Tuesday, Sept. 22nd from 3:30-5:30 PM. It will be held via ZOOM for the health and safety of the participants and instructors alike. Tim McNamara a Commissioner of the FMCS will be one of our instructors. They will cover the basics of collective Bargaining and has offered to teach two more classes one for the public-sector and one for private-sector negotiations which will be more in-depth.

Anyone interested in attending should email nwpaalf@gmail.com. The invitations to attend the ZOOM training will be sent by email. Join us!



WC and STRIKE vs LOCKOUT

by Barb Holmes, Blaufeld, Schiller & Holmes LLP Attorney At Law

When an employee is out of the plant on total disability benefits, and the plant is shut down via strike or lockout, that injured worker should see no difference in his/her claim. Because the employee is unable to work at all, the status of his/her place of employment does not necessarily affect workers' compensation benefits. There might be some practical concerns, such as whether such an employee should engage in physical strike activities such as picketing, etc. based on the nature of the injury and the doctor's opinions (which should be discussed on a case by case basis with counsel) but as a practical matter, the receipt of benefits should not be interrupted.

However, many injured employees do return to work at modified duty, some receiving regular pre-injury wages and some at a lesser wage rate and receiving workers' compensation partial disability benefits. What happens to these injured workers if the union goes on strike? Or in the alternative if the workforce is locked out? There may be different answers based on the definition of the work stoppage.

If there is a lockout, and employer is refusing to make work available to any employees, it is specifically not making modified duty work available. Therefore, because the injured employee is no longer earning wages through no fault of his or her own, total disability benefits should be reinstated. Just because they should be reinstated doesn't necessarily mean that they will be reinstated, but the initial inquiry as to whether work is being made available to the injured worker at a level he/she can perform based on his/her work restrictions is answered in the negative as a result of

the employer's conduct. Any employee who is locked out of work while on work restrictions should contact the carrier and request reinstatement of benefits, and if that does not occur, should contact workers' compensation counsel.

A strike presents a little more complicated question. Again, the issue in this circumstance is job availability. Is the modified duty work available? The answer in this situation may be different than a lock-out scenario, however. In this situation, the modified duty work may still be available if the employee is willing to cross the picket line. Clearly, no employee can be made to cross a picket line during a strike. However, the automatic reinstatement to workers' compensation benefits may not occur in that situation. The employer may argue that the modified work is available and the employee is choosing not to work at modified duty; therefore, benefits would not need to be reinstated. As noted above, reinstatement is supposed to be automatic when an employee continues with restrictions and is no longer earning the time of the injury wage "through no fault of his/her own." While refusing to cross a picket line is not necessarily a "fault," it is a choice, and the employer will use that argument to deny benefits. A petition to reinstate benefits will most likely need to be filed.

On litigation of that petition, the issues will not only be whether the work restrictions are still in place, but also whether the job is "actually available" to that employee because of the requirement to cross the picket line to take it. In other circumstances, where insurance carriers have argued that injured workers should be required to take a job out of the bargaining unit that accommodates his/her

restrictions, courts have held that a job is not available if it jeopardizes the injured worker's seniority or some other benefit. Non-union positions offered to a union employee to bring him/her back to work to accommodate restrictions in general may not be available if the acceptance of the position would result in a loss of union benefits or status. Therefore, the employee petitioning for reinstatement would want to submit evidence to show what that employee would lose, or the sanctions he/she would face for crossing the picket line to continue in the modified duty job would be essential. That would likely mean not only the employee's testimony, but testimony from a union representative as well.

If an injured employee has returned to work, and a work stoppage does occur, it is essential that the injured worker be in touch with his/her union and that union officers and compensation committee members know and understand the ramifications of an individual's crossing the picket line with respect to that specific employer and contract, so as to best advise the employee with respect to labor matters. Insofar as workers' compensation benefits are concerned, that employee should discuss the claim with an attorney knowledgeable about the interwoven nature of labor and the workers' compensation system, so that the employee knows and understand what protections the compensation system provides (potential reinstatement to benefits) and does not (Judge cannot stop the employer from terminating the employee). These are complicated cases, and knowledge of the ramifications of all actions is essential.

What To Consider When Hiring A Personal Injury Attorney

by Susan Meredith and Kelly Enders

If you are looking to hire a personal injury attorney, you may be overwhelmed by the number of attorneys who practice in this area of the law. You may have heard of some firms because they advertise on TV or pop up in Google ads. You may have a co-worker or friend who tells you that his/her relative handles personal injury cases. How can you know who is the right attorney to assist you with your claim? Here are some things you should consider before you hire a personal injury attorney:

Experience.

Choosing an attorney who has experience handling cases similar to yours is essential. There may be plenty of attorneys willing to take your case. An experienced attorney will be able to properly analyze your case and provide reliable advice to help you receive a fair settlement. During your initial consultation with an attorney, you will want to ask how long the attorney has been practicing, how long has their firm been in existence and what experience do they have with the type of case that you have, as well as the courts and judges in the local area where your case will be heard.

Fees and costs.

Most personal injury attorneys represent injured parties on a contingent-fee basis. This means that they do not get paid unless they are successful in pursuing your case and you receive compensation. Pursuing a personal injury case will also require costs to be incurred during the litigation of the case. These costs can include fees your medical providers charge for your records and reports, court filing fees, expert witness fees and investigation costs. These costs are generally paid by the attorney, and you should only have to repay them if at the end of the case you receive money through a settlement or an award. It is important for you to understand how the fees and costs involved in your case will be

handled before you hire an attorney. There should be no confusion about the fees and costs. The attorney should be willing to take the time to explain the specifics of their fee agreement and answer any questions you have.

Practice.

Personal injury is a large practice area, and there are many types of cases that will be considered "personal injury cases". Some areas of personal injury are unique and require extra knowledge and expertise. Understand what type of case you have so you can find an attorney who specializes and has experience in cases similar to yours. You should ask the attorney how many cases they have handled that are of a similar nature to your case. Cases involving local or state entities have special 6 month notice requirements. Health insurance plans have a right to be reimbursed the amount of medical expenses paid on your behalf from your settlement and must be part of your case in some types of personal injury cases but not others. Not all personal injury cases are the same and it is important to hire an attorney who has handled similar types of cases in the past.

Communication.

Personal injury cases do not resolve overnight. You may be hoping for a large sum of money paid to you quickly. Unfortunately, personal injury cases take time, and that means that you will be dealing with the attorney and law firm you hire for an extended period of time. It will be important for you hire an attorney who places priority on communicating with you. During your initial conversation with an attorney, you should ask how often you can expect updates on your case; whether the attorney would be willing to communicate with you by email as well as over the phone and whether the attorney has a legal assistant or paralegal to assist you with questions if they are not available. It is very

important to have a level of trust and confidence in the attorney that you hire as you will be relying on their advice and recommendations throughout the course of your case.

Size and resources.

A law firm's size, experience and connections with doctors and medical experts relevant to your case are important factors to consider. Certain types of personal injury cases are very costly to litigate and involve considerable amounts of time devoted to reviewing records and taking depositions. You will want to ensure that the attorney and law firm who you hire have the resources to afford to litigate your case and the staff necessary to effectively engage in the litigation process.

At Caroselli Beachler & Coleman, we offer free legal consultations to discuss the details of your claim. We regularly meet with potential clients outside of our office. We can meet with you while you are in the hospital, recovering at home or at another location convenient to you. Since the COVID-19 pandemic began, we have been offering videoconference calls as well as telephone calls as a safe means to engage in our initial consultations with potential clients. We have attorneys who specialize in a variety of types of personal injury cases. Our firm has been in existence since 1972, and our attorneys have years of experience litigating cases and obtaining favorable results for our clients. Feel free to contact us by phone or email to discuss your potential personal injury claim.

CAROSELLI BEACHLER & COLEMAN, LLC
REPRESENTING INJURED PERSON
AND THEIR FAMILIES THROUGHOUT
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Panel Physicians for Work Comp: Myth vs. Reality

Prepared by Rudberg Law Office, LLC

What health insurance plan offers a choice of only six healthcare providers - the Pennsylvania Workers' Compensation Act! When you have an accepted comp claim, you must seek treatment for your work injury with one of the providers on the panel list for 90 days from the date of the first visit. To add insult to injury, often your employer will try to choose the physician for you or lead you to believe they have the right to control who you see. Knowing your rights in relation to the panel physician list is imperative to countering these tactics. Not knowing can seriously affect your health and ability to recover from your injury.

Below are some Panel Physician List facts for you:

1. List of 6 Healthcare Providers
2. Posted Visibly at Workplace
3. Must be Given Acknowledgment to Sign after Injury
4. Make Your Own Appointments
5. YOU CHOOSE THE HEALTHCARE PROVIDER
6. If Claim is Denied, No Need to Follow the Panel List
7. Panel List can be Negotiated with Employer

Know Your Rights!

As you can see there are many rules the employer tends to disregard.

You should also know that there are several ways that you can avoid being limited to the Panel List, allowing you to treat with your own physician:

1. If you have not been provided with an LIBC form within 21 days from your date of injury by your employer;
2. If no Panel List is posted at your workplace;
3. If you have not signed an acknowledgment of the Panel List after your injury;
4. If you have had emergency treatment and the ER physician refers you to another specialist for your condition; and
5. If there is not a chiropractor on the Panel List, you may see a chiropractor of your choice.

If you need assistance with this or any other work comp or injury issue, please feel free to contact the Attorneys at RUDBERG LAW OFFICES, LLC toll free at 1-866-306-2667 or email srudberg@rudberglaw.com.

Protect Your Rights!



2107 Sidney Street Pittsburgh, PA 15203
1.866.306.2667 – 412.488.6000
www.rudberglaw.com



Am I Safe at Work?

Far too many employers are putting the lives of working people at risk. We are being asked to work without the adequate protections and protocols that help keep us safe from becoming infected with COVID-19.

Find out if your employer is doing enough to keep you and your co-workers safe.

Has your employer:

- Informed you of COVID-19 risks in your workplace and plans to protect you from becoming infected?
- Notified you of COVID-19 cases in your workplace?
- Provided additional paid time off if you or a family member is exposed to, or tests positive for, COVID-19?
- Made physical changes to your workplace to distance you from co-workers and members of the public?
- Changed work procedures to allow for additional cleaning and breaks for hand-washing?
- Provided enough personal protective equipment (respirators, gloves, gowns, etc.) with training on how to use it properly?
- Required the use of masks by members of the public?
- Provided a way for you and your co-workers to raise safety concerns without fear of retaliation?





Huge shout out to La Isla Mexican Restaurant for taking lunch to the workers on strike at NLMK last week! Be sure to support those that support you. ❤️



USW LOCAL ON STRIKE!

USW Local 1016-3 represents 410 workers at the NLMK Farrell facility. Slabs are rolled (hot and cold) into sheet coil or with applications including pipe and tube, automotive, appliance, construction, and HVAC production. The current agreement was set to expire on April 2, 2020. An extension with a 72-hour notice provision was signed and it extended the agreement until May 1, 2020. Since then, no other extension has been signed and the membership is working without an agreement and under the existing terms and conditions of the expired agreement. Since and 2008 the company, has tried to replace the current health insurance plan with a high deductible plan (it exists as an option in the agreement). The membership has consistently and overwhelmingly opposed this high deductible plan. In each instance in the past, the company has finally withdrawn the proposal. To date, in the current bargaining, the company has insisted on an effort to replacing the current healthcare plan with the unwanted high deductible plan and/or pricing the current plan so high as to force the members into the unwanted plan. This is a major impediment to reaching an overall agreement. The Union has filed a number of Unfair Labor Practice charges against the company with the National Labor Relations Board. Those charges include the company's refusal to provide information necessary for the union to bargain on an informed basis, the company's refusal to process grievances and for initially eliminating health insurance to the family of an employee on the very day that employee was killed in a motorcycle accident. On August 22, 2020 at 3:00 PM, the members of Local 1016-03 went on an Unfair Labor Practice Strike to protest the company's serious unfair labor practices and unfair bargaining proposals. We had a very impressive turnout to begin the strike and our picket captains and picketers have been very well organized. The company has unnecessarily caused this situation but our response is necessary.

Jim wells is the Unit President "We didn't want to be here, but the company has forced us to go out on an Unfair Labor Practice Strike. Now that we are in this position we will stand and fight for what is right and for what we have earned for as long as it takes"

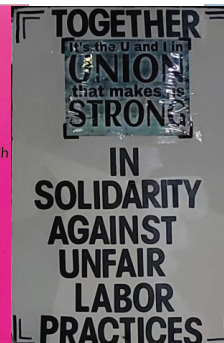
The Mercer County CLC has been encouraging members of organized labor to stand in Solidarity with our union brothers and sisters during the Labor Day Weekend and beyond. Pictures on the previous page show we were there. They are currently also receiving the support of members of the community, too.



ATTENTION!!

To all NLMK employees and their family members:
Offering FREE treatments with Dr. Brennan during the shut down due to the Strike.

Please call 724-347-2111 to make an appointment.



9/11 And This Hat
By Jagoff Catcher
on Sept. 11, 2020 06:21 am
Source: <https://www.yajagoff.com> reprinted with their approval
Flight 93



If you're new to this blog, the post below is something that I post each year.

Always conflicted about posting this each year. I wonder if the story gets old and yet, I remember this as if it was yesterday – John

This hat?

I was fortunate and honored to be part of the team of those who provided healthcare and on-site rehab services to the first responders and local/federal officials that had the horribly delicate task of sifting through the Shanksville crash site. On day 2, we watched silently, as buses rolled up to the site one day. It was the families of the Flight 93 heroes who were transported to the site to view the tragedy for the first time. The makeshift road took them to a barrier made of bales of hay that looked over the smoldering remains and hole in the ground that was the result of the crash. We watched in silence as the families placed their memorial items on top of those hay bales.

I will remember those days forever. Taking the blood pressures, dressing the wounds, assessing the chronic ailments of the agents, inspectors, heavy equipment operators, etc. that entered the crash site, the Hot-Zone, in the morning, took breaks at lunch time, re-entered the Hot-Zone for the afternoon and then called it a day just before dusk. I will never forget the dedication on the workers' faces each time they passed through the check-up area...despite their blisters, sores and muscle aches.

This hat? Delegates from United Airlines distributed hats, like the one above, to the healthcare providers at the site, as a token of appreciation, the day that they escorted the families on the buses. Side note: local grade school kids made the ribbon pins and had them delivered to the site for the workers. So this hat means the world to me. It represents the ultimate in sadness and the ultimate in goodness at the same time.

God bless those who perished that day and God bless those who spent many hot, grueling hours crawling around that site on their hands and knees, climbing in trees and digging through the mess, searching for evidence and items to give back to the families. And, of course, God bless the initial responders who will never be the same after what they saw as the first crews to arrive on that devastating scene.

Never forget.

Public Sector OSHA Coverage Is Still Needed a half a century later???

Fifty (50) years ago when OSHA was created our legislators found it necessary to carve out the public sector employees from coverage and protections under OSHA.

We believe it is not a coincidence that the biggest boon in organizing over the last few decades has been with public sector employees. When organized they negotiate a contract and can create a safety committee to offer some protections, but it still does not provide them OSHA protections. Yet private sector employees doing the same jobs are provided OSHA protection, this is unjust!

Today we have two pieces of legislation in PA which would allow coverage of public sector employees: HB 1082 and SB 464. We ask you to join us in this fight for justice and to:

- Call your legislators and encourage them to support Public Sector OSHA (HB 1082 and SB 464).

With your help Pennsylvania can become the 29th state to pass legislation with protections for public sector employees under OSHA.

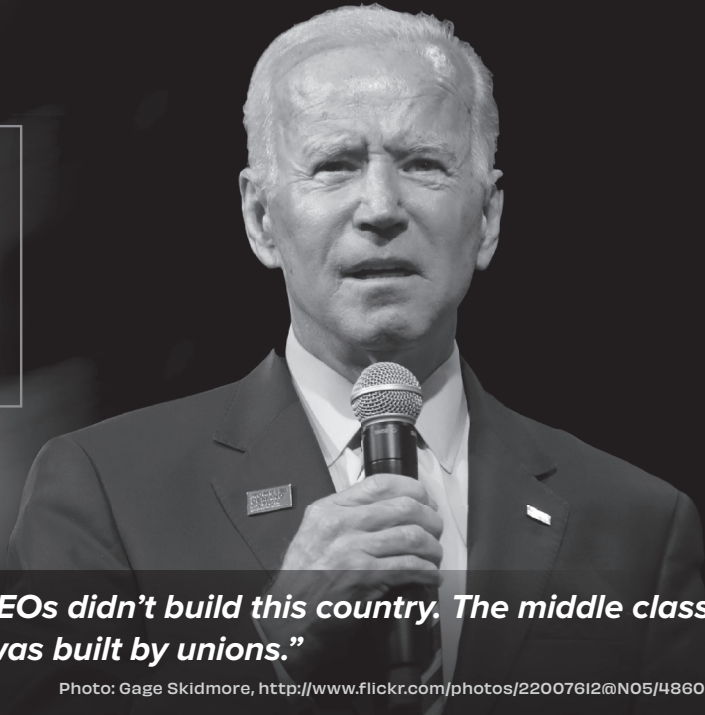
50 OSHA

Protecting the American Workforce

50 years of injustice to our Public Sector Workers which can be corrected with Solidarity. Will you help?

AN IMPORTANT MESSAGE FROM THE PENNSYLVANIA AFL-CIO

**JOE BIDEN
FOR
PRESIDENT**



“Wall Street and the CEOs didn’t build this country. The middle class did. And the middle class was built by unions.”

Photo: Gage Skidmore, <http://www.flickr.com/photos/22007612@N05/48605430047>

- ★ **Strengthening Prevailing Wage Laws.** Biden will work to ensure every infrastructure and transportation project that uses federal dollars is covered by prevailing wage protections, and that project labor agreements are used on all federal construction projects. (Candidate website, accessed 7/10/20; Politico, 3/5/09)
- ★ **Prioritizing Workplace Safety.** Biden will reinstate critical workplace safety protections that were curtailed and direct OSHA to expand its enforcement efforts. He will increase the number of investigators in OSHA to make sure safety rules are being followed. (Candidate website, accessed 7/10/20)
- ★ **Reinvesting in American Infrastructure.** Biden will make a strong infrastructure plan a priority as president and will include targeted, community-by-community infrastructure improvements depending on specific needs. (CNBC, 3/8/19)

Joe Biden has stood with and fought for working people every day of his career in public office.

SUPPORT
CANDIDATES
WHO SUPPORT
WORKING
FAMILIES

**JOE BIDEN
FOR PRESIDENT**



How you vote is a personal decision. Your union has done the research and believes **Joe Biden is the best choice for working people.**



For more information, contact at or visit www.paafcio.org.

AN IMPORTANT MESSAGE FROM THE PENNSYLVANIA AFL-CIO

We need a leader in the **AUDITOR GENERAL'S OFFICE** who will stand up for workers, support union rights, and fight to create an economy that works for **ALL** Pennsylvanians.

On November 3rd you have a choice

Who do YOU think will stand up for workers?



NINA AHMAD



TIMOTHY DEFOR



Has committed to protecting and expanding access to defined benefit retirement plans.¹



Has promised to oppose the use of public education dollars to fund charter schools.²



Strongly supports and will defend collective bargaining and workers' right to organize.³



How you vote is a personal decision. The Pennsylvania AFL-CIO has evaluated the candidates based on the issues that impact workers and we believe that **NINA AHMAD** is the right choice for the **Auditor General**. For more information, please visit our website at www.paaflcio.org.

1. 2020 Pennsylvania AFL-CIO Candidate Questionnaire; 2. 2020 Pennsylvania AFL-CIO Candidate Questionnaire; 3. 2020 Pennsylvania AFL-CIO Candidate Questionnaire; 4. 2020 Pennsylvania AFL-CIO Candidate Questionnaire; 5. 2020 Pennsylvania AFL-CIO Candidate Questionnaire; 6. 2020 Pennsylvania AFL-CIO Candidate Questionnaire

CAST YOUR VOTE BY MAIL-IN BALLOT

Election Day is Tuesday, November 3, and polls will be open from 7:00am until 8:00pm; but we encourage everyone to **VOTE BY MAIL** this election. You can request your ballot today and voting begins in mid-September. To verify or update your registration, find your polling place, or apply for your mail ballot, contact your county election office or visit www.votespa.com.

VotesPA.com/MailBallot



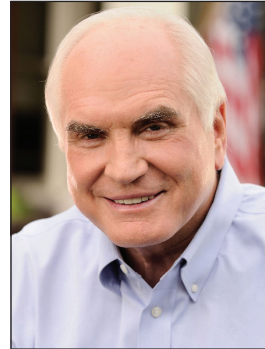
AN IMPORTANT MESSAGE FROM THE PENNSYLVANIA AFL-CIO

We need Representatives in the **US CONGRESS** who will stand up for workers, support union rights, and fight to create an economy that works for **ALL** Pennsylvanians.

On November 3rd you have a choice Who do YOU think will stand up for workers?



KRISTY GNIBUS



MIKE KELLY



Has promised full support for workers' rights to organize, and opposes "Right to Work" laws.¹

UNION RIGHTS

Voted against legislation that protects basic rights of working people to choose a union.⁴



Has promised to oppose any efforts to cut Medicare or Medicaid or restrict eligibility for the programs.²

HEALTH CARE

Voted against improvements to Medicare that would lower costs and improve coverage.⁵



Has promised to fight to protect and expand workplace safety rules and whistleblower protections.³

WORKPLACE VIOLENCE

Voted against legislation aimed at protecting frontline workers from the epidemic of workplace violence.⁶



How you vote is a personal decision. The Pennsylvania AFL-CIO has evaluated the candidates based on the issues that impact workers and we believe that **KRISTY GNIBUS** is the right choice for the **16th Congressional District**. For more information, please visit our website at www.paafcio.org.

1. 2020 Pennsylvania AFL-CIO Candidate Questionnaire; 2. 2020 Pennsylvania AFL-CIO Candidate Questionnaire; 3. 2020 Pennsylvania AFL-CIO Candidate Questionnaire; 4. Voted against HR2474, February 6, 2020; 5. Voted against HR3, December 12, 2019; 6. Voted against HR1309, November 21, 2019

CAST YOUR VOTE BY MAIL-IN BALLOT

Election Day is Tuesday, November 3, and polls will be open from 7:00am until 8:00pm; but we encourage everyone to **VOTE BY MAIL** this election. You can request your ballot today and voting begins in mid-September. To verify or update your registration, find your polling place, or apply for your mail ballot, contact your county election office or visit www.votespa.com.

VotesPA.com/MailBallot



AN IMPORTANT MESSAGE FROM THE PENNSYLVANIA AFL-CIO

We need Senators in the **STATE SENATE** who will stand up for workers, support union rights, and fight to create an economy that works for **ALL** Pennsylvanians.

On November 3rd you have a choice Who do YOU think will stand up for workers?



JULIE L SLOMSKI



DAN LAUGHLIN



Has promised to oppose the use of public education dollars to fund charter schools.¹

EDUCATION

Voted to expand a voucher program rather than investing in the real needs of our public schools.⁴



Strongly supports Medicaid, and will defend it against cuts and new eligibility restrictions.²

MEDICAID

Voted to slash Medicaid benefits and reduce eligibility for many Pennsylvanians.⁵



Has promised to support safe workplaces for ALL workers, including public employees.³

WORKER SAFETY

Voted to force workers back into unsafe workplaces in the middle of a global pandemic.⁶



How you vote is a personal decision. The Pennsylvania AFL-CIO has evaluated the candidates based on the issues that impact workers and we believe that **JULIE L SLOMSKI** is the right choice for the **49th Senate District**. For more information, please visit our website at www.paafcio.org.

1. 2020 Pennsylvania AFL-CIO Candidate Questionnaire; 2. 2020 Pennsylvania AFL-CIO Candidate Questionnaire; 3. 2020 Pennsylvania AFL-CIO Candidate Questionnaire; 4. Voted for HB800, June 11, 2019; 5. Voted for HB59, July 27, 2017; 6. Voted for HR836, June 9, 2020

CAST YOUR VOTE BY MAIL-IN BALLOT

Election Day is Tuesday, November 3, and polls will be open from 7:00am until 8:00pm; but we encourage everyone to **VOTE BY MAIL** this election. You can request your ballot today and voting begins in mid-September. To verify or update your registration, find your polling place, or apply for your mail ballot, contact your county election office or visit www.votespa.com.

VotesPA.com/MailBallot



AN IMPORTANT MESSAGE FROM THE PENNSYLVANIA AFL-CIO

We need Representatives in the **STATE HOUSE** who will stand up for workers, support union rights, and fight to create an economy that works for **ALL** Pennsylvanians.

JOE PETRARCA has stood with us; let's re-elect people who have fought for workers!



JOE PETRARCA

On Labor's Issues:

PENSIONS

Voted to protect retirement security for workers with defined benefit pensions.¹



EDUCATION

Voted to protect our public schools from efforts to needlessly expand a voucher program.²



UNION RIGHTS

Voted to protect workers and our unions from a right-wing attack on collective bargaining and free speech.³



1. Voted against SB1, June 30, 2015; 2. Voted Against HB800, May 7, 2019; 3. Voted against SB166, December 12, 2017

VOTE NOVEMBER 3

JOE PETRARCA - STATE HOUSE DISTRICT 55

How you vote is a personal decision. The Pennsylvania AFL-CIO has evaluated the candidates based on the issues that impact workers and we believe that **JOE PETRARCA** is the right choice for the **55th House District**. For more information, please visit our website at www.paafcio.org.

CAST YOUR VOTE BY MAIL-IN BALLOT

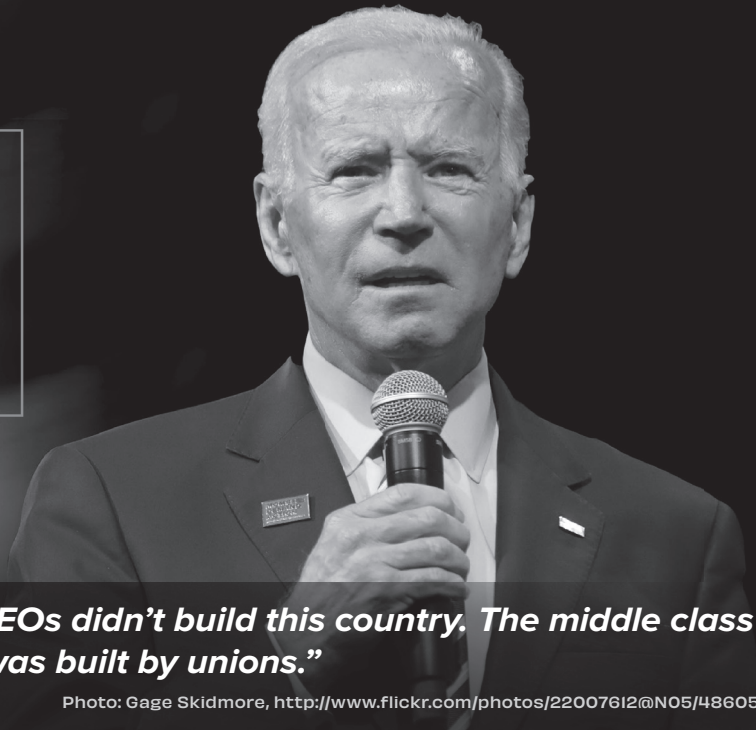
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AN IMPORTANT MESSAGE FROM THE PENNSYLVANIA AFL-CIO

**JOE BIDEN
FOR
PRESIDENT**



“Wall Street and the CEOs didn’t build this country. The middle class did. And the middle class was built by unions.”

Photo: Gage Skidmore, <http://www.flickr.com/photos/22007612@N05/48605430047>

★ **Force Companies to Negotiate in Good Faith.** Biden will require employers found to be bargaining in bad faith to go back to the negotiating table. He will work to make those companies pay a penalty and to compensate workers for the stalled negotiating time. (Candidate website, accessed 7/10/20)

★ **End Right to Work Laws Nationwide.** Biden will seek to repeal the provision allowing state governments to impose “right to work” laws on its workers. Working people no longer will have to fear CEOs pushing these laws to weaken unions and lower pay. (Politico, 10/25/19)

★ **Fight Back Against Worker Misclassification.** Biden will stop allowing companies to intentionally misclassify employees and support legislation to strengthen worker misclassification laws. He also will increase enforcement of these laws. (Politico, 10/25/19)

Joe Biden has stood with and fought for working people every day of his career in public office.

SUPPORT
CANDIDATES
WHO SUPPORT
WORKING
FAMILIES

★ ★ ★ ★ ★
**JOE BIDEN
FOR PRESIDENT**



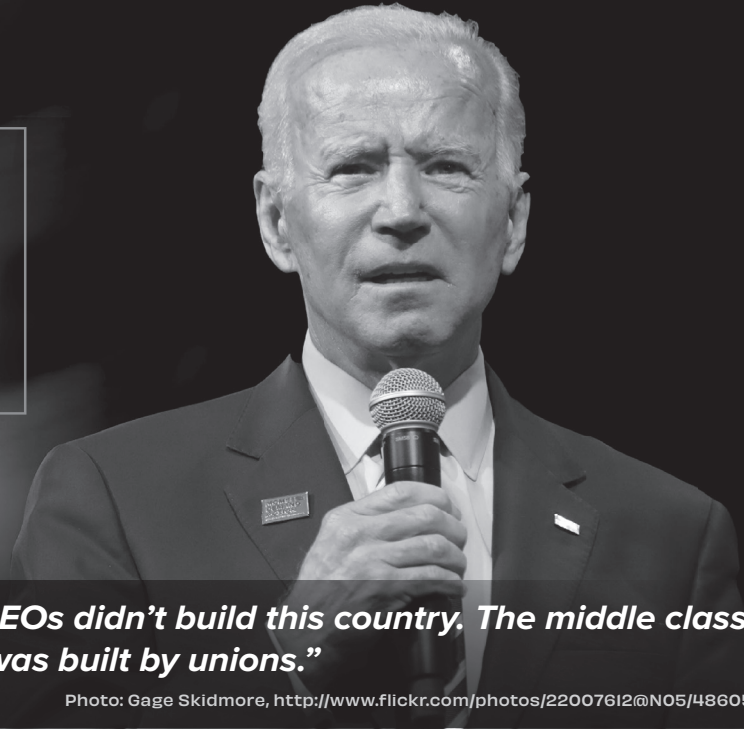
How you vote is a personal decision. Your union has done the research and believes **Joe Biden is the best choice for working people.**



For more information, contact [redacted] at [redacted] or visit www.paafclcio.org.

AN IMPORTANT MESSAGE FROM THE PENNSYLVANIA AFL-CIO

JOE BIDEN FOR PRESIDENT



“Wall Street and the CEOs didn’t build this country. The middle class did. And the middle class was built by unions.”

Photo: Gage Skidmore, <http://www.flickr.com/photos/22007612@N05/48605430047>

★ **Defending Public Workers.** Biden will establish a federal right to organize and collectively bargain for all public sector employees and make it easier for those employees who serve our communities to both join a union and bargain. (Candidate website, 7/10/20)

★ **Restoring Rights to Federal Workers.** As president, Biden will restore the right of federal employees to organize and bargain with one voice. He will ensure that federal agencies negotiate fairly with their workers over nonmandatory subjects of bargaining. (Candidate website, 7/10/20)

★ **Aiding State and Local Governments.** In the wake of the pandemic, Biden will increase funding to state and local governments to avert further job losses, and make sure our health care and education sectors are getting what they need to serve the community safely. (Bloomberg, 6/12/20)

Joe Biden has stood with and fought for working people every day of his career in public office.

SUPPORT
CANDIDATES
WHO SUPPORT
WORKING
FAMILIES

JOE BIDEN FOR PRESIDENT



How you vote is a personal decision. Your union has done the research and believes **Joe Biden is the best choice for working people.**



For more information, contact [redacted] at [redacted] or visit www.paafclcio.org.

NWPA AREA LABOR FEDERATION OFFICERS

Chair	Andrew	Harkulich
S_T	Philip	Lasky
V-chair	Gary	Bittner
V-chair	Julie	Barnett
V-chair	J David	Henderson
v-chair	Richard	Galiano
V-chair/Trustee	Frank	Telesz
Rep -GMP/trustee	Anthony	Modaffare
Rep -WCLC/Trustee	Walter (Pat) Geiger	
Executive Board Members		
Rep AFSCME	Shane	Clark
Rep APSCUF	Andrea	Wyman
Rep ATU	Pattie	Demichele
Rep HFIAW	James	Cassidy
Rep IBEW	Jim	Nuber
Rep IUOE	Rich	Barrett
Rep IUPAT	Giles	Grinko
Rep OPEIU	Jeffrey	Hapke
Rep PA JBWU	Linda	Gomaa
Rep PSEA	Mike	Kalpich
Rep Roofers	Jack	Lee Jr.
Rep SEIU	Mike	Butler
Rep UA	Dennis	Pry
Rep UBC/ M CLC	Lonnie	Mcfall
Rep UFCW	Daryl	Busch
Rep USW	Paul	Pelc
Rep B&CTC	Darrell	Niemenski
Rep B CLC Rep	Jim	Saeler
Rep B-L CLC	Kerrienne	Theuerl
Rep CECJ CLC	Jeff	Miller
Rep EC CLC	Rosanne	Gangemi
Rep I-A CLC	Jerry	Shull
Rep W_F CLC	Archie	Graham
Rep V-C	C.J. Pete	Kluck
	EMPLOYEE	
Director	Rosann	Barker

The 2020 Pennsylvania Elections Calendar

Date	Event
October 19, 2020	Last day to REGISTER before the November election
October 27, 2020	Last day to apply for a mail-in or civilian absentee ballot
November 3, 2020	Last day for County Boards of Elections to receive voted mail-in and civilian absentee ballots (must be received by 8 P.M.)
November 3, 2020	GENERAL ELECTION Polls are open from 7 AM to 8 PM

Voting by Mail-in Ballot

Deadlines for the November 3 General Election:

- **5 pm October 27-** APPLICATIONS must be RECEIVED by your county election office
- **8 pm November 3 -** VOTED BALLOTS must be RECEIVED by your county election office - postmarks are not enough

Applications and ballots may be delivered to your [county election office](#) by the deadline. Contact your [county election office](#) for their hours of operation



Brothers and Sisters,

The strength of the labor movement comes from our united, collective voices. We are facing a global health pandemic, massive unemployment, and are less than 60 days until the November election. The challenges are significant, but we will overcome these challenges by doing what we do best: we will organize. The Labor 2020 program will allow us to activate and mobilize the full force of the Pennsylvania labor movement to have a collective voice on the issues front and center to our movement.

2020 has presented some unique challenges for the Labor 2020 program. We will be organizing virtual phone banks, text banks and some distributing of door hangers for our

endorsed candidates.

As a Local Union Volunteer, you will receive information from the PA AFL-CIO about a range of topics including labor events in your area, political and legislative actions, and much more.

The strength of the labor movement comes from the effectiveness of our local unions and overcoming this time of crisis together as one. Thank you in advance for your participation in this opportunity to organize the Local Union Volunteer network across Beaver and Lawrence County.

To Volunteer click [Here](#) or visit www.paafclcio.org/volunteer

Jim DePoe
 Labor 2020 Coordinator
 Beaver Lawrence
 Central Labor Council
jdepoe@ibew29.org
 412-956-6446