



# NWPA ALF News

December 2022 Edition

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## 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	Delgado
Vice-Chair	William	Palmer
GMP Rep/Trustee	Anthony	Modaffare
OPEIU Rep/Trustee	Jeffrey	Hapke
IBEW/Trustee	Declan	Pape
<b>Executive Board Members</b>		
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Rep B CLC	Jim	Saeler
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Rep E-C CLC	Angel	Negron
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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
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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
<b>Employee</b>		
Director NWPA ALF	Rosann	Barker

## 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.aflcio.org/nwpaalf>  
[www.Facebook.com/nwpaalf](http://www.Facebook.com/nwpaalf)  
[nwpaalf@gmail.com](mailto:nwpaalf@gmail.com)  
 814-360-8336



## NWPA ALF EDUCATIONAL CLASSES

The NWPA ALF has always been proud to hold educational classes which were free to any union member who wanted to attend. When we got our ZOOM account which is graciously provided by the AFL-CIO, we were confident that many of you would have taken advantage of the ability to attend remotely. We were wrong.

Yes, Knowledge is Power! We have been blessed with instructors from FMCS, OSHA, the Labor Department, and attorney firms all of who were extremely knowledgeable on the topics they were teaching. But the best instructors can't teach interactive pieces of training well with only 2 or 3 participants. Our last five scheduled classes have had 3 or fewer who wanted to attend. We chose to cancel all five interactive classes and reschedule them at a later time.

The plan, for now, is to wait for your input:

- What topics would you prefer the classes to cover?
- What is the best day of the week to hold them?
- When is the best time to hold them?
- What duration of time would you like the classes (ie: 90 minutes)? Note: More in-depth classes could be taught in two or more sessions.

Please send your answer to these questions to [nwpaalf@gmail.com](mailto:nwpaalf@gmail.com). We are anxious to see your responses. With your help, our efforts will result in a more productive and positive use of both our instructors and our time.

Thank you in advance for your input.

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**Happy  
New Year!**

## 2022 NWPA ALF MEETINGS

Delegates Meetings are held 7:00 PM on Wednesday, December 14th.

Our E-Board meets at 6 PM on the same days,

Meetings are held in the AFSCME DC 85 HALL  
1276 LIBERTY ST. FRANKLIN, PA 16323.  
Attendees may join us in person or via ZOOM.

Special speakers:

PA AFL-CIO Sec-Treas. George Piasecki

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

Please Mark Your Calendar & Plan to Join Us!

### CLC Meetings in NWPA ALF:

Beaver-Lawrence CLC:

Meeting 7:30 PM on Monday, Dec. 19th

IBEW 712 Hall

217 Sassafra Lane Beaver 15009

For more information call 724-971-7473.

Butler County CLC:

Meeting 6:00 PM on Wednesday, Dec. 7th

RACHAEL'S ROADHOUSE

100 Fairfield Ln, Butler, PA 16001

For more information call 724-285-4883 ext. 233

Clearfield-Elk-Cameron-Jefferson (Potter) CLC

Meeting 7:30 PM on Thursday, Dec. 1st

Via ZOOM

For more information call 814-937-2208.

Erie-Crawford CLC:

Meeting 7:30 PM on Wednesday, Dec. 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, Dec. 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, Dec. 8th

UMWA 1412 51 Eleventh St., Lucernemines 15754

For more information call 724-479-0923.

Mercer County CLC:

Meeting 7:30 PM on Thursday, Dec. 15th

USW 1660 Hall, 1028 Roemer Blvd. Farrell 16121

For more information call 724-854-0605.

Venango-Clarion Chapter:

Meeting 6:30 PM on Thursday, Dec. 8th

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, Dec. 1st

IUOE 95 Hall, 116 Dobson Ave. Warren 16365 or

via ZOOM <https://aflcio.zoom.us/j/98650323614>

For more information call 814-730-7558

## Message from President Liz Shuler



Sen. Raphael Warnock speaks at a labor rally with union members

While we have secured pro-worker control of the U.S. Senate, we have an immediate opportunity to win a pro-worker majority by ensuring that Sen. Raphael Warnock serves a full six-year term.

There's a clear difference between the candidates for the Senate runoff in Georgia. Warnock stands with working people, while Herschel Walker is the hand-picked candidate of extremists and billionaires.

Having two pro-labor senators in Georgia is crucial to advancing and defending all our hard work on behalf of working people. This runoff election is all about who will fight for our shared values, and Sen. Warnock is the right choice.



## UNION-MADE HOLIDAY GIFTS

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

AFL-CIO

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

## HOW IS THE “VIOLATION OF A POSITIVE WORK ORDER” DEFENSE APPLIED?

By Barb Holmes, Attorney

A recent, unpublished opinion of the Commonwealth Court considered an employer’s defense to an injury of the “violation of a positive work order.” Although unpublished opinions cannot be relied on to support a decision, they can be found to be persuasive to a Judge or the Court. Because this opinion reviews the history of this defense, it is worthwhile to discuss and highlight, in the event an employer tries to use that argument.

In the recent claim, the injured worker was employed at a theatre as a security guard. There were two entrances to the theatre, and he was injured when he slipped on ice as he entered the theatre through the back door, breaking his arm. The employer alleged that because it had made plain that the back door was not to be used to enter the theatre during the winter months, his injury was not in “the course of his employment” and therefore not payable.

The employee testified at his hearing that he was running late and would have been late if he had to walk around the block to use the front entrance and that “everybody” used the back entrance. The employer offered testimony from several witnesses that there had been a meeting where employees were advised that the back entrance was dangerous during winter and not to use it. However, the employer’s witnesses also testified that there was no penalty if you used the back entrance “other than that you could seriously hurt yourself.” Even the security staff manager testified that no one was going to be disciplined or terminated for using that entrance.

The Judge awarded benefits. While the Judge found that the employer did have a policy against use of the back door and the employee

had used the back door, the Judge further determined that this did not take him out of the course of his employment, relying on the facts established: the back door was unlocked, there was no sign posted prohibiting use, and the employees who used the back entrance were not penalized. The employer appealed.

On review, the Commonwealth Court reiterated that employer bears the burden of proving the violation of a positive work order. The standards for this defense are: the injury must be caused by the violation of the order; the employee actually knew of the order and the positive work order implicated an activity not connected with the employee’s work duties.

In discussing this defense to a claim, the Court reminded that the violation of a positive work order is “a very rare exception” to be applied in defense of a claim. Phrasing the activity alleged, and relying on prior Court holdings, the opinion notes that the action by which the employee is injured must be “in direct hostility to and in defiance of” that work order and “so disconnected with the injured employee’s work duties” that it is almost as though he or she is a trespasser.

In reviewing precedent where the defense was applied, the Court discussed a claim where a watchman in the railroad carpentry shop. He was killed when hit by a locomotive engine when crossing a prohibited right of way. The Court in that case denied the widow compensation because her late husband’s job was only confined to security in the carpentry shop, he had no responsibilities on the tracks themselves and he had repeatedly been told to go to the carpentry shop by a boardwalk specifically constructed for that purpose. Similarly, an employee who was injured when smashing a bowling ball found on the company premises (hit in the eye with debris) was also not entitled to compensation because he had been told several

times to stop the activity and the smashing of the bowling ball was not a part of or associated with his work duties.

Cases where an employee has been awarded compensation—like this recent case—may involve the violation of a positive work order, but the activity in which the employee is injured is connected with his work duties. A claim was found compensable for an injured worker of a tree company who violated the employer’s policy as to how to tie in with his safety harness; the employer denied the claim on the basis that the employee had not used the safety device when climbing a tree and contended that the employee should not receive compensation due to this violation. However, the Judge found, and the Court affirmed, that the employee was required to climb trees as part of his job, and that his failure to use the harness was not “so disconnected” to his job as to render him a “trespasser.” Similarly, in the newest opinion, there were security personal stationed at the back door of the theatre at times and that the employee’s presence there did not “liken him to a trespasser or stranger.” He was in fact going to work when he was injured, and the use of the back door of the premises despite warnings did not rise to the level of the violation of a positive work order.

Should an injured worker receive a denial indicating this defense, or should he or she be told by the employer when the injury is reported that the employer’s position is that such a rule was violated and the claim will be denied, it is best to talk with an attorney who understands what the employer must do to make use of this rare exception to compensability. Don’t just take the assertion for granted!

BLAUFELD SCHILLER & HOLMES LLP  
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412-391-07751-800-343-9384  
bsh@bshlaw.net

AMERICA WORKS BEST  
WHEN WE SAY . . .



## PENNSYLVANIA AFL-CIO

November 17, 2022

Dear Sisters and Brothers:

The Pennsylvania AFL-CIO is pleased to announce its **2023 Scholarship Essay Contest**. We thank affiliate unions that have contributed to the award money for the Scholarship Essay Contests, in the past. **Now we are writing to request your financial support and your help in promoting the 2023 Essay Contest.**

The Essay Contest provides an opportunity for high school and post-secondary students to learn about the Labor Movement's important contributions to the social, economic, and political development of our county. It also reminds students – the next generation of workers – about the importance of protecting the Labor Movement's gains, for their own wellbeing in current and future workplaces.

**Awards are offered to students in two categories: Graduating High School Seniors (class of 2020) and All Post-Secondary Students. The award amounts are: First Place - \$2,000, Second Place - \$1,500, Third Place - \$1,000.**

**The essay topics for each category are as follows:**

**Category I – Graduating High School Seniors:**

Please provide a brief history of women in the labor movement and their role in advancing labor rights in PA.

**Category II – Students Attending an Accredited, Post-Secondary Institution:**

For the first time in respective history the P AFL-CIO and National AFL-CIO have elected female presidents. Please provide an analysis of the importance of this and what it means for the labor movement.

**If you post this information on your website, please note that the scholarships are only awarded to Pennsylvania AFL-CIO affiliated union members and their families. All submissions must be postmarked by March 28, 2023. Essays will be judged in April, and awards will be made in May 2023.**

Enclosed you will find a Scholarship Application form for distribution to your members. You may make copies of this form.

If your union affiliate can contribute to the award money, please make your check payable to the Pennsylvania AFL-CIO and mail it to: PA AFL-CIO, Attention: George Piasecki, III, Secretary-Treasurer, 600 North Second St., Harrisburg, PA 17101.

**600 NORTH SECOND STREET, HARRISBURG, PA 17101 - (717) 238-9351 - (717) 238-8541**

WEBSITE: [www.paafclcio.org](http://www.paafclcio.org)

E-MAIL: [info@paafclcio.org](mailto:info@paafclcio.org)

# 2023 Scholarship Essay Contest

The Pennsylvania AFL-CIO Scholarship Essay Contest is a chance for students to learn more about the importance of Organized Labor in America.

Over the years, we have awarded tens of thousands of dollars to students furthering their education.

Scholarships are available exclusively to Pennsylvania AFL-CIO affiliated union members and their families.

Scholarships are offered to students in two categories: graduating high school seniors (Class of 2023), and all post-secondary students.

## Essay Contest Categories

Unions have helped people gain economic security through good wages, strong benefits, and fairness in the workplace. The benefits of union membership are particularly important for working women who are still embroiled in the fight for equality in the workplace.

### Category 1: Graduating High School Seniors

Please provide a brief history of women in the labor movement and their role in advancing labor rights in Pennsylvania.

### Category 2: Post-Secondary Students

For the first time in their respective history, the PA-AFL CIO and National AFL-CIO have elected female presidents.

Please provide an analysis of the importance of this and what it means for the labor movement.



## Scholarship Awards

First Place	\$2,000
Second Place	\$1,500
Third Place	\$1,000

## How to Apply

- Essays must be a minimum of 1,500 words on the topic in your respective category; essays less than 1500 words will be disqualified.
- Titles must be kept the same as their respective category.
- Your application form must be included in your essay PDF file, or as a separate PDF attachment.
- Entries must be sent to [percapita@paafclcio.org](mailto:percapita@paafclcio.org) by March 28, 2023.

The PDF version of this flyer is on [www.paafclcio.org](http://www.paafclcio.org)

**DEADLINE FOR SUBMISSIONS IS MARCH 28, 2023**

## PA AFL-CIO EDUCATION COMMITTEE

	<b>Jerry Jordan</b> <i>Chairman</i> AFT	<b>Gregory Vogt</b> <i>Vice Chair</i> IBEW	<b>Kristie Wolf-Maloney</b> <i>Secretary</i> AFSCME	
<b>Dennis Andrews</b> USW	<b>Lori Cutshall</b> York-Adams CLC	<b>Tara Huber</b> AFT	<b>Ann Marie Ruggiero</b> IUOE	<b>Rachel Sternfeld</b> Indiana CLC
<b>Matt Bachner</b> IAFF	<b>Charlie Friedhoff</b> IUOE	<b>Ryan Kent</b> IUPAT	<b>Stanley Sanders</b> LIUNA	<b>Donna Welch</b> APWU
<b>Greg Bialek</b> CWA	<b>Sue Heffner</b> USW	<b>Ken Kinsey</b> CBTU	<b>Cathy Scott</b> AFSCME	<b>Susan Zepp</b> AFSCME
<b>Ed Bigley</b> UA	<b>Andy Hilt</b> SEIU	<b>Allen Pennypacker</b> Bricklayers	<b>Arthur Steinberg</b> AFT	

**If you have questions:**

**Please contact Monica Virgilio  
at 717-231-2853, or email  
percapita@paafICIO.org**

PLEASE COMPLETE THE APPLICATION AND INCLUDE IT WITH YOUR ENTRY

NAME \_\_\_\_\_

ADDRESS \_\_\_\_\_

HOME PHONE NUMBER \_\_\_\_\_ EMAIL ADDRESS \_\_\_\_\_

UNION AFFILIATION & LOCAL \_\_\_\_\_ CENTRAL LABOR COUNCIL (if known) \_\_\_\_\_

PLEASE STATE THE NAME & ADDRESS OF THE SCHOOL AND/OR PROGRAM YOU CURRENTLY ATTEND \_\_\_\_\_

I agree to provide proof of school acceptance or enrollment, should I become a scholarship recipient.

\_\_\_\_\_  
SIGNATURE OF CENTRAL LABOR COUNCIL OR LOCAL UNION



## Butler County United Labor Council

**JIM SAELER, PRESIDENT** IBEW LOCAL UNION #5  
**ROY LEWANDOWSKI, VICE-PRESIDENT, REC. SEC.** IBEW LOCAL UNION #5  
**DAN GOEHRING, TREASURER** CARPENTERS LOCAL 432  
**ERIK PETERS, FINANCIAL SECRETARY** SMART LOCAL UNION 12

## *Toys for Tots* Marine Toys for Tots Foundation

October 28, 2022

*Dear Brothers and Sisters,*

The Butler County United Labor Council invites you to join us in our "Labor Days of Action" during October, November and December 2022. The Council and attending delegates have decided to once again partner with the U.S. Marines and their Toys for Tots program this year.

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

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

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

Butler County Labor Council

P.O. Box 2148

Butler, Pa. 16003-2148

Please respond by Tuesday, December 6, 2022 so that we can get the toys ready for the children.

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

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

*In Solidarity,*

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

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

Roy Lewandowski  
U.S. Air Force  
IBEW Local 5

**WHAT YOU NEED  
TO KNOW ABOUT  
SCAR  
AND  
DISFIGUREMENT  
CLAIMS**

by Tom Smith and Rhett  
Cherkin

Benefits for scarring and disfigurement are payable in addition to any wage benefits that an injured worker may receive due to a work-related injury. Even if the injured worker goes back to work after the injury and does not miss any days from work, he or she may still qualify for these specific workers' compensation benefits. Claims for a scar and disfigurement are generally referred to as "specific loss" claims.

A worker is entitled to benefits if their work injury causes permanent scarring, discoloration or disfigurement to the head, neck or face. Scars on the head, neck or face resulting from surgical procedures which are required due to a work-related injury also entitle the worker to benefits. Often when an injured worker sustains an injury to their cervical spine which requires surgery, the worker will be left with a neck scar. Even a scar that you feel is minor or not easily visible, could entitle you to additional benefits.

The Workers' Compensation Act provides for an award of up to 275 weeks of compensation

for scar and disfigurement claims. Because there is no set formula to rely on to determine how many weeks of benefits will be awarded, it is important to have an experienced workers' compensation attorney advocating for your claim. Computing the amount of an award is as easy as multiplying the number of weeks awarded by the workers' compensation rate. For example, if an individual's workers' compensation rate is \$500 and he or she is awarded 25 weeks of benefits, then the worker would be entitled to an award of \$12,500.

A scar or disfigurement claim must be reported to the employer within 120 days. It is essential that you give prompt notice of your scar or disfigurement. A delay in reporting could mean that you will lose out on pursuing a claim for these benefits. There is a presumption that a scar will be permanent 6 months after the injury or surgery. Every case is different but here are some helpful tips:

- Don't delay in reporting your scar or disfigurement claim to your employer as you must give notice within 120 days of the work injury.
- Even a very minor scar or disfigurement on one's face, head or neck can entitle the worker to benefits.
- Because there is no set formula to

calculate the amount of benefits to be awarded, you will need an experienced workers' compensation attorney on your side.

- Sometimes it is helpful to submit professional photographs of your scar to the Workers' Compensation Judge hearing your claim. We can arrange for and pay the costs for such photographs.

The attorneys at Caroselli Beachler & Coleman have years of experience evaluating, settling and litigating claims for scars and disfigurement. We offer free consultations and would be happy to evaluate your potential claim at a location convenient to you. For your free consultation concerning any workers' compensation or personal injury claim, contact us at 1-800-222-8816.

**CAROSELLI BEACHLER &  
COLEMAN, LLC  
REPRESENTING INJURED  
PERSON AND THEIR  
FAMILIES THROUGHOUT  
WESTERN PA SINCE 1972.**

**NO FEES UNLESS  
DAMAGES ARE  
RECOVERED.  
LOCAL APPOINTMENTS  
AVAILABLE.  
412-391-9860  
1-800-222-8816  
www.cbmclaw.com**





## 2022 Veterans Breakfast

The Warren-Forest (McKean) CLC held their 4th annual Veterans Breakfast at the Youngsville Fire Hall on Saturday, November 12th. President Rich Barrett and Sec-Treas Ashley Nelson were the dynamic duo who did most of the planning and coordinated the event with the assistance of the delegates of the CLC and their families. It was a perfectly streamlined process which proved with the proper expertise and dedication of the volunteers you can accomplish anything. They never ran out of anything, yet the batches were small enough and the food was always hot.

Breakfast included: Eggs, Pancakes, sausage, bacon, fruit salad, milk, juice, coffee, or water.

Ashley's daughter and her young friend helped by refreshing the veterans beverages and assisting them by carrying their food.

Rich's wife is a teacher and her students made cards for the veterans, thanking them for their service. Many of those cards were taken home by the veterans.

Becky Valvo, her brother, Robb Bergess, and his son helped in the kitchen and serving the food.

The veterans were delighted and shared some stories with those present. This event was a success. The Warren-Forest (McKean) CLC should be extremely proud of what they did. All left over uncooked food was donated to a food bank/ shelter for those in need. Many of the veterans took home breakfast containers for others who could not attend. Everyone pitched in to help clean up and left feeling good because they had the opportunity to serve those who had done so much for all of us!



# Know Your Rights! When it Comes to Work Comp Injuries Don't Get Injured Twice! Never Forget – Knowledge is Power

Prepared by Signe O'Brien Rudberg, Esquire  
Edgar Snyder & Associates, LLC

The most important thing to remember when you are injured at work besides seeking qualified medical treatment is to seek qualified legal advice.

Our consultation will not cost you, but not understanding the law may cost you. We can maximize the benefits to which you are entitled.

We have seen many unfortunate situations become much worse because the injured worker detrimentally relied on the employer or insurance carrier in regard to their Workers' Compensation benefits.

Do not get injured twice. The interest of the employer or insurance carrier is not the same as your interest. Know your rights! Protect your rights!

If you retire while receiving Workers' Compensation benefits, there will be an offset and your Work Comp benefits could end. As a result, you will give up any potential lump sum settlement of your Workers' Compensation claim which you may have been entitled to receive.

If you have lost hearing while working in a noisy environment, your employer may need to pay

you a lump sum for that hearing loss. If you have a scar from the collarbone up due to any work-related injury or work-related surgery your employer must pay benefits for that scar.

Another item of key importance is to give notice to your employer of your work injury. You only have 120 days to report your injury to your employer. Do not let the employer or insurance carrier try to discourage you from filing a claim to which you are rightfully entitled. Keeping quiet and not wanting to enforce your rights can cost you.

All employers in Pennsylvania must carry Workers' Compensation insurance and this is a benefit similar to health insurance benefits or short-term disability benefits which you may need to survive in the event of illness or injury. The only difference with Workers' Compensation benefits is that these benefits are based on state law and often the only information you have about how these benefits work is through the employer or insurance carrier. If the employer provides incorrect information this could lead to you losing important and valuable benefits.

Contact us to protect your rights! Visit our website at [edgarsnyder.com](http://edgarsnyder.com) for more information or call for a consultation.

We Exclusively Handle:

- Workers' Compensation
- Car Accidents
- Toxic Exposures
- Serious Injuries
- Social Security

If you have any questions about any type of injury, please feel free to contact Attorney Signe Rudberg at Edgar Snyder & Associates, LLC, toll free at 1.866.306.2667 or email at [srudberg@edgarsnyder.com](mailto:srudberg@edgarsnyder.com).



US Stee or, 600  
Grant St, Pittsburgh PA 15219  
1.866.306.2667 – 412.488.6000  
[www.edgarsnyder.com](http://www.edgarsnyder.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.

## Merry Christmas!



From the Officers and Delegates of the  
NWPA Area Labor Federation

## Another Message from President Liz Shuler



- Rail workers are an integral part of the supply chain that makes America's economy run. As essential workers, they showed up day in and day out throughout the pandemic to keep our country moving forward. They deserve good wages, fair treatment and vital protections like paid sick leave.
- We're urging Congress to keep its actions and thoughts firmly focused on these workers and their families. It's now up to our elected leaders to do the right thing.
- Rail companies could do the right thing today and grant workers paid sick leave. But they've refused, putting profits over people. That's how we got here.



**WAGE AND HOUR DIVISION**  
UNITED STATES DEPARTMENT OF LABOR



On November 30, 2022, the U.S. Department of Treasury and the Internal Revenue Service will publish guidance on the Inflation Reduction Act's prevailing wage and apprenticeship requirements. The publication of this guidance means that in order to receive increased incentives, taxpayers must meet the prevailing wage and apprenticeship requirements for facilities where construction begins on or after January 29, 2023.

The U.S. Department of Labor invites you to register for one of two educational webinars on the labor standards provisions contained in the Inflation Reduction Act and Treasury Guidance. The webinars are being offered at the following times:

Register Now: [Wednesday, Dec. 14 from 1-2:30 p.m. EST](#)

Register Now: [Thursday, Dec. 15 from 1-2:30 p.m. EST](#)

If you require an accommodation or language interpretation to attend this listening session, please email [whd-events@dol.gov](mailto:whd-events@dol.gov) at least five (5) business days prior to the event so we can make arrangements. Please direct any questions to [WHD-Events@dol.gov](mailto:WHD-Events@dol.gov).



Jeff Miller the Clearfield-Elk-Cameron-Jefferson (Potter) CLC President welcomed the more than 120 people who turned out in Clearfield at the IBEW 5 Training Center. They came on Wednesday, Nov 3rd to see Shapiro & Davis as their GOTV Bus Tour made a stop there. Josh Shapiro shared their values, passion, and commitment to the working class men and women in rural PA.

After the rally they left committed to make sure Shapiro was elected as our new Governor. Though they didn't carry enough votes to win their county, the percentage and number of votes he received enabled him to win. Jeff sends his thanks to all who came to the rally, worked on the election, and helped Shapiro win!



When buying union, sometimes it is as much about the packaging as it is about the product. All of these and hundreds more glass containers are union-made in PA by USW-GMP members. Glass is 100% recycleable indefinitely.



## SUPPORT NEEDED FOR OUR UNION BROTHERS AND SISTERS OF THE NEWS GUILD

by Andrew Goldstein

The Newspaper Guild of Pittsburgh, Pittsburgh Typographical Union, CWA Mailers, Pressmen and Teamsters are on strike against the Pittsburgh Post-Gazette.

About 120 workers among the unions have participated in an unfair labor practice strike for more than a month over a variety of issues, including the illegal elimination of health care, bad faith bargaining, illegal and unilateral declaration of impasse and imposition of unacceptable work conditions, and illegal surveillance of union activities. (There is currently a case moving through the NLRB on these charges).

The union workers, who are responsible for making the PG the top media outlet in the state and one of the best in the country, have not had a contract since the last one expired in 2017. Since then, the Block family has spent millions of dollars on union-busting Nashville, Tenn., law firm King and Ballou in a direct effort to break the PG's decades-old unions.

Despite years of good faith bargaining by the unions, the PG has refused to move an inch off of its initial contract proposal that strips away some of the most basic union protections by eliminating job security, seniority, the guarantee of a five day work week, and guaranteed health care.

The PG is owned by the Block family of Toledo, Ohio, as part of a larger corporation, Block Communications Inc. BCI, which also owns the Blade of Toledo, Buckeye Broadband and numerous other subsidiaries around the country, makes more than \$100 million a year in profit for the Block family.

The unions' demands to end the strike are simple and clear: Return to the conditions of our contract that expired in 2017, bargain in good faith on successor agreements with the unions, and restore the health care that was illegally eliminated.

Until that occurs, the unions are calling for a total reader and advertising boycott of the PG. If you have a subscription, we ask that you cancel it. If you know a business that advertises in the PG, ask it to stop. If you are approached by a PG scab reporter, refuse to talk to them.

Although they are on strike, our reporters and photojournalists are still working to keep their communities informed. Instead, get your Pittsburgh news from our strike publication, the Pittsburgh Union Progress by subscribing for free at <https://www.unionprogress.com/subscribe/>.

At [unionprogress.com](http://unionprogress.com), you can also find daily updates on the strike as well as a link to donate to our strike fund. All of that money goes directly to the needs of workers on the picket lines.

We are grateful for any and all support, and urge you to frequently visit [unionprogress.com](http://unionprogress.com) for updates on the strike and other news.

The Pittsburgh Union Progress is taking advertisements. Please support our strike paper and do not advertising in the Pittsburgh Post-Gazette. If you are interested in placing an advertisement, please contact Interim Advertising Director A.J. Scarpaci at [ajscarpaci.ajs@gmail.com](mailto:ajscarpaci.ajs@gmail.com) or 412-855-1433.

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## FREE CHRISTMAS DINNER FOR VENANGO COUNTY RESIDENTS

The Venango County Democratic Party and the Venango-Clarion Chapter of the NWPA Area Labor Federation will once again deliver free Christmas dinners to area residents. Democrat members are prepared to provide 500 meals at no cost to recipients this Christmas. This effort is made possible by generous donations from supporters of the Venango County Democratic Party and the Venango-Clarion Chapter of the NWPA ALF. Volunteers will package and deliver the meals prepared by Venango County Democrats chairman John Kluck and his mother Dianne Kluck. Several volunteers will bake Christmas cookies to accompany each meal. Please contact chairman John Kluck at 814-657-3108 if you are interested in packing/delivering meals or baking cookies ahead of time to be added to the meals.

The traditional Christmas dinner will include ham, potatoes, vegetables, a fresh baked roll and cookies baked by our volunteers. The meals are ideal for those who cannot be with their families this holiday, residents of housing developments such as those operated by area housing authorities, and anyone else in the county who needs them.

Reservations for meals can be made online by filling out the form on the Venango County Democrats website at [www.VenangoDems.org](http://www.VenangoDems.org). Those without access to the online form may call 814-657-3108 and leave a message. Dinners will be delivered hot and ready to eat. Volunteers will begin delivering between 11:00AM and 1:00PM on Christmas Day. In response to the overwhelmingly positive response to environmentally friendly packaging last year, all meals will once again be packaged in reusable microwave and dishwasher safe containers. Meal requests must be submitted by December 18.

