



# NWPA ALF News

JANUARY 2023 EDITION

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Vice-Chair	Shane	Clark
Vice-Chair	Richard	Galiano
Vice-Chair	Julie	Barnett
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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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## 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](https://www.facebook.com/nwpaalf)

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## PENNDOT WINTER DRIVING TIPS

PennDOT is advising motorists to avoid traveling during winter weather events whenever possible. However, if drivers do need to travel, they are urged to practice the following winter driving tips:

- Use low beams in snowy weather.
- Keep the gas tank at least half full.
- Slow down your speed.
- Increase the following distance from the vehicle in front of you.
- Use extra caution on bridges and ramps, where ice can form without warning.

All vehicles must be fully clear of ice and snow before winter travel. Failing to clear the windshield alone is a \$25 fine but could exceed \$100 with fees. If snow or ice is dislodged or falls from a moving vehicle and strikes another vehicle or pedestrian causing death or serious bodily injury, the operator of that vehicle could receive a \$200 to \$1,000 fine.

To prepare for the risk of becoming stranded or encountering a crisis situation on the roadway, motorists are urged to carry an emergency kit in their vehicles. Supplies may include non-perishable food, water, first-aid supplies, warm clothes, a blanket, cell phone charger, and a small snow shovel. Kits can be tailored to the specific needs of the individuals in the vehicle, with items such as baby supplies, extra medication, pet supplies, or even children's games.

For more information on safe winter travel, an emergency kit checklist and information on PennDOT's winter operations, visit [www.PennDOT.gov/winter](http://www.PennDOT.gov/winter). Other highway safety information is available at [www.PennDOT.gov/safety](http://www.PennDOT.gov/safety).

Motorists can check road conditions by visiting [www.511PA.com](http://www.511PA.com). 511PA, which is free and available 24/7.

**REMEMBER THIS IS YOUR NEWSLETTER, SUBMIT YOUR ARTICLES BY THE 24TH OF THE MONTH FOR THE FOLLOWING MONTH'S EDITION, PLEASE.**

## NWPA ALF MEETING

E-Board at 6:00 PM & Delegates Meeting 7:00 PM  
Wednesdays, March 29th, June 28th, Sept. 27, and  
Dec. 14th.

Join us in person at AFSCME DC 85 HALL  
1276 LIBERTY ST. FRANKLIN, PA 16323 or  
via ZOOM: <https://aflcio.zoom.us/j/87570678098?pwd=aUJwS3QxVWFwMEV1TWU2Z0Nqb05oZz09>

Special speakers: TBD

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

## CLC Meetings in NWPA ALF:

Beaver-Lawrence CLC:

Meeting 7:00 PM on Monday, Jan. 16th  
IBEW 712 Hall

217 Sassafras Lane Beaver 15009

For more information call 724-971-7473.

Butler County CLC:

Meeting 7:30 PM on Wednesday, Feb. 1st  
UAW 3303 Hall

112 Hollywood Rd. Butler, PA 16003

For more information call 724-285-4883, 233

Clearfield-Elk-Cameron-Jefferson CLC

Meeting 7:30 PM on Thursday, Feb. 2nd  
IBEW LU5

1400 Leonard Rd. Clearfield 16830

For more information call 814-937-2208.

Erie-Crawford CLC:

Meeting 7:30 PM on Wednesday, Feb. 1st  
USW 3199 Hall

703 French St. Erie 16501

For more information call 814-823-9940.

Greater Westmoreland CLC:

Meeting 7:00 PM on Monday, Jan. 23rd  
Hemfield VFD #2,

421 Thornton Rd. Greensburg 15601

For more information call 724-600-6266.

Indiana-Armstrong CLC:

Meeting 7:30 PM on Thursday, Jan. 26th  
UMWA 1412

51 Eleventh St., Lucernemines 15754

For more information call 724-479-0923.

Mercer County CLC:

Meeting 7:30 PM on Thursday, Jan. 19th  
USW 1660 Hall,

1028 Roemer Blvd. Farrell 16121

For more information call 724-854-0605.

Venango-Clarion Chapter:

Meeting 6:30 PM on Thursday, Jan. 12th  
IAM 1842 Hall

24 Front St. Franklin 16323

For more information call 814-671-4420.

Warren-Forest CLC:

Meeting 6:00 PM on Thursday, Feb 2nd  
IUOE 95 Hall,

116 Dobson Ave. Warren 16365

For more information call 814-730-7558



## The Pittsburgh Union Press

By Bob Batz Jr.

For a lot of union members, what they do for a living is more than just a job.

So it is for the workers in the Newspaper Guild of Pittsburgh, who joined fellow members striking the Pittsburgh Post-Gazette this October over health care and other issues.

For these journalists, being on strike didn't mean not doing what they do.

That's because when the Guild joined the strike on Oct. 18, it quickly fired up plans to start a strike "paper," the first newspaper strike publication of the digital age.

The Pittsburgh Union Progress -- [www.unionprogress.com](http://www.unionprogress.com) -- published its first stories on Oct. 20, got some national attention and has only gotten bigger and better every day since.

As I told other outlets as we launched, these professionals are like thoroughbred horses -- they need to run. And if our employer isn't going to do what it needs to do to have us run for them, we'll do it for ourselves. And we will win.

And that's what the Union Progress is all about -- covering stories that matter to our members as well as to our readers and the broader

community that is Western Pennsylvania.

"The PUP," as it is nicknamed, still is a relative puppy, only about two months old, but it's providing great coverage of local politics and government, high school sports, arts & entertainment and other news and features.

Having relied for its launch on Twitter, where in late December it surpassed 5,000 followers, the website aimed to have by year's end more than 1,000 subscribers (achieved on Dec. 21), who just that week started getting a newsletter twice a week. The newsletter includes advertising, which is being acquired by our fellow strikers in the Typos union, who are just getting started with ads from local pizza and jewelry stores, contractors and yes, unions, including the Association of Flight Attendants-CWA and, coming soon, the United Steelworkers. We welcome ads from all comers, starting based on donations to the Pittsburgh Striker Fund (<https://www.unionprogress.com/donate/>).

The public is warmly invited to subscribe at [www.unionprogress.com/subscribe](http://www.unionprogress.com/subscribe) and to read and share our content, which we're planning to continue to grow. On Dec. 21, the publication had a package of three stories about the death of Pittsburgh legend Franco Harris, a package of two stories about the opening of the Fern Hollow Bridge, and other stories that matter to our readers, including one, for this holiday week, about Pittsburgh's gingerbread houses.

The publication welcomes story pitches and other input or questions via [contact@unionprogress.com](mailto:contact@unionprogress.com).

## INJURED ON THE CLOCK BUT NOT ENTITLED TO WORKERS COMP?

By Barb Holmes, Attorney

A recent UNPUBLISHED opinion of the Commonwealth Court clarified that just because a person may still be “on the clock” they may be considered to be outside the course of employment. (Unpublished opinions of the Court are not binding but can be cited as persuasive authority, that is, can support an employee’s/ employer’s arguments in a case.)

Mr. Blackmon suffered a work-related elbow injury which did not result in his being off work. However, he did need to attend physical therapy, which his employer allowed him to do during work hours. Mr. Blackmon came to work earlier on those physical therapy days, worked for some hours, and then left for his therapy appointment. He was “free to do as he pleased” after those physical therapy appointments, the Court noted, until his employer clocked him out at the end of the workday. Again, he was not at work when he was clocked out by the employer.

On September 20, 2019 (yes our cases take some time to get through the litigation system and all the way to the Commonwealth Court for a decision) Mr. Blackmon was driving home from his therapy appointment for his work-related elbow injury. He took a brief detour to pick up his dog from a friend’s home. After leaving his friend’s house, he was involved in a significant motor vehicle accident which caused serious and disabling injuries. At the time of his injury, the Court notes, “he was still on the clock at his job but free from further work responsibilities.”

Mr. Blackmon filed a claim petition, which was denied by the Workers’ Compensation Judge, who found that his injuries were not work-related. The Workers’ Compensation Appeal

Board affirmed. On appeal to the Commonwealth Court Mr. Blackmon framed his question, generally:

*Should an employee, injured in an accident while driving home from therapy for a prior work injury be entitled to compensation, particularly where that employee changed his work schedule to come in early and work several hours to accommodate his therapy schedule and was paid for the time period when the accident occurred.*

In workers’ compensation, coming to and going home from work is not covered as part of the workday, unless the individual is a traveling employee or under other very specific circumstances. Rather, this is considered to be part of an employee’s commute, and that the workday—and workers’ compensation coverage—does not start until that employee is on the employer’s premises. There are exceptions to that of course, particularly in the case of traveling employees. We have discussed that before, in the context of a recent Pennsylvania Supreme Court case, where an employee was injured driving home from a company social event. In those cases, the traveling employee does not have a fixed place of employment and, as the social occasion is employment related, may be considered to be in the course of employment. The employee attending a social event under those circumstances is furthering the business affairs of the employer, and has not abandoned his or her job duties.

Similarly, an injury driving to a medical appointment related to a work injury can be considered to be “in the course of employment,” because the employee would not be driving to that medical appointment if he or she had not been injured. Again, this is considered to be furthering the employer’s business in many ways, as the injured employee is working to get back to baseline and

return to full duty. Some Courts have considered driving to medical appointments a “special mission” or “special assignment” for the employer, again because that treatment is related to the work injury.

In Mr. Blackmon’s case, however, he was going home from the physical therapy appointment. He was not scheduled to come back to the workplace, but was to continue on his way home. The Court noted that after his therapy appointment he was “free to do as he pleased for the rest of the workday until his employer clocked him out.” This took Mr. Blackmon out of the “special mission” or “special circumstances” that would extend the course of his employment, and placed him back in the sphere of “coming and going” or commuting, outside the scope of workers’ compensation coverage.

Mr. Blackmon argued that the fact that the employer was paying him for this time, and he had not clocked out—or been clocked out—supported his entitlement to benefits. However, the Court was quick to point out that his workday was “for all intents and purposes finished,” and that when he was leaving therapy he had concluded any activities that could be considered to be a “special mission/assignment” for the employer or furthering his employer’s affairs. Add to these facts that Mr. Blackmon had gone to perform a personal errand—he went to get his dog from a friend’s house—and that moves him away from furthering the business affairs of his employer. The fact of being “on the clock” was simply not enough in this case to entitle Mr. Blackmon to workers’ compensation coverage.

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# RENEWED INTEREST IN A LEGISLATIVE BAN ON IMPORTS AND USE OF ASBESTOS IN THE U.S.

By Susan A. Meredith

Asbestos, a naturally occurring mineral, was used in thousands of U.S. products before the dangers became fully known. Due to its heat-resistant quality, it was used in products such as insulation for pipes and factory equipment, as well as in floor tiles, building materials, vehicle brakes and clutches. It was extensively used in factories and plants in western Pennsylvania. Asbestos exposure causes mesothelioma, lung cancer and other cancers.

Mesothelioma and other cancers caused by asbestos exposure have a long latency period. It can take 20 to 60 years after exposure for an individual to develop an asbestos-related disease. Unfortunately, there is no cure for mesothelioma which often results in death within 12 months of a diagnosis.

The mining, import, use and sale of asbestos has been banned in 62 countries. In the U.S., asbestos use is highly regulated but not banned. In November 2022, a Congressional bill, the Ban Asbestos Now Act, was introduced in Congress. The bill would ban the importation and use of asbestos in the U.S. It is the most comprehensive asbestos ban legislation to appear before Congress in more than 30 years. The bill has not yet been passed, but proponents of the bill are hopeful that it will be addressed

in the next legislative session.

Although a ban on asbestos use in the United States would not end all asbestos exposure, it would be a starting point. Until asbestos is safely removed from all plants, factories, schools and homes, there will continue to be a risk of exposure that could lead to the development of an asbestos-related disease.

The attorneys at Caroselli Beachler & Coleman have handled asbestos litigation for 50 years. Caroselli Beachler & Coleman's founding partner, Bill Caroselli, tried the first asbestos case in Western Pennsylvania in the mid-1970s. Today, our team of lawyers, including senior partner Craig E. Coleman, continue to advocate for those injured as a result of exposure to asbestos. If you, a family member or friend have been diagnosed with mesothelioma, lung cancer or any asbestos-related disease, please contact us at 1-800-222-8816.

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## Message from President Liz Shuler

- A union member tries out virtual reality technology at the 2022 AFL-CIO Convention. Photo by Jay Mallin.
- Leaders from across the labor movement are gathering in Las Vegas this week at the 2023 Labor Innovation & Technology Summit to discuss the impact technology has on working people.
- While innovation and technology can be a boon for working people, it's important that change leads to progress. That change must center working people.
- In the coming years, policy choices will dictate whether technology displaces workers and erodes economic security or makes work better, safer and more equitable. A strong, engaged labor movement is the key to ensuring technological advancement improves the lives of workers and our families.



# BEAVER-LAWRENCE CENTRAL LABOR COUNCIL 2023 SCHOLARSHIP APPLICATIONS



We are proud to sponsor (2) two scholarships essay contests for graduating Seniors; The Beaver-Lawrence Central Labor Council Scholarship and the Donald McNutt Memorial Scholarship.

**Note: Students can apply for one or both scholarships ...**

I understand as a graduating Senior I can apply for both scholarships. I have checked the scholarships I am applying for:

- The Beaver-Lawrence CLC Scholarship **"WHAT IS THE AFL-CIO AND WHAT DO THEY DO?"**
- Donald McNutt Scholarship **"What impact does buying "American-Made Union-Made" products have on our economy?"**

Student's Name \_\_\_\_\_ Phone \_\_\_\_\_ Email: \_\_\_\_\_

Home Address \_\_\_\_\_ City \_\_\_\_\_ Zip \_\_\_\_\_

High School \_\_\_\_\_ Address \_\_\_\_\_

Post -Secondary Institution \_\_\_\_\_

Name & phone number of Union Member \_\_\_\_\_ Union Affiliation \_\_\_\_\_

Circle Relationship of Union Member (Grandparent / Father / Mother / or Self)

(Local Union Name & Number)

Local Union Official's Signature \_\_\_\_\_ Title \_\_\_\_\_

Printed by the NWPA Area Labor Federation as a service to the affiliates of the Beaver-Lawrence Central Labor Council.

Both Scholarships have the same award, eligibility, purpose and length of Essay; please note the topic is different for each scholarship make sure you write your essay on the appropriate topic.

**AWARD - \$1,000.00**

### ELIGIBILITY

**Student who will graduate from high school in 2023.** Award recipient must be accepted or registered as a full-time student in a post-secondary program. The applicant must be a union member, or a dependent child of a union member, or grandchild residing in the home of a union member in good standing of a local union affiliated with the Beaver-Lawrence Central Labor Council, AFL-CIO.

### PURPOSE

To foster an understanding of the Labor Movement's vital contributions to this nation's economic, social and political fabric.

### TO ENTER

Submit a 500-word essay on the appropriate topic:

**Beaver-Lawrence CLC Scholarship topic is; WHAT IS THE AFL-CIO AND WHAT DO THEY DO?**

**Donald McNutt Memorial Scholarship topic is; What impact does buying "American-Made Union-Made" products have on our economy?**

Essays must be typewritten (in Blue or Black Ink), double spaced on 8½" x 11" white paper, and void of identification. Please attach this completed scholarship application form to your essay and mail to:

Attn: Rosann NWPA ALF  
Beaver-Lawrence CLC Scholarship  
1276 Liberty St Ste 2  
Franklin, PA 16323

Submission deadline: Friday, May 20, 2023  
Presentation: Winner will be notified by mail.





## DONALD E. MCNUTT MEMORIAL SCHOLARSHIP

Donald E McNutt began his service to his community and nation when he enlisted in the United States Air Force during the Vietnam War. This veteran returned home and his passion to serve continued as he worked far into retirement. Don was a union activist and caring individual. He was a member of the International Association of Machinists Potomac Air Lodge Local 1976 for 35 years. While living in Washington County, he was inducted into the Washington County CLC Labor Hall of Fame for his many years of union service. He later moved to Beaver County.

Don understood the importance of Solidarity and Education. For many years he was on the Executive Board of the Beaver-Lawrence CLC and each month provided information on the "Union Label". Don understood that looking for the union label and the Made-in-USA label was something all members of organized labor should do. He knew this would assure we bought quality products, preserved good paying family sustaining jobs and our economy. He always discussed what union households should or should not buy. Don was also one of the founders of the "The Union Bug", a monthly newsletter that the Beaver-Lawrence CLC published.

Don McNutt was excited when we offered our first scholarship and he was a part of the decision to make sure we developed a two-fold program. In honor of his dedication and service the Beaver-Lawrence Central Labor Council has decided to name this scholarship in his memory. This scholarship is awarded to a senior beginning their journey into the system of higher education.

## BEAVER-LAWRENCE CENTRAL LABOR COUNCIL SCHOLARSHIP



Chartered on March 27, 1961, the Labor Council of Beaver County, Pennsylvania, AFL-CIO began serving both its membership and the local community. After nearly 45 years as a stand-alone CLC, the AFL-CIO asked the council to expand their jurisdiction to include Lawrence County. At that time, the council formally changed their name to The Beaver-Lawrence Central Labor Council.

Education was a major concern of leadership of this council and they began by educating their officers, delegates and the affiliated local union members. Always having an eye on the future and realizing our children are our future the leadership here decided to create a scholarship program. The program is used two-fold; the questions chosen are designed to educate the applicants about unions through their research. The scholarship offers additional funding to assist with the continued education of a dependent of an affiliated local union who wins the essay contest. This scholarship is awarded to a senior beginning their journey into the system of higher education.

The Beaver-Lawrence Central Labor Council (CLC) is one of nearly 500 state and local labor councils of the AFL-CIO and are the heart of the labor movement. Our officers and Executive Board are democratically elected. The Delegates and Alternates of our affiliates who serve on our Central Labor Council are dedicated to represent the interests of all working people at the state and local level.

We have 49 affiliated locals unions in the Beaver and Lawrence Counties of Pennsylvania. We mobilize our members and community partners to advocate for social and economic justice and we strive daily to vanquish oppression and make our communities better for all people— regardless of race, color, gender, religion, age, sexual orientation, or ethnic or national origin.

Our members have not only worked to help the workers in our region with many community projects but have looked toward the future. One way to help improve the lives and opportunities for anyone is through continued education. They began efforts to establish a scholarship fund at our council in early 1980's. We have awarded more than 60 scholarships to-date. We currently offer two scholarships and look forward to reading the essays every year..

We want all the students applying for our scholarships to know how proud we are of them. We congratulate you for demonstrating how determined you are to obtain the necessary funding to further your education. You have shown more initiative than most of your peers, and we wish you well.



# Mercer County Central Labor Council

## "Anna J. Rickert 2023 Memorial Scholarship"

The Mercer County Central Labor Council (MCCLC) of PA will provide one \$1,000.00 scholarship each year to a High School Senior planning to extend his or her education at a college, university or accredited secondary school. The applicant must be the child or step child of a Union Member in good standing from one of the Mercer County, PA Central Labor Council's participating Unions. The participating Union must be in good standing with the MCCLC at the time of application.

Those applying for the scholarship must complete the attached application and must comply with the application process. The application process is as follows:

- 1.) Applicant must fill out the attached application and submit it to the Recording Secretary along with an essay as described below by April 30<sup>th</sup>.
- 2.) The essay must be based on : **"What do you think a Union should do for its Members?"**. The essay must be typed in black or blue ink and must be double spaced on 8 ½" x 11" white paper. The essay must be at least 500 words in length and should be void of any identification.
- 3.) Applicant must request the high school guidance counselor send a letter of recommendation to the Recording Secretary of the MCCLC. The letter should include the

applicant's grade point average, extra curricular activities, and any other pertinent information.

- 4.) Three (3) letters of recommendation from teachers, pastors, coaches, employers, etc. must be received by the Recording Secretary by the application deadline.
- 5.) All required materials must be received by the Recording Secretary no later than April 30<sup>th</sup> of each year for the applicant to be eligible.
- 6.) The President of the MCCLC shall appoint a "Committee" of at least three (3) delegates to review all applications and conduct the screening and evaluation. It will be the responsibility of the Committee to select the winner of the Anna J. Rickert Memorial Scholarship. The recipient of the scholarship will be announced at the June meeting.
- 7.) A scholarship check will be forwarded to the college, university, or accredited secondary school in the name of the recipient. No checks will be given directly to the recipient.
- 8.) The Mercer County Central Labor Council reserves the right to adjust or to refuse to award the scholarship in any given year. The decision of the Delegates of the MCCLC is final.
- 9.) The recipient must remain a student in good standing for a period of one (1) year, or the scholarship must be returned to the MCCLC.

# 2023 Anna J. Rickert Memorial Scholarship

sponsored by  
Mercer County PA  
Central  
Labor Council,  
AFL-CIO



Mercer County, PA  
Central Labor Council

**Officers:**

- President - Andy Harkulich
- Vice President - Lonnie McFall
- Treasurer- Todd Clary
- Secretary - Gerald Steen
- Financial Secretary- Gary Anderson



# Mercer County Central Labor Council

## "Anna J. Rickert 2023 Memorial Scholarship"

### APPLICATION

Name \_\_\_\_\_ Date \_\_\_\_\_

Address \_\_\_\_\_

Phone (home) \_\_\_\_\_ Date of Birth \_\_\_\_\_

(cell) \_\_\_\_\_

School currently attending \_\_\_\_\_

Date of Graduation \_\_\_\_\_ School Phone # \_\_\_\_\_

Union Member's Name \_\_\_\_\_ Local Union # \_\_\_\_\_

Union Members Address \_\_\_\_\_

Relationship to Union Member \_\_\_\_\_ Phone (union member) \_\_\_\_\_

Signature of Union Member \_\_\_\_\_

Signature of Applicant \_\_\_\_\_

This application must be signed by the President or Secretary of the Local Union verifying that the Union Member is a member in good standing of the Local Union.

UNION NAME: \_\_\_\_\_

UNION OFFICER: \_\_\_\_\_

Signature and title \_\_\_\_\_



### Anna J. Rickert

2023

### Memorial Scholarship

The Mercer County Central Labor Council of PA is proud to offer the Anna J. Rickert Memorial Scholarship for the 2023 school year. The purpose of the scholarship is to offer financial assistance to the sons and daughters of affiliated local union members. Anna Rickert was a strong union member who believed in and gave much of her time and energy to her union and to the union movement in general. She held many positions at her local union and at the Mercer County Central Labor Council. Anna passed away on June 3, 2015 and is greatly missed by all who knew her. One of Anna's goals was to educate our members and the public on the advantages of getting involved in and having a strong union. This scholarship is being offered as a way to honor Anna's strong belief in education. Through this scholarship, Anna's goal to educate will continue.

Send completed applications to:

President Andrew Harkulich

923 Park Ave

Farrell, PA 16121

724-854-0605



**PURPOSE**

To foster an understanding of the labor movement's vital contributions to this nation's economic, social and political fabric.

**SCHOLARSHIP ELIGIBILITY**

**Tom Wagner Memorial & Theo Sabin Meyer Memorial:**

Students who will graduate from high school in 2023. Award recipient must be accepted or registered as a full-time student in a post-secondary program. The applicant must be a union member, or a dependent child of a union member, or grandchild residing in the home of a union member in good standing of a local union affiliated with the Erie-Crawford Central Labor Council, AFL-CIO.

**John "David" Dever Memorial Scholarship:**

Recipient of this scholarship must be an incoming freshman of undergraduate student in 2023 at Gannon University, who is either a member of or dependent of a member of a union affiliated with the Erie-Crawford Central Labor Council, AFL-CIO and maintaining a cumulative GPA of 2.0 or higher.

All applicants shall be required to apply for all other forms of financial aid available at Gannon University.

**ESSAY QUESTION**

The labor movement in the United States was born in the early 20th century to protect workers from unfair and unsafe working conditions. Please describe the impact of unions and any relevant laws in one of these areas: (choose one)

- Aid to injured workers
- Living wages
- 40 hour work weeks
- Job protection
- Workplace safety
- Health benefits
- \*Support for retired workers

**APPLICATION PROCESS**

To enter please submit a 500-word essay answering the topic above. Essays must be typewritten (in Blue or Black ink), double spaced on 8 1/2" X 11" white paper, and void of identification. Please attach the completed scholarship application form to your essay and mail to:

**Erie-Crawford CLC, AFL-CIO  
32 West 8th St, Suite 502  
Erie, PA 16501**

Essays can be e-mailed (if typed in MS word) to [eriecrawfordclc@aol.com](mailto:eriecrawfordclc@aol.com) but the original printed essay & application form with signatures must still be mailed for verification of union affiliation.

**SUBMISSION DEADLINE:  
FRIDAY APRIL 21, 2023**

**PRESENTATION:  
SATURDAY MAY 13, 2023**

**Erie-Crawford  
Central Labor Council  
AFL-CIO**



**Tom Wagner  
Theo Sabin Meyer  
& John "David" Dever  
Memorial Scholarships  
Application**



**PLEASE FILL OUT THIS FORM LEGIBLY AND MAIL IT WITH YOUR ESSAY**

<b>NAME:</b>		<b>E-MAIL ADDRESS:</b>	
<b>HOME ADDRESS:</b>		<b>PHONE #:</b>	
<b>HIGH SCHOOL NAME:</b>		<b>HIGH SCHOOL ADDRESS:</b>	
<b>POST-SECONDARY INSTITUTION:</b>		<b>UNION AFFILIATION:</b> <small>(LOCAL UNION NAME &amp; NUMBER)</small>	
<b>NAME OF UNION MEMBER:</b>		<b>RELATIONSHIP TO UNION MEMBER:</b>	
<b>APPLYING FOR? <input type="checkbox"/> JOHN "DAVID" DEVER MEMORIAL SCHOLARSHIP <input type="checkbox"/> THEO SABIN MEYER MEMORIAL SCHOLARSHIP <input type="checkbox"/> TOM WAGNER MEMORIAL SCHOLARSHIP</b>		<b>LOCAL UNION OFFICIAL'S SIGNATURE:</b>	
<b>LOCAL UNION OFFICIAL'S TITLE:</b>		<b>LOCAL UNION MEMORIAL SCHOLARSHIP</b>	

Meyer helped coal miners organize in Alliquippa, PA, and fought for women's rights. She challenged the practice of sending children to jobs, instead of to school. She was also a spirited and courageous speaker. It is reported that she delivered remarks to President Franklin Delano Roosevelt, while he led the United States through the great depression and World War II (1933-45). Meyer's 20th century efforts to champion the rights of workers, women and children inspires social justice reform today.

**John "David" Dever (1942-1981) Memorial Scholarship, Award-\$500**



In 1960, after graduating from Cathedral Prep, Dever attended Gannon, then joined Fenestra Corporation and USWA 3872. Dever's photographic memory, love of debate and commitment to labor led him to serve as a union steward. Dever served for 12 years as USWA 3872 President before becoming Staff Representative - & Organizer. Willing to collaborate with others, Dever served as delegate to both the Central Labor Union and Industrial Union Council, AFL-CIO. A member of the United Labor Leaders, Dever served on the executive board of the United Way Labor Leaders. Aware of labor's growing struggles during the latter part of the 20th century, Dever encourage-aged community support through public service.

Leading by example, Dever served as a member of the Community Service Committee with both his local and the council organizations; he worked with the State Police of Erie and Crawford County for 27 years, served as a National Guard Reservist for 14 years and volunteered with the PA Public Interest Coalition. Dever's efforts were both pragmatic he helped to found the Erie Community Credit Union - and symbolic - Dever advocated for a labor monument- Because he died at 39, Dever never saw the monument dedicated in Perry Square. Though his life was short, Dever "made a difference."

**Tom Wagner (1952-2010) Memorial Scholarship, Award-\$500**



Wagner, shortly after becoming a delegate to the Erie-Crawford Central Labor Council (CLC), demonstrated his willingness to advocate on behalf of all labor by serving as Erie-Crawford CLC's Corresponding Secretary. Passionate in his support of Community Service, Wagner served as that committee's Co-Chair. A "kid at heart" Wagner's favorite Community Service activities were the annual Christmas Programs for children, which included the distribution of dozens of wrapped presents. Due to his college study in communications, Wagner served capably as the editor and publisher of the Erie-Crawford CLC newsletter. His hours of effort to perfect the publication (including many late nights) were not known beyond a few members of the CLC. However, his skillful writing attracted readership beyond CLC membership and helped the wider community understand the important role labor plays in the region. Wagner's death, after a short illness in March 2010, was a sad loss for the Erie-Crawford CLC and the region.

**Theo Sabin Meyer (1890-1986) Memorial Scholarship, Award-\$750**



Educator Theo Sabin Meyer, after her marriage to Ludwig G. Meyer, left teaching and began organizing. Her success in founding the Erie, PA chapter of the Women's International League, attracted the attention of leaders in the AFL and the CIO. Meyer was recruited to use her skills to advocate for labor beyond northwestern Pennsylvania.



# 2023 Scholarships Essay Contest



**NWPA ALF Scholarship (2023 Graduating High School Senior)**  
**David A Bielski Scholarship (Post Secondary Student)**  
**Dr. David Ferster Scholarship (Graduate Student)**

**Note: See additional eligibility requirements inside**

## WE THANK OUR 2023 NWPA ALF Scholarship Sponsors

- PLATINUM SPONSORS:**  
 IRON WORKERS INTERNATIONAL  
 USW LOCAL 1016  
 INDIANA-ARMSTRONG CLC
- GOLD SPONSORS:**  
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 ERIE-CRAWFORD CLC  
 WARREN-Forest-(MCKEAN) CLC  
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 IBEW 1519  
 UFCW LOCAL ONE

## 2023 NWPA ALF Scholarship Sponsors Continued

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 KEITH KOPPENHAVER  
 FRANK TELESZ JR.  
 RACHEL STERNFELD  
 BOB BUCKLEY  
 ROSANN BARKER  
 IAM LL 1842 RETIREES

**Please PRINT legibly:**

Name \_\_\_\_\_ Student ID # \_\_\_\_\_ Name of the School /Degreeed Program that you will attend \_\_\_\_\_

Address of Student \_\_\_\_\_

Phone Number for student \_\_\_\_\_ E-Mail Address \_\_\_\_\_

Name and address of school you are currently attending? \_\_\_\_\_

Union Affiliation /union name and Local # \_\_\_\_\_ union member \_\_\_\_\_ relationship to you \_\_\_\_\_ phone number for the union member \_\_\_\_\_

I am applying for the following:  NWPA ALF Scholarship  David A. Bielski Educational Scholarship  Dr. David Ferster Educational Scholarship

**Complete:** this application, a 500-word essay in MS Word (on the appropriate question) and mail to NWPA ALF 1276 Liberty St. Ste 2, Franklin, PA 16323 or email copies of both to nwpaalff@gmail.com. **The deadline for the receipt of the essay and application is Thursday, April 13th.**

## 2023

## Scholarship Judges



Andrew Harkulich

Anthony Modaffare

Shane Clark

Dave Mort

Dave Conklin

David Foor

David Valvo

Frank Teles Jr

Greg Bernarding

Randy Precious

William Palmer

Jeff Hapke

Amanda Zawistoski

Kathleen Modaffare

Laurie Fisher

Rachel Sternfeld

TJ Sandell

Declan Pape

Ron Buechel

Gerald Steen

Phil Lasky

Rebecca Valvo

Rich Barrett

Rick Galliano

For more information call 814-360-8336.

## Essay Contests for 2023 NWPA Area Labor Federation Scholarships

The NWPA ALF offers three (3) different scholarships. The purpose of our Scholarships is to offer an opportunity for a member and/or their dependents and grandchildren of affiliated local unions of the NWPA ALF to earn a scholarship by winning one of the essay contests. Our questions are designed to make the applicants learn more about the labor movement and plan for their place in society after completion of their continued education.

## What Are The Eligibility Requirements?

All award recipients must be a union member, dependent of a union member or grandchild of a union member in good standing of a local union affiliated and in good standing with the NWPA ALF. Award recipients must be enrolled in an accredited degreed program at a system of higher education for the 2023 school year.

NWPA ALF Scholarship applicants must be a Graduating High School Senior furthering their education.

David A. Bielski Educational Scholarship applicants must be a full-time Post-Secondary Student.

Dr. David Ferster Educational Scholarship applicants must be a Graduate Student.

## Scholarship Awards

The winners of all three scholarships receive an award of \$500.00.

## How Can You Apply?

To apply, you must complete the application form and write a 500 word essay on the topic specified in the section of this brochure titled "Essay Topics" for the Scholarship you are eligible to receive.

- ◆ **Essays must be typed in MS Word and void of identification.** Your essay must address the question for your scholarship, as it appears in this brochure. (If: use the question as your title to keep you focused)
- ◆ **Email your MS Word file containing your essay and a scanned in PDF copy your completed application form to [nwpaalf@gmail.com](mailto:nwpaalf@gmail.com) or mail to the address below.** Email confirmations will be sent to confirm receipt of your application and essay.
- ◆ **Essays and applications MUST BE RECEIVED by the deadline of Monday, April 13th.**
- ◆ **Presentation will be at our Wednesday, June 28, 2023 Meeting.**

## Direct Questions & Send Your Essay To:

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

Phone: 814-360-8336  
E-mail: [nwpaalf@gmail.com](mailto:nwpaalf@gmail.com)

## Essay Topics

**NWPA ALF Scholarship**  
(Graduating Senior in any system of Higher Education)

**How do we persuade you and your peers to become involved in the labor movement and its leadership roles?**

**David A. Bielski Educational Scholarship**  
(Post-Secondary student in any system of Higher Education)

**Explain the importance of your major in today's society and the impact it will have on labor?**

**Dr. David Ferster Educational Scholarship**  
(Graduate Student)

**How does the unionization of the workforce help the business/company?**

**Note:** A Post-Secondary Student is someone continuing their education past their first year of college. (i.e. Sophomore in college until graduation from college with their Bachelors degree)

A Graduate Student is someone continuing their education past their Bachelor's Degree to their Master's Degree.



## PREMISES LIABILITY:

### SLIP AND FALL

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

Property owners have a duty to maintain safe conditions on their premises. Owners are responsible to all that come onto their property ranging from guests at a dinner party to patrons at their place of business. Slip and fall injuries due to unsafe conditions are extremely common, but the frequency with which they occur does not make the injury any less devastating to the victim.

#### Common Slip and Fall Cases

Examples of common slip and fall cases:

- Falls due to broken steps, stairs, or railings
- Falls due to crumbled, cracked, or uneven sidewalks or parking lots
- Slips due to a spill in a store
- Falls due to poor lighting on a walkway
- Falls due to poorly maintained rugs or carpeting either in a home or business
- Slips and falls due to snow or ice, which accumulated to the extent to invoke the Hills and Ridges Doctrine

The Hills and Ridges Doctrine In our region, snow and ice are constants in our lives from late fall to early spring. Buildups of snow and ice often lead to slippery sidewalks and perilous parking lots that can cause falls resulting in serious injuries. Property owners in Pennsylvania have a duty to remove snow and ice from their sidewalks, walkways, driveways and parking lots in a reasonable amount of time after snow or ice accumulates. However, the property owner's liability is not absolute. Pennsylvania has adopted what is known as the "Hills and Ridges Doctrine" to help limit property owners' duty to travelers upon their property by allowing owners a grace period to remove ice and snow from their premises.

The "Hills and Ridges Doctrine"

protects property owners from being sued for generally slippery conditions such as freshly fallen snow or thin layers of black ice that may be hard to detect or remedy quickly. If property owners were to be held liable for these general conditions, then owners would be forced to anticipate the storm or ensure that their property was immediately cleared of ice and snow. "Hills and Ridges" allows for actions to be brought for slips and falls due to snow and ice only after the snow or ice has accumulated to the point of creating ridges in the snow. Ridges in the snow are proof that the property owner let the dangerous accumulation go untouched long enough for the top layer to melt and refreeze.

To establish a case for a slip and fall under the "Hills and Ridges Doctrine" there are three essential elements that must be proven before the property owner can be held liable for your slip and fall injuries:

- The accumulation of snow and ice must have been the actual cause of the fall.
- The snow or ice must have accumulated to the point of creating ridges of such proportion as to unreasonably obstruct travel and cause a danger to pedestrians.
- The property owner must have either known about the accumulation or a reasonable amount of time must have passed so that the owner should have known that the accumulation needed to be cleared.

The "Hills and Ridges Doctrine" does not pertain to all snow or ice slip and fall injuries, only those that are naturally occurring. The "Doctrine" was adopted in Pennsylvania to help property owners deal with the constant inclement weather in our region, not to absolve owners from all liability. "Hills and Ridges" only applies to the natural accumulation of snowstorms and ice storms, but will not create a grace period for property owners who allow artificial conditions, such as water leaks or damaged sidewalks, to become dangerous with ice or snow.

Making a Claim Due to a Slip and

Fall The above property problems can lead to serious injuries for innocent people of all ages from infants to the elderly. Your child could suffer a broken arm, collarbone or leg. Your parent could suffer a fractured hip or leg resulting in surgery and the potential that they will no longer be able to care for themselves. You could hurt your back or sustain an injury that would cause you to miss extended periods of work, which could unnecessarily lead to tight monetary situations. Let our law firm help you recoup medical expenses, lost wages, and damages for pain and suffering.

If a property owner knew of the dangerous condition or that the dangerous condition existed for a long enough period of time that the owner should have known about it, then the owner was on notice of the problem and will likely be held liable for the injuries that the dangerous condition caused to you.

If you or a family member is a victim of a slip or fall due to an unsafe condition, please call Edgar Snyder & Associates, LLC for a free consultation.

Please remember that adults only have two (2) years from the date of the slip or fall in which to file a lawsuit and children have two (2) years from their 18th birthday to file a lawsuit for their injuries, but it is always best to pursue a claim as soon as possible, as it can become more difficult as time passes. It always helps to take pictures of the unsafe condition after you have been injured.

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 rudberg@edgarsnyder.com

US Steel Tower 10 th Floor, 600 Grant St,  
Pittsburgh PA 15219  
1.866.306.2667 – 412.488.6000  
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.

Staff Directory

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Local Organizing  
Specialist

600 N. Second Street  
Harrisburg, PA 17101  
(717) 238-9351



# PENNSYLVANIA AFL-CIO LEGISLATIVE RECEPTION

*You are cordially invited to*

*Attend*

*Wednesday, February 8th, 2023*

*6:00 pm to 8:00 pm*

*Harrisburg Hilton & Towers*

*One Second Street*

*Harrisburg, Pennsylvania*

*Enjoy this wonderful opportunity to meet Labor Leaders from  
across Pennsylvania and discuss labor priorities in an informal  
setting at our Biennial Legislative Conference.*

*Angela Ferritto  
President*

*George Piasecki III  
Secretary-Treasurer*

**Please RSVP to Monica  
Virgilio at  
percapita@paaficio.org or  
(717) 238-2853**





Please join the Pennsylvania AFL-CIO for our Biennial Legislative Conference.

We will plan labor's approach to the important issues confronting working women and men in our Commonwealth, as well as discuss how to protect the rights of union members and working families in Pennsylvania, during the 2023-2024 Legislative Session.

We will again feature breakout sessions focusing on key legislative issues that we anticipate from our opposition, as well as discuss ways we can move a more worker-friendly agenda forward.

The afternoon general session will include time for unions to discuss additional legislative fights, as well as pro-worker, pro-job legislation that the labor movement can support.

We look forward to seeing you!

# PENNSYLVANIA AFL-CIO

## 2023 Legislative Conference



## STRENGTH IN UNITY

**FEBRUARY 8 AND 9, 2023**

**The Hilton Harrisburg  
One North Second Street  
Harrisburg, PA 17101**

**Angela Ferritto**  
President

**George Piasecki, III**  
Secretary-Treasurer

**Pennsylvania AFL-CIO**  
600 N. Second Street  
Harrisburg, PA 17101

**[www.paafcio.org](http://www.paafcio.org)**  
**[www.facebook.com/paafcio](https://www.facebook.com/paafcio)**  
**[www.twitter.com/PA\\_AFLCIO](https://www.twitter.com/PA_AFLCIO)**



## Conference Agenda

**WEDNESDAY, FEBRUARY 8, 2023**

Registration 4:00pm - 7:00pm  
Reception 6:00pm - 8:00pm

The reception is an excellent opportunity for you to meet with your legislators.

**THURSDAY, FEBRUARY 9, 2023**

Breakfast  
7:30am - 9:00 am

Welcome & General Session  
9:00am - 12:30pm

Lunch  
12:00pm - 1:30pm

Breakout Sessions  
1:30pm - 3:00pm

Concluding Remarks  
3:00pm - 3:30pm



## Hotel Information

Make your hotel reservations by  
**SUNDAY JANUARY 22, 2023**

Call the Hilton Harrisburg at  
800-445-8667 or 717-233-6000

The room block code is "PAAFL"

Room Rate is \$159.00 per night + tax

Hotel guest parking is \$10.00 / day  
Daily guest parking is \$5.00 / day  
Valet Parking Available for \$24 / day

## Important Notice

Affiliates who desire support for special legislation, not already considered during our 45th Constitutional Convention, should notify the Pennsylvania AFL-CIO in writing, no later than January 27, 2023, for the issue to be discussed during the general session of the conference.

If you have any questions, please contact Paola Lott at  
717-231-2851 or  
plott@paafcio.org

## Registration

Please complete the form below for each attendee.

Registration deadline is  
Friday January 27, 2023.

NAME:
ADDRESS 1:
ADDRESS 2:
PHONE:
EMAIL:
UNION/ORGANIZATION:

**\*\*\*A VALID EMAIL ADDRESS IS REQUIRED. YOU WILL RECEIVE A CONFIRMATION EMAIL ONCE YOUR REGISTRATION FORM AND PAYMENT HAS BEEN RECEIVED\*\*\***

**PLEASE MAIL TO:**  
Pennsylvania AFL-CIO  
ATTN: George Piasecki III  
600 N. 2nd Street  
Harrisburg, PA 17101-1092

Registration fee is \$150 per person.  
Please make checks payable to the  
PA AFL-CIO



# LOOK WHAT WE ACCOMPLISHED!



## NORTHWESTERN PENNSYLVANIA AREA LABOR FEDERATION SCHOLARSHIPS

### "NWPA AREA LABOR FEDERATION SCHOLARSHIP WINNERS"

We know our youth are our future and that is why we are willing to invest in them. This scholarship is available to high school seniors continuing their education at any system of high education in the following year. They must be either union members, dependents of or grandchildren of members of the affiliated local unions of the NWPA Area Labor Federation. They are required to complete a application and a 500-word essay on the appropriate question which changes each year. The winners receive their awards at our Annual Meeting which is held in June. We wish them our best as they go forward in life!

### "DAVID A. BIELSKI EDUCATIONAL SCHOLARSHIP WINNERS"

We know our youth are our future and that is why we are willing to invest in them. This scholarship is available to post-secondary students at continuing their education at any system of high education in the following year. They must be either union members, dependents of or grandchildren of members of the affiliated local unions of the NWPA Area Labor Federation. They are required to complete a application and a 500-word essay on the appropriate question which changes each year. The winners receive their awards at our Annual Meeting which is held in June. We wish them our best as they go forward in life!

### "DR. DAVID FERSTER EDUCATIONAL SCHOLARSHIP WINNERS"

Originally named the Ferster ALF Scholarship and in 2022 it was renamed in honor of Dr. David Ferster. We know our youth are our future and that is why we are willing to invest in them. This scholarship is available to post secondary students at Education University in the following year. They must be either union members, dependents of or grandchildren of members of the affiliated local unions of the NWPA Area Labor Federation. They are required to complete a application and a 500-word essay on the appropriate question which changes each year. The winners receive their awards at our Annual Meeting which is held in June. We wish them our best as they go forward in life!

### "THEME SLOGAN CONTEST WINNERS"

In an effort to involve the youth in our organization, we developed a contest that was open to All High School Seniors continuing their education. They were required to submit a 3-5 word slogan for the NWPA ALF Labor Day Parade and a 500 word position. We offered them the opportunity to share their slogan and retinal with everyone on stage at the Labor Day Parade.

2010 LIAH VOLZ AFT 3975	2011 JAMES PALO AFT 1589	2013 JESSICA KEARNEY AFSCME 2329	2014 LAURA CRAIG GMP 110	2010 JENNA BISHOP USW 1917	2011 JULIA TONG APSCUF-EUP	2018 HANNAH WELLER UNION IN SOLIDARITY AND SERVICE
2012 JESSICA KEARNEY AFSCME 2329	2013 JESSICA SKELTON AFSCME 2100	2015 LAURA CRAIG GMP 110	2016 ROBERT DEROSKY UA 27	2012 THOMAS SHORTS UFCW ONE	2013 THOMAS SHORTS UFCW ONE	2019 SAMUAEI VRENNIA UNION IN SOLIDARITY AND SERVICE
2014 ALLISON SNIDER SEIU 668	2015 ISSABEL ROMANSKI AWIU 2	2017 JORDYN KOSIENSKI IUOE 66	2018 EMILY DUESSEL AWIU 2	2014 LAURA CRAIG GMP 110	2015 LAURA CRAIG GMP 110	2020 NONE DUE TO COVID
2016 JORDYN KOSIENSKI IUOE 66	2017 MARISSA STENGLEIN BAC 9	2019 EMILY HUGHES IAFF 293	2020 MEGAN KOMA AFT 2099	2016 ETHAN STRAFFIN APSCUF-EUP	2017 TRAVIS WILCOX IBEW 459	2021 ZACHARY GIBSON "WORKING CHAMPIONS"
2018 LIAM HAUSERMAN AWIU 2	2019 STONE ROBERT HELSEL AFSCME 2102	2021 ANDREW WENTZEL IBEW 712	2022 EMILY PELES IBB 154	2018 TRAVIS WILCOX IBEW 459	2019 NOT AWARDED	We no longer offer the theme slogan contest and scholarship for the best theme slogan for the Labor Day Parade. In 2022, we passed the baton to IBEW 58 who now holds the "Eris Labor Day Parade".
2020 KIARA BAKER UBC 420	2021 MARAH RUSH USW 150T			We continue to offer Dr. David Ferster Scholarship in honor of Dr. David Ferster. Our youth are our future and that is why we are willing to invest in them. In 2020, the criteria for eligibility changed to a Graduate Student Furthering their education anywhere. They must be a union member, dependent of or grandchildren of a member of an affiliated local union of the NWPA Area Labor Federation. They are required to complete a application and a 500-word essay on the appropriate question which changes each year. The winners receive their award at our Annual Meeting in June. We wish them our best as they go forward in life!		
2022 ASHLEY WOOD USW 1016				2020 DYLAN LEONE NALC 84	2021 NOT AWARDED	2022 MEGAN KOMA AFT 2099

Look what we accomplished by working together in Solidarity, since 2009. Because of the generosity of our affiliates and friends, we raised enough funds to award the scholarships to the winners listed above. This banner is proudly displayed on the wall of the NWPA ALF office. As you can see some years we have not awarded it because we have not had any applicants. We just mailed out the applications for this year, included them in the newsletter, posted them on our website, and Facebook Page for your convenience. Please help spread the word and encourage those who meet the eligibility to apply.

A total of \$17,600 has been awarded to-date. All of the funds were raised through sponsorships, donations, and purchases of glass, and silent auctions. Please plan on attending our March 29th meeting, One of the reports is always the education fund, Learn where we are at today and have a voice in the discussion about the fund.

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

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## **SHEETMETAL WORKERS LOCAL 12 APPRENTICE TRAINING**

**Chuck DeMore is the Coordinator of Apprenticeship and Training at Sheet Metal Workers Local Union #12. He is reaching out to you about their upcoming entrance exam and application process. The entrance exam is the ASVAB test. It's the test applicants take to get into the military, a standard aptitude tests.**

**The test will be administered on Saturday March 25, 2023 @ 8:00 am.**

**The Application is available on our website (<http://Sheetmetalapprenticetraining.com>) which can be filled out online and sent directly to us. If you have any questions call 412-828-1386 or email: [cdemore@smlocal12.org](mailto:cdemore@smlocal12.org). Thank you and have a great day!**

