

NWPA ALF News

FEBRUARY 2023 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
Executive Board Members		
Rep B-L CLC	Alicia	Craig
Rep B CLC	Jim	Saeler
Rep CECJ (P)CLC	Jeff	Miller
Rep E-C CLC	Angel	Negron
Rep GWCLC	Walter (Pat)	Geiger
Rep I-A CLC	Rachel	Sternfeld
Rep M CLC	Lonnie	McFall
Rep V-C Chapter	CJ Pete	Kluck
Rep W-F (M) CLC	Richard	Barrett
Rep B&CTC	Michael	McGee
Rep Retiree Groups	Daryl	Busch
Rep AFSCME	Dave	Carey
Rep AFT	Antonella	Spinelli
Rep CWA	Steve	Tulenko
Rep APSCUF	Lee	Williams
Rep GMP	Anthony	Modaffare
Rep IBEW	Frank	Telesz Jr
Rep IBT	John	Cerra
Rep IUOE	Jeff	Blymiller
Rep IUPAT	Ron	Buechel
Rep Iron Workers	Greg	Bernarding
Rep OPEIU	Jeffrey	Hapke
Rep PAJBWU	John	Cochran Jr
Rep SEIU	Mike	Butler
Rep TWU	Dennis	Sabina
Rep UA	James C	Kirsch
Rep UBC	Lonnie	McFall
Rep UFCW	Rebecca	Valvo
Rep UMWA	Chuck	Knisell
Rep USW	Paul	Pelc
Employee		
Director NWPA ALF	Rosann	Barker

SPECIAL POINTS OF INTEREST:

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

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

<https://unionhall.afcio.org/nwpaalf>
www.facebook.com/nwpaalf

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RETIREMENT NOTICE

I love my job and have enjoyed working with so many wonderful people for nearly 16 years at the NWPA ALF and as a union activist since I signed my first union card in 1978.

It is with great trepidation and extreme regret that I must inform you that April 1, 2023, will be my last day as an employee of the NWPA ALF. On April 2, 2023, I will begin a new chapter in my life as a retiree. It is not what I wanted to happen at this time. However, it is what I must do to assure I get my pension. I cannot afford to continue to work and risk losing my pension altogether if something happened and I had not retired.

I chose this date to enable us enough time to get out the advertisement for my replacement, have our Executive-Board do the interviews, and hire someone, giving me time to work with the newly hired Director before I leave. I am confident we can make this a smooth transition. I am also grounded and realize this organization may deeply benefit from my leaving as my replacement may have more education, be younger and more energetic, be more computer literate, and thus work smarter and do a great job working with all of you.

I will continue to work with the NWPA ALF as an alternate/volunteer from UFCW ONE and assure both the NWPA ALF scholarships and Beaver-Lawrence CLC scholarships move forward positively this year. Already at the Beaver-Lawrence CLC, we had two people volunteer to work on the scholarship committee and another person has expressed interest.

I will be looking for volunteers for the NWPA ALF scholarship committee so that people will be familiar with the process and ready to help the incoming Director. If you are interested in helping with the scholarships sent a text to 814-360-8336.

If you are interested in applying for the position of Director, please read the job description on pages 14-15 and apply, before Feb. 20th. Do not be intimidated by the job description. I am a high school graduate, and self-taught on the computer. If I can do this anyone can.

Thank you for all that you do!

Sincerely and in Solidarity,
 Rosann Barker, Director NWPA ALF



NWPA ALF MEETING

Meeting 7:00 PM on Wednesday, March 29th
 Our E-Board Meets at 6:00 PM
 In person at AFSCME DC 85 HALL
 1276 LIBERTY ST. FRANKLIN, PA 16323 or
 Via ZOOM:

Special speakers: TBD- OUR EDUCATION FUND

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

CLC Meetings in NWPA ALF:

Beaver-Lawrence CLC:

Meeting 7:00 PM on Monday, FEB. 20TH
 PSEA Hall

3033 NEW BUTLER RD. NEW CASTLE, PA 16101
 For more information call 724-971-7473.

Butler County CLC:

Meeting 7:30 PM on Wednesday, MARCH 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, MARCH 2ND
 IBEW LU5

1400 Leonard Rd. Clearfield 16830
 For more information call 814-937-2208.

Erie-Crawford CLC:

Meeting 7:30 PM on Wednesday, MARCH 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, FEB. 27TH
 Hemfield VFD #2,

421 Thornton Rd. Greensburg 15601
 For more information call 724-600-6266.

Indiana-Armstrong CLC:

Meeting 7:30 PM on Thursday, FEB. 23RD
 UMWA 1412

51 Eleventh St., Lucernemines 15754
 For more information call 724-479-0923.

Mercer County CLC:

Meeting 7:30 PM on Thursday, FEB. 16TH
 USW 1660 Hall,

1028 Roemer Blvd. Farrell 16121
 For more information call 724-854-0605.

Venango-Clarion Chapter:

Meeting 6:30 PM on Thursday, FEB. 9TH
 IAM 1842 Hall

24 Front St. Franklin 16323
 For more information call 814-671-4420.

Warren-Forest CLC:

Meeting 6:00 PM on Thursday, MARCH 2ND
 IUOE 95 Hall,

116 Dobson Ave. Warren 16365
 For more information call 814-730-7558

Message from President Liz Shuler

A union member from Los Angeles helps distribute pandemic food donations.



- Nearly three years since the COVID-19 lockdowns began, members of Congress have introduced legislation that will officially declare an end to the pandemic and lift many of the changes put in place to protect workers and keep the economy working.
- But 3,756 people died from COVID-19 in the last week alone, straining our health care system and keeping front-line health care workers in harm's way.
- The new legislation would: severely curtail the Biden administration's ability to continue responding to the pandemic, eliminate access to testing and treatment, and cause millions to lose Medicaid coverage.
- The administration is proposing a slower, safer approach to keeping Americans healthy that won't prematurely terminate our public health response to COVID-19.

UAW Local 974 Authorizes Strike Against Caterpillar



International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (UAW) Local 974 members who work at Caterpillar in Illinois and Pennsylvania overwhelmingly voted to authorize a strike on Friday. While contract talks continue, the authorization gives the union the ability to call a strike if the negotiations falter. The current six-year contract ends in March, and the UAW members are hoping to address wages, benefits and 401(k) retirement funds. In the authorization vote, 98% of members voted to authorize a strike if necessary.

STEP ONE: NOTICE

BY Barb Holmes, Attorney

We have talked about NOTICE in our newsletter articles before, but not for a while, and it bears repeating. NOTICE is the first step after the injury in making certain that an injured workers' claim is properly processed by the employer and its compensation carrier.

First and foremost, our Workers' Compensation Act here in Pennsylvania provides that notice is timely and proper within 120 days of the work injury. 120 DAYS. Not 24 hours. Not 48 hours. Not a week. The Act allows for that length of time for an injury to be reported. It is not our recommendation that an injured worker wait that long, however, and complying with an employer's request for a prompt reporting doesn't hurt in getting the claim rolling. Reporting in that time frame is best, not because the employer "requires" it but because the longer an injured worker waits to give notice, the greater chance that issues will arise or that details might be forgotten. However, an employer advising an injured worker that his/her claim is not timely because it was not reported within 24 or 48 hours of the injury is SIMPLY WRONG.

We always always always recommend that reporting an injury before leaving work on the day of the injury is best, too. It may not seem like much at the time—maybe the worker's knee is "tweaked" or his/her back is "a little sore" after lifting something specific, twisting to get something off a low or high shelf, or stepping down off a ladder or scaffold. But providing notice of that incident before leaving work can help to eliminate the "what were you doing at home last night" or "how was bowling after work" issues that often arise when an individual waits to report the injury until the next day. And one thing is for sure: An injury occurring on Friday should always be reported on Friday, even if it means calling

a "hotline" provided by the employer or slipping a note under the HR rep's door—if not, the claim is almost always questioned by employers/carriers when reported the next week, even if reported the first thing on Monday morning. There always seems to be an "assumption," particularly by the adjuster that "something happened over the weekend" and the employee is trying to "make it work-related." Long holiday weekends or injuries suffered the day before an employee is leaving on vacation almost always result in a denial; this means an injured worker may need to file a workers' compensation claim where perhaps the prompt reporting of the injury—even if it seemed to be nothing—might have eliminated that need (maybe not, but there is hope!).

If an employer has an injury/incident log or requires that a report be completed when an injury occurs, that should be accomplished as soon as possible and will serve as notice. Before the advent of our WCAIS system in workers' compensation—completely computerized now--written reports were required on a specific form to be filed with the Bureau. Now the employer contacts the Bureau, or contacts its compensation carrier which contacts the Bureau, and a First Report of Injury (or "FROI") is filed on line with the Bureau. The injured worker may never know if this is done—or not—and never gets a copy of this document. It doesn't even look like a report of injury, and has specific codes that wouldn't necessarily mean anything to an ordinary person. Some employer do still have their own forms to report a work injury—sometimes the first step in the "investigation" of the injury, and require the employee to complete that report before being given a copy of the list of panel providers and/or seeking medical treatment. A copy of that form should be requested by the injured worker as soon as possible. Even if the injured worker thinks the injury

is "nothing," or "refuses" medical treatment, some employers still document the occurrence. This document helps to prove notice and as an employer form, may be admissible into evidence in a hearing, particularly if the employer denies that notice was provided.

Employees need to remember that there is most likely a specific mechanism in place for reporting a work injury, even if there is no specific report form to do so. There is likely a designated individual who is to receive notice—supervisor, HR department, plant medical office or something similar. That information should be well known throughout the company and if it isn't that should change after reading this article! It is essential to report an injury to the appropriate representative/agent of the employer. Telling a co-worker—even a union rep—is not sufficient notice if a representative of the employer is not informed. "Everybody knew" doesn't work in a workers' compensation claim. Getting hurt and going to Concentra or MedExpress after work because "that's where I went the last time I was hurt" is not generally considered to be notice to the employer, because Concentra/MedExpress is not an agent of the employer.

Because many employers are located in another state, and just have an office or facility in Pennsylvania—or some individuals continue to work remotely in their occupation—there needs to be some understanding as to how notice is to be provided. There should be some written policy designating how notice is provided and workers here in Pennsylvania should be aware of who that person is—even if it is an HR representative a thousand miles away or if a "hotline" is the way to report. Telling everyone in the authority chain at the workplace can be sufficient, and should be under the Act, as that is informing a representative of the employer—



UA LOCAL 27 ANNOUNCES THEIR 2023 APPRENTICE APPLICATION

Source: UA Local 27

DESCRIPTION OF APPRENTICESHIP PROGRAM

The Joint Apprenticeship Training Committee of Plumbers Local Union No. 27 hereby officially notifies you that applications will be accepted for its Apprenticeship Training Program.

Applications may be obtained between February 20, 2023 through March 4, 2023 at Plumbers Local Union No. 27 Headquarters / Pipe Trades Training Center, 1040 Montour West Industrial Park, Coraopolis, PA 15108 and at the Erie Training Center, 8150 Hawthorne Drive, Erie, PA 16509. Please report during the following hours:

Mon., Tues., & Wed.
9:00 AM to 12:00 PM &
1:00 PM to 5:30 PM

Thursday
9:00 AM to 12:00 PM &
1:00 PM to 8:00 PM

Friday
9:00 AM to 12:00 PM &
1:00 PM to 3:00 PM

Saturday
8:00 AM to 12:00 PM

Applications must be completed at the time of registration. No

application will be given at the time of registration unless all qualifications are met as listed below:

Qualification for applicants are:

1. Applicants must be of good moral character and physically able to perform the work of the trade.
2. Applicant must be at least 18 years of age by July 1, 2022 and have a high school diploma or G.E.D. equivalent or be scheduled to graduate on time.
3. Applicant must have a valid Pennsylvania Drivers License.
4. Applicant must be a citizen of the United States and reside within the geographical jurisdiction of Plumbers Local Union No. 27.

The Jurisdiction of Local Union No. 27 embraces the following counties in Western Pennsylvania: Allegheny, Armstrong, Beaver, Butler, Clarion, Crawford, Erie, Forest, Lawrence, McKean, Mercer, Venango, Warren, the Cities of Arnold and New Kensington in Westmoreland County, and sections of Washington and Greene Counties.

5. Applicant is to pay a fee of thirty (\$30.00) dollars (check or cash) at the time of application (non-refundable) to cover the cost of processing the application.
6. Applicants, if accepted, will be required to submit a test for substance abuse.
7. Applicants, if accepted, will be required to undergo a criminal background check.
8. Applicants will be required to take a written qualification examination at Plumbers Local Union No. 27's Headquarters in Coraopolis, PA.

9. Applicants who qualify, based on written examination, will be granted a personal interview, which will be held at Plumbers local 27's Headquarters in Coraopolis, PA. Selection of apprentices will be based on qualifications, without regard to race, color, creed, national origin, or sex.

10. Any person selected as an apprentice must pay five hundred (\$500.00) dollars to Plumbers Local Union #27 for their initiation fee. Residential Apprentice initiation fee is two hundred fifty (\$250.00) dollars.

YOU MUST BRING THE FOLLOWING DOCUMENTATION TO APPLY:

- High School Diploma or G.E.D. or letter stating you are on track to graduate
- \$30.00 application fee (cash or check)
- Valid Pennsylvania Drivers License
- Transcript of High School Grades

Upon completion of your application form, providing all the above documentation is present and acceptable, you will be assigned a testing time for the General Aptitude Test.

The Joint Apprenticeship Training Committee urges all interested persons to comply with the aforementioned dates in order to be considered for this year's apprenticeship program.

The Joint Apprentice
Training Committee of
U.A. Local No. 27
724-695-9047

To contact the Apprenticeship and Training Coordinator email John at john@ua27.org.

Step One-Notice Continued from page 3

but people “forget” or get transferred or don’t file the report to HR and then proving notice gets complicated and that proof is on the employee. Injured employees should write down WHO they told WHEN they told them and WHAT they said, so that when called upon to testify, that information is available and can counteract “faulty memories” or “lost” reports.

Please understand that “actual knowledge” of an injury is notice. So if an injured worker and a supervisor are working on a machine and it malfunctions and knocks the employee to the floor and the supervisor helps him/her up—that’s notice of the injury. If a supervisor is called over immediately by a co-worker when the injured worker falls or is hit by something, that is—and should be—enough. Again, however, does the supervisor document that? What happens if that supervisor is transferred tomorrow, or next week, or just “doesn’t remember”? People “forget” so it is always best to document the incident, even if the injured worker him/herself just makes certain to make note of it and keeps the information somewhere where it can be accessed.

You know the old saying—if a tree falls in the forest and no one is there, do you hear it fall? An injury is similar in some respects. If no one knows about an injury—if notice isn’t timely and properly provided—it’s like it didn’t happen. Cases have been lost because injured employees “thought” people knew about it or didn’t tell the “right” person or an accident report was “lost” and so on and so on. As workplaces change and the workers’ compensation part of the company becomes more and more removed from the shop floor—if anyone

specifically handles compensation at all for the company—having an understanding of how to report an injury is critical. Notice is STEP ONE--without proper notice a claim fails. All workers should recognize its importance. Then, in the event of an injury, they can make certain they know the steps to provide this essential element of their burden of proof.

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WORKERS MEMORIAL WEEK

In April, all across the Nation and in the NWPA ALE, unions and many of our Central Labor Councils will plan events and will say their names.

The names of the mothers and fathers, sisters and brothers, sons and daughters who are killed each year in U.S. workplaces. If we were trying to say the names nationwide, we can’t say all of them because there are too many.

At least 5,000 U.S. workers die each year from acute workplace trauma, like drowning in a trench or falling from a height. And nearly 100,000 more die from long-term exposure to highly hazardous working conditions, like repeated exposure to toxic chemicals.

We all know that behind the devastating statistics about worker deaths are real people who leave behind grieving families and shattered co-workers. Their lives will be honored with vigils, rallies, memorial services, and other events during Workers’ Memorial Week this year from April 23 through April 30th.

Workers’ Memorial Events are a great community service event because it includes all workers. They are relatively easy to plan. Your Speakers can be union leaders, members of the clergy, elected officials, and more. It is always nice to include music, maybe a local choir from your congregation could sing a hymn. Use your imagination and make sure to invite the families, co-workers, and friends of those you are memorializing at your event. Have them bring pictures to share.

When we say the names of workers who can and should have gone home safely, we want to make sure we are heard loud and clear. By families who deserve better. By workers who can join together to improve their workplaces. By opinion leaders and policymakers who can make a difference.

If your Central Labor Council or affiliated Local Union is planning a Workers Memorial Event this year and we can be of any assistance, please let us know. In the past, we have done the research, helped with fliers, publicized the events, and pamphlets to hand out including the names and more. In next month’s newsletter, we will be listing the various events that are being planned. To make sure your event is listed send an email with the name of your organization, the date, time, location, the highlights of your event, or a flier if you have one.

MOURN
FOR THE DEAD
FIGHT
FOR THE LIVING



WORKERS’ MEMORIAL DAY
APRIL 28TH

JOIN US AS WE REMEMBER THOSE WHO LOST THEIR LIVES
AND RENEW OUR COMMITMENT FOR SAFE WORKPLACES.

TAXPAYERS SHOULD AVOID THESE COMMON MISTAKES WHEN THEY FILE THEIR TAX RETURN

Source: irs.gov

Most of the common errors taxpayers make on their tax returns are easily avoidable. By carefully reviewing their return, taxpayers can save time and effort by not having to correct it later. [Filing electronically](#) also helps prevent mistakes. Tax software does the math, flags common errors and prompts taxpayers for missing information. It can also help taxpayers claim valuable credits and deductions. Taxpayers who qualify may use [IRS Free File](#) to file their return electronically for free.

Here are some of the mistakes to avoid:

- **Filing too early.** While taxpayers should not file late, they also should not file prematurely. They should wait to file until they're certain they've received all their tax reporting documents, or they risk making a mistake that may lead to a processing delay.
- **Missing or inaccurate Social Security numbers.** Each SSN on a tax return should appear exactly as printed on the Social Security card.
- **Misspelled names.** The names of all taxpayers

and dependents listed on the return should match the names on their Social Security cards.

- **Inaccurate information.** Taxpayers should carefully enter any wages, dividends, bank interest and other income they received to make sure they report the correct amounts. This includes any information taxpayers need to calculate credits and deductions.
- **Incorrect filing status.** Some taxpayers choose the wrong filing status. [Publication 501](#) has detailed information about filing statuses.
- **Math mistakes.** Math errors are some of the most common mistakes. They range from simple addition and subtraction to more complex calculations. Taxpayers should always double check their math. Better yet, tax prep software will check it automatically.
- **Figuring credits or deductions.** Taxpayers can make mistakes figuring things like their [earned income tax credit](#), [child and dependent care credit](#) and [child tax credit](#). Tax software will calculate these credits and deductions and include any required forms and schedules.
- **Incorrect bank account numbers.** Taxpayers who are due a refund should choose [direct deposit](#). This is the fastest way for them to get their money. However, taxpayers need to make sure they use the correct routing and account numbers on their tax return.
- **Unsigned forms.** An unsigned tax return isn't valid. In most cases, both spouses must sign a joint return. Exceptions may apply for [members of the armed forces](#) or other taxpayers who have a valid [power of attorney](#).
- **Disreputable tax preparers.** Taxpayers should remember they, not the tax preparer, are responsible for the information on their tax return. The IRS has resources to help taxpayers [find someone to prepare their tax return](#). Some taxpayers may even be able to [get free help from IRS-certified volunteers](#). Certified public accountants, [enrolled agents](#) or other tax professionals can also help taxpayers avoid errors.

Share this tip on social media -- #IRSTaxTip: Taxpayers should avoid these common mistakes when they file their tax return. <http://ow.ly/Vsz050Mycmv>

Bonus Depreciation Has Come To An End

January 25th, 2023, 12:00 PM



As the old adage goes, all good things must come to an end. As of December 31, 2022, businesses are no longer able to deduct 100% bonus depreciation on their taxes.

The IRS has allowed businesses to deduct 100 percent of the cost of most types of property, other than real property, as bonus depreciation since late 2017. For example, if you purchased \$100,000 in business equipment and began using it in 2022, you could deduct all \$100,000 using 100% bonus depreciation. But beginning this year, this deduction will decline 20 percent per year until it expires to zero in 2027. This means that if you wait until 2023 to claim that \$100,000 expense, you'll only be able to deduct \$80,000 (80 percent).

Even though the time has passed to be able to rush out and purchase a bunch of business property before the end of 2022 in order to take advantage of the full deduction, you wouldn't necessarily want to do that anyway. For many businesses, there is an alternative to taking this deduction that is staying put for now.

The alternative to the 100% bonus depreciation deduction is found in IRC Section 179 expensing. Both options allow businesses to deduct:

- The cost of most types of personal property in a single year, including off-the-shelf computer software
- New and used property acquired by purchase from an unrelated party

- Various non-structural improvements to non-residential buildings after they are placed in service

These deductions also are not mutually exclusive; you can apply Section 179 expensing to qualifying property up to the annual limit *and* claim bonus depreciation for any remaining basis. Starting this year, when bonus depreciation will be less than 100 percent, any basis left after applying Section 179 and bonus depreciation will be deducted with regular depreciation over several years.

But there are some significant differences between the two deductions:

- Section 179 expensing is subject to annual dollar limits that don't apply to bonus depreciation. But the limits are so large that they don't affect most smaller businesses.
- Section 179 expensing requires more than 50 percent business use to qualify for and retain the Section 179 deduction. For bonus depreciation, you face the more than 50 percent business use requirement only for vehicles and other listed property.
- Unlike bonus depreciation, Section 179 expensing is limited to your net taxable business income (not counting the Section 179 deduction) and cannot result in a loss for the year.
- The 2022 Section 179 deduction is limited to \$27,000 for SUVs. There is no such limit on bonus depreciation.
- You can use bonus depreciation to deduct land improvements with a 15-year class life, such as sidewalks, fences, driveways, landscaping, and swimming pools.

Changes to tax law can cause a lot of confusion and misinformation being thrown around. If you're interested in getting some assistance with your tax strategies, [contact us](#) to schedule a free consultation.



RSVP to the NNU national call now!

February 23, 2023

5pm PT / 8pm ET

Join us Feb 23, 2023 5pm PT / 8pm ET as we plot the course ahead for our 2023 advocacy. We'll hear from special guests and members of our own community and talk about our next steps in the fight for health care justice.

[RSVP NOW »](#)

Brothers and Sisters,

It's Michelle Mahon, I'm an RN and the Assistant Director of National Nurses United's Division of Nursing Practice.

I wanted to reach out today and talk to you about an important development in the health care industry that affects

all of us (*whether you're a health care worker or not!*).

You may have received previous emails from us on this topic before but it's so important that I wanted to give you an update on where we're at.

Across the country, hospital industry CEOs and executives are showing their true colors. They are making drastic cuts to patient care and shuttering entire hospital units — including behavioral health and children's units.

This has exacerbated the quad-demic crisis by restricting the available staff and beds, contributing to the surge event of respiratory viruses this winter.

Now here's where you come in, You're our strongest tool to fight back against the hospital industry and their push to prioritize profit over patients.

I'm going to be speaking more about health care restructuring, how it negatively impacts patients and health

care workers, and how we can fight back on our NNU national call February 23 at 5pm PT / 8pm ET.

[Can I count on you to RSVP today?](#)

[RSVP NOW »](#)

The more people that we have informed and involved in our movement, the stronger we become.

We have to act now to push for the major changes we need that could shape the health care system in our country for decades to come.

[RSVP now to help us win even bigger in 2023!](#)

[RSVP NOW »](#)

I hope to see you there,

Michelle Mahon, RN
Assistant Director of Nursing Practice
National Nurses United

EPI Report: Worker Misclassification Can Cost Construction Workers Up to \$16,729 Annually



A new report from the Economic Policy Institute (EPI) [concludes that employee misclassification](#) not only has a significant impact on worker salaries, it deprives workers of fundamental labor rights. EPI studied 11 commonly misclassified jobs and found that workers were losing thousands of dollars annually. Landscapers, truck drivers, home health aides, janitors and nail salon workers are among the occupations most at risk for misclassification.

"The way a worker is classified has serious implications and costs for their labor rights and economic security," according to the report. "When workers who are employees are misclassified as independent contractors, they lose the legal right to earn at least the applicable minimum wage and to be paid time-and-a-half for overtime hours. They are no longer eligible to participate in state and federal unemployment insurance systems or qualify for workers' compensation insurance covering treatment and benefits if they are injured on the job. They are no longer eligible for the protections in the National Labor Relations Act, which ensures workers' rights to form unions and bargain collectively to improve their working conditions. As independent contractors, misclassified workers must also assume the full financial cost of Social Security and Medicare, which is split evenly between workers and employers when workers are classified properly as employees."

EPI is calling on federal, state and local policymakers to crack down on misclassification. Other jobs that commonly see employers frequently misclassify their employees include: construction workers, janitors and cleaners, retail sales workers, housekeeping cleaners, customer service reps and call center workers, security guards, and light truck delivery drivers.

[Read the full report.](#)



Celebrating Black History Month

Source: Office of Federal Contract Compliance Programs

During Black History Month the Office of Federal Contract Compliance Programs (OFCCP) celebrates and honors the vast contributions Black Americans have made in the United States. While recognizing that the nation has made significant progress, there is important work for us all ahead. President Biden stated,

“During National Black History Month, we celebrate the legacy of Black Americans whose power to lead, to overcome, and to expand the meaning and practice of American democracy has helped our Nation become a more fair and just society. This country was established upon the profound but simple idea that all people are created equal and should be treated equally throughout their lives.”

According to a Council of Economic Advisers (CEA) August 2022 report, Black Americans continue to face challenges in the pandemic labor market at the same rate as they did prior to the pandemic, but there are signs of progress. CEA’s analysis using the Current Population Survey shows that recent wage growth for Black workers is stronger than that of the workforce as a whole—and slightly outpacing inflation. Additionally, Black Americans have gained some ground moving up the ladder to traditionally higher-paying industries and occupations. A

central goal of the Biden-Harris Administration’s economic strategy is generating sustainable growth that is equitably shared.

At OFCCP we play an important role in ensuring an equitable future for workers. Our longstanding mission is to protect workers, promote diversity through equal employment opportunity, and enforce the legal and contractual promise of nondiscrimination and affirmative action applicable to federal contractors and subcontractors. We are committed to tackling employment policies and practices that create barriers to opportunity and perpetuate inequality.

This past fiscal year, the agency recovered nearly \$4,000,000 for more than 5,000 Black workers who we found to have experienced workplace discrimination. We entered into a settlement agreement with LAZ Parking California LLC who will pay \$320,000 in back wages and interest to 678 affected job seekers to resolve allegations of race and gender-based hiring discrimination affecting Black and female applicants at its Southern California facilities. In addition to back wages, LAZ Parking California, LLC agreed to revise its recruiting and selection procedures to ensure its personnel practices comply with federal law. The employer will extend 49 job offers and take proactive steps to ensure its application and hiring processes are not discriminatory.

We are also working to promote access to good jobs for underrepresented workers through our joint initiative with EEOC, the Hiring Initiative to Reimagine Equity (HIRE). In 2022 we held a roundtable on Skills Based Hiring:

Removing Barriers and Paving Pathways to an Inclusive Workforce to explore how skills-based hiring can promote equal employment opportunity in the workplace. Despite the strong demand for workers, many qualified job seekers from underrepresented communities face challenges in accessing good jobs. The roundtable explored how employers have integrated skills-based hiring into their employment practices and how it has helped them remove barriers to hire and retain workers.

In addition, the agency is working with the Department of Labor’s Good Jobs Initiative to ensure that the landmark federal investments through the Bipartisan Infrastructure Law, the CHIPS and Science Act, and the Inflation Reduction Act create good jobs, and to assist federal agencies in promoting equal opportunity in their infrastructure contracts so that underrepresented communities can access these jobs.

Our work to advance equal opportunity and eradicate systemic discrimination is critical to effectively addressing the longstanding barriers embedded in many employment policies and practices. At OFCCP we will continue to work tirelessly to tackle employment discrimination impacting Black workers and partner with covered federal contractors and subcontractors to ensure their workplaces are free from discrimination. We are a nation grounded in liberty and justice for all. As we build back a more equitable future, OFCCP urges federal contractors to seize the opportunity to lead by example by taking concrete action to promote racial equity.



OUR UNION-MADE SUPER BOWL PARTY SHOPPING GUIDE

It's the Chiefs versus the Eagles on Super Bowl Sunday! This is KC's third visit to the Big Game in the past four years, while the Eagles return after their last appearance in 2017 when they beat Brady and the Patriots in dramatic fashion. No matter who you are rooting for, you're going to need some snacks and drinks to go along with the game. We've got you covered with a list of delicious union-made products below. Vote with your wallet on Super Bowl Sunday by shopping with brands where workers receive fair pay and good benefits under a union contract.

Labor 411.

Labor 411

MAKING IT EASY TO SUPPORT GOOD JOBS

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Union-Made Beer

Anchor Brewing Company (ILWU)
Bass (IAM)
Beck's (IAM)
Blue Moon (IUOE, IBT)
Budweiser (IAM, IUOE, IBT)
Coors (IBT)
Dundee (IBT)
Goose Island (IBT)
Hamm's (UAW, IAM, IBT)
Henry Weinhard's (IUOE, IBT)
Keystone (IAM IUOE)
Kirin (IAM)
LandShark Lager (IAM, IUOE, IBT)
Leinenkugel (UAW, IUOE, IBT)
Mad River (IAM, IBT)

Mendocino (IBT)
Michelob (IAM, IUOE, IBT)
Miller (UAW, IAM, IUOE, IBT)
Natural Ice (IAM IUOE, IBT)
O'Doul's (IAM, IUOE, IBT)
Pabst (UAW)
Rolling Rock (IAM, IBT)
Schlitz (UAW)
Shock Top (IAM, IUOE, IBT)

Union-Made Soft Drinks

Barq's Root Beer (IBT)
Coke (IBT)
Dr. Pepper (UFCW, UAW)
Pepsi (IBT, UAW)
Sprite (IBT, UAW)

Union-Made Snacks

Act II Popcorn (UFCW)
Cheez-It (BCTGM)
Cheetos (BCTGM)
Chex Mixes (IBT)
Doritos (BCTGM, IBT)
Rold Gold Pretzels (BCTGM, IBT)
Slim Jim (UFCW, IBT)
Sun Chips (BCTGM, IBT)
Wheat Thins (BCTGM, IBT)



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



STOP CUTS OF SOCIAL SECURITY & MEDICARE

Source: Sarah Christopherson,
Americans for Tax Fairness Action Fund

Help apply massive pressure to members of Congress to pledge to never cut Social Security or Medicare benefits. And the first representative to publicly take the pledge is ... a Republican, Rep. Jeff Van Drew from New York!

This shows that our pressure campaign is working. While some House Republicans are demanding cuts to our earned benefits in exchange for raising the debt ceiling and allowing the U.S. to pay its bills, we're fighting back, building support from Democrats and those Republicans who are willing to stand up to extremists in their own party.

Already, 64 members of Congress have taken the pledge. Can we get to 100 this week?

Take action and demand members

of Congress publicly pledge to never cut Social Security or Medicare benefits, now or in the future.

[CLICK HERE TO ADD YOUR NAME](#)

Social Security and Medicare are two of the most beloved social programs in our country's history. Together, we're working to protect and expand our earned benefits for current and future generations.

WE WILL CONTINUE TO FLOURISH!

By Andrew Harkulich, Chair

Rosann has been attending the CLC meetings and informing the Delegates and Alternates present of her decision to retire. She shared with us the concerns of others about the difficulty they feel we will have in replacing her.

Rosann is grateful for the kind comments and appreciation being shared with her about her work and dedication to the NWPA ALF. She is grounded and has reiterated to others, "The NWPA ALF will continue to flourish! It is not who serves as the Director that matters. No one individual accomplishes what we have done by themselves. We worked together to achieve all that we have done. We have a great Executive-Board, Delegates, Alternates, Affiliates, and Activists who have always helped as much as possible when asked. It is because of that Solidarity that this organization has succeeded and it will be because of that continued Solidarity that it will continue to flourish."

We want to remind you that though we understand the concerns of some of you, we know she is correct, and we will continue to flourish.

The job description for the position of Director

is posted on unionjobs.com, our website, our Facebook page, our Twitter page was emailed and mailed to you. We encourage you to share it with others and encourage them to apply. At this time, we currently have one applicant and are sure more will be coming in before the February 20th deadline.

Rosann will continue working until April 1st. We ask that you take this opportunity to reflect on what she can do to make sure this is a smooth transition. As always she is open to positive and constructive suggestions, please reach out to her directly. If there is any information, training, or assistance she can help with before her retirement, let her know.

This logo was designed for our convention and as a lasting reminder that Solidarity and Activism are our greatest strengths and that we must never forget.



Watch your mail and emails for special meetings to discuss important issues; like the possibility of setting up a trust, investing the Education Fund in an annuity, the results of the interviewing process, and the introduction of the new Director. As always, we need your input and approval for all that we do!

SOLIDARITY — WITH — PITTSBURGH POST-GAZETTE WORKERS ON STRIKE

Pittsburgh Post-Gazette Strike Update
Mike Pound, Post-Gazette digital editor on strike

January can be a slog. It's cold. It's gray. It feels like it's never going to end.

Striking members of the Newspaper Guild of Pittsburgh were feeling it too, especially with an alarming milestone — 100+ days on strike — on our horizon. And then, unexpectedly, the sun burst through those clouds. And to us, January was suddenly looking pretty good.

The sunshine came last week in the form of a huge win awarded to us by a National Labor Relations Board administrative law judge, who ruled that the Post-Gazette bargained in bad faith, prematurely declared an impasse in negotiations and illegally imposed working conditions on its newsroom employees back in 2020. Consequently, the judge wrote, the PG must, among other crucial items:

- Restore the 2014-17 contract
- Restore collectively bargained benefits by paying into the fund that we had bargained for
- Issue back pay, with interest, to anyone affected by the imposed terms
- Bargain within 15 days of the union's request to do so, while submitting monthly bargaining status reports to an NLRB compliance officer

Sure, the company immediately said it would appeal,

but let's be clear: This is a huge win, for Pittsburgh and everyone who wants to work at the Post Gazette, shaped and expedited by us and our sibling unions going on strike. Yet we want the wins to keep on coming.

[That's why we're turning our attention to Post-Gazette and Block Communications owner Allan Block's spot as the chairman of the board of directors at C-SPAN — and we need your help in doing so.](#)

Allan's place on that board combined with his editorial meddling in coverage of the January 6th insurrection, his brother's grip-and-grin glam shots with the likes of Donald Trump and Mehmet Oz, and his ability to break even American labor laws DEEPLY compromises any pretense of "non-partisanship" at C-SPAN.

How can C-SPAN claim that Allan's place is strictly business side, or that it has no impact on the editorial product, when his business has been found guilty of breaking laws that govern how his business treats us, its workers?

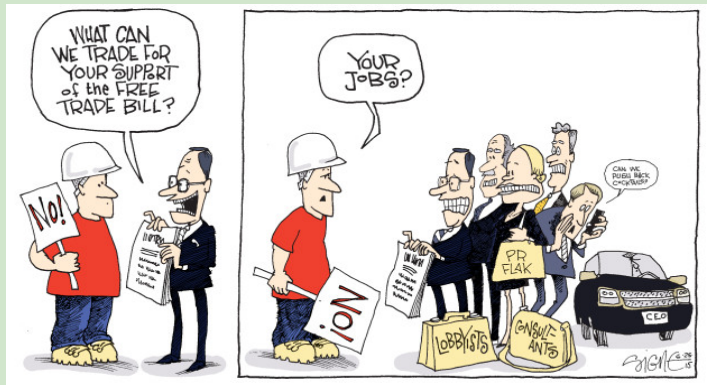
[We will ask C-SPAN just that in a series of calls in the weeks ahead. And in order to flood those airwaves, we need volunteer callers. Can you sign up to call these crucial questions for Pittsburgh, our strike, and the potential for an informed democracy?](#)

Last week's win didn't just come in the form of a legal brief; it served to help us shake the January doldrums and get even more excited about what we're doing again. Ideas started flowing again. Planning for upcoming actions resumed with new energy. The 100+-day rally we held on the steps of the City-County Building Saturday afternoon became a celebration with the labor community — featuring our striking siblings unions, the Pittsburgh labor choir, and Mayor Ed Gainey — giving us an even bigger boost.

It was a huge momentum builder for us. Let's not let it slow down. Sign up to [holler at C-SPAN and Allan Block with us, donate to the strike solidarity fund](#), and let's keep those wins coming.

AMERICAN HEART MONTH 2023

OUR HEARTS ARE HEALTHIER WHEN WE WORK TOGETHER!



Copyright by Signe Willmetson

Governor's Office Update

PA Ends December with Strong Year-to-Date Revenues, Sets Stage for 2023

On Tuesday, Governor Tom Wolf and the Department of Revenue announced that Pennsylvania collected \$4.0 billion in General Fund revenue in December, which was \$319.9 million, or 8.6 percent, more than anticipated. Fiscal year-to-date General Fund collections total \$19.7 billion, which is \$503.1 million, or 2.6 percent, above estimate. Over the past 8 years, the Wolf Administration has righted Pennsylvania's shaky finances. When Gov. Wolf took office, Pennsylvania was operating with a \$2-3 billion budget deficit, and the Rainy Day Fund was a meager \$231,800. As a result of Gov. Wolf's leadership and commitment to fiscal responsibility, Pennsylvania ended the most recent fiscal year with \$5.537 billion in the General Fund, and revenue collections for the 2022-23 fiscal year to date are 2.6 percent above estimate. Additionally, Gov. Wolf has invested more than \$5 billion dollars in the Rainy Day Fund.

32 Municipalities to Improve Traffic Safety with Red Light Enforcement Funds

Wednesday, Governor Tom Wolf announced that the Pennsylvania Department of Transportation (PennDOT) will distribute approximately \$15 million in Automated Red-Light Enforcement (ARLE) funding to 32 municipalities statewide to fund 36 safety projects. Pennsylvania's ARLE program aims to improve safety at signalized intersections by providing automated enforcement at locations where data shows red-light running has been an issue. Grant funding is supplied by fines from red light violations at 36 intersections in Philadelphia. State law specifies that projects improving safety, enhancing mobility, and reducing congestion can be considered for funding. Municipalities submitted 151 applications, totaling \$46 million in requests. Projects were selected by an eight-member committee based on criteria such as safety benefits and effectiveness, cost, and local and regional impact. This investment brings the total dollars awarded through the ARLE funding program to \$127.79 million, funding 537 transportation enhancement projects since 2010. Approved projects in the Northwest Region are as follows:

Erie County

- Erie City – \$395,769 for installation of 30 accessible pedestrian signal buttons to improve pedestrian safety.

Mercer County

- Sharon City – \$400,000 for State Street traffic signal and pedestrian improvements, including performing a traffic timings study, implementing a coordination plan, and updating intersections to include pedestrian pushbuttons and GPS timeclocks as required.
- Springfield Township – \$413,500 for signal equipment improvements including replacement of the existing flashing beacons, emergency vehicle preemption, radar vehicular detection, battery backup power supply, and vehicular signal heads with retroreflective backplates.

Scholarship Program Available to State Employees through PASSHE Foundation

On Thursday, Governor Tom Wolf and the Pennsylvania State System of Higher Education (PASSHE) Foundation announced that the Wolf Administration will be providing \$5 million in grant funds for a new scholarship program for Commonwealth of Pennsylvania employees and their dependents who are pursuing higher education at a State System university. The Wolf Administration has authorized a grant of \$5 million to the PASSHE Foundation, a 501(c)(3) non-profit organization that operates in service of the State System of Higher Education, which will develop and implement the scholarship program. Beginning with the Spring 2023 term, Commonwealth of Pennsylvania employees and eligible dependents will be able to apply to the PASSHE Foundation for a grant of up to \$2,000 per academic year for full-time students and up to \$1,000 for part-time students. Scholarship funds may be used for expenses including tuition, room, and board.

Department of Aging:

Medicare Advantage Open Enrollment Now Underway, Free Insurance Counseling Available through PA MEDI

On Thursday, The Pennsylvania Department of Aging reminds Medicare beneficiaries that the annual Medicare Advantage Open Enrollment Period runs from January 1 to March 31. During this time, beneficiaries who currently have a Medicare Advantage plan can switch to a different plan or to original Medicare. Changes to their enrollment will take effect on the first of the month following the month in which they enroll. Pennsylvania Medicare Education and Decision Insight (PA MEDI), Pennsylvania's Medicare counseling program, is available through local Area Agencies on Aging to help beneficiaries with Medicare questions. Older adults can receive unbiased, no-cost Medicare assistance from trained PA MEDI counselors who can walk them through their options to assist in making informed health insurance decisions that optimize their cost savings and access to health care and benefits. Medicare Advantage is a Medicare-approved plan from a private company that offers an alternative to original Medicare for health and drug coverage. These "bundled" plans include Part A Hospital Insurance, Part B Medical Insurance, and usually Part D Drug Coverage. PA MEDI counselors do not sell Medicare insurance products, nor do they endorse any insurance company, product, or agent. Counselors will not recommend policies, companies, or insurance agents but will provide free, confidential, and unbiased personalized assistance.

Older adults can contact their local Area Agency on Aging to schedule a personalized counseling session. For more information, call the toll-free PA MEDI Helpline at 1-800-783-7067 from 8 a.m. to 5 p.m. Monday through Friday. To find a PA MEDI event or presentation, visit www.aging.pa.gov/aging-services/medicare-counseling.

Department of Conservation and Natural Resources:

DCNR Bureau of Recreation & Conservation Summer Intern Position: DCNR is looking for summer intern to help with BRC communications work. If you know a college student looking for some experience with communications and the environment, please encourage them to apply. The posting is open through Feb. 15. The selected candidate will be helping with a variety of media including publications, the e-news, graphic design, video, as well as other outreach tasks and projects in the Partnerships division. The job is posted at: <https://www.government-jobs.com/careers/pabureau/jobs/3837168/education-and-outreach-in-tern-college>.

Bureau of Recreation and Conservation partners with communities & organizations across Pennsylvania to provide grants & technical assistance support for local recreation projects, trails & greenways, state heritage areas, open space protection, river conservation & environmental education programs. More information about Grant Opportunities & Application Guidance can be found the Grant Portal. The next grant round opens on 1/17/23 and will close at 4 pm on 4/5/23.

DCNR Grants Portal Tutorial - Applying for Grants: This video focuses on how to apply for grants. The video explains how to fill out the various sections of the grant application, such as contact info, site locations, & budgets.

DCNR 2023 C2P2 Grant Workshop Videos: Videos from DCNR's recent annual grant workshop are available on DCNR's YouTube page. If you missed the annual grant workshop/if you want a refresher on what was covered, these videos are a good place to learn more about applying for grants in 2023. Interested applicants should watch the general overview video 1st, then watch the breakout session video about their specific project type for more detailed info.

DCNR Community Conservation Partnership Program Grants Portal Tutorial Awarded Projects: The -DCNR Grants Customer Service Portal is the 1-stop shop for all DCNR grants. The portal is where to apply for all DCNR grants, as well as where to manage existing projects.



Northwestern Pennsylvania Area Labor Federation, AFL-CIO

Director

Based in Franklin, PA

The Northwestern Pennsylvania Area Labor Federation, AFL-CIO (NWPALF) is a district level of the AFL-CIO created in 2006 to promote through appropriate activities the principles of the AFL-CIO, to build a strong political voice, to build a strong local labor movement of working people through solidarity, activism, and education for working families agendas. We do this at our level by assisting the Central Labor Council and affiliates within our jurisdiction. We serve as a fiduciary for Per Capita payments and record keeping of the affiliates and their delegates to the NWPALF, the CLCs, and the chapters in our area.

The NWPALF is located in the northwest corner of Pennsylvania with a jurisdiction that includes 19 counties. We are a 501 (c)(4) organization, which makes us a non-profit but not tax-exempt. The NWPALF is comprised of eight (8) Central Labor Councils, one (1) Chapter, and more than 250 affiliated local unions representing approximately 40,000 members.

Recently our Director, who has been with us since our inception, informed us she is going to retire. As a result, we are seeking applications/resumes with cover letters from individuals interested in this position. It is a full-time union-represented position based in our Franklin Pennsylvania office. This position occasionally requires work outside the normal business hours, including some nights and weekends, and it also requires occasional travel to attend meetings, event locations, and training.

We are an inclusive and diverse organization committed to advocating social, racial, and economic justice. We promote diversity and strongly encourage applications from all who believe in our mission.

As the **Director** of this organization, you will work collaboratively with the NWPALF Chair, Executive Board, our Trustees, Affiliates, Central Labor Councils, the State, and National AFL-CIO. All of your work will be done under the direction of the Chair and the Executive Board of the NWPALF. We are sure you will enjoy the scenery as you travel to work, our quarterly meetings, the CLC meetings, worksites, and the various locations for activities, actions, and events in the NWPALF and beyond if needed. Another benefit of this job is networking with some of the most interesting and dedicated labor leaders in Pennsylvania and beyond. The stories they share about the history of their involvement in the labor movement are awe-inspiring.

Your primary responsibilities will be to maintain the day-to-day operations of the organization. This will include:

- Maintaining accurate and up-to-date books, entering and tracking per capita payments/ income, and paying bills
- Maintaining QuickBooks and LaborKey software, managing invoicing, and generating financial reports as needed
- Supporting the efforts to maintain an increased affiliation by tracking per capita payments, and if necessary, contacting the unions that may be in arrears, and working with the NWPALF board and members to support the affiliation
- Promptly maintaining the data and databases

- Supporting the organization's operations by scheduling meetings, establishing calendars, sending out emails, coordinating meetings, preparing and editing documents and communications. You will produce and distribute newsletters, notices, maintain websites, and ensure proper procedures are followed, information is collected, and records are maintained relating to our scholarships.
- Keeping active and current records within our different accounts; General Account, Education Fund, Venango-Clarion Chapter Account, and the NWPA ALF PAC Committee account, will also need to be maintained.

You will:

- Work together with the NWPA ALF Chair and Executive Board on aspects of organizational development, fundraising, organizing campaigns, conventions, special planning projects, the itinerary of training and meetings, developing materials, issue mailing and calls, etc.
- Prepare and make available all information needed for the audits and reports for the NWPA ALF meetings. Our accounts are audited by our Trustees on a three (3) month basis (March, June, September, and December). Such reports are to be presented at the quarterly meetings.
- Prepare reports annually to the AFL-CIO, and the PA Department of Revenue (Sales & Use Taxes, etc.) as needed.
- Prepare information and make copies for a CPA. We are required to have one perform an annual audit/review and prepare all the documents for the IRS (IRS (990s)(1099s).
- Work not only in a computer/office-based setting with many in-person and zoom meetings, but also travel to work sites and participate in events, marches, demonstrations in order to show our Solidarity and gather first-hand information relevant to the goals of the NW PA ALF
- Have the ability to lift and move boxes and supplies as needed to keep things orderly and functioning
- Have a valid driver's license and a dependable vehicle.

Your qualifications and skills should include:

- Bookkeeping and computer proficiency in the following systems; QuickBooks, Microsoft Word, Excel, PowerPoint, Publisher, Outlook Internet, a willingness to learn additional software and systems, and a working knowledge of InDesign for our newsletters
- Excellent organizational skills and attention to detail
- Basic knowledge and understanding of general office procedures and the ability to plan and coordinate work activities, keep detailed records, and file reports promptly
- The ability to work within the context of a plan and the ability to manage projects self-motivated
- The ability to meet deadlines, effective time management skills, the ability to prioritize multiple tasks, and demonstrated experience in developing personal work plans and goals
- The ability to work with and support volunteers who are carrying out the work of the organization.

We hope to hire someone with a strong commitment to building the labor movement through Solidarity and Activism. You will serve as the NWPA ALF Director in a full-time salaried position with pay that will be commensurate with your experience and may range from \$45,000 to \$48,000 annually.

We offer a benefit package after a 30-day probationary period with health insurance that includes vision, prescription and major medical, At nine months you will be eligible for dental coverage. More details of the benefit package will be discussed during the interview process.

To Apply:

Send a cover letter and résumé to Andrew Harkulich, Chair at: nwpaalf@gmail.com, with **Director** in the subject line Please submit by **February 20, 2023**.

WHEN APPLYING: Be sure to indicate that you saw this information at **UNIONJOBS.COM**.

NWPA Area Labor Federation, AFL-CIO
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Faith Leaders Urge Warrior Met to Make a Fair Deal with UMWA Miners

Source: AFL-CIO



UMWA members rally outside Warrior Met.

Faith leaders from across the country expressed solidarity with striking members of the Mine Workers (UMWA) at Warrior Met Coal in Alabama, demanding that the company agree to a fair contract with its employees. While working in extremely dangerous conditions, the UMWA members made more than \$1 billion in sacrifices. Without them, Warrior Met wouldn't even exist. Nearly 150 leaders of various faiths sent a letter calling on Warrior Met to end the strike, which has lasted 22 months.

From the letter: "The workers sacrificed greatly to stabilize the company. But now, in spite of huge profits, the company is destabilizing workers' lives by insisting on substandard wages, benefits, and working conditions. The company is causing the suffering of over 800 families who are not able to pay rent, eat properly, take care of their health, and buy school items for their children, resulting in workers enduring unnecessary hardships for the last 18 months."