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U.S. Supreme Court Closes Courthouse Door For Non-Union Employees: AFSCME Council 13 Prepares For Janus Decision

By Laurie Fisher, AFSCME Council 13 At-Large Vice-President and William Kauffman, AFSCME Council 13 Writer/Media Technician

The United States Supreme Court ruled on May 21st in the *Epic Systems Corp v. Lewis* case that companies may require workers to settle employment disputes through individual arbitration rather than banding together to complain about pay and conditions in the workplace.

With the court's five conservative justices in the majority, the ruling on the case was written by President Donald Trump's appointee, Neil Gorsuch, who is continuing a history of anti-worker legal philosophy. The four dissenting justices said the decision will hit low-wage workers the hardest.

While this case revolved around pay issues, the outcome might also extend to workplace discrimination, pregnan-

cy discrimination, sexual harassment and other disputes if employee contracts specify that they must be dealt with in one-on-one arbitration.

As many as 25 million non-union work-

"This week's ruling is just the beginning of a comprehensive assault on worker's rights,"

ers will be affected by this decision, which represents the first of at least two devastating blows to workers' rights during this session.

Next, the court sets its sights on public sector unions in the *Janus V. AFSCME Council 31* case. If this week's de-

cision is any indication, the court is set to turn the entire country right-to-work in the public sector by overturning the longstanding *Abood v. Detroit Board of Education* case.

"This week's ruling is just the beginning of a comprehensive assault on worker's rights," Council 13 Executive Director David Fillman said.

"Now that Gorsuch and his fellow conservative justices have made it harder for non-union workers to band together, public sector workers are next as the court prepares to rule on the *Janus* case."

A ruling on *Janus v. AFSCME Council 31* is expected by the end of June. Nationwide, AFSCME has been preparing for a decision in *Janus* through its AFSCME Strong campaign. The ongoing three-year campaign is a plan to protect the jobs, financial security and future of AFSCME

(Continued on page 10)

President's Report

By Rick Galiano
Labor Council President

* Please remember that Labor Council's annual picnic meeting will be held on June 19th at Brady Run Park, shelter # 7. The Executive Board meeting will begin at 5:30 PM and a brief membership meeting will begin at 6:00 PM. The Labor Council's 2018 scholarship awardees will be recognized at the membership meeting. An America Needs Jobs Roundtable with Congressman Conor Lamb and picnic will follow the membership meeting. Please look at the flyer at the end of this issue of the UNION BUG for additional details about the Roundtable.

* Jan Carpenter (SEIU 668) and T Berry (IBEW) were appointed to the Beaver County Democratic Committee at the May Executive Board meeting. They join Ed Hill (IBEW), Dan Bosh (USW), Dennis Powell (USW), Dan Nunzir (USW), Mike Cicconi (IAM), Larry Nelson (IBEW), Christ Atsidis (USW) and Bernie Hall (USW) as Labor Council appointees.

* Thank you to Mark Benkart for his excellent work in organizing the June 9 Human Rights Banquet.

* AFSCME Local 2902 sponsored the food and refreshments at the May Labor Council meeting.

For The Record

By Lisa Alexander
Labor Council Recording Secretary

Correspondences reviewed at May Executive Board meeting:

1. Thank you letter from Midland Arts Council for donation.
2. Thank you letter from Allegheny County Labor Council for banquet ad purchase.
3. Thank you letter from the Women's Center of Beaver County for sponsorship of their annual 5/10 k run/walk.

Reports given at May Executive Board meeting:

1. Kerri Theuerl reported that SEIU Healthcare Pennsylvania is a host of the June 11-12 Stand Up for Working People Days of Action in Harrisburg. Persons interested in traveling to the Days of Action by bus should contact Kerri.
2. The Labor Council's June picnic/meeting will be held on Monday, June 18th, at Brady's Run Park, shelter no. 7.

UNION BUG

Published Monthly

An official publication of the
Beaver/Lawrence Central Labor Council

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The opinions expressed in Union Bug articles are those of the author and not necessarily those of the Beaver-Lawrence Central Labor Council or its officers.

Community Services Report

By Mark Benkart
Community Services Chairman

Hello to everyone who follows our monthly newsletter. There were two wonderful events that happened at the beginning of June.

First, there was the United Way of Beaver County's 4th annual Recognition Reception, held at the Club at Shadow Lakes on June 7th. This was a celebration of the United Way's 2017-2018 fundraising campaign. The campaign's goal was set at \$775,000. The final amount raised was \$900,628.

Approximately 300 people attended the Reception, the largest attendance for this event to date. Several awards were presented, including the Labor Award to the Beaver-Lawrence Central Labor Council.

Next year's campaign may be a



USW Local 1211 Vice-President Christ Atsidis spoke at the United Way Recognition Reception on behalf of USW District Ten Director Bobby McAuliffe. Director McAuliffe was a Diamond Sponsor of the Recognition Reception.

challenge due to the possibility of losing some major donors, including First Energy's Bruce Mansfield Power Station and the

Beaver Valley Power Station. Their future is uncertain.



Left: Labor Council Executive Board members attending June 7th United Way Recognition Reception at The Club at Shadow Lakes: (L-R) Vice-President Mark Benkart, President Rick Galiano, Vice-President Howard Thompson, Vice-President Linwood Alford and Trustee Laurie Fisher. President Galiano accepted the Labor Award given to the Labor Council at the Reception.

The second event was the Labor Council's 6th annual Human Rights Banquet on June 9th at the Fez. The keynote speaker was Nina Turner, who is well known nationwide as the President of Our Revolution, a movement created by Senator Bernie Saunders to revitalize American Democracy, empower progressive leaders, and elevate political consciousness.

We were very fortunate to have PA AFL-CIO President Rick Bloomingdale say a few words and introduce Nina. Her speech was powerful and inspired everyone in attendance. The Labor Council presented an award to the Hancock County Education Association for their leadership and courage during the recently concluded West Virginia public school employees strike. Although West Virginia law does not allow public employees to strike, teachers, bus drivers and school maintenance employees joined together in a powerful movement for educational justice: they succeeded in improving their wages and healthcare benefits.

Melanie Donofe, President of the Hancock County Education Association, gave an excellent acceptance speech about the strike and its aftermath. She was introduced by Rosetta Dufalla, PSEA Midwestern Region Vice President, who described how the WV strikers have inspired educational workers across the country to take similar actions for better wages and working conditions, including in Oklahoma, Colorado, Arizona, North Carolina and Kentucky.

Approximately 280 people attended the banquet, including many local elected officials and representatives of organizations that support the work of the Labor Council. Also in attendance were retired IBEW International President Ed Hill and retired IBEW 3rd District Vice-President Don Siegel.

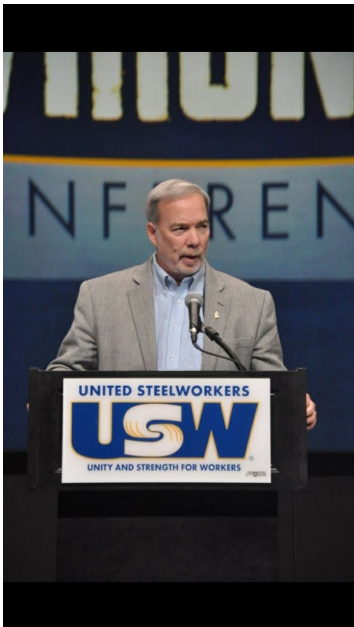
Lastly, I want to give credit to those who helped make the Banquet a success. From the Labor Council were Sara Dudash, Jan Carpenter, Howard Thompson and his wife Mira Thompson, Laurie Fisher, Steve Kocherzat, Lisa Alexander and many others. Also, members of the Moral Mondays Coalition (Beaver County NAACP, Progressive Democrats, Peace Links, and the National Organization for Women) helped with this event. I would especially like to thank Tina Shannon, 12th CD Progressive Democrats President, and Nancy O'Leary, Beaver County Peace Links Chairperson, for their excellent work on this event.

(Please see Page 6 of this issue of the UNION BUG for a pictorial review of the Human Rights Banquet.)

12TH CD USW Activists Attend 2018 USW Rapid Response & Legislative Conference

By Christ Atsidis
USW Local 1211 Vice-President

Activists representing USW Locals in Pennsylvania's 12th Congressional District attended the 2018 USW Rapid Response & Legislative Conference held on May 21-23 in Washington D.C. Rapid Response is the USW's non-partisan, communication and action program that provides the necessary structure to inform every USW member about pending legislation concerning labor and work-related issues.



USW District 10 Bobby MacAuliffe addressing USW Rapid Response and Legislative Conference. 650 delegates attended the conference.

The theme of this year's conference was "Strengthening the Middle Class Through Labor Law Reform." The two pieces of legislation that the conference highlighted are the "Workplace

Action for a Growing Economy (Wage) Act" (S.2143 & H.R.4548) and the "Workplace Democracy Act" (S.2810 & H.R. 5728).

The Wage Act would amend the National Labor Relations Act to provide real monetary penalties like those found in other federal laws. If employers face real penalties, they will respect worker' rights to organize and promote change in the workplace.

The Workplace Democracy Act would modernize laws to strengthen worker power in organizing and prevent anti-union tactics by employers who are trying to prevent workers from exercising their fundamental rights.

Research shows that the decline in union density has contributed to wage stagnation. Union workers earn better wages, have better health care and retirement plans, and are less likely to be injured at work. The Wage Act and the Workplace Democracy Act are bills to grow the economy by improving workers' bargaining power.

The final day of the conference was devoted to lobbying congressional representatives. Our 12th CD activists first visited the offices of Pa.12th CD Rep. Keith Rothfus and Pa. 18th CD Rep. Conor Lamb. Rep. Lamb is running against Rep. Rothfus for the 12th CD seat in the November general election. We told their staff members with whom we met that our union is asking the representatives to co-sponsor the Wage Act, Work-

place Democracy Act and other progressive pieces of legislation such as the Social Security Expansion Act (S.427 &H.R. 1114) and the Butch Lewis Act (S.2147 & H.R. 4444).

We then visited the office of Rep. Keith Ellison (D- MN 5th



Thanking Rep. Robert Brady for support of Labor Movement: (L-R) John Franks, Nick Burns, Tim Fraser, Rep. Brady, USW Local 1211 Vice-President Christ Atsidis; USW Local 1211 President Bart Carr, Jake Neiman

District), who on March 7th of this year assumed first sponsorship of HR 676, the Expanded and Improved Medicare for All Act. We asked members of Rep. Ellison's staff to convey to him our wish that he attend our USW District 10 convention in Atlantic City in August to speak about HR 676.

Our final visit was to the office of Rep. Robert Brady (D-Pa. 1st District) to that him for his support of the Labor Movement during his Congressional tenure. Rep. Brady will retire at the end of this legislative session in December.

AFGE Local 2028 Rallies Against VA Privatization

By Rev. Paul Dordal
AFGE Local 2018

On May 17th, almost fifty veterans, members of AFGE Local 2028 and supporters from other AFL-CIO unions and organizations rallied in front of Pittsburgh's Grant Building (where Senators Toomey and Casey both have offices) to demand the end of the privatization of the Veterans Health Administration and to fully fund and staff the VA.

AFGE Local 2028 leadership is engaging the rank and file to renew their fighting spirit. That's why the Local's members with their leaders showed up to stand against the privateers and the union busters.



Nick Johanningmeir, IAM District 98 organizer and former Northwest Pa. ALF staff representative, at May 17th AFGE Local 2028 Anti-Privatization Rally.

Rousing speeches were made by several veterans and members of AFGE. AFGE Local President Colleen Evans said, "... it offends me that we are attend-

ing yet another rally to defend veterans' healthcare. The assault on veterans' healthcare is very treacherous and it is very real. The private sector is not equipped to meet the challenges of our Veterans."

Jessie Medvan, President of Veterans for Peace, Chapter #47 said, "The VA is a unique system that not only cares for veterans but also employs many veterans. Veterans need to have an optimal, functioning VA so that their complex needs can be met."

Phil Glover, national vice-president for AFGE District #3 said, "We have to get Senator's Casey and Toomey's attention on these issues. They are pushing people to the Choice program, and we know that the Choice program is not working."

The May 17th rally was not a one-time event. The fight to save the VA and to stop the union busting activities of the privateers has just begun. A retired union friend of mine who came to the rally said afterwards, "I made a good living, I have a good pension, I have good healthcare, and I didn't have to fight to get all that.

Others before me fought in the streets and on the picket lines. But unless we start fighting again, we are going to lose it all."

The fighting union must return. The days of depending on lobbyists, lawyers, and politicians is over. It's time to take it to the



Rally participants in front of main entrance to Grant Building.

streets again; it's time for the rank and file to reengage. It's time to regain our fighting spirit. Let's take our cue from the recent teachers' actions who have won huge victories over the last several months.

Yes, the struggle will be hard. Yes, the fight might be long. But if we fight, we will win. If we struggle, we will overcome. If we stand together in solidarity, a new day will dawn. Our veterans will be cared for because the VA will be fully-funded and our VA workers will once again be recognized for the great work they are doing!

Human Rights Banquet



Pa. AFL-CIO Secretary-Treasurer gave follow up remarks after Nina Turner's keynote speech. His remarks focused on the practical importance of voting for AFL-CIO endorsed candidates in the November general election.



Pa. AFL-CIO President Rick Bloomingdale introducing Nina Turner. President Bloomingdale also commended the Labor Council for its efforts through it six Human Rights banquets to strengthen the links between the Labor Movement and the Civil Rights Movement and other groups sympathetic to the Labor Movement.



Hancock County (West Virginia) Education Association President Melanie Donofe giving a summary of the 2018 West Virginia education employees strike at Human Rights Banquet. Looking on are (l-r) PSEA Midwestern Regional Vice President Rosetta Dufalla, who introduced Melanie Donofe, and keynote speaker Nina Turner.



2018 Beaver-Lawrence Central Labor Council Human Rights Banquet keynote speaker Nina Turner receiving an award plaque from Labor Council Community Services Committee Chairperson Mark Benkart as Labor Council President Rick Galiano looks on. President Galiano in his welcoming remarks to the banquet attendees thanked Ms. Turner for her lifetime advocacy for human rights. He noted that she would be "speaking tonight on the important topic of voting rights, which is particularly crucial to a movement such as ours, because we depend on our government of democratically elected representatives for our existence as an organization."

Join us on June 18 to ask Congressman Conor Lamb to stand with working people to unrig America's economy. It's time for America's leaders to do everything in their power to turn low-wage jobs into the good, union jobs our families and communities need.

See the flyer at the end of this issue of the UNION BUG for more information.

AMERICA NEEDS UNIONS
Roundtable with Congressman Conor Lamb
as part of the Beaver County Labor Council Annual Picnic

Monday, June 18 - 6:00 PM
Brady's Run Park - Shelter 7
Beaver Falls, PA



Four Refreshing Union-Made Soft Drink Brands to Keep You Cool in the Summer

Submitted by Jody Kohser,
Labor Council
Union Label Committee

Few things taste as good on a hot day than a cold soft drink. And they taste even better knowing that they are made by people who have the backing of a union contract. Here are four of our favorite brands.

Coca-Cola

Unions: UFCW Local 8D, 636, 1445 835, 513, 27, 1976, and 1096; RWDSU-UFCW Various Locals; and IMAW Various Locals



Dr. Pepper

Unions: IBT Local 683 and UFCW Local 400



Pepsi

Unions: UFCW Local 6, 27, 431, 513; RWDSU-UFCW Local 125, 513, 1096; IBT Various Locals; and IBEW Local 3, 134



Sprite

Unions: UFCW Local 8D, 636, 1445; RWDSU-UFCW Various Locals; IMAW Various Locals; USW Various Locals; and IUPAT



In Brief

Linwood Alford, Labor Council Director of Civil Rights and Economic Justice, served as master of ceremonies at the May 26th ceremony in Beaver Falls renaming Memorial Park in honor of Calvin Smith, a city resident who served as a lieutenant with the Tuskegee Airmen during World War II. The Labor Council was a sponsor of the ceremony.



IUPAT GP KEN RIGMAIDEN SPEECH TO PA AFL-CIO CONVENTION: “WE WILL CONTINUE TO FIGHT FOR ALL WORKING PEOPLE!”

Editor’s Note: Below is the speech given by IUPAT General President Ken Rigmaiden to the April 10th general session of the 43rd Pa. AFL-CIO Constitutional Convention:

“First of all, a big round of applause for my friends President, Richard Bloomingdale and Secretary Treasurer Frank Snyder. Congratulations on your recent, overwhelming victory in Pennsylvania’s 18th congressional district and hard work in relieving a lot of anxiety and doubt about what can be achieved when working men and women come together to have their voices heard.

Now, I would be absolutely remiss, if I didn’t give a shout out to the AFL-CIO political team and IUPAT’s own Giles Ginko. Especially in the case of newly elected Representative Conor Lamb, whose campaign overcame tremendous odds, in a district where Trump won by 20 points.

Brothers and Sisters, your voices were heard, loud and clear! The path to victory has always been a strong, local member-to-member campaign lead by teams of individuals who are not afraid to roll up their sleeves and put feet where we need them...on the street!

Voter data can support a campaign, but nothing will ever replace personal relationships with Union members and for that, we thank you Giles!

I would also like to commend my IUPAT DC 57 affiliate Business Manager Rocky

DeStefano on the hard work he has consistently put in on our behalf.

Whether, “Feet on the Street” for a candidate that not only supports union values but backs those promises up with action, or standing up for workers and educating members on the issues that affect each and every one of us every day, he sets the example that we all aspire to follow.



IUPAT General President Ken Rigmaiden addressing the April 10th general session of the 43rd Pa. AFL-CIO Constitutional Convention in Pittsburgh

We must recognize the relationship between politics, legislation and organizing. That it is a cycle intended to benefit one another and move all of our initiatives forward. We must ensure that our leaders are educated on how that cycle works and can articulate the program to our members.

The front-line messengers of our movement!

Now I’d like to begin today with a couple of questions, who are today’s workers and how have we evolved to meet the needs of a growing, evolving workforce? Has our out-

reach into the communities that seek opportunity evolved with them? Has our training and advocacy changed as innovation has changed the work?

The theme of this event as I understand it is “Fighting for Today’s Workers into Tomorrow’s Workplaces”. In my industry, the construction industry, we are affected by technology and automation as much as anyone else is, but what I really want to touch on is language. Our counterparts in the development community have been working with contractors to develop highly effective language with the intent to devalue the labor market. Terms like “innovative bidding” and “value engineering” are marketing devices used to lower wages, gerrymander markets and essentially undermine the ability for union contractors to remain competitive.

On the other hand, you have rhetoric like “skills gap” and “labor shortage” being pushed by conservative media outlets and politicians funded by contractors and business to describe a lack of workers in any given market. What they are really looking for and strategizing around discounted labor. It shouldn’t be hard to connect the dots and see how unorganized workers, through fear and intimidation, coupled with a push to deregulate apprenticeships and the labor market is all

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IUPAT GP KEN RIGMAIDEN SPEECH TO PA AFL-CIO CONVENTION

(Continued from page 8)

about disrupting union density for the sole purpose of increasing profit.

Well, we are going to get a little disruptive ourselves, aren't we?

In our experience as the Painters and Allied Trades, we have seen our demographics grow in ways you would expect and have changed our Organizing methods to be more educational. The underground economy has wreaked havoc on our industry through misclassification, wage theft and the exploitation of immigrant workers, trying to put food on the family table just like the rest of us.

There are attacks on documented workers as well; ending DACA and Temporary status will only serve to exacerbate the issue, forcing hundreds of thousands of workers back into the shadows, undermining economic development and opportunities for more of us who benefit from bargaining collectively.

But that's really the point isn't it?

Again, we must ensure that from leadership down, we are educated enough on the issue that we can repeat that message to the public.

What I see happening, is not the defeat of the spirit in the movement or the silencing of the people but rather the power of reigniting that movement. Adversity has brought out of us what has laid dormant for too long. It is time to reconvene that table, understand our enemies and re-educate our allies!

I point to Georgia where we are lifting up a "Time Worked, Time Paid" campaign, educating our

membership, exploited workers and the public on the rampant wage theft that is driving down economic development and upward mobility from Philadelphia to Los Angeles and everywhere in between.

TIME WORKED, TIME PAID!

In NYC, where a movement of rank and file union construction workers, fed up with the games and strategies designed to shut them out of work banding together regardless of trade or affiliation, to fight back against developers who use powerful connections and communications to bring in low road contractors that benefit from the business model of exploitation.

That campaign is simply **COUNT ME IN!** Enough is Enough. **COUNT ME IN!**

We've connected those dots and throughout my tenure as General President, I've seen the hard work of our organizing and political departments. I've seen the power of building relationships with worker centers, immigrant advocates and vocational schools.

We know what we can accomplish when we educate and fight for all workers, in all industries, regardless of race, gender or status. Our New Labor Movement cannot be about separation, it must be about education, communication and mobilization!

For those of you, who have relationships with the politicians that we help elect; hold them to the promise of standing with us and speaking up for us!

If America is in fact the "Land of Opportunity" then we demand opportunity! The opportunity to determine the paths our lives take through collective bargaining, the opportunity to climb out of poverty and live our lives with dignity

and respect rather than remain captive through intimidation and debt! We are no longer asking for hope and change, we are demanding action!

Now before I leave you today, I want to share a small piece of my story in the hopes that you share your own in the conversations around who we are in the days and months that follow. I am a strong believer that when we share our personal stories we connect to the experiences of all workers.

I started building this life in the movement over 40 years ago coming up through the ranks, working long hours with my hands, earning a meager but fair wage because I was afforded an opportunity to learn a craft and negotiate my worth.

Last week I had the opportunity of my career, better yet, my lifetime, to march in Memphis alongside the most recognized labor, political and civil rights leaders in modern times, but more importantly, I got to march alongside members, young people and newly emerging movements from across the country. #MeToo, #NeverAgain, #BlackLivesMatter, groups who have articulated their message almost enigmatically. That was the feeling I was looking for, that feeling we as the labor movement so desperately need the feeling of reigniting. If we are to build, if we are to win, we must reignite this movement by engaging youth and their amazing diversity on their terms! How powerful we will become!

My name is Ken Rigmaiden and just like you, I am proud to be a member of the AFL-CIO, The IUPAT and we will continue to fight for all working people!"

BEAVER/LAWRENCE
CENTRAL LABOR
COUNCIL



We're on the Web:
pa.aflcio.org/349

Calendar of Events

- 06/18 Beaver-Lawrence Central Labor Council Executive Board and membership meetings/Picnic: Executive Board - 5:30 PM; Membership – 6:00; to be followed by America Needs Union Jobs Roundtable with Congressman Conor Lamb and picnic; Brady's Run Park, Shelter No. 7. See America Needs Union Jobs flyer at end of this issue of the UNION BUG.
- 06/18 Beaver County Building Trades Apprenticeship Readiness Program Begins; see flyer at the end of this issue of the UNION BUG
- 07/16 Beaver-Lawrence Central Labor Council Executive Board and membership meetings: Executive Board - 6:00 PM; Membership – 7:30 PM; IBEW 712, Vanport.

AFSCME Council 13

(Continued from page 1)

members.

In Pennsylvania, AFSCME Council 13 is stepping it up more than ever to prepare for what's to come. Council 13 is reaching out to its members on a one-on-one level. Member volunteers are knocking on the doors of their union brothers and sisters to educate them about the threats that we are facing and what we can do about these threats. It gives the members firsthand knowledge that AFSCME has their back.

AFSCME will soon be coming to Beaver and Lawrence Counties. That's a lot of doors to knock on, but we are AFSCME STRONG and we never quit.



Public employees standing up against Janus at the Stand Up for Working People Days of Action in Harrisburg on June 11-12. Pictured is a rally inside the state capitol building.

Calendar of Events submissions must be emailed to Jody Kohser, Calendar of Events Coordinator, at jkohser@verizon.net, by 6:00 p.m. on July 9th to be considered for publication in the July 2018 Issue of the **UNION BUG**.



Everyone who works hard should be able to make ends meet. But too many people in Beaver County are working longer hours for lower wages because billionaires and the politicians have rigged the economy. While they get tax breaks, skyrocketing profits, and millions in CEO pay, the rest of us end up with poverty-wage jobs.

That doesn't happen by accident – it happens because working people don't have the power in numbers to fight back. But when workers join together in unions, we all win. We can raise wages and create balanced, inclusive growth. We can build strong communities where everyone has the opportunity to thrive.

Join us on **June 18** to ask **Congressman Conor Lamb** to stand with working people to **unrig America's economy**. It's time for America's leaders to do everything in their power to turn low-wage jobs into the good, union jobs our families and communities need.

AMERICA NEEDS UNIONS

Roundtable with Congressman Conor Lamb

as part of the Beaver County Labor Council Annual Picnic

Monday, June 18 - 6:00 PM

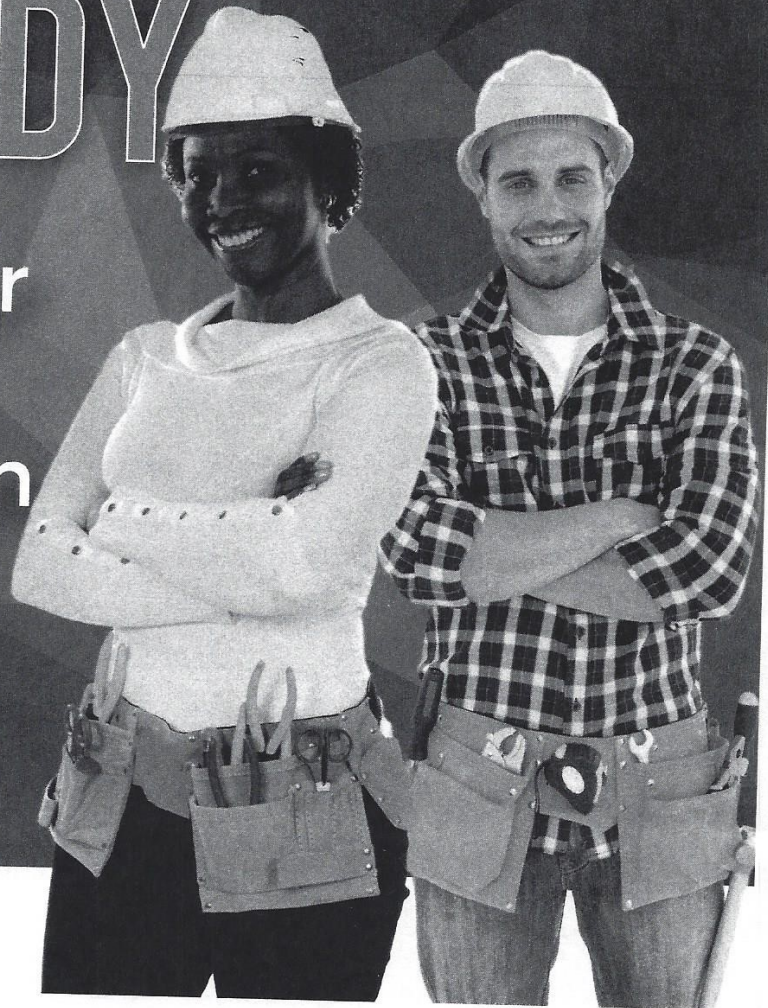
Brady's Run Park - Shelter 7
Beaver Falls, PA



For more information, contact Silas Russell at 724-988-9166

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June 18 - July 13 (Monday-Friday)

8:00 a.m. - 4:30 p.m. • CCBC

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- Interaction with 16 building and construction trade unions
- Several Joint Apprenticeship Training Center tours and visits
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- **CLASSES ARE FREE**

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- Valid driver's license & access to personal transportation
- High school diploma or GED
- Ability to perform physical work
- Pass drug & alcohol test/criminal background check

* Schedule subject to change

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and the Beaver County Career & Technology Center.

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