

Hempfield Area School District & Education Association Win Smiy Award



Pictured at award presentation: George DeCaro, HASD Personnel Director; Heidi Petrosky, WCALMC Executive Director; Ron Aiello, WCALMC Labor Co-Chair and retired PSEA Regional Field Director; Louis Lazaro, Congressman Murphy's Westmoreland County Director; Paul Smiy, WCALMC Past Co-Chair and Chairman Emeritus of the Elliott Company; Kathie Harrison, HAEA Vice President; and Dr. Wayne Doyle, HASD Superintendent

Co-Chairs:

- *Ron Aiello, Pennsylvania State Education Association*
- *Tom Balya, Westmoreland County Commissioner*
- *Christopher Masciantonio, United States Steel Corp.*

Treasurer:

- *Lauren Farrell, Westmoreland County Community College*

Secretary:

- *Robert Lavelly, Utility Workers Union of America #102*

Executive Director:

- *Heidi Petrosky*

Board of Directors:

- *Melanie Archangelo, PA Bureau of Mediation*
- *Dwane Burns, Plumbers & Pipefitters #354*
- *Louis D'Emilio, PA Bureau of Mediation*
- *Chuck DeVault, Timken Latrobe Steel Co.*
- *Robert Ditillo, Federal Mediation & Conciliation Service*
- *Dr. Wayne Doyle, Hempfield Area School District*
- *Dr. Steven Ender, Westmoreland County Community College*
- *Todd Faulk, Allegheny Energy*
- *Ernest Gigliotti, Int'l. Brotherhood of Teamsters #30*
- *Michael Hartung, Greater Westmoreland County Labor Council*
- *Kathy Jellison, Service Employees Int'l. Union #668*
- *LuAnn Judice, Hempfield Area Education Association*
- *Herman Porter, Elliott Company*
- *Paul Smiy (Honorary), Smiy Family Foundation*
- *Robert Sommers, Greater PA Regional Council of Carpenters*

Hempfield Area School District and the Hempfield Area Education Association were named as the first honorees of the Smiy Award for Labor-Management Cooperation. The committee's co-chairs and Mr. Paul Smiy presented a plaque to the labor-management team at the annual holiday reception held on December 7, 2005, at Lakeview. Accepting the award on behalf of the school district and the education association were Dr. Wayne Doyle, Superintendent, and Kathie Harrison, HAEA representative.

Over the past seven years, the school district has seen a drastic reduction in the number of grievances filed. In the 1998-1999 school year alone, 19 grievances were filed. Since that time (1999-2004), only four grievances were filed, none of which went to arbitration. The

school district currently consists of 469 employees in its bargaining units, and the current teachers' contract expires on August 31, 2006.

Much of the change in "philosophy" can be attributed to both the administrative and association leadership, which together created an atmosphere of trust and cooperation. The current Superintendent, Dr. Wayne Doyle, adopted an open door policy, of which the employees do take full advantage. In-house labor-management committees, in the form of a Liaison Committee, a Supplemental Contract Committee, and regular "Administrator & Association" Meetings have also improved the work environment and have dramatically increased positive communication between the administration and bargaining units.

Educators and administrators work cooperatively on mentoring programs and on the adoption of new textbooks and programs. They also completed a joint project to restore the Harold #8 one room school-house, which provides students with an opportunity to experience what school was like in the "olden days."

The Association also participates in the Hempfield Township Community Days, the hospital book drive, and the "shattered dreams" program, which donates books to children who have lost a sibling. In addition to donating to the United Way, the Greensburg YMCA, and the Westmoreland County Blind Association, HAEA also provides a \$1000 scholarship to a graduating senior each year.

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WCALMC Hosts Fourth Annual Economic Development Seminar

The Westmoreland County Area Labor-Management Committee hosted its fourth annual countywide economic development seminar, entitled "Westmoreland County: State of the Economy IV," on Tuesday, November 15, 2005.

Panel members represented a variety of local organizations closely linked to economic development in the region and included: Tom Balya- Westmoreland County Commissioner, William Ceriani- Center for Workforce Information & Analysis, Alexander Graziani- Smart Growth Partnerships of Westmoreland County, Dr. Andrew Herr- Saint Vincent College, Deputy Secretary Robert O'Brien- Pennsylvania Department of Labor & Industry, John Skiavo- The Economic Growth Connection of Westmoreland, April Steffey- Westmoreland County Industrial Development Corporation, and William Thompson- The Westmoreland-Fayette Workforce Investment Board.

Several key points were made during the two-hour seminar, which focused on the local economic outlook as compared to the state and national averages. William Ceriani, PA Center for Workforce Information and Analysis, stated that Westmoreland County is doing a bit

better than Pennsylvania and the U.S. in terms of recovering from the 2001 recession, and wages have not experienced as much adverse effect as employment. Westmoreland County is also outpacing the commonwealth in job growth. The most significant job loss in the County has been in the manufacturing sector, which lost approximately 5,000 jobs between 2001 and 2005.

John Skiavo from the Economic Growth Connection also commented on the importance of improving transportation, in order to entice new businesses to locate within the County. Skiavo noted that over \$150 million will be spent on transportation projects in the 2005-06 fiscal year. Of those investments, the Laurel Connector/Laurel Valley Transportation Improvement Project was noted as a key component in upgrading the local infrastructure. The connector will provide a more direct route between the New Stanton/Sony area and the county airport.

Alex Graziani from the Smart Growth Partnership provided the audience with an overview of the County's comprehensive plan for Unity Township and the Route 30 corridor. The plan focuses on sound land use with a practical combination of residential and com-

mercial areas centered around a safe and efficient transportation corridor. With a median home sale price of \$307,000, Unity Township is an important growth area for Westmoreland County.

The County's economic development leaders also spoke of the creation of the "Westmoreland Development Council," which will encompass all of the private and public sector development agencies under one roof. This partnership is aimed at creating a more efficient and "user-friendly" system within the County, where resources can be shared and projects completed using a team approach to economic development.

Approximately forty people attended the fourth annual seminar, which is open to both WCALMC members and the public at large.

Anyone interested in attaining more information about local and state workforce statistics may access a wealth of valuable information via the following website:

www.paworkstats.state.pa.us

LABOR-MANAGEMENT LETTER

The official letter of the Westmoreland County Area Labor-Management Committee

Heidi Petrosky,
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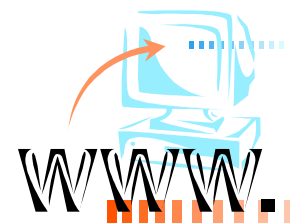
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Save the Date...

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WCALMC Golf Outing
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PUBLIC POLICY SECTION:

Governor Rendell Launches Energy Initiative To Support Manufacturers & Continue Job Growth

Recently, Governor Edward G. Rendell, joined by leaders from manufacturing and labor, launched a bold new initiative – EDGE -- Energy Deployment for a Growing Economy -- to support Pennsylvania's manufacturing firms by providing low-cost, cleaner fuel, and furthering the state's solid leadership in creating homegrown energy solutions.

"This new initiative is designed to help Pennsylvania import jobs and not fuel. It is a homegrown solution to keeping jobs and investment in the state," Governor Rendell said. "We are joining with business, labor and environmental leaders to create a unique energy solution that will enhance our competitiveness at home and in global markets while protecting our environment."

"Pennsylvania continues to work to reshape America's energy future," Governor Rendell added. "Our plan is to use new technology to provide a more affordable energy source for our manufacturers. We want to clean and modernize the state's energy infrastructure and Pennsylvania is prepared to help by providing financial and regulatory incentives," the Governor added. "We want to encourage investments that will make our energy supplies cleaner, cheaper and more reliable."

Governor Rendell's EDGE initiative promotes advanced coal gasification technology that gasifies coal to produce an array of products, including synthetic gas, which can be used to make chemicals and consumer products, synthetic natural gas to heat homes, transportation fuels or electricity. Plants that make all of these products at once are referred to as "polygen" plants.

FINANCIAL AND REGULATORY INCENTIVES

To support his EDGE initiative, Governor Rendell has proposed:

- Priority funding through the Pennsylvania Economic Development Financing Authority (PEDFA) and the Pennsylvania Energy Development Authority (PEDA) for advanced coal gasification plants.
- Allowing long-term contracts between project owners and customers, including electric utilities, for gas or electricity product. Such long-

term agreements will be crucial in obtaining financial investment for the projects.

- Permitting synthetic gas producers to operate without the burden of utility regulation when they serve and sell to limited purchasers such as chemical, manufacturing or industrial facilities. Without such a distinction, the producers would face a host of complex and costly regulations that are necessary when a company sells to the public.

- Ensuring that electricity produced by these plants will be subject to the pricing and cost-recovery provisions of the state's Alternative Energy Portfolio Standard (Act 213). This will allow utilities involved in developing or owning these plants to recover relevant costs to support their investment.

"EDGE helps to ensure that we will have vastly cleaner air and increased generating capacity," Governor Rendell said. "Utilities have to make decisions now on these plants. Without this initiative, I am concerned we will only marginally improve air quality while potentially imperiling our economy if plants are shut down and not replaced."

MESSAGE FOR WALL STREET - BROAD INDUSTRY SUPPORT, AND A NEW COALITION

Governor Rendell also underscored that he understands the realities of project financing and is sensitive to what Wall Street needs to see in order to put money into new, costly energy infrastructure.

"The market demands risk mitigation on key aspects of energy projects," Governor Rendell said. "With the business leadership of Pennsylvania, we can give Wall Street the assurance necessary that doing business in our commonwealth is profitable and promising."

Specifically, the Governor noted that private financiers will want to know that there is a long-term coal supply available to fuel the plants, that the makers of the coal gasifiers stand behind their technology and guarantee its performance, and that there will be customers for the gas or electric product that will be produced.

CONSOL Energy Inc. and Foundation Coal Holdings Inc., two leading owners of coal re-

sources in Pennsylvania, joined the Governor to assure the market their willingness to supply coal under long-term contracts in order to see coal gasifiers take off in Pennsylvania under the EDGE initiative.

Two of the leading manufacturers of gasification technology also joined the Governor in support of EDGE. Shell Oil Co. and General Electric Co. assured Wall Street that they stand behind the performance of their technology. Additionally, U.S. Steel Corp. joined the Governor and announced efforts to bring together a coalition of Pennsylvania manufacturers that have been hit hard by soaring natural gas prices and are interested in seeing substantially cheaper synthetic gas alternatives come on line. Specifically, U.S. Steel will launch a "Pennsylvania Manufacturers for Coal Gasification" effort to rally businesses in the commonwealth willing to work with coal gasification project developers and bring the new resources on line.

ENERGY FACTS

- Some 8 percent of Pennsylvania's generating capacity comes from coal-fired power plants that are small (less than 250 megawatts) and old (30 years old or older), and therefore potentially not of substantial enough economic value to justify the cost of installing air pollution control technologies such as scrubbers.

- Coal gasification plants operate by turning coal into gas and removing the impurities from that gas before it is combusted. The gas can be sold directly to industrial off-takers, used to generate electricity or turned into synthetic natural gas to supplement traditional natural gas supplies. It also can be liquefied into transportation fuels.

- Coal gasification plants also operate more efficiently and, because they gasify coal instead of burning it, achieve much better pollution reduction. This results in lower sulfur dioxide, nitrogen oxide, toxic compounds, particulate matter and mercury emissions. Clean-coal facilities use 30 percent less water and reduce solid waste by as much as 50 percent of a conventional coal plant.

For additional information, contact Kurt Knaus at the DEP at (717)787-1323.

December 7, 2005 Annual Holiday Reception



Elliott Company executives proudly support Paul Smiy during the awards ceremony.

Workforce development representatives from the PA CareerLink Westmoreland and the Westmoreland-Fayette Workforce Investment Board enjoy a festive night out.



Various committee members gather to socialize. Organizations represented here include: PSEA, HASD, United States Steel Corp., WCCC, Plumbers & Pipefitters #354, the Greater PA Regional Council of Carpenters, and UPMC Health Plan.

Letter From the Co-Chairs

As we compose this letter, it is hard to believe that another year has flown by. 2005 represented a busy year for the Westmoreland County Area Labor-Management Committee. In addition to our 8th annual golf outing in July, the 4th annual economic development seminar in November, and our annual holiday reception in December, several new additions appeared on the calendar this past year.

The highlight of last year's programming featured a seminar on the economic impact of trade with China, co-sponsored by WCALMC, the CareerLink Westmoreland, and the WCIDC. The seminar focused on a number of issues related to trade with China and its impact on the American workforce and business climate. The seminar was well attended and received numerous favorable remarks. Audience members have even requested a "part II" to this seminar, which would include the latest trends and government response to current trade issues.

Our partnership with the CareerLink Westmoreland and the WCIDC has really taken off, enabling us to offer several joint educational opportunities each year. Last year's seminars included topics on such issues as unemployment compensation and manufacturing grants. Additional seminars are planned for 2006, including topics on labor law and other timely issues.

Members also participated in a negotiations workshop last April and attended an "On the Move" Meeting in October at C.H.&D. Enter-

prises, Inc. Carol Brady hosted the meeting and shared a plethora of detailed information about the construction industry and the "art" of bidding a road project. It was interesting to hear a female business owner's perspective and learning about the unique challenges women often face in the construction industry.

Finally, the Executive Director, Heidi Petrosky, has been working in close cooperation with three of the ALMC's in Western Pennsylvania to apply for an incumbent worker training grant that would support electrical and mechanical maintenance training for the local steel industry. If approved, this grant would provide \$800,000 in training monies to enhance the skills of existing workers and give the steel companies involved in this endeavor the edge they need to compete in a global market.

The Executive Director has also been working with the Westmoreland Fayette Workforce Investment Board to secure funding to create an industry partnership in the building and construction trades industry. This grant will enable industry leaders to join forces to identify specific training and workforce needs, as well to address other challenges the industry is facing. Once identified, the partnership will work cooperatively to find solutions to the problems they face.

As we look forward to 2006, several projects are already taking shape. In addition to our annual events, the Western Pennsylvania ALMC's are planning a spring seminar on the implementation of Maglev technology in the

manufacturing sector. The committee plans to partner with the Three Rivers ALMC to hold a seminar on pension plans. The ALMC's will also continue to work in close cooperation to attain training funds and other sources of funding aimed at assisting our members.

Also on the horizon is a spring seminar (topic to be determined). To round out the educational opportunities available to our members, please keep in mind that the annual IUP Labor-Management Conference will be held in April, and the FMCS National Labor-Management Conference will be held in Chicago this August.

Westmoreland County continues to present opportunities and challenges for labor and management. In 2006, our committee will continue to focus on our primary mission of promoting economic development through labor-management cooperation.

We look forward to membership growth and partnering with the County's local, state, and federal policy makers to further advance our goals. As always, we welcome your input on how we can best serve our County's interests.

Sincerely,

Ron Aiello, Labor Co-Chair
Tom Balya, Government Co-Chair
Christopher Masciantonio, Management Co-Chair

Smiy Award (Continued From Page 1)



But most importantly, the success rate of the students proves that both labor and management are working together to accomplish their goal: providing a quality education to every student that passes through their doors. Over ninety percent of graduating seniors enroll in some type of post-secondary education and receive over 2.5 million dollars in scholarships.

Both parties have shown true dedication to providing the best education possible for their students, while also creating a hospitable work environment for all employees.

The Smiy Award is presented annually to labor and management groups that emulate the work done by Mr. Paul Smiy, founding member of WCALMC and Chairman Emeritus of the Elliott Company in Jeannette, PA. Mr. Smiy

rose from the ranks of the USWA to become Chairman of the company and is credited with saving the company, and hundreds of jobs, at a crucial point in its history. In addition to his role with the Elliott Company, Mr. Smiy is known as a caring philanthropist who donates his money, time, and talents to numerous organizations throughout Westmoreland County.