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STAND UP! FIGHT BACK!

The Fight for Workers Rights Continues

May Day and Labor Day

By Charles McCollester

In 1881, the American Federation of Labor was founded in Pittsburgh as the Federation of Organized Trades and Labor Unions of the United States and Canada. It changed its name to the AFL in 1886. It was an organization of skilled trades and believed in the strike as a weapon of economic advancement. Its great rival was the Knights of Labor that believed in broadbased political reform and cooperatives. The Knights experienced a great surge of membership in the 1880s but faded because of the anti-trade union and anti-strike attitudes of some of its leadership.

With slogans like "Our Field the World. Our Cause Humanity," and "An injury to one is an injury to all," the Federation's preamble boldly proclaimed: "Whereas a struggle is going on in the nations of the civilized world between the oppressors and the oppressed of all countries, a struggle between capital and labor, which must grow in intensity from year to year and work disastrous results to the toiling millions of all nations if not combined for mutual protection and benefit...a union founded upon a basis as broad as the land we live in, is our only hope."

Despite its excellent start, the organization initially declined because individual trades and organizations were reluctant to fund the umbrella organization. At the 1884 meeting of the Federation in Chicago, attendance had sharply declined, but two proposals inspired by the socialist Peter J. McGuire, General Secretary of the Carpenters Union were passed that changed labor history. McGuire called for a holiday honoring workers to be held on the first Monday of September and inaugurated the first Labor Day parade of 10,000 workers down Fifth Avenue in New York City that year. The Federation urged all cities and states to follow suit and many did. In 1894, a national holiday was adopted by Congress and signed by President Cleveland.

However, a second resolution passed at the Chicago convention would have global impact. The Eight Hour Day movement mobilized millions of workers in the 1880s with the slogan: "Eight hours for work; eight hours for rest; eight hours for what we will." A number of states and the federal government passed eight-hour legislation for their employees, but the legislation was poorly enforced and rarely covered private sector employees. The Carpenters introduced a resolution fixing May 1, 1886 as the time for a simultaneous assertion by workers at all job sites to simply leave work after eight hours. McGuire asserted: "If you want an Eight-Hour law, make it yourself...We want an enactment by workingmen themselves that on a given day eight hours should constitute a day's work and they ought to enforce it themselves."

While the leadership of the much larger Knights of Labor opposed a May 1st general strike, the rank-and-file membership was much more supportive. The most aggressive surge of worker militancy was in Chicago. There, anarchist Social Revolutionaries were initially opposed: "To accede the point that capitalists have the right to eight hours of our labor is more than a compromise, it is a virtual concession that the wage system is right." However, sensing the groundswell of support by the working class, the left radicals threw themselves into the struggle. It is estimated that 350,000 workers responded nationally to the call and many workers gained a reduction of hours as a result of the ferocity of the struggle. It is generally true that labor has suffered many more defeats than victories, but the intensity of key historic struggles has raised the living standard of all workers as the system accommodates to survive.

In Chicago, violence erupted at the McCormick Reaper plant where the eight-hour action triggered a lockout and police attacks on demonstrators. A permitted rally was held in Haymarket Square and anarchist speakers addressed the crowd peacefully. The crowd was dispersing in a rainstorm when it was attacked by 180 police marching into the crowd in military fashion. Once an order was read to disperse, a bomb was exploded and six police were killed or wounded so severely they died later. The police opened fire on the crowd killing an unknown number and wounding 200.

Hundreds were arrested and eight anarchist leaders, including Albert Parsons and August Spies, were tried for murder even though none of them were in the crowd when the bomb exploded. Four were eventually hanged despite a massive international movement for their release. All sectors of the international labor movement, anarchists, communists and socialists united around the May 1st date as a symbol of the international solidarity of labor.

On a personal note, in 2008 I participated in a Mayday March in Hong Kong where 10,000 Indonesian, Filipino, Malaysian and other mostly foreign service workers marched to protest their lack of human and labor rights under the so-called Communist regime. Mayday is a day rooted in the struggle of workers asserting labor rights from below, not about military parades flying red flags.

Charles McCollester is the President of the Battle of Homestead Foundation. Information in this article comes from History of the Labor Movement of the United States, Philip S. Foner, vols. 1 and 2.



On May Day 2012, over 400 Pittsburghers marched through the streets of Downtown Pittsburgh in solidarity with all workers.

Photo: Tom Jefferson

The New May Day-IMMIGRANT RIGHTS

By Guillermo Perez

On May 1st, 2006 millions of immigrants and their supporters took to the streets across the United States to protest a bill passed by the U.S. House of Representatives criminalizing the undocumented. The bill never went beyond the House but every May 1st since 2006 labor and community activists have mounted public demonstrations calling for reform of our broken immigration system and an end to the workplace raids and deportations that have terrorized immigrant communities.

This May 1st, 2013, we take to the streets again, but this time with the fervent belief that comprehensive immigration reform is finally within reach. The racist and xenophobic rhetoric of those on the right who passed state laws intended to deny undocumented immigrants basic civil and human rights have suddenly found themselves politically marginalized by the results of last November's election. Hispanic and Asian American voters, the two largest communities with close cultural ties to the undocumented population, overwhelmingly rejected a Republican nominee who endorsed an immigration policy of racial profiling and harassment of immigrants. Immigration reform ranked among the top policy issues for Hispanic and Asian American voters in 2013. The election results have prompted many political leaders in the Republican party to take notice of the multi-racial coalition that re-elected the president with the goal of reversing the party's poor image among people of color by, among other things, embracing some form of legalization for the country's estimated 11 million undocumented immigrants.

For progressive labor activists, the plight of undocumented immigrant workers has been of primary concern

going as far back as the late 1980s when unions like the Service Employees International Union (SEIU) and Hotel and Restaurant Employees International Union (HERE, now UNITE-HERE) launched aggressive organizing campaigns among low wage service sector workers, many of whom were undocumented and therefore vulnerable to threats of deportation in retaliation for their organizing activities.

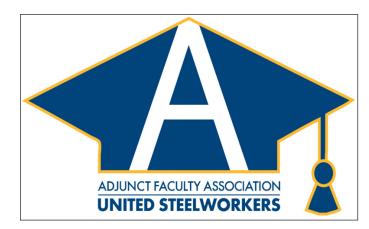
In 2000, these organizing unions were successful in pressuring the AFL-CIO to reverse what had been organized labor's century-long opposition to immigrant labor by formally endorsing a program of legalization for the country's undocumented. If these workers could be free of the threat of deportation, labor leaders believed they would be even more likely to join unions. The evidence to support this can already be seen in the striking statistic recently released by the federal Bureau of Labor Statistics (BLS) indicating that though organized labor suffered an overall decrease in membership of 400,000 in 2012, the number of Asian and Hispanic union members actually increased by 45,000 and 156,000, respectively.

Now, in 2013, organized labor is leading the campaign to win a comprehensive immigration reform - a reform that will not only legalize the status of millions of undocumented immigrants and provide them with a path to citizenship, but also establish an immigration policy that addresses the workforce demands of an expanding economy without creating a permanent subclass of workers ripe for employer abuse and exploitation. Given that the struggle for this reform is essentially a workers' struggle for economic and social justice, what better way to honor the memory of the four Haymarket Martyrs, three of whom were immigrants, than to march for immigration reform this May Day?

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Building a Metro Movement for Adjunct Faculty

By Robin J. Sowards, Ph.D.



When such grievous harm is being done to so many, and when those doing the harm are so powerful, it is always tempting to suppose that change is out of reach. But it is one of the secret weaknesses of state capitalism that the harm it does almost always feeds the forces of change

Adjunct faculty, who are just one part of the growing ranks of contingent workers, are a case in point. Adjunct faculty suffer many indignities, but one of the worst is that colleges and universities (like other unscrupulous employers) insist on hiring most of their faculty part time, in order to avoid having to provide them with benefits. At Duquesne and Robert Morris, for example, around 51% of the faculty are part-time, at Carlow and Chatham it's around 66%, and at Point Park and CCAC it's around 80%. At the Pittsburgh campus of the for-profit University of Phoenix, 89% of the faculty are part-time. (Search "MLA Academic Workforce Data Center" if you want to see the exact numbers for a particular college or university.)

Given the median pay per course nationally (\$2,700), an adjunct will normally earn around \$10,800 per year from one school. (By comparison, the median yearly pay for janitors is \$25,168.) Because of these poverty wages, adjunct faculty have to take jobs at several schools in order to string together enough to eat and

pay their rent. If you see a faculty member sprinting towards her car with a stack of papers in one hand and a sandwich in another, that's why.

This seems like an obstacle to change. Since adjunct faculty work so many hours and spend so much extra time traveling between campuses, many will not have the time to fight for change. Since we're on each campus so little, the harm done to us may be invisible to many of the people on campus who could change it, including our own fellow adjuncts. And that isolation from one another, combined with exclusion from the academic community we serve, also isolates adjunct faculty from our most important allies: the students (and their families) who are paying so much to go to college. Being spread thin across several workplaces makes it difficult to organize in any one workplace.

But being spread across multiple institutions creates an opportunity that otherwise we would not have to organize horizontally. Full-time faculty, staff, and administrators are penned within their own four walls, whereas adjunct faculty have a potential city-wide network right at hand. The largest body of part-time faculty in Pittsburgh is at CCAC, which has around 1,300. But, by my count, the Pittsburgh area as a whole has around 5,000 part-time faculty. Labor unionists always say there's strength in numbers, and numbers we have in spades.

If the leverage of all 5,000 were applied to a single employer, major improvements could be implemented. But if a single employer were obliged to pay, say, twice as much as every other employer, then, other things being equal, we'd put that employer in danger of being less competitive. If, by contrast, we were to double the wage that every employer in the region paid, then that would raise the water table for the whole market and no employer would be stranded on the rocks.

The labor market for adjunct faculty is inevitably regional. Since online education is much more costly to produce, more laborious for students, and has dramatically worse learning outcomes, face-to-face instruction is and will remain the gold standard. Colleges and universities will therefore draw from a Pittsburgh-area labor pool, supplemented, if at all, by adjuncts who mi-

grate here for better work, as some already head West to California to reap the benefits won by their strong adjunct faculty unions (\$60,000 per year, health and retirement benefits, reliable reappointment, etc.).

So while being an adjunct faculty member leads to isolation at each workplace, it creates an opportunity not only to end that isolation in one workplace but to join in solidarity with thousands of brothers and sisters throughout the region. Removing that isolation has tremendous power, as we in the Adjunct Faculty Association recently saw in the conference we held on contingent academic labor on the weekend of April 5-7 in the international headquarters of the United Steelworkers. Both at the conference and afterwards, I heard from many participants, both locals and visitors, who found that, not only was it an excellent conference by academic standards, but it gave them a powerful sense of community that they had not felt hitherto.

This sense of a common cause charged the presentations and discussions with un-academic urgency, which naturally pushed the conversation from analyzing the problems to solving them. Of the many solutions discussed, most built on what the conference helped us recognize: that the diffusion that seems to be a weakness is actually a strength. The same lesson is, I think, to be learned everywhere, since exploitation and oppression always unwittingly cultivate the forces that will undo them.

Robin J. Sowards, Ph.D. is from the Volunteer Organizing Committee, Adjunct Faculty Association of the United Steelworkers.

For more information or to get involved with the adjunt organizing movement, contact:

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Franklin D. Roosevelt's Second Bill Of Rights For Workers

At the end of his last State of the Union message to Congress, on Jan. 11, 1944, Franklin Delano Roosevelt outlined an ambitious plan for a "Second Bill of Rights." Roosevelt believed that "true individual freedom cannot exist without economic security and independence." His proposal, never enacted, would have amounted to a Bill of Rights "under which a new basis of security and prosperity can be established for all regardless of station, race, or creed." Here's how he phrased it:

It is our duty now to begin to lay the plans and determine the strategy for the winning of a lasting peace and the establishment of an American standard of living higher than ever before known. We cannot be content, no matter how high that general standard of living may be, if some fraction of our people—whether it be one-third or one-fifth or one-tenth- is ill-fed, ill-clothed, ill housed, and insecure.

This Republic had its beginning, and grew to its present strength, under the protection of certain inalienable political rights—among them the right of free speech, free press, free worship, trial by jury, freedom from unreasonable searches and seizures. They were our rights to life and liberty.

As our Nation has grown in size and stature, however—as our industrial economy expanded—these political rights proved inadequate to assure us equality in the pursuit of happiness.

We have come to a clear realization of the fact that true individual freedom cannot exist without economic security and independence. "Necessitous men are not free men." People who are hungry and out of a job are the stuff of which dictatorships are made.

In our day these economic truths have become accepted as self-evident. We have accepted, so to speak, a second Bill of Rights under which a new basis of security and prosperity can be established for all regardless of station, race, or creed.

Among these are:

The right to a useful and remunerative job in the industries or shops or farms or mines of the Nation;

The right to earn enough to provide adequate food and clothing and recreation:

The right of every farmer to raise and sell his products at a return which will give him and his family a decent living;

The right of every businessman, large and small, to trade in an atmosphere of freedom from unfair competition and domination by monopolies at home or abroad;

The right of every family to a decent home;

The right to adequate medical care and the opportunity to achieve and enjoy good health;

The right to adequate protection from the economic fears of old age, sickness, accident, and unemployment;

The right to a good education.

All of these rights spell security. And after this war is won we must be prepared to move forward, in the implementation of these rights, to new goals of human happiness and well-being.

America's own rightful place in the world depends in large part upon how fully these and similar rights have been carried into practice for our citizens. For unless there is security here at home there cannot be lasting peace in the world.

One of the great American industrialists of our day—a man who has rendered yeoman service to his country in this crisis-recently emphasized the grave dangers of "rightist reaction" in this Nation. All clear-thinking businessmen share his concern. Indeed, if such reaction should develop—if history were to repeat itself and we were to return to the so-called "normalcy" of the 1920's—then it is certain that even though we shall have conquered our enemies on the battlefields abroad, we shall have yielded to the spirit of Fascism here at home.

I ask the Congress to explore the means for implementing this economic bill of rights- for it is definitely the responsibility of the Congress so to do. Many of these problems are already before committees of the Congress in the form of proposed legislation. I shall from time to time communicate with the Congress with respect to these and further proposals. In the event that no adequate program of progress is evolved, I am certain that the Nation will be conscious of the fact.

Our fighting men abroad- and their families at home- expect such a program and have the right to insist upon it. It is to their demands that this Government should pay heed rather than to the whining demands of selfish pressure groups who seek to feather their nests while young Americans are dying.

The foreign policy that we have been following—the policy that guided us at Moscow, Cairo, and Teheran—is based on the common sense principle which was best expressed by Benjamin Franklin on July 4, 1776: "We must all hang together, or assuredly we shall all hang separately."

I have often said that there are no two fronts for America in this war. There is only one front. There is one line of unity which extends from the hearts of the people at home to the men of our attacking forces in our farthest outposts. When we speak of our total effort, we speak of the factory and the field, and the mine as well as of the battleground — we speak of the soldier and the civilian, the citizen and his Government.

Each and every one of us has a solemn obligation under God to serve this Nation in its most critical hour—to keep this Nation great — to make this Nation greater in a better world.

Fight Back Pittsburgh Visits Labor Ready

By Jeff Cech

On April 15, four members of Fight Back Pittsburgh's Fight Back at Work Committee climbed into a car at 4:30 a.m. to go talk with day-labors at Labor Ready on Western Ave. in the North Side. Equipped with "Know Your Rights at Work" informative cards and three dozen donuts, we pulled into the parking lot just before the temporary worker agency opened. Several workers were already there, sitting on the fence on the side of the parking

It's a hard way to make a living, and several of them thanked us for the cards. One promised to call the Workers' Rights Hotline about a problem he'd been having with his paycheck. The Fight Back at Work committee plans to return to Labor Ready at least once a

Temporary work agencies like Labor Ready have always existed in some form, but companies' use of them to meet their labor needs has grown exponentially since the 1980s, with most of that growth occurring within the last decade as the traditional relationship between employee and employer has continued to erode. The temporary worker model has many advantages for companies. Temporary workers typically earn less than a 1/3 of their full-time equivalent, there is no requirement for companies to provide health insurance and benefits, and since temporary workers are not considered employees of the companies they are laboring for, they can be hired and laid off without the associated costs.

For workers, there are no advantages. They can be fired at will, even for attempting to negotiate a different schedule. And temporary positions rarely lead to permanent employment. Nationally, the widespread use of part-time and temporary labor has become a "new normal" for many businesses, resulting in legions of workers with few rights, no leverage and no hope for increased wages or promotion—even leaving them with wages that are less than the federal minimum.

That includes the workers at Labor Ready. Some Labor Ready workers filed a suit in 2010 contending that the company's pay system often left them with less than the federal minimum wage and that other company practices such as charging workers for rides to their work site violated various state and federal labor laws," according to the American Staffing Association, the trade group representing temp recruitment agencies.

Labor Ready is a nationwide company. According to their Web site, they dispatch 400,000 temporary workers to jobs within the construction, manufacturing, services, waste management, and a number of other industries. There are 250,000 employers that rely on Labor

In Pittsburgh, for a common labor job like unloading trucks, an employer gives Labor Ready \$16.99 for each hour a single worker spends working. However, the worker gets paid minimum wage, or \$7.25 an hour.

In the past I've worked with folks who come in through Labor Ready. They're often tired because they have to get up so early to get to the office in order to be assigned a job for the day. For the most part, it's first come, first served.

In the office on the North Side, some workers wait inside for "a ticket," or a paper telling them where to go work for the day. Others check in and then stand outside and smoke while they wait. Some go in and get a renewed ticket that's waiting for them from a job they worked the previous week. Some could be there for hours, and they're not compensated for this time.

Labor Ready promotes what they call the "Success Stories" of their temporary workers. But their own marketing reveals how disconnected the company is from the reality of their own workers.

They use "Gerald Green," as an example. "In Gerald Green's mind, all he can do is do



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or because you have a GED

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- Talk and organize with your coworkers about improving your working conditions

Fight Back Pittsburgh is the Pittsburgh chapter of the United Steelworkers Associate Member Program. For more information,

www.fightbackpittsburgh.org



his best and hope that it will be enough to give him a second chance.'

The reader is left to assume that Gerald has made some kind of mistake in life, and that the company has come to the rescue by offering him that "second chance."

Gerald continues "Hopefully one of these companies that I'm temping for will hire me," he said. "When I go to work, I work. I do the best I can. One day it's going to pay off for me."

Perpetuating the idea that if you just work hard enough, you will be successful, the story continues by describing Gerald's success.

"Because of his outstanding job performance and reliability, Gerald has landed a threemonth temporary assignment with a local construction company through branch 1154 in

So, to Labor Ready," success" is three straight months of steady employment.

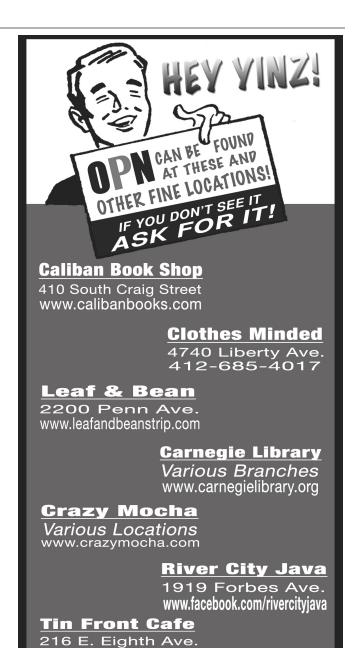
This skewed perspective continues when the company speaks of its "hiring process." The company says they use a form of "Behavioral Screening" when selecting workers to go out on jobs. "Labor Ready utilizes...electronic pre-employment screening, to effectively reduce employment risk. The 73-question Tescor survey assesses behavior, not personality, and screens for violence, drug use, theft, lying and entitlement mentality." [Emphasis mine.]

The American Staffing Association claims that between 2010 and 2013, the temporary worker industry saw more job growth than any other in the United States, and it continues to grow. These jobs are often dehumanizing, insecure, and low-pay, with higher stress for workers. These are the jobs being created in the post-recession economy. You can fight back by becoming a member of Fight Back Pittsburgh at: www.fightbackpittsburgh.org.



From Explore PA history .com

"The Pittsburgh Central Labor Union, A.F. of L., was founded on Sunday October 20, 1901, in a meeting at the Grand Army of the Republic Hall, 238 Fourth Avenue in Pittsburgh, PA. Like other "central labor bodies," the Pittsburgh Central Labor Union represented an attempt, in the interest of labor unity, to coordinate the activities of disparate member unions or affiliates with regard to such matters a political endorsements, promotion of the union label, and organization of labor day parades and demonstrations. Building trades workers, garment workers, steel workers, and the whole gamut of labor union members could and did participate in the Central Labor Union's activities."



Homestead PA

FIRSTENERGY/POTOMAC EDISON/WEST PENN POWER **SEEK TO ELIMINATE CUSTOMER SERVICE** SATISFACTION MEASURES

The following information was provided to OPN from the Utility Workers Union of America-System Local 102

In an unexpected announcement, FirstEnergy is demanding elimination of a labor agreement that was put in place by Potomac Edison and West Penn Power several years before FirstEnergy took control of these companies. FirstEnergy's elimination of this labor agreement would wash away foundations for both customer responsiveness and customer satisfaction. System Local 102 of the Utility Workers Union of America, AFL-CIO, which represents approximately 1100 of the Companies' workers, is telling management the Company's demand would increase the time it takes to respond to customer outages, resulting in turmoil for customers and

families in the area, and lost revenue for businesses that lose electric service.

The earlier document was contained in the Companies' labor agreements, and it was put in place to address customer outages. It paved the way for improvements in measures of outage frequencies, as well as improvements in other factors such as the duration of power outages and the lag time before a potentially hazardous condition is made safe. In early 2006, the Company and the Union agreed that improving customer satisfaction was critical for the Company, the employees and the public. Both parties agreed to devote their best efforts to improving customer satisfaction. Changes were made so that trained personnel would be available to respond to customer needs, and to monitor the results.

FirstEnergy has apparently downgraded these priorities and decided that this servicerelated labor agreement is no longer needed. The Company demand would allow "trouble calls" to be put on until a crew on duty finishes another assignment. The Union is pointing out that, prior to the requirements for tracking service measures in recent years, "call stacking" resulted in many customers having no power for 24 hours or longer before maintenance workers arrived. Changes to the Company "ready response truck", which has been used to respond to customer problems, would now result in longer delays to get to the jobsite. Given the aging infrastructure, which has been poorly maintained but is still relied upon by increasing numbers of customers, added to the electric grid, the Union is adamant that public utility companies should not discontinue programs that improve customer satisfaction.

The Utility Workers Union of America System Local 102 is comprised of highly skilled men and women who produce and distribute electric power for your homes and businesses, maintaining electric lines for all Company customers in our service areas. We are dedicated "First Responders" for storms and emergencies. Providing safe, reliable service to our customers has been continually documented as one of the Union's greatest concerns. We live in the areas where we work, and we never want to disappoint friends and family with inferior service. Customer satisfaction is important to the local 102 membership.

If you are receiving poor service from your electric provider, Local 102 urges you to contact your state Public Service Commission or Public Utility Commission and tell them to insist upon improvements in electric service reliability.

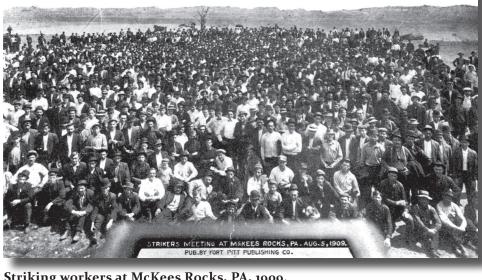
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Striking workers at McKees Rocks, PA, 1909.

Credit: Library and Archives Division, Historical Society of Western Pennsylvania, Pittsburgh, Pa.

"The Pressed Steel Car Strike of 1909, also known as the "1909 McKees Rocks Strike," was an American labor strike which lasted from July 13 through September 8. More than 4,700 workers from a broad range of ethnic backgrounds went out on strike at the Pressed Steel Car Company in McKees Rock, PA. Like other labor actions during this era, the two-month strike was wracked by violence. The walkout drew national attention when it climaxed on Sunday August 22 in a bloody battle between strikers, private security agents, and the Pennsylvania State Police. At least 12 people died, and perhaps as many as 26. The strike was the major industrial labor dispute in the Pittsburgh district after the famous 1892 Homestead Strike and was a precursor to the Great Steel Strike of 1919."



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Utility Workers Union of America

First Energy Shareholder Meeting

DEMONSTRATION May 21st - 2013 - 8 AM

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FOR THE PEOPLE

OPN is committed to serving, informing and educating the 99% of the greater Pittsburgh area.

By fulfilling this mission, OPN can influence public debate and contribute locally to the international goal of economic and social justice for all.

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