

ISSUE 2 VOLUME 1 JAN 2018

TODAY



IN UNION THERE IS STRENGTH

VICTORY!





President's Message

Dear Brothers and Sisters,

Happy New Year! At the beginning of the year, we often say, "Out with the old....in with the new." For us in Organized Labor, 2018 is going to look a lot like 2017 as we continue to fight the same fights and face the same challenges.

We started 2018 on a high note by defeating a Right-To-Work ordinance in Sussex County.

The credit for this victory goes to all the Locals that answered the call and mobilized their members.

Thank you to the more than 400 Union Brothers and Sisters, as well as friends of Organized Labor, who took the time to endure frigid temperatures to rally against the ordinance on January 2nd and come back again on January 9th. Also, I want to thank everyone who called or emailed Sussex County Council members to voice their opposition to this anti-middle-class measure.

I want to extend my appreciation to the elected officials who stood shoulder to shoulder with us during this fight: Senate President Pro Tempore David McBride, Speaker of the House Pete Schwartzkopf, Senate Majority Whip Nicolle Poore, Senator Jack Walsh, Representative Kim Williams, Representative Gerald Brady, Rehoboth Beach Commissioner Kathy McGuinness, New Castle County Councilman Ken Woods and New Castle County Councilman Tim Sheldon.

The Right-To-Work ordinance in Sussex County clearly shows the extremes out of state, anti-Union and anti-worker organizations will go to advance their agenda.

Now, with the start of the General Assembly, we must remain vigilant, organized and mobilized to fight this same extreme agenda in Dover because we fully expect Right-To-Work and other legislation that hurts working families to be brought up during the Legislative Session that ends in June.

Join the fight! Stay informed of these critical issues by following us on Facebook, www.facebook.com/DelawareStateAFLCIO, or joining our legislative action network at www.debuildingtrades.com/action-center.

By standing shoulder to shoulder and working together, we can beat this anti-Union and anti-working family agenda.

In Solidarity,

Jim Maravelias, President

President, Delaware State AFL-CIO

President, Delaware Building Trades

Business Manager, Laborers Local #199



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DELAWARE AFL-CIO NEWS

Right-To-Work Ordinance DEFEATED In Sussex County

On January 9 by a vote of 4 -1, Sussex County Council defeated a proposed county specific Right-To-Work ordinance.

Last Fall, believing this ordinance would magically unlock economic development in Delaware's most rural county, Sussex County Councilman Rob Arlett (R - Dist. 5) launched this anti-worker initiative with

the support of out of state special interest groups and local supporters last fall.

So-called "right-to-work" laws prohibit private sector employers from entering into agreements that make union membership and payment of union dues a condition of employment.

(continued on page 8).



CWA Fighting For Its Members

Standing up for members is part of a Union's DNA. Many believe that this only occurs when it is time to sit at the bargaining table to negotiate. However, the truth of the matter is that Unions stand by their members constantly to ensure safe workplace conditions and to ensure that workers are treated with dignity and respect.

For example, CWA Local 13100 and 13101 are currently involved in several arbitration cases.

Several cases involve wrongful termination while one involves how CWA members are treated in the workplace.

While the formal grievance process and the arbitration process takes time and resources, both are vital tools that CWA has used successfully to protect its members.

On the collective bargaining front, CWA Local 13100 recently reached a tentative agreement with AT&T for its members. Reaching the agreement took a year of tireless bargaining, a short duration strike, and committed mobilization to reach a deal that provides job security, stops the offshoring of jobs and establishes a pay rate that is 74% above the average for retail workers.



Jim Ryan, President, CWA Local 13101

UFCW Organizes Delmar Nursing Home & Rehabilitation Center

On September 29, 2017, 90 workers at Delmar Nursing and Rehabilitation Center located in Delmar, Delaware, voted by a 3-1 (52-14) margin to be represented by United Food and Commercial Workers (UFCW) Local 27. The Unit consist of all full-time and part-time Certified Nursing Assistants (CNA), Dietary, Housekeeping, Laundry, Maintenance and PRN employees.

"It feels awesome to have Local 27 be our representatives, we all feel like it will make a positive difference here at work. We're now ready for the next step, which is to get a contract that were happy with," said Tierra Griffith, a CNA at Delmar Nursing and Rehab Center.

The workers were concerned about not receiving any raises over the last several years, unfair treatment by management, not having a voice on the job, understaffing and questionable PTO calculations. Even though the company hired union busters and tried to intimidate some worker using fear tactics, the workers stood strong and united.



The workers formed a powerful organizing committee, which led the way.

UFCW Local 27 Vice President and Director of Organizing Nelson Hill explained, "The workers' organizing committee worked hand and hand with Local 27's organizing team. They educated and inoculated their co-workers and I could not be happier with their efforts and the results. We look forward to successful negotiations which will translate to a brighter future for the workers there."

Welcoming Delmar's workers, UFCW Local 27 President Jason Chorpenning said, "These hard working men and women have dedicated their lives to caring for those in need and now for the first time can enjoy the benefits and stability of a Union contract. It's sad to see so many people in this day and age going 3-5 years without wage increases as well as having to endure the lack of dignity and constant disrespect from management."

UFCW Continued



From left to right Jermaine Johnson, Quayshetta Hopkins, Nelson Hill, Latroya Robinson, Mickey Smith, Ervin Cofield



Local 27 staff, NAACP members, Sussex County Progressive Democrats participated in Rally and March supporting Delmar workers.



Left to right: Monique Brewer, Mickey Smith, Joanna Stewart, Quayshetta Hopkins, Cherrena Waples, Latroya Robinson



Left to right: Ervin Cofield, Jermaine Johnson, Quayshetta Hopkins, Latroya Robinson, Mickey Smith, John Rodriguez



SAG-AFTRA®

Meet SAG-AFTRA

The Philadelphia Local of the Screen Actors Guild and the American Federation of Television and Radio Artists (SAG-

AFTRA) covers Delaware, South and Central New Jersey, and SE Pennsylvania including Harrisburg and the Poconos.

SAG-AFTRA has approximately 3,000 members working as actors, television reporters, stunt performers, radio djs, broadcast writers and producers, singers, dancers, and generally anyway appearing in front of a camera or behind a microphone. Its office is located in Center City Philadelphia and includes as a self-taping studio for members to record and send audition material to productions in our area and around the country.

The Philadelphia Local hosts 15-20 professional development seminars a year and works with industry partners and sister labor unions to promote economic justice for entertainment and broadcast professionals.

To learn more please visit www.sagaftra.org.

The Delaware Chapter of the Coalition of Black Trade Unionists (CBTU) prepared bags containing essential items such as hats, gloves and toiletries to be distributed on the Martin Luther King Jr. Day of Service to individuals who are homeless.



Q & A with SAG-AFTRA Member and NBC 10 Reporter **TIM FURLONG**



Tell us about growing up in Delaware?

I actually grew up in Delaware until the third grade and then we moved right across the PA border. I went to high school at Salesianum in Wilmington though, and when my career brought me back to the area, my wife and I knew we'd buy our first home in Delaware. We now live in North Wilmington, and my wife teaches at a Catholic high school in the city. Growing up in and around Delaware was a lot of fun. Everyone knows everyone else, and there is a great sense of community. I have also always loved the fact you can be in the hustle bustle of major business corridors and just minutes later, you can be on a trail in the Brandywine River Valley, which is my family's happy place.

What is something about Delaware people do not know but should?

The best part of living in Delaware is the sense of community and that little guy fighting spirit we have. We are small but we are mighty, and we are sooooo underrated. Low property taxes and no sales tax? Also pretty cool!

How long have you been at NBC10 and what got you started?

I have been with NBC10 since December of 2005. I had been with Channel 17 for three years before that, but they outsourced their newscast to NBC10. The entire team was told the layoff was coming, but a few of us were lucky to be picked up by NBC10 right away. For me, it was the best layoff ever. I am truly lucky to be part of the NBC10 team. I have great coworkers, supportive managers, and fantastic union brothers and sisters.

What is a typical day like as a news reporter?

There really is no such thing as a typical day for a tv reporter. I usually get up early and go through my emails, texts, and story tips. I compile a list of Delaware stories I think our viewers would want or need to see, and I send that list to producers up in Philly. I hit the road to my first assignments and try to get my legs moving and camera rolling. I might end my day live in a newscast- or three- or even up in the nbc10 helicopter. I mentally "score" my day based on how well I told a story, how creative I was, or how I impacted someone who needed a boost.

What makes you such a strong union supporter?

As a member of SAG-AFTRA, I have the luxury of knowing somebody has my back in what can be a crazy business. Our local union leaders are level-headed and professional, and when they see a pattern of problems, they address them with management. Things never get out of hand with our union leaders on the job. When I see the union dues come out of each paycheck, I always think the same phrase- "worth...every...penny."

What would you say to people new to the business about the benefits of the union?

To anyone coming into our business who wonders if they should work for a union TV station, I say this- who else is going to work hard to guarantee you have the gear and training you need to be successful? The union makes sure you don't go uncompensated for last minute overtime and double shifts. They make sure stations stick to salary and benefit requirements. The union will worry about things so you don't have to. You can spend your time honing your craft and creating the best product possible for your managers and of course for your viewers. I feel very lucky to have managers who allow me creative flexibility and a union that supports me in so many other ways.

EXECUTIVE DIRECTOR'S ANNUAL REPORT

By Gerald Brady

I am pleased to report that 2017 was a very productive year for the Delaware State AFL – CIO. Listed below is a brief chronicle of our accomplishments:



Gerald Brady

The year began with a consolidated and demonstrated effort that Labor can WIN elections. With your support, the working men and women of Organized Labor catapulted Stephanie Hansen to victory in the 10th Senate District Special Election, a race profiled as a national trend setter since it was the first test to arrive just after the new administration took hold in Washington, D.C. It is also important to note that Jim Ryan, President of CWA Local #13101 and Delaware State AFL-CIO Executive Board member was a viable candidate during the Democratic nomination process earlier in the race and represented Labor well.

A Legislative Reception was held Wednesday January 18, 2017 in Dover and a Legislative Meet and Greet was held Tuesday March 14, 2017 in Legislative Hall. Needless to say, our legislative agenda was delivered to our Labor friendly legislators, which produced some measurable results. Our list included such issues as fighting Right-To-Work (RTW) effort, preserving Prevailing Wage from continuous assault, advancing Collective Bargaining Rights, and supporting Coastal Zone Act reform.

Our 19th Annual Labor Day Parade and Rally in downtown Wilmington and Rodney Square was a resounding success. The parade featured several distinguished Labor Leaders who were honored as parade Grand Marshals: James Ryan, President of CWA Local #13101, Business Manager Doug Drummond, I.B.E.W. Local #313, and Fran Lally, Field Representative, AFSCME District Council #81. Thanks to all of you, the Labor Day Parade and Rally continues to grow.

The Delaware United Way/AFL-CIO Community Services Golf Tournament was held on September 8th, 2017 in Middletown, Delaware. The Honorable Tim Sheldon, Executive Director of Community Services, reported another amazing fund raising effort. He also reported that the annual Thanksgiving and Christmas needy family support drives were well funded and serviced hundreds of families.

We were also pleased to have provided support for two Community Solidity Forums, under the leadership of Brother John Blyden, which were held at the International Longshoremen's Association.

Lastly, the test of our strength prevailed in the struggle which we engaged while combating the potential ordinance creating Right To Work in Sussex County. Sadly the fight is far from over, however we know we can continue to count on your passion and commitment.

NEWS

Thank you to the more than 400 Union Brothers & Sisters, as well as friends of Organized Labor, who braved the cold to rally – TWICE – against the Sussex County Council's proposed Right-To-Work ordinance.

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Implementing so-called “right-to-work” in Sussex County would decrease wages, diminish the quality of health care coverage, and undermine the ability of unions to help workers negotiate fair compensation and benefit packages with employers.

Arlett, many times with irrational exuberance, pointed to a Federal 6th Circuit Court of Appeals verdict affirming a Kentucky county's legal authority to pass a Right-To-Work ordinance as a green light for Sussex County to do the same.

Out of state groups supporting Arlett offered distorted data on Right-To-Work laws' economic and social impact as further evidence that this policy would be appropriate for Sussex. Conveniently omitted by these anti-Union groups is that most businesses consistently cite lack of infrastructure, easy access to interstate highways, and regulations as the top impediments to further economic development, not Right-To-Work laws.

Despite these facts, Sussex County Council proceeded to discuss the possible introduction of a Right-To-Work ordinance during its October 24 meeting. During the meeting, the Sussex County Council's attorney addressed the 6th Circuit Court's ruling and stated that its ruling was not binding outside of the 6th Circuit. Since the State of Delaware is in the 3rd Circuit, Sussex County could not rely on the 6th Circuit Court's decision as legal justification to proceed.

Also during the meeting, when asked publicly to offer a legal opinion on the proposed ordinance, County Council's attorney stated that Sussex County Home Rule Charter did NOT give Sussex County Council the authority to enact



a county specific Right-To-Work ordinance. He further explained that if Sussex County Council proceeded, the ordinance would likely be subject to multiple Federal and State court challenges and an immediate injunction halting its implementation until the courts resolve the issue.

On October 31, knowing the Council's attorney's opinion, Councilman Arlett proceeded to introduced the ordinance. Two months later on January 2nd, the ordinance was brought before Council for a public hearing and possible vote.

On January 2nd, more than 250 Union members and Union supporters protested the ordinance outside Sussex County Council chambers in frigid temperatures.

“If right-to-work is such a good idea,” asked Jim Maravelias, Delaware State AFL-CIO President, “why aren't these states that have passed right-to-work more prosperous?”

Meanwhile, opponents of the ordinance packed Council Chambers and offered comments. After more than four hours, Council moved to defer the vote until January 9.

On January 9, more than 150 Union members and Union supporters again gathered at The Circle in Georgetown to protest the ordinance.

Inside, the Sussex County Council attorney offered a detailed legal opinion explaining why the proposed ordinance was prohibited under Sussex County's Home Rule Charter. Following the presentation, Councilman Arlett's motioned to defer a vote but was defeated due to lack of support. Council then proceeded to vote down, overwhelmingly, the ordinance.

The Right-To-Work battle will now shift to the General Assembly where Right-To-Work legislation is expected to be introduced.





UNIONS HELPING VETERANS

The International Union of Elevator Constructors Local 5 has a charity called, A Lift for Vet. The program was started in 2010 when former Local 5 Business Manager Ed Loomis and member Mike Walsh started helping out a charity called Homes for our Troops. Ed and Mike installed some stair lifts and wheel chair lifts in homes being renovated for veterans. The veterans were in wheel chairs and could not navigate stairs. As the Homes for Our Troops expanded they



started to move towards placing Veterans into ranch houses. Mike and Ed saw a need to serve Veterans in our area who were struggling to stay in their homes because of the problem with getting up and down steps. In 2013 A Lift for A Vet was formed. Through word of mouth the requests started coming into the Local 5 union hall. In February 2015 A Lift For A Vet became a 501 C 3 charity.

This program allows Elevator Constructors to use our skills as trades men and woman to give back to the people who fought for our country. A Lift for A Vet purchases, installs, and maintains vertical transportation

systems in the homes of disabled Military Veterans at no cost to the deserving recipients. To date we have installed elevators, wheel chair lifts and stair chairs for veterans all over the country. When a request comes in for a lift in another part of the country we purchase the lift and contact our brothers and sisters in the IUEC Local where the lift is needed and they install it. When other work is needed to be performed before the home is ready for the lift we contact the appropriate union building trades and they always step up to get the job done.

The attached pictures are from the Delaware Center for Homeless Veterans at 1200 North Walnut St in Wilmington DE. In January 2016 members of Local 5 installed a custom stair lift for the DCHV. Prior to installing the lift the home only could help 2 disabled Vets due to the stairs and only 2 bedrooms on the first floor. In January of 2017 Local 5 members and Cement Mason Local 592 members installed a wheel chair lift on the outside deck. The Local 592 members installed a sidewalk and concrete pad for the lift to be installed. The wheel chair lift allowed total access to the house for veterans bound to wheel chairs. Recently the DCHV

acquired the a house next to 1200. When someone donated a used stair lift to the home Local 5 was called. Local 5 members jumped into action and refurbished the used lift and installed the lift in the house.

To date IUEC Local 5 members have volunteered their time to installed over 100 stairlifts, wheel chair lifts and residential elevators in the tri state area. The program is funded through 2 major fundraisers, a golf tournament in the spring and boxing event in the fall. The fall boxing event main sponsor is Operating Engineers Local 542, IUEC Local 5 sponsors the spring golf outing. IUEC locals and building trades unions from the region and country all contribute to the fundraising events. We also take gently used lifts that are donated. Every penny donated is used to buy lifts for the charity. The program has also expanded to help some less fortunate families with disabled children in the tri state area with lifts.

The committee for A Lift for Vet is manned by Local 5 members who entered the elevator construction trade through the Building Trades Helmets to Hard Hats program.

If you would like to make a donation contact Local 5.

Laborers Focus On Training and Safety

The United States Bureau of Labor Statistics estimates the need for close to 1.5 million new construction workers over the next ten years. Recruiting, training and placing qualified new Laborers into the workforce has never been so important.

The Laborers' District Council of Delaware provides the classroom and hands-on jobsite training needed in today's competitive market. Since technology is the future of many industries, training includes matching skills to the emerging technologies employers are using. Upon successful completion of The Laborers' District Council

of Delaware's apprenticeship program, a worker will have received at least 400 hours of classroom instruction and 4,000 hours of on-the-job training. Building careers for its members is at the heart of The Laborers' District Council of Delaware's apprenticeship and continuing education programs. Creating a well-educated labor force is the foundation of successful job performance. All The Laborers' District Council of Delaware members must prove reading and math



↓
Laborers
Local 199
Apprenticeship
Coordinator
Curtis Linton
talks with men
and women
interested
in becoming
apprentices.

competencies before being admitted into our union. But the learning doesn't end there. The Laborers' District Council of Delaware continually upgrades the Union workforce with programs that ensure a continuing education, improving members' skills, year after year. Through its nationally respected labor-management training fund, The Laborers' District Council of Delaware is able to respond to workforce

needs with state-of-the-art training, technology and apprenticeship programs. Whether it's providing introductory training to its newest apprentices, continuing education skills to the experienced journeyman, or OSHA compliance consultation to a signatory employer, The Laborers' District Council of Delaware has been able to meet its members needs.



→
Members of Local 199 participating in the OSHA 30-Hour Training Course. This OSHA course teaches health and safety awareness by helping workers reduce the risk of workplace hazards, understanding workers' rights, employer responsibilities and more.



*Kevin Kelley, Local 401 (Philadelphia) and
Clark Weber, Local 451 (Wilmington, Del.)*

American Bridge Ironworkers Span the Delaware Memorial Bridge

By Joshua Perry, American Bridge Project Manager

The Delaware River & Bay Authority (DRBA) awarded American Bridge Company (AB) with a modified design-build contract to develop and install a main cable dehumidification system on both spans of the Delaware Memorial Bridge, being only the second contract of its kind in North America. Included with the award, the DRBA added the alternate scope to replace existing suspender ropes at nearly 25% of the panel points on the north span. For the past 15 months, AB and their team of Subcontractors and Union Ironworkers have been onsite safely working towards this effort. The detail-oriented main cable dehumidification work coupled with the complex suspender replacement work has developed into a challenging and rewarding rehabilitation project for the entire AB team.

Considering AB's tenured bridge building history, and their longstanding relationship with the International Association

of Bridge, Structural, Ornamental and Reinforcing Ironworkers, they were able to partner with some of the area's leading Union Ironworkers from Locals 5, 350, 399, 401, and 451 that are helping AB bring this project to a reality.

To perform the dehumidification tasks, crews work from temporary platforms hanging below the main cables the full length of the bridge. The effort alone to climb up-and-down these platforms, to-and-from their work points every day is a test of stamina and requires awareness of surroundings at all times. The increasing slope of the platforms results in an uneven work surface while also exposing workers to extreme heights above live traffic. The work involved with replacing the bridges aging suspender ropes requires crews to work in very tight areas for long hours while busting rivets, and burning steel, exposing them to several hazards. Furthermore, at all times when on the bridge, AB's team works alongside live traffic of the heavily

Al Minchella, Local
451, Shawn Glass,
Local 451



traveled Interstate 295 corridor with only a temporary lane closure separating workers from commuters. AB unfailingly reminds their crews each day about the importance of self-awareness when working in a temporary lane closure, and how complacency for a split moment could lead to something catastrophic. To protect our crews from errant commuters that are beyond our control, we ensure each crew is protected by an impact attenuator. This should serve as a reminder to all of us when driving by highway construction zones – **Always obey the posted speed limit, and remain fully aware of your surroundings.**

The AB team is now more than halfway through with the construction phase, and considering the complexities of this rehabilitation work and the hazards associated with constant live traffic, it should be

regarded as a great achievement for the AB crew of Ironworkers to have worked six months without a recordable incident. The partnership AB garnered with the Local Union representatives from Wilmington, DE (Jeffrey Hendrickson and Al Green, Local 451) has afforded them with the ability to secure some of the area's leading and experienced Ironworkers to help bring this project to a reality. With the support of AB's Engineers (Dan Sheehan, Drew Merritts, Jason Loebig, Rob Gehris, and Josh Perry), General Superintendent (Wayne Kirchoff, Local 25), and General Foreman (Marty Welsh, Local 401), the entire AB team remains committed to maintaining our zero-incident safety performance through project completion.

This article appeared in the August 2017 edition of The Ironworker

APPRENTICESHIP PROGRAMS ON DISPLAY

The Delaware Building Trades were well represented at the December LEEP event held at the Longshoreman's Hall in Wilmington. Eight Union Trades showcased their apprenticeship programs for interested community members.



Delaware Building Trades President Jim Maravelias presents a \$10,000 check to Pam Cornforth, CEO and president of the Ronald McDonald House of Delaware, to adopt a room in perpetuity. Joining Jim are Delaware Building Trades Vice-President Mike Hackendorn (Plumbers & Pipefitters #74), Secretary Len McCartney (Teamster #326), and Jim Ascione (Operating Engineers #542).

Rally to Reform Refinery Regulations



Governor John Carney, other elected officials, Union leaders, and employees of PBF Energy, Monroe Energy, and Philadelphia Energy Solutions rallied on Monday, November 13th to call on President Trump to fix the Renewable Fuel Standard (RFS) and protect well-

paying jobs for East Coast refiners and manufacturing workers.

The RFS requires independent refineries to demonstrate that renewable fuels are blended into our nation's gasoline supply, even when they don't have the capability or resources to do so. This system subsidizes

large, multinational oil companies at the expense of independent, local refineries. Unfortunately, President Trump's EPA recently indicated it would abandon a series of much-needed reforms.

The Delaware City refinery supports more than 1,000 local jobs and contributes \$6.8 billion annually to Delaware's economy. Collectively, the

PBF, Monroe, and PES refineries support tens of thousands of jobs in the greater Delaware Valley. Unfortunately, a flawed federal program is preventing all three from creating new jobs in the region.



**Members
of AFSCME
Local Union
781, Kent
County
Paramedics,
join its
president,
David Nesbit,
II, AA, NRP,
for its annual
toy drive.**





AFSCME Local Union 1385 members - State Employees within the Delaware Department of Finance – joined their President Deidre Ottley to do their part to donate to hurricane relief efforts in Puerto Rico.



AFSCME Members See Wage Increases in New Contracts

Last November, nurses, LPNs, CNAs, therapy aides, attendants, activity aides and other members of Units 2 and 6 overwhelmingly ratified their second contract with the State of Delaware and AFSCME Council 81.



Unit 11's non-uniform members, who were rolled in after Council 81 lobbied for their inclusion with House Bill 214, also ratified their contract. After many weeks of negotiations, members of these units throughout the state

voted for a 2% pay increase on July 1, 2018 and a .5% increase on Jan. 1, 2019.

Union members in Units 2, 6 and 11 (non-uniform) will now be getting one of the largest wage increases negotiated between Council 81 and the State of Delaware in the history of their contracts. It is also one of the largest wage increases from the State of Delaware, overall, since 2004.

The ratification of these contracts has set the stage for all state employees in 2018.

AFSCME Council 81 Executive Director Michael A. Begatto added, "When the legislature goes back into session in January, AFSCME Council 81 will be there front and center, fighting for the same wage increases for non-compensation members. It's important that when we ask you to join us for that fight, and the fight to get you compensation bargaining, that we show our power in numbers in Dover."

JOIN THE AFL-CIO ADVOCACY TEAM

Send an email with your name, address, union, and phone to deaflicioadvocacy@gmail.com to become a part of the Delaware State AFL-CIO Advocacy Team.

You will only receive an email when legislative issues affecting Delaware State AFL-CIO members arise in Dover. Each quarter, we will select a random email to win a gift card.

 LIKE OUR FACEBOOK PAGE: www.facebook.com/DelawareStateAFLCIO



STAY INVOLVED. GET INVOLVED.
BE ACTIVE.



Join Our Action Network. Scan the QR code to sign up or go to debuildingtrtades.com/action-center