



PENNSYLVANIA ASSISTED LIVING ASSOCIATION

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SATELITE OFFICE: 105 N. Front Street, Harrisburg, PA 17010

February 12, 2009

Dear PALA Members and Friends:

Our new President Barack Obama has started his new administration in the midst of great challenge and no doubt offers a great hope for all Americans. In the coming months President Obama will contend with an unprecedented economic stimulus, staggering unemployment, two wars we can see in Iraq and Afghanistan as well as the war against a hidden enemy in the terrorist that attempt to thwart democracy at every turn. Our President is confronted with tough decisions and we pray God will bestow on him and all of our nation's leaders the spirit of compassion and the wisdom to ensure fairness and justice across our great land. It is for this very sentiment that I write to you today. In a year where businesses are failing and all of us are forever learning how to do more with less, organized labor is seeking a path to force all companies to do more with even less! In recent years the labor unions have crafted and pushed the so-called Employee Free Choice Act into the halls of Congress. If passed, this new law would strip away every employee's right to the democratic process. In essence, the Act removes an employee's right to vote to organize and instead promotes coercion, fear, confusion and arguably intimidation in the work place. The truth is that organized labor at one point was extremely necessary in our great country. The abuse of children and other workers for poverty-level wages in abhorred conditions was unacceptable and immoral. Thankfully we have evolved and labor laws have been enacted to guard against such atrocities. This pendulum however is on the verge of swinging the other way all together. As the Democrats are now in control of our nation's governing body, they sit poised to tarnish our democratic ideas of freedom and individual rights. The so-called Employee Free Choice Act would make it very easy for an unscrupulous labor union to con their way into our organizations, drive up our costs to potential bankruptcy rates and worse yet, threaten the care, service and treatment of our residents, families, and team members. Unions are a business like anyone else. In recent years their enrollment has declined which has severely hurt their revenues. What does business do when their profits shrink? They seek new customers. In this case, organized labor is seeking our workforce to build their coffers. If you think this is a national issue and won't effect you here at home in your corner of Pennsylvania, please know that this opinion will not serve you well. For instance, how many of you realize that the Service Employees International Union [SEIU] participated in the 2800 regulations work group? Having been there myself, I can attest they were in the room and active at the table.

Yes, I realize that the best way to ensure our workplace remains free of organized labor is to ensure that we as leaders demonstrate unparalleled benevolent leadership consistently each and every day. That said, it is not beyond the realm of not only possibility but also reality that a labor union would stoop to such levels such as promising increased wages and better benefits to our employees when in fact the absolutely only thing they can promise if the organizing effort is successful, is a negotiation, for better or for worse.

Included with this mailing is a sample letter drafted by our friends at the Assisted Living Federation of America. We urge all of you to place this letter on your company's letterhead and send to our elected officials pleading with them to oppose this harmful piece of legislation. We have included a list of your Senators and Representatives for you in this mailing. Please do not delay in acting now. President Obama and Senator Casey have repeatedly said the Employee Free Choice Act is good for America. I can assure you, it is not. Time is not on our side so the time to act is right now!

I sincerely thank you for your thoughtful and proactive consideration of this matter.

Kind personal regards,

Edward J Corbeil
President

STATE AFFILIATE OF



UNITED STATES SENATE : PENNSYLVANIA

Senator Arlen Specter (R – PA)	711 Hart	Senate Office Building	Washington, D.C. 20510
Senator Robert P. Casey , Jr (D-PA)	383 Russell	Senate Office Building	Washington, D.C. 20510

UNITED STATES HOUSE OF REPRESENTATIVES: PENNSYLVANIA

Congressman Jason Altmire	PA, 4th	332 Cannon	House Office Building	Washington, D.C. 20510
Congressman Robert Brady	PA, 1st	206 Cannon	House Office Building	Washington, D.C. 20510
Congressman Chris Carney	PA, 10th	416 Cannon	House Office Building	Washington, D.C. 20510
Congresswoman Kathy Dahlkemper	PA, 3rd	516 Cannon	House Office Building	Washington, D.C. 20510
Congressman Charles W. Dent	PA, 15th	1009 Longworth	House Office Building	Washington, D.C. 20510
Congressman Mike Doyle	PA, 14th	401 Cannon	House Office Building	Washington, D.C. 20510
Congressman Chaka Fattah	PA, 2nd	2301 Rayburn	House Office Building	Washington, D.C. 20510
Congressman Jim Gerlach	PA, 6th	308 Cannon	House Office Building	Washington, D.C. 20510
Congressman Paul Kanjorski	PA, 11th	2188 Rayburn	House Office Building	Washington, D.C. 20510
Congressman Tim Holden	PA, 17th	2417 Rayburn	House Office Building	Washington, D.C. 20510
Congressman Patrick Murphy	PA, 8th	1609 Longworth	House Office Building	Washington, D.C. 20510
Congressman Tim Murphy	PA, 18th	322 Cannon	House Office Building	Washington, D.C. 20510
Congressman John Murtha	PA, 12th	2423 Rayburn	House Office Building	Washington, D.C. 20510
Congressman Joseph R. Pitts	PA, 16th	420 Cannon	House Office Building	Washington, D.C. 20510
Congressman Todd Platts	PA, 19th	2455 Rayburn	House Office Building	Washington, D.C. 20510
Congresswoman Allyson Schwartz	PA, 13th	330 Cannon	House Office Building	Washington, D.C. 20510
Congressman Joe Sesak	PA, 7th	1022 Longworth	House Office Building	Washington, D.C. 20510
Congressman Bill Shuster	PA, 9th	204 Cannon	House Office Building	Washington, D.C. 20510
Congressman Glen Thompson	PA, 5th	124 Cannon	House Office Building	Washington, D.C. 20510



Write Your Federal Representatives

You can use the following sample letter from ALFA:

SAMPLE LETTER

The Honorable [Senator or Representative]
[Room Number] [Office Building]
Washington, D.C. [Zip]

Dear [Senator or Congressman] [Last Name]:

I am writing to express my strong opposition to the so-called Employee Free Choice Act. This legislation takes privacy, power, and voice away from America's working people, and replaces them with a scheme called card check that invites coercion and abuse into the democratic process. Under the card check process, the identity of workers who signed—or refused to sign—union organizing cards would be made public to the union organizers, the worker's employer, and co-workers, leaving workers vulnerable to threats and intimidation from union leaders, management, or both.

Today, the most common method for determining whether or not employees want a union to represent them is a private ballot election overseen by the National Labor Relations Board. The NLRB provides detailed procedures that ensure a fair election, free of fraud, where employees may cast their vote confidentially without peer pressure or coercion from unions or employers.

The courts have repeatedly ruled that federally supervised private ballot elections are the fairest and most foolproof way to determine whether a union has the support of a majority of employees. The Fourth Circuit Court of Appeals wrote that "It would be difficult to imagine a more unreliable method of ascertaining the real wishes of employees than a 'card check.'" The Second Circuit ruled that "It is beyond dispute that the secret ballot election is a more accurate reflection of the employees' true desires than a check of authorization cards collected at the behest of a union organizer," while the Sixth Circuit stated that "An election is the preferred method of determining the choice by employees of a collective bargaining representative."

The only way to guarantee worker protection from coercion and intimidation is through the continued use of a federally supervised private ballot election so that personal decisions about whether to join a union remain private. I ask for your help in protecting the rights of the American worker. I ask you to oppose the Employee Free Choice Act.

(INSERT NAME OF COMPANY) operates (INSERT NUMBER) assisted living communities in the United States and (INSERT NUMBER OF COMMUNITIES) in (INSERT SENATOR'S STATE). I would welcome the opportunity to discuss this legislation further with you. Maribeth Bersani or Paul Williams from the Assisted Living Federation of America (ALFA) will also be happy to provide any additional information regarding the negative impact this legislation would have on our industry and more importantly, our valued employees that provide loving, quality care to more than one million seniors every day. You may contact them at (703) 894-1805. Thank you for your consideration of this matter and I look forward to hearing from you.

Sincerely,
[Sender's Name]
[Sender's Title]
[Sender's Company]

REGISTER NOW TO ATTEND PALA'S SPRING CONFERENCE
April 14th & 15th ~ 2009 • Holiday Inn ~ Grantville, PA

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Permit No 28

Pennsylvania Assisted Living Association
336 South State Street
Clarks Summit, PA 18411

