

Laurel Labor Advisors LLC

Advisors to Management in Labor Relations Matters

February 22, 2022

Ms. Sharon Pellman
President
Pennsylvania PERCS, Inc.
6375 Baseshore Rd Suite 8
Fort Washington, PA 19034

Re: National Labor Relations Board (NLRB) Petition 05-RC-290623

Dear Sharon,

I am writing in follow up to our recent conversations about the above petition. We discussed the petition you received, some basic strategy and the timing of the election. We also discussed how we can be of assistance to you and your labor counsel. Please accept this letter as our proposal to outline how we may be of assistance.

WHAT WE WILL PROVIDE

We will conduct an information meeting which will to be attended by all of your employees.

The topics we will cover in this meeting will include but not be limited to the following:

- The background and history of the National Labor Relations Act
- The function of the NLRB
- The date of the election, balloting process, importance of voting and how votes are counted
- What happens when unions are voted in and the changed relationship between employer and employees
- How unions work, how they are financed, how they spend their money, how they operate during a campaign and specific information about the union seeking to represent your employees.
- What does a union election actually decide
- The collective bargain process
- Strikes, lockouts, impasses and replacement workers