

# Executive Summary

## Labor Management Relations in Northeast Pennsylvania

Prepared for:

**Penn's Northeast**  
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## INTRODUCTION

This summary report of labor management relations in Northeast Pennsylvania is the product of a contract between the Wadley-Donovan Group (WDG) and Penn's Northeast. It assesses and documents the extent of unionization in a five-county region including Lackawanna, Luzerne, Monroe, Pike, and Wayne Counties.

This report uses the following material gathered for the Penn's Northeast assignment:

- **Historical and current union membership rates.** Union membership rates, historical and current, were calculated using multiple data sources. These sources included:
  - Food & Allied Service Trades (FAST) Labor CD
  - Federal Mediation and Conciliation Services (FMCS) - U.S. Contracts listed with the Federal Mediation and Conciliation Service. This data contains a summary of Form F-7 filings to the FMCS concerning the expirations of collective bargaining agreements.
  - The Union Membership and Coverage Database
  - Labor Relations Institute (LRI), Inc.
  - U.S. Department of Labor's "Labor Organization Reporting System". An index of all labor organizations in the United States based on LM filings to the Department of Labor.

For benchmarking purposes, current union membership rates were also provided for six areas mutually selected by Penn's Northeast and WDG. The comparison areas include:

- Baltimore, MD MSA
- Allentown-Bethlehem-Easton, PA MSA
- Philadelphia, PA-NJ PMSA
- Nassau-Suffolk, NY PMSA
- Middlesex-Somerset-Hunterdon, NJ PMSA
- Syracuse, NY MSA

Historical and current union membership data was also provided for the Commonwealth of Pennsylvania and the United States.

- **Union election data.** A summary of union certification and decertification elections is provided based on data from the following sources:
  - National Labor Relations Board (NLRB)
  - Labor Relations Institute (LRI), Inc.
  - Food & Allied Service Trades (FAST) Labor CD

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- **A list of private-sector employers with 100 or more employees.** This data was obtained through InfoUSA, a leading private data vendor of business lists, and local sources, including Penn's Northeast.
  - **A list of companies that have relocated to the area since 1996.** This data was obtained through Conway Data and WDG's internal, proprietary database.
  - **Work Stoppages.** A list of work stoppages or strikes that have occurred in the five-county region since 1995. This data was obtained from LRI and the FAST Labor CD.
  - **Plant shut-downs.** Data was obtained from local sources, the Pennsylvania Department of Labor and Industry, and the Luzerne County CareerLink.

## OVERALL CONCLUSIONS

In previous decades, Northeastern Pennsylvania has had a strong history of organized labor, due in large part to mining and other industrial activities in the region. In recent years, the conditions supporting labor organization have been in decline or disappearing, but the perception remains among some people that a Northeast Pennsylvania location could pose a unionization threat to new facilities.

It is WDG's opinion that a new facility locating in the five-county Penn's Northeast region would face a minimal threat of unionization. The factors supporting this conclusion include:

- A decline in union membership rates of more than eight percentage points since 1986. This can be attributed to a greater percentage of organized companies moving out of the area or closing, while most new companies to the area have remained non-union.
- Only six, or 4.6%, out of 130 companies new to the area since 1996 have held certification elections.
- More than half of all union certification attempts since 1996 have been unsuccessful.
- Out of 12 decertification elections since 1996, the unions have maintained their position in only 25% of companies.
- Since 1996, there have been only 12 work stoppages. Three of the work stoppages occurred in the healthcare and/or public sector.
- To date, in 2005, there have been three certification elections held in the five-county region. The unions were successful in only one of the elections.

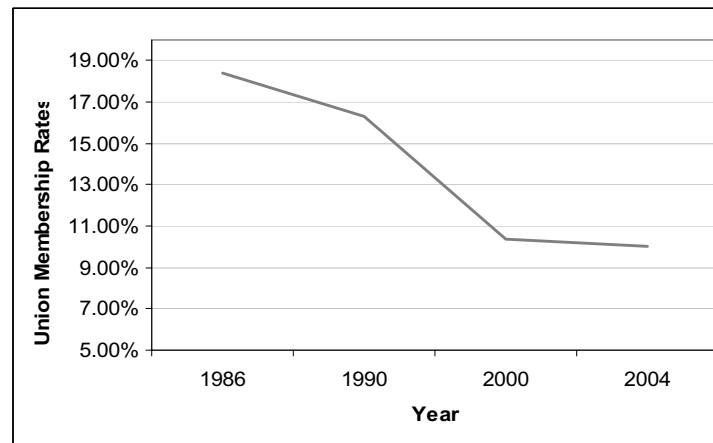
It should be noted that the likelihood of a company facing attempts to unionize will be affected by their location in the region. The greatest number of union elections have been held in Lackawanna and Luzerne Counties.

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## UNION MEMBERSHIP RATES

As mentioned previously, Northeast Pennsylvania has had a previous history of high unionization within its labor force, due in large part to mining and other industrial activities across the region. As these conditions declined or disappeared, private-sector unionization rates in the region have fallen to rates that are comparable to or better than competing locations. As seen in Figure 1, union membership rates have declined since 1986 by over eight percentage points.

**FIGURE 1**  
**PRIVATE-SECTOR UNION MEMBERSHIP RATES IN NORTHEAST PENNSYLVANIA\* (1986-2004)**



\* Includes Lackawanna, Luzerne, Monroe, Pike, Wayne and Wyoming Counties

Exhibit A-1 and Table 1 show union membership data for Northeast Pennsylvania and six comparison areas. In April 2004 (the last date for which reliable data is available), 10.0% of private-sector employees were union members in Northeast Pennsylvania, identical to the membership rate in the Philadelphia PMSA. This rate is comparable to the state average of 9.7%, but slightly higher than the national rate of 7.9%. Northeast Pennsylvania's membership rates are well below union membership rates found in the Nassau-Suffolk, NY PMSA and the Syracuse, NY MSA.

The largest concentration of union members is found in the Scranton/Wilkes-Barre/Hazleton MSA, which consists of Lackawanna, Luzerne, and Wyoming counties. Over 90% of the region's total union members are employed in these three counties.

**TABLE 1**  
**A COMPARISON OF PRIVATE-SECTOR UNION MEMBERSHIP RATES AMONG SEVEN NORTHEASTERN UNITED STATES LOCATIONS**  
**(2004)**

Location	% Union Membership
Nassau-Suffolk, NY PMSA	14.0%
Syracuse, NY MSA	13.1%
Philadelphia, PA-NJ PMSA	10.0%
<b>Penn's Northeast Region*</b>	<b>10.0%</b>
Middlesex-Somerset-Hunterdon, NJ PMSA	7.0%
Allentown-Bethlehem-Easton, PA MSA	6.1%
Baltimore, MD PMSA	6.0%
Pennsylvania	9.7%
United States	7.9%

*\* Includes Lackawanna, Luzerne, Monroe, Pike, Wayne, and Wyoming Counties*

## CERTIFICATION AND DECERTIFICATION UNION ELECTIONS

Between 1986 and October 2005, there were 89 union certification elections held in the five-county Penn's Northeast region. Of those, 36 (or 40.4%) were successfully won by the unions. See Table 2 for a breakdown of union elections by county.

**TABLE 2**  
**Union Certification elections in the FIVE-County Penn's Northeast Region (1996 – 2005)**

County	# of Certification Elections	% Won by Unions
Lackawanna County	34	44.1%
Luzerne County	43	41.8%
Monroe County	10	50.0%
Pike County	-	-
Wayne County	2	0.0%

During the same period, there were 12 decertification elections in the five-county region. Of those, unions maintained their position in only 25.0%, or three of the companies. All of the decertification elections were held in Luzerne County.

A list of certification and decertification elections by employer and county is provided in Exhibit A-2 and A-3, respectively.

## MAJOR PRIVATE-SECTOR EMPLOYERS

Based on information provided by private data vendors and local sources, there are roughly 408 employers in the five-county region that employ more than 100 workers. The largest employer in the region is Tobyhanna Army Depot, which, although a public-sector employer, has been included in Exhibit A-4 due to its considerable influence and impact on the region. Additionally, there are several public or not-for-profit health care organizations whose size and impact on the region merit inclusion on the major employer list. Total employment among all major employers with 100 or more employees is approximately 132,300.

Among these major employers, 100, or 23.9% of companies, are represented by one or more unions. Total employment at these unionized companies is approximately 41,450, although not all employees are union members. Of this total, Tobyhanna employs roughly 4,300 workers. Public hospitals and health care organizations with over 1,000 employees account for an additional 7,930 employees.

## NEW AREA COMPANIES

A very small percentage of employers new to the region since 1996 have been unionized since relocating to the area. According to National Labor Relations Board (NLRB) union-election reports and Federal Mediation and Conciliation Services (FMCS) contract data, only six companies out of 130 new companies have held union certification elections after moving to the five-county region. In the case of one employer, two certification elections were held, both of which were unsuccessful. Meanwhile, one company that successfully voted in a union in 2000 held a decertification election in 2003 in which the union lost the election.

Exhibit A-5 provides a summary of those companies new to the area since 1996. Table 3 shows a summary of those companies that have been unionized.

**TABLE 3  
COMPANIES NEW TO THE REGION THAT HAVE HELD  
CERTIFICATION OR DECERTIFICATION ELECTIONS (1996 – 2005)**

Company	Relocation Date	Certification Elections		Decertification Elections	
		Date of Election	Union Won Election	Date of Election	Union Won Election
AT&T	1996	11/97	Yes	-	-
Caterpillar Logistics	2004	06/05	Yes	-	-
Alexandria Moldings	2002	07/03	Yes	-	-
Sears Logistic Services	2000	11/00	Yes	04/05	No
CCL Container, Inc.	2000	6/04 and 5/02	No	-	-
Plainwell	1998	N/A	Yes	-	-

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## WORK STOPPAGES

Between 1996 and 2005, there have been 12 work stoppages at companies located in the five-county Penn's Northeast region. As seen in Exhibit A-6, all of the stoppages occurred at companies located in either Lackawanna or Luzerne Counties. Three of the work stoppages occurred at employers in the healthcare and/or the public sector.

The largest employer to be impacted by a work stoppage was the Wyoming Valley Health Care System Hospital. In January 2003, 445 nurses went on strike and remained off the job for 21 days. The longest strike occurred at the Keystone Jobs Center, where workers were on strike from June 3, 1998 to September 27, 1998.

## PLANT SHUT-DOWNS

Since 1996, there have been 136 facilities that have closed or downsized in the Penn's Northeast region. Of those, 41 facilities (30.1%) had one or more unions. See Table 4 and Exhibit A-7.

TABLE 4  
CLOSED OR DOWNSIZED COMPANIES AND RATES OF UNIONIZATION (1996 – 2005)

County	# Facilities Closed	% Unionized
Lackawanna County	53	35.8%
Luzerne County	69	27.5%
Monroe County	9	30.0%
Pike County	1	0.0%
Wayne County	4	0.0%

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# APPENDIX A



## APPENDIX A

### TABLE OF CONTENTS

<b>Exhibit #</b>	<b>Page</b>	<b>Title</b>
<b><u>A-1</u></b>	1	Union Membership Rates
<b><u>A-2</u></b>	2	Certification Elections
<b><u>A-3</u></b>	10	Decertification Elections
<b><u>A-4</u></b>	12	Major Employers
<b><u>A-5</u></b>	23	New Companies
<b><u>A-6</u></b>	27	Work Stoppages
<b><u>A-7</u></b>	28	Plant Shut-downs

**EXHIBIT A-1  
UNION MEMBERSHIP RATES  
PENN'S NORTHEAST REGION**

Location	1986		1990		2000		2004	
	Public	Private	Public	Private	Public	Private	Public	Private
Penn's Northeast Region*	-	18.4%	-	16.3%	-	10.4%	55.9%*	10.0%
Philadelphia, PA-NJ PMSA	-	-	-	-	-	-	53.1%	10.0%
Baltimore, MD PMSA	-	-	-	-	-	-	32.8%	6.0%
Nassau-Suffolk, NY PMSA	-	-	-	-	-	-	69.3%	14.0%
Middlesex-Somerset-Hunterdon, NJ PMSA	-	-	-	-	-	-	52.1%	7.0%
Syracuse, NY MSA	-	-	-	-	-	-	71.6%	13.1%
Allentown-Bethlehem-Easton, PA MSA	-	-	-	-	-	-	58.7%	6.1%
Pennsylvania	-	17.6%	-	15.6%	-	11.2%	49.1%	9.7%
United States	-	13.8%	-	11.9%	-	9.0%	36.4%	7.9%

\* Includes Lackawanna, Luzerne, Monroe, Pike, Wayne and Wyoming County

\* Accurate data only available for Lackawanna, Luzerne and Wyoming Counties

**EXHIBIT A-2  
CERTIFICATION ELECTIONS  
PENN'S NORTHEAST REGION**

<b>Company</b>	<b>City</b>	<b>County Name</b>	<b>Date</b>	<b>Union Name</b>	<b>Union Acronym</b>	<b>Employees in Unit</b>
Aramark Cleanroom Svc	Scranton	Lackawanna	04/98	Food & Commercial Workers		83
AT & T	Scranton	Lackawanna	11/97	Electrical Workers		364
Beverly Health Care Scranton	Scranton	Lackawanna	09/02	Service Employees International Union, AFL-CIO	SEIU	75
Beverly Health Care Scranton	Scranton	Lackawanna	10/02	Service Employees International Union, AFL-CIO	SEIU	12
Champion Fordland	Scranton	Lackawanna	06/01	International Brotherhood of Teamsters, AFL-CIO	IBT	3
Community Medical Center	Scranton	Lackawanna	02/00	Local Independent Union		500
Community Medical Center	Scranton	Lackawanna	02/00	Service Employees International Union, AFL-CIO	SEIU	500
GC Fire Protection	Waverly	Lackawanna	08/04	United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada, AFL-CIO	PPF	15
GC Fire Protection	Fleetville	Lackawanna	07/04	United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada, AFL-CIO	PPF	11
HCSC-Laundry	Scranton	Lackawanna	04/99	International Brotherhood of Teamsters, AFL-CIO	IBT	8
L.R. Costanzo Company, Inc.	Scranton	Lackawanna	10/02	Operative Plasterers & Cement Masons		3
McKesson HBOC	Old Forge	Lackawanna	03/01	International Brotherhood of Teamsters, AFL-CIO	IBT	6
Mercy Hospital	Scranton	Lackawanna	08/98	Service Employees International Union, AFL-CIO	SEIU	138
Mercy Hospital	Scranton	Lackawanna	02/99	Service Employees International Union, AFL-CIO	SEIU	32
Mercy Hospital	Scranton	Lackawanna	02/99	Service Employees International Union, AFL-CIO	SEIU	445
Mercy Hospital	Scranton	Lackawanna	02/99	Service Employees International Union, AFL-CIO	SEIU	212
Mercy Hospital	Scranton	Lackawanna	02/99	Service Employees International Union, AFL-CIO	SEIU	522
Mercy Hospital	Scranton	Lackawanna	02/99	Service Employees International Union, AFL-CIO	SEIU	120
Murray Management, Inc. (Skyview Park Apartments)	Scranton	Lackawanna	11/04	United Brotherhood of Carpenters and Joiners of America, AFL-CIO	UBC - CJA	4
Northern Legal	Scranton, PA	Lackawanna	03/00	International Union, United Automobile, Aerospace and Agricultural Implement Workers of America, AFL-CIO	UAW	16
Panel Prints Inc.	Old Forge	Lackawanna	12/98	International Brotherhood of Teamsters, AFL-CIO	IBT	264
Pennsylvania American Water Company	Scranton	Lackawanna	08/01	International Association of Machinists and Aerospace Workers, AFL-CIO	IAM	190
Pennsylvania American Water Company	Scranton	Lackawanna	08/04	International Association of Machinists and Aerospace Workers, AFL-CIO	IAM	144
Ramada Hotel	Clarks Summit	Lackawanna	08/98	Food & Commercial Workers		27
Rural/Metro Medical Services	Scranton	Lackawanna	10/99	Government Employees - Service Employees		170

**EXHIBIT A-2  
CERTIFICATION ELECTIONS  
PENN'S NORTHEAST REGION**

<b>Company</b>	<b>City</b>	<b>Votes For Union</b>	<b>Votes Against Union</b>	<b>Union Won Election?</b>	<b>Type of Election</b>
Aramark Cleanroom Svc	Scranton	25	48	Lost	Certification
AT & T	Scranton	251	34	Won	Certification
Beverly Health Care Scranton	Scranton	38	20	Won	Certification
Beverly Health Care Scranton	Scranton	9	4	Won	Certification
Champion Fordland	Scranton	2	0	Won	Certification
Community Medical Center	Scranton	33	245	Lost	Certification
Community Medical Center	Scranton	194	245	Lost	Certification
GC Fire Protection	Waverly	3	10	Lost	Certification
GC Fire Protection	Fleetville	3	10	Lost	Certification
HCSC-Laundry	Scranton	6	2	Won	Certification
L.R. Costanzo Company, Inc.	Scranton	0	1	Lost	Certification
McKesson HBOC	Old Forge	1	3	Lost	Certification
Mercy Hospital	Scranton	39	63	Lost	Certification
Mercy Hospital	Scranton	24	6	Won	Certification
Mercy Hospital	Scranton	265	81	Won	Certification
Mercy Hospital	Scranton	141	38	Won	Certification
Mercy Hospital	Scranton	327	76	Won	Certification
Mercy Hospital	Scranton	55	41	Won	Certification
Murray Management, Inc. (Skyview Park Apartments)	Scranton	3	1	Won	Certification
Northern Legal	Scranton, PA	7	10	Lost	Certification
Panel Prints Inc.	Old Forge	68	187	Lost	Certification
Pennsylvania American Water Company	Scranton	63	81	Lost	Certification
Pennsylvania American Water Company	Scranton	61	72	Lost	Certification
Ramada Hotel	Clarks Summit	6	4	Won	Certification
Rural/Metro Medical Services	Scranton	30	54	Lost	Certification

**EXHIBIT A-2  
CERTIFICATION ELECTIONS  
PENN'S NORTHEAST REGION**

<b>Company</b>	<b>City</b>	<b>County Name</b>	<b>Date</b>	<b>Union Name</b>	<b>Union Acronym</b>	<b>Employees in Unit</b>
Rural/Metro Medical Services	Scranton	Lackawanna	11/98	Service Employees International Union, AFL-CIO	SEIU	170
Schiff's Restaurant Svc Inc	Taylor	Lackawanna	12/98	International Brotherhood of Teamsters, AFL-CIO	IBT	35
Scranton Counseling Center	Scranton	Lackawanna	06/04	Multi: Scranton Counseling Center Employees Association(Pet); State, County & Municipal Employees(Int)		299
Scranton Counseling Center	Scranton	Lackawanna	06/04	Multi: Scranton Counseling Center Employees Association(Pet); State, County & Municipal Employees(Int)		299
Scranton Counseling Center	Scranton	Lackawanna	06/04	American Federation of State, County and Municipal Employees, AFL-CIO	AFSCME	50
Scranton Counseling Center	Scranton	Lackawanna		Multi: Scranton Counseling Center Employees Association(Pet); State, County & Municipal Employees(Int)		299
Taylor Nursing & Rehab Ctr	Taylor	Lackawanna	07/96	Service Employees International Union, AFL-CIO	SEIU	34
Waste Management	Dunmore	Lackawanna	02/02	Machinists & Aerospace Workers		152
Weisenfluh Ambulance Service	Scranton	Lackawanna	05/97	International Brotherhood of Teamsters, AFL-CIO	IBT	51
Air Products & Chemicals	Florence	Luzerne	10/96	International Brotherhood of Teamsters, AFL-CIO	IBT	110
Alexandria Moldings	Wilkes Barre	Luzerne	07/03	International Brotherhood of Teamsters, AFL-CIO	IBT	18
American Patient Transport Sys	Wilkes Barre	Luzerne	07/02	Service Employees International Union, AFL-CIO	SEIU	70
American Red Cross	Wilkes Barre	Luzerne	01/99	International Brotherhood of Teamsters, AFL-CIO	IBT	16
Bridon American Corp.	Wilkes Barre	Luzerne	10/00	International Union, United Automobile, Aerospace and Agricultural Implement Workers of America, AFL-CIO	UAW	82
Bridon American Corp.	Wilkes Barre	Luzerne	10/00	International Union, United Automobile, Aerospace and Agricultural Implement Workers of America, AFL-CIO	UAW	105
CCL Container Corp	Wilkes Barre	Luzerne	06/04	Laborers		116
CCL Container Corp	Wilkes Barre	Luzerne	05/02	Glass, Molders, Pottery, Plastics and Allied Workers International Union, AFL-CIO	GMP	50
Conrad Electric	Dallas	Luzerne	04/98	Electrical Workers		5
Cragle Bus Service	Shickshinny	Luzerne	09/04	International Brotherhood of Teamsters, AFL-CIO	IBT	34
Fresh America	Hanover	Luzerne	07/98	International Brotherhood of Teamsters, AFL-CIO	IBT	26
Geisinger Wyoming Valley Hospital	Kingston	Luzerne	10/96	National Education Association		802

**EXHIBIT A-2  
CERTIFICATION ELECTIONS  
PENN'S NORTHEAST REGION**

<b>Company</b>	<b>City</b>	<b>Votes For Union</b>	<b>Votes Against Union</b>	<b>Union Won Election?</b>	<b>Type of Election</b>
Rural/Metro Medical Services	Scranton	30	54	Lost	Certification
Schiff's Restaurant Svc Inc	Taylor	9	24	Lost	Certification
Scranton Counseling Center	Scranton	16	33	Lost	Certification
Scranton Counseling Center	Scranton	140	33	Won	Certification
Scranton Counseling Center	Scranton	16	33	Lost	Certification
Scranton Counseling Center	Scranton	140	33	Won	Certification
Taylor Nursing & Rehab Ctr	Taylor	23	5	Won	Certification
Waste Management	Dunmore	47	95	Lost	Certification
Weisenfluh Ambulance Service	Scranton	4	30	Lost	Certification
Air Products & Chemicals	Florence	21	75	Lost	Certification
Alexandria Moldings	Wilkes Barre	13	12	Won	Certification
American Patient Transport Sys	Wilkes Barre	9	26	Lost	Certification
American Red Cross	Wilkes Barre	5	10	Lost	Certification
Bridon American Corp.	Wilkes Barre	85	22	Won	Certification
Bridon American Corp.	Wilkes Barre	76	3	Won	Certification
CCL Container Corp	Wilkes Barre	44	71	Lost	Certification
CCL Container Corp	Wilkes Barre	20	36	Lost	Certification
Conrad Electric	Dallas	4	0	Won	Certification
Cragle Bus Service	Shickshinny	7	18	Lost	Certification
Fresh America	Hanover	7	18	Lost	Certification
Geisinger Wyoming Valley Hospital	Kingston	488	248	Won	Certification

**EXHIBIT A-2  
CERTIFICATION ELECTIONS  
PENN'S NORTHEAST REGION**

<b>Company</b>	<b>City</b>	<b>County Name</b>	<b>Date</b>	<b>Union Name</b>	<b>Union Acronym</b>	<b>Employees in Unit</b>
George J Hayden Inc	Hazleton	Luzerne		Electrical Workers		91
GR Schall Trucking	Shavertown	Luzerne	12/96	International Brotherhood of Teamsters, AFL-CIO	IBT	6
Hazleton St. Joseph Medical Center	Hazleton	Luzerne	05/99	Service Employees International Union, AFL-CIO	SEIU	141
Hazleton Standard Speaker	Hazleton	Luzerne	10/00	Communications Workers of America, AFL-CIO	CWA	19
HCSC-Laundry	Kingston	Luzerne	11/99	Laundry and Dry Cleaning International Union, AFL-CIO	LDC	155
HW Price & Sons, Inc.	Forty Fort	Luzerne	07/00	Sheet Metal Workers		6
Lutheran Welfare Service of Northeastern Pennsylvania, Inc.	Hazleton	Luzerne	03/00	State, County & Municipal Employees		200
Lutheran Welfare Service of Northeastern Pennsylvania, Inc.	Hazleton	Luzerne	10/96	Needletrades, Industrial & Textile Employees		210
Morrison Knudsen Company	Mountain Top	Luzerne		Operating Engineers		292
Nicholas Trucking Co	Courtdale	Luzerne	10/01	Postal Workers		96
Nicholas Trucking Co	Courtdale	Luzerne	06/03	International Brotherhood of Teamsters, AFL-CIO	IBT	104
Nicholas Trucking Co	Courtdale	Luzerne	03/04	International Brotherhood of Teamsters, AFL-CIO	IBT	86
Northwestern Human Services	Pittston	Luzerne	03/05	American Federation of State, County and Municipal Employees, AFL-CIO	AFSCME	40
Oakwood Terrace Senior Living Center	Pittston	Luzerne	07/99	Service Employees International Union, AFL-CIO	SEIU	26
Panzitta Enterprises	Wilkes Barre	Luzerne	10/02	Operative Plasterers & Cement Masons		4
Penn St. Mechanical Contractors, Inc.	Wilkes Barre	Luzerne	07/96	Sheet Metal Workers		25
Pennsylvania American Water Company	Wilkes-Barre	Luzerne	04/96	Multi: Electrical Workers(Pet); Utility Workers(Int)		188
Pennsylvania American Water Company	Wilkes Barre	Luzerne	08/01	Machinists & Aerospace Workers		148
Pennsylvania American Water Company	Wilkes Barre	Luzerne	11/02	Machinists & Aerospace Workers		145
Pennsylvania American Water Company	Wilkes Barre	Luzerne	09/04	Machinists & Aerospace Workers		137
Saint Luke Village	Hazleton	Luzerne	03/00	American Federation of State, County and Municipal Employees, AFL-CIO	AFSCME	200
Sears Logistics Services	Wilkes - Barre	Luzerne	06/96	Multi: Operating Engineers(Pet); Teamsters(Int)		464
Sears Logistics Services	Wilkes Barre	Luzerne	11/00	International Brotherhood of Teamsters, AFL-CIO	IBT	713
Stroehmann Bakery	West Hazleton	Luzerne	10/96	Bakery, Confectionery & Tobacco Workers		218
Structural Reinforcement Products, Inc.	Hazleton	Luzerne	04/00	United Steelworkers of America, AFL-CIO	USWA	55

**EXHIBIT A-2  
CERTIFICATION ELECTIONS  
PENN'S NORTHEAST REGION**

<b>Company</b>	<b>City</b>	<b>Votes For Union</b>	<b>Votes Against Union</b>	<b>Union Won Election?</b>	<b>Type of Election</b>
George J Hayden Inc	Hazleton	17	67	Lost	Certification
GR Schall Trucking	Shavertown	4	2	Won	Certification
Hazleton St. Joseph Medical Center	Hazleton	86	45	Won	Certification
Hazleton Standard Speaker	Hazleton	12	7	Won	Certification
HCSC-Laundry	Kingston	32	87	LOST	Certification
HW Price & Sons, Inc.	Forty Fort	4	1	Won	Certification
Lutheran Welfare Service of Northeastern Pennsylvania, Inc.	Hazleton	65	101	Lost	Certification
Lutheran Welfare Service of Northeastern Pennsylvania, Inc.	Hazleton	48	131	Lost	Certification
Morrison Knudsen Company	Mountain Top	131	159	Lost	Certification
Nicholas Trucking Co	Courtdale	35	49	Lost	Certification
Nicholas Trucking Co	Courtdale	47	47	Lost	Certification
Nicholas Trucking Co	Courtdale	49	33	Won	Certification
Northwestern Human Services	Pittston	27	0	Won	Certification
Oakwood Terrace Senior Living Center	Pittston	13	12	Won	Certification
Panzitta Enterprises	Wilkes Barre	3	0	Won	Certification
Penn St. Mechanical Contractors, Inc.	Wilkes Barre	4	20	Lost	Certification
Pennsylvania American Water Company	Wilkes-Barre	24	146	Lost	Certification
Pennsylvania American Water Company	Wilkes Barre	63	81	Lost	Certification
Pennsylvania American Water Company	Wilkes Barre	66	74	Lost	Certification
Pennsylvania American Water Company	Wilkes Barre	61	72	Lost	Certification
Saint Luke Village	Hazleton	65	101	Lost	Certification
Sears Logistics Services	Wilkes - Barre	120	267	Lost	Certification
Sears Logistics Services	Wilkes Barre	318	267	Won	Certification
Stroehmann Bakery	West Hazleton	84	113	Lost	Certification
Structural Reinforcement Products, Inc.	Hazleton	27	23	Won	Certification



**EXHIBIT A-2  
CERTIFICATION ELECTIONS  
PENN'S NORTHEAST REGION**

<b>Company</b>	<b>City</b>	<b>County Name</b>	<b>Date</b>	<b>Union Name</b>	<b>Union Acronym</b>	<b>Employees in Unit</b>
Three Springs Water Company	Laurel Run	Luzerne	10/96	International Brotherhood of Teamsters, AFL-CIO	IBT	24
United Water Pennsylvania, Inc.	Dallas	Luzerne	02/96	Utility Workers		7
Vicwest	Wilkes Barre	Luzerne	02/99	Sheet Metal Workers		11
Wyoming Valley Health Care	Kingston	Luzerne	07/01	Service Employees International Union, AFL-CIO	SEIU	65
Wyoming Valley Health Care Hospital System	Plains	Luzerne	09/03	Pennsylvania Association of Staff Nurses and Allied Professionals		140
Geisinger Wyoming Valley Medical Center	Wilkes Barre	Luzerne	09/01	Service Employees International Union, AFL-CIO	SEIU	108
Apex Fire Protection, Inc.	East Stroudsburg	Monroe	10/99	Local Independent Union		18
Chartwells	Swiftwater	Monroe	11/00	United Food and Commercial Workers International Union, AFL-CIO	UFCW	92
Hartmann Electrical Contracting, Inc.	Bartonsville	Monroe	04/05	International Brotherhood of Electrical Workers, AFL-CIO	IBEW	23
Huxley Envelope Corporation	Mt. Pocono	Monroe	06/99	Multi: Auto Workers(Pet); Industrial Trade(Int)		144
Kulp Foundry	East Stroudsburg	Monroe	07/98	International Brotherhood of Teamsters, AFL-CIO	IBT	58
Kulp Foundry	East Stroudsburg	Monroe	09/99	International Brotherhood of Teamsters, AFL-CIO	IBT	62
New Perspectives Crisis Residence	Stroudsburg	Monroe	03/02	International Brotherhood of Teamsters, AFL-CIO	IBT	21
Pocono Medical Center	East Stroudsburg	Monroe	01/99	Operating Engineers		180
Pocono Record	Stroudsburg	Monroe	04/96	Graphic Communications		39
Rinehart Chrysler	Stroudsburg	Monroe	05/99	Service Employees International Union, AFL-CIO	SEIU	17
Caterpillar Logistics	Gouldsboro	Wayne	06/05	International Brotherhood of Teamsters, AFL-CIO	IBT	42
Waste Management (Beach Lake)	Beach Lake	Wayne	11/03	International Brotherhood of Electrical Workers, AFL-CIO	IBEW	35

**EXHIBIT A-2  
CERTIFICATION ELECTIONS  
PENN'S NORTHEAST REGION**

<b>Company</b>	<b>City</b>	<b>Votes For Union</b>	<b>Votes Against Union</b>	<b>Union Won Election?</b>	<b>Type of Election</b>
Three Springs Water Company	Laurel Run	20	3	Won	Certification
United Water Pennsylvania, Inc.	Dallas	5	1	Won	Certification
Vicwest	Wilkes Barre	3	7	Lost	Certification
Wyoming Valley Health Care	Kingston	11	34	Lost	Certification
Wyoming Valley Health Care Hospital System	Plains	66	63	Won	Certification
Geisinger Wyoming Valley Medical Center	Wilkes Barre	39	48	Lost	Certification
Apex Fire Protection, Inc.	East Stroudsburg	8	11	Lost	Certification
Chartwells	Swiftwater	54	47	Won	Certification
Hartmann Electrical Contracting, Inc.	Bartonsville	13	13	Lost	Certification
Huxley Envelope Corporation	Mt. Pocono	74	1	Won	Certification
Kulp Foundry	East Stroudsburg	15	39	Lost	Certification
Kulp Foundry	East Stroudsburg	31	29	Won	Certification
New Perspectives Crisis Residence	Stroudsburg	14	5	Won	Certification
Pocono Medical Center	East Stroudsburg	54	101	Lost	Certification
Pocono Record	Stroudsburg	22	12	Won	Certification
Rinehart Chrysler	Stroudsburg	5	10	Lost	Certification
Caterpillar Logistics	Gouldsboro	16	27	Lost	Certification
Waste Management (Beach Lake)	Beach Lake	14	22	Lost	Certification

**EXHIBIT A-3  
DECERTIFICATION ELECTIONS  
PENN'S NORTHEAST REGION**

<b>Company</b>	<b>City</b>	<b>County Name</b>	<b>Date</b>	<b>Union Name</b>	<b>Union Acronym</b>	<b>Employees in Unit</b>	<b>Votes For Union</b>
Adelphia	Duryea	Luzerne	04/05	Communications Workers of America, AFL-CIO	CWA	48	9
Daron North East	Ashley	Luzerne	03/00	International Brotherhood of Teamsters, AFL-CIO	IBT	4	0
Geisinger Medical Center	Wilkes Barre	Luzerne	09/01	Service Employees International Union, AFL-CIO	SEIU	105	39
Glen Summit Springs Water Company	Mountain Top	Luzerne	03/02	International Brotherhood of Teamsters, AFL-CIO	IBT	15	4
Hazleton St. Joseph Medical Center	Hazleton	Luzerne	06/00	Service Employees International Union, AFL-CIO	SEIU	141	88
Nexstar Broadcasting	Wilkes Barre	Luzerne	12/01	Communications Workers of America, AFL-CIO	CWA	100	60
Oakwood Terrace	Pittston	Luzerne	10/00	Service Employees International Union, AFL-CIO	SEIU	24	8
Sears Logistics Services	Wilkes Barre	Luzerne	04/03	International Brotherhood of Teamsters, AFL-CIO	IBT	571	204
Stroehmann Bakery	West Hazleton	Luzerne	04/96	United Steelworkers of America, AFL-CIO	USWA	30	26
Three Springs Water Company	Laurel Run	Luzerne	11/99	International Brotherhood of Teamsters, AFL-CIO	IBT	23	7
United Water Pennsylvania, Inc. (Dallas Operation)	Dallas	Luzerne	09/97	Utility Workers		5	0
Wyoming Valley Healthcare System Hospital	Plains	Luzerne	11/04	Pennsylvania Association of Staff Nurses and Allied Professionals		113	53

**EXHIBIT A-3  
DECERTIFICATION ELECTIONS  
PENN'S NORTHEAST REGION**

<b>Company</b>	<b>City</b>	<b>Votes Against Union</b>	<b>Union Won Election?</b>	<b>Type of Election</b>
Adelphia	Duryea	36	Lost	Decertification
Daron North East	Ashley	4	Lost	Decertification
Geisinger Medical Center	Wilkes Barre	48	Lost	Decertification
Glen Summit Springs Water Company	Mountain Top	11	Lost	Decertification
Hazleton St. Joseph Medical Center	Hazleton	39	Won	Decertification
Nexstar Broadcasting	Wilkes Barre	34	Won	Decertification
Oakwood Terrace	Pittston	14	Lost	Decertification
Sears Logistics Services	Wilkes Barre	305	Lost	Decertification
Stroehmann Bakery	West Hazleton	2	Won	Decertification
Three Springs Water Company	Laurel Run	14	Lost	Decertification
United Water Pennsylvania, Inc. (Dallas Operation)	Dallas	5	Lost	Decertification
Wyoming Valley Healthcare System Hospital	Plains	56	Lost	Decertification

**EXHIBIT A-4  
MAJOR EMPLOYERS  
PENN'S NORTHEAST REGION**

<b>Company</b>	<b>Products</b>	<b>County</b>	<b>Employees</b>	<b>Union</b>	<b>Union Name(s)</b>
Tobyhanna Army Depot*	Electronics Repair and Fabrication	Monroe	4,300	Yes	
Hazleton General Hospital*	Hospitals	Luzerne	4,200	Yes	AFSCME, PANA
Wyoming Valley Health Care System	Health Care	Luzerne	3,500	Yes	PSEA, PASNAP
Procter & Gamble Paper Products	Paper Products, Tissues and Diapers	Wyoming	3,000		
Allied Services	Hospitals	Lackawanna	2,500		
In-Home Services	Services Nec	Lackawanna	2,400		
Mercy Physicians Network	Hospitals	Lackawanna	2,200		
Moses Taylor Hospital	Hospitals	Lackawanna	2,000		
Cinram International Inc.	Records, Cassette Tapes, Compact & Video Discs	Lackawanna	1,700		
Sanofi-aventis	Vaccines	Monroe	1,600		
Transcontinental Refrigerated	Trucking	Luzerne	1,500		
Community Medical Center*	Hospitals	Lackawanna	1,430	Yes	
Pride Mobility Products Inc.	Lift & Power Wheelchairs & Scooters	Luzerne	1,262		
Treetops Villas	Resorts	Pike	1,200		
US Veterans Hospital*	Hospitals	Luzerne	1,200		
Advance PCS	Pharmaceuticals	Luzerne	1,100		
Pocono Medical Center*	Hospitals	Monroe	1,100	Yes	PANA, IUOE
University Of Scranton	Schools-Universities & Colleges Academic	Lackawanna	1,065		
Bank of America	Financial Services	Lackawanna	1,000		
Blue Cross/Blue Shield of NEPA	Health Insurance	Luzerne	1,000		
Commonwealth Telephone Enterprises	Telecommunications	Luzerne	1,000	Yes	CWA
PNC Bank	Financial Services	Region	950		
Cargill Meat Solutions	Meat Processing Facility	Luzerne	900		
CIGNA HealthCare	Health Insurance	Lackawanna	900		
Geisinger Wyoming Valley Hospital	Hospitals	Luzerne	900	Yes	SEIU
Keystone Automotive	Auto Parts	Luzerne	900		
Woodloch Pines	Resorts	Wayne	900		
Mercy Hospital	Hospitals	Luzerne	890	Yes	SEIU
Prudential Investments	Pension/Profit Sharing Plans	Lackawanna	865		
Metropolitan Life Insurance Co.	Computer Center	Lackawanna	816		
Fernwood Hotel & Resort	Resorts	Pike	800		
Thompson Education Direct	Distance Education	Lackawanna	800	Yes	USA
Roadway Express Inc	Trucking-Motor Freight	Monroe	750		
Sears Logistics Services	Retail Products	Luzerne	750		
Verizon	Telecommunications	Region	719	Yes	IBEW, CWA
Marywood University	Schools-Universities & Colleges Academic	Lackawanna	700		
Offset Paperback Inc., Div Bergelsman Corp.	Book Printing, not publishing	Luzerne	700	Yes	GCIU
Sallie Mae	Student Loan Processing	Luzerne	700		
T. J. Maxx	Garments	Luzerne	680	Yes	

**EXHIBIT A-4  
MAJOR EMPLOYERS  
PENN'S NORTHEAST REGION**

Company	Products	County	Employees	Union	Union Name(s)
Gertrude Hawk Chocolates	Chocolate & Cocoa Products	Lackawanna	675		
InterMetro Industries Corp (HQ)	Wire Shelving, Material & Handling Storage	Luzerne	660	Yes	
Lockheed Martin Tactical Defense	Nuclear Components, Armaments, etc.	Lackawanna	660		
Lord & Taylor Distribution Ctr	Retail Clothing	Luzerne	600		
RCN Corporation	Telecommunications	Luzerne	600		
Wayne County Memorial Hospital	Hospitals	Wayne	600	Yes	SEIU, PANA
Blue Ridge Real Estate Co	Real Estate	Monroe	572		
Smiths Aerospace Components	Machine Shops	Luzerne	560	Yes	USA
Bemis Co. Inc., Polyethylene Packaging Div.	Plastics, Materials & Nonvulcanizable Elastomers	Luzerne	550	Yes	
Diversified Information Technologies	Business Process Solutions	Lackawanna	550		
King's College	Schools-Universities & Colleges Academic	Luzerne	550		
Weiler Corp.	Industrial Brushes, Specialty Abrasives & Maintenance Products	Monroe	550		
Gentex	Fabrics & Life Safety Products	Lackawanna	525		
Marian Community Hospital	Hospitals	Lackawanna	510		
Altria Corporate Services	Data Center	Luzerne	500		
Altria Group, Inc.	Financial & Data Center	Luzerne	500		
Clarks Summit State Hospital	Hospitals	Lackawanna	500		
Harper Collins Publishing**	Books	Lackawanna	500	Yes	IBT
Kane Warehousing	3PL-Variou Distribution	Lackawanna	500		
Klein Wholesale Distributors	Candy & Confectionery-Wholesale	Luzerne	500		
Liz Claiborne	Apparel, Accessories	Monroe	500	Yes	ILGWU
Mohegan Sun at Pocono Downs	Race Tracks	Luzerne	500		
Montage Mountain Ski Resort	Skiing Centers & Resorts	Lackawanna	500		
Schott Glass Technologies Inc. (HQ)	Optical, Ophthalmic & Specialty Glasses	Luzerne	500	Yes	UFCW
St Joseph's Ctr	Mental Retardation & Dev Disabled Svcs	Lackawanna	500	Yes	SEIU
Wayne Memorial Hospital	Birth Centers	Wayne	500	Yes	SEIU, PANA
Wilkes University	Schools-Universities & Colleges Academic	Luzerne	500		
Supermarket Services	Supermarket Products	Lackawanna	466	Yes	IBT
PG Energy Inc	Gas-Natural	Luzerne	450	Yes	IBEW
Shawnee Mountain Ski Area	Skiing Centers & Resorts	Monroe	450		
United Steel Products Co.	Steel Pallet Racks	Monroe	450	Yes	LIUNA
J C Penney Catalog Customer Services	Customer Service/Telesales	Lackawanna	448		
Scranton Times Tribune (HQ)	Newspapers: Publishing & Printing	Lackawanna	440	Yes	CWA, GCIU
John Heinz Institute Of Rehab	Rehabilitation Services	Luzerne	425		
Behavioral Health Svc	Physicians & Surgeons	Luzerne	400		
Benco Dental Supply Co	Dental Equipment & Supplies-Wholesale	Luzerne	400		
Motor WORLD Acura & Hyundai	Automobile Dealers-New Cars	Luzerne	400		
Preferred Meal Systems Inc	Frozen Food Processors	Lackawanna	400		

**EXHIBIT A-4  
MAJOR EMPLOYERS  
PENN'S NORTHEAST REGION**

<b>Company</b>	<b>Products</b>	<b>County</b>	<b>Employees</b>	<b>Union</b>	<b>Union Name(s)</b>
Travelocity.com	Online Tourism and Sales	Luzerne	400		
Valley Distributing	3PL-Variou Distribution	Luzerne & Lackawanna	400		
Hershey Chocolate USA, Div. Hershey Foods Corp.	Chocolate and Cocoa Products	Luzerne	390	Yes	UFCW
Quebecor World Hazleton Inc.	Telephone Directory Printing & Book Binding	Luzerne	382	Yes	GCIU
Chamberlain Manufacturing Corp.	Ammunition, Artillery	Lackawanna	380	Yes	IAM
Telrx	Customer Service	Luzerne	375		
Plainwell Tissue	Consumer Paper Products	Luzerne	365	Yes	PACE
Arlington Industries Inc.	Electrical Fittings	Lackawanna	360		
Trion Industries Inc.	Store Fixtures	Luzerne	360		
Fabri-Kal Corp.	Plastic Packaging Products	Luzerne	356	Yes	USA
Caesar's Pocono Resorts	Resorts	Monroe	350		
Cooper's Seafood House Inc	Foods-Carry Out	Lackawanna	350		
Luzerne County Community Clg	Junior Colleges & Technical Institutes	Luzerne	350		
Wesley Village	Retirement Communities & Homes	Luzerne	350		
Camelback Ski Area	Skiing Centers & Resorts	Monroe	340		
Bradley Caldwell	Hardware/Farm & Pet Supplies	Luzerne	338		
Menlo Worldwide, Inc.	National Accounting Office	Lackawanna	325		
ALLTEL Communications	Information Services	Luzerne	320		
Caradon Mideast Aluminum	Aluminum Anodized & Fabricated Extrusions	Luzerne	320	Yes	
Compression Polymers	Plastic Sheeting	Lackawanna	316		
Certainteed Corp.	Residential & Industrial Fiberglass Insulation	Luzerne	315	Yes	UAW
Penguin Group (USA) Inc.	Books	Luzerne	310	Yes	GCIU
American Asphalt Paving Co	Asphalt & Asphalt Products-Manufacturers	Luzerne	300	Yes	USA
ERG Staffing	Employment Agencies & Opportunities	Monroe	300		
Gentex Optics	Optics	Lackawanna	300		
Guard Insurance Group	Insurance	Luzerne	300		
Laird Technologies	Beryllium copper EMC shielding & testing	Monroe	300		
Mountain City Nursing & Rehab	Nursing & Convalescent Homes	Luzerne	300		
Sandvik Steel Inc.	Seamless Tubular Products	Lackawanna	300	Yes	LIUNA
Santana Products Inc	Plastics-Extruders (Manufacturers)	Lackawanna	300		
Simplex Industries	Modular Homes	Lackawanna	300		
Wal-Mart Connect Ctr	Mail Order & Catalog Shopping	Wayne	300		
Times Leader	Newspapers (Publishers)	Luzerne	299		
Fairchild Semiconductor	Discrete Power/Semiconductors	Luzerne	296	Yes	CWA
Berkley Publishing	Publishers	Luzerne	286	Yes	GCIU
Cascades Tissue Group of PA	Paper Products	Lackawanna	286	Yes	
Maid-Rite Steak	Frozen Portion Control Meats	Lackawanna	286		
Bridon American Corp.	Wire & Wire Rope	Luzerne	285	Yes	UAW

**EXHIBIT A-4  
MAJOR EMPLOYERS  
PENN'S NORTHEAST REGION**

<b>Company</b>	<b>Products</b>	<b>County</b>	<b>Employees</b>	<b>Union</b>	<b>Union Name(s)</b>
Huxley Envelope Corporation	Mailing Envelopes	Monroe	276	Yes	UAW
Tns Network News	Television Stations & Broadcasting Co	Wayne	275		
Laminations, Inc.	Compression Molded Polyethylene Slab	Lackawanna	274		
Panel Prints Inc.	Printing	Lackawanna	272		
Vycom	Plastics-Fabrics,Film-Etc Producer (Mfr)	Lackawanna	270		
Herff Jones	Printers	Lackawanna	270		
Altadis USA	Cigars, Boxes and Wrappers	Luzerne	265	Yes	
Atlantic Medco	Physicians & Surgeons Equip & Supls-Mfrs	Lackawanna	260		
HPG International Inc.	Plastic Liners, Roofing & Sheeting	Luzerne	258	Yes	OCAW
Fred & Gilotti & Assoc Report	Court & Convention Reporters	Lackawanna	257		
First National Community Bncrp	Holding Companies (Bank)	Lackawanna	255		
Garland Commercial Industries	Service Industry Machinery Nec (Mfrs)	Luzerne	250	Yes	IBT
Hilton Reservations Worldwide	Call Center	Luzerne	250		
McCarthy Tire	Tire-Dealers-Retail	Luzerne	250	Yes	IBT
Northeastern Eye Institute	Physicians & Surgeons	Lackawanna	250		
Pocono Manor Inn & Golf Resort	Resorts	Monroe	250		
Pocono Record	Newspapers (Publishers)	Monroe	250	Yes	GCIU
Skytop Lodge	Resorts	Monroe	250		
Stroehmann Bakeries Inc.	Bread, Cake and Related Products	Luzerne	250	Yes	IBT, BCTW
Sunshine Market Inc	Grocers-Retail	Luzerne	250		
TMG Health	Health Care Processing	Lackawanna	250		
United Rehabilitation Svc Inc	Rehabilitation Services	Luzerne	250	Yes	AFSCME
US Foodservice	Food Products (Wholesale)	Luzerne	250		
Woodlands Inn & Resort	Hotels & Motels	Luzerne	250		
Graham Packaging	Plastic Bottles & Containers	Luzerne	243		
American Red Cross	Social Service & Welfare Organizations	Luzerne	240	Yes	CWA
Golden Technologies	Home Health Care	Lackawanna	240		
Network Solutions	Domain Name Registration	Luzerne	240		
Quaker Oats Corporation	Beverages	Luzerne	240	Yes	IAM
Silgan Closures	Metal Closure Vacuum Jar Caps	Luzerne	240	Yes	GMP
PP&L Electric Utilities	Electric Power	Lackawanna	237	Yes	
Marian Convent	Convents & Monasteries	Lackawanna	236		
Mactac, Div Bemis Co. Inc.	Electro Sensitive Paper	Lackawanna	232		
Gruma Corp	Food Products & Manufacturers	Luzerne	230		
Little Flower Manor Of The Dcs	Nursing & Convalescent Homes	Luzerne	230		
Pleasant Valley Manor	Nursing & Convalescent Homes	Monroe	230		
Taylor Nursing & Rehab Ctr	Rehabilitation Services	Lackawanna	230	Yes	SEIU
Kinsley's Shoprite	Grocers-Retail	Monroe	225		
Michaels Arts & Crafts Store	Handcraft Products	Luzerne	225		



**EXHIBIT A-4  
MAJOR EMPLOYERS  
PENN'S NORTHEAST REGION**

<b>Company</b>	<b>Products</b>	<b>County</b>	<b>Employees</b>	<b>Union</b>	<b>Union Name(s)</b>
Scranton Counseling Center	Mental Health Services	Lackawanna	225	Yes	AFSCME, SCCEA
Securitas Security Svc USA Inc	Security Guard & Patrol Service	Lackawanna	225		
Cornell Iron Works	Steel Rolling Doors	Luzerne	220		
Dial America	Outbound Telemarketing	Lackawanna	220		
Dial Corporation	Household Laundry Products	Luzerne	220		
MAC Tac	Paper-Adhesive/Pressure Sensitive (Mfrs)	Lackawanna	220		
Mountain View Care Ctr	Hospitals	Lackawanna	220		
Northeastern Envelope Company	Printers of Envelopes	Lackawanna	220		
AEP Industries - Plastic Film	Plastic Film	Luzerne	210		IAM
Luzerne Optical Labs LTD	Optical Goods-Manufacturers	Luzerne	210		
Cracker Barrel Stores Inc	Restaurants	Luzerne	209		
National Book Co.	Books	Lackawanna	207		
Comm Bancorp Inc	Holding Companies (Bank)	Lackawanna	203		
Advance Food Co Inc	Meat Packers	Lackawanna	200		
Air Products & Chemicals	Chemicals & Chemical Products	Luzerne	200	Yes	
Alcoa KAMA Corp	Plastics & Plastic Products (Mfrs)	Luzerne	200		
Altec Industries Inc	Industrial Trucks Tractors/Trlrs (Mfrs)	Luzerne	200	Yes	USA
Certech Inc	Ceramic Products-Industrial (Mfrs)	Luzerne	200		
Community Counseling Svc	Mental Health Services	Luzerne	200		
Deangelo Brothers Inc	Landscape Contractors	Luzerne	200		
Exopack	Bags-Paper (Manufacturers)	Luzerne	200		
HCSC-Laundry	Laundries	Luzerne	200	Yes	IBT
Home Depot	Home Centers	Luzerne	200		
Kama	Plastics	Luzerne	200	Yes	
Kent Polymers Inc	Plastics-Raw Mtrls/Powder/Resin-Mfrs	Luzerne	200		
Keystone Coca-Cola Bottling Co.	Bottled Soft Drinks	Luzerne	200	Yes	IBT
Krayer Detective Agency Inc	Security Guard & Patrol Service	Lackawanna	200		
M & T Bank	Banks	Luzerne	200		
Nardone Brothers Baking Pizza	Pizza Products-Manufacturers	Luzerne	200		
Northeast Counseling Svc	Mental Health Services	Luzerne	200		
Pocmont Resort	Resorts	Pike	200		
Price Chopper	Grocers-Retail	Lackawanna	200		
Resorts USA Inc	Nonclassified Establishments	Pike	200		
Road Scholar Transport Inc	Trucking	Lackawanna	200		
Ronco Machine	Machine Fabrication	Lackawanna	200		
Truth Hardware	Zinc Die Castings	Luzerne	200	Yes	GMP
WBRE	Television Stations & Broadcasting Co	Luzerne	200		
Fastenal	Electrical Fittings Dist.	Lackawanna	200		
Penn Security Bank & Trust	Financial Institution	Lackawanna	197		

**EXHIBIT A-4  
MAJOR EMPLOYERS  
PENN'S NORTHEAST REGION**

<b>Company</b>	<b>Products</b>	<b>County</b>	<b>Employees</b>	<b>Union</b>	<b>Union Name(s)</b>
General Mills	Frozen Bakery Products	Luzerne	195		
McKinney Products Co.	Door Hinges	Lackawanna	195	Yes	UAW, IAM
Signature Building Systems	Modular Homes	Lackawanna	195		
First Quality Nonwovens	Nonwoven Fabric	Luzerne	190		
General Dynamics	Military Tanks	Lackawanna	190	Yes	UAW
Price Chopper	Grocers-Retail	Luzerne	185		
Citizen's Voice	Newspapers (Publishers)	Luzerne	180	Yes	GCIU, CWA, TNG
Clinical Laboratories	Medical Labs	Lackawanna	180		
Energy Convertors Inc.	Heating Equipment	Luzerne	180		
Mid Valley Hospital	Hospitals	Lackawanna	180		
Saint Luke Village	Nursing & Convalescent Homes	Luzerne	180		
Sun Building Systems	Modular Homes	Lackawanna	180		
Wachovia Arena	Stadiums Arenas & Athletic Fields	Luzerne	176		
Pennsylvania State University	Schools-Universities & Colleges Academic	Luzerne	175		
VNA	Home Health Service	Luzerne	175		
Coca Cola Enterprises	Beverages	Luzerne	170		
Locust Ridge Quarry	Paving Contractors	Monroe	170		
Simmons Company	Mattresses	Luzerne	170		
St Mary's Villa Nursing Home	Nursing & Convalescent Homes	Lackawanna	170		
Fidelity D & D Bancorp Inc	Holding Companies (Bank)	Lackawanna	167		
Genova Pennsylvania	Rigid Vinyl Piping and Rain Gutters	Luzerne	165	Yes	UFCW
Patterson Kelley Co	Water Heaters-Manufacturers	Monroe	165	Yes	BBF
Poly-Hi Menasha	Plastic Sheets	Lackawanna	165		
Richard M Walsh Assoc	Data Processing Service	Lackawanna	165		
Best Western Inn	Hotels & Motels	Pike	160		
Birchwood Nursing Rehab Ctr	Nursing & Convalescent Homes	Luzerne	160	Yes	UFCW
Diamond Triumph Auto Glass Inc	Automobile Glass-Service & Installation	Luzerne	160		
Heritage House	Nursing & Convalescent Homes	Luzerne	160		
Highland Associates	Architecture/Engineering	Lackawanna	160		
Kappa Graphics	Commercial Printing Nec	Luzerne	160	Yes	GCIU
Pocono Palace Inc	Resorts	Monroe	160		
American Silk Mills	Fabrics-Wholesale	Luzerne	157		
Alexandria Moldings	Wood Moldings	Luzerne	150	Yes	
Barletta Materials & Constr	Paving Materials	Luzerne	150	Yes	USA
Beverly Healthcare	Nursing & Convalescent Homes	Monroe	150	Yes	
Bon Secours Health Partners	Hospitals	Pike	150		
Brookmont Health Care Ctr	Nursing & Convalescent Homes	Monroe	150	Yes	AFSCME
Calex Logistics	Warehousing & Distribution	Luzerne	150		
Davis Manor Assisted Living	Nursing & Convalescent Homes	Luzerne	150		

**EXHIBIT A-4  
MAJOR EMPLOYERS  
PENN'S NORTHEAST REGION**

<b>Company</b>	<b>Products</b>	<b>County</b>	<b>Employees</b>	<b>Union</b>	<b>Union Name(s)</b>
Dendrite International	Physicians & Surgeons Equip & Supls-Mfrs	Monroe	150		
Eagle Rock	Skiing Centers & Resorts	Luzerne	150		
Fed Ex Freight	Trucking-Motor Freight	Monroe	150		
Genetti Hotel & Convention Ctr	Caterers	Luzerne	150		
Grotto Pizza	Pizza	Luzerne	150		
Hazleton Standard Speaker	Newspapers: Publishing & Printing	Luzerne	150	Yes	ITU, CWA
Hilton Scranton Conference Ctr	Hotels & Motels	Lackawanna	150		
Home Depot	Home Centers	Lackawanna	150		
Inn At Nichols Village	Hotels & Motels	Lackawanna	150		
Kingston Commons	Nursing & Convalescent Homes	Luzerne	150		
Lone Star Steakhouse	Restaurants	Lackawanna	150		
Luxury Limousine Svc	Limousine Service	Luzerne	150		
Manorcare Health Svc	Nursing & Convalescent Homes	Luzerne	150		
Mercy Mundy Diagnostic Ctr	Hospitals	Luzerne	150		
Mercy Special Care Hospital	Hospitals	Luzerne	150		
Milford Health & Wellness	Hospitals	Pike	150		
Mountain Healthcare Ctr	Hospitals	Monroe	150		
Pathology Associates Of Ne Pa	Physicians & Surgeons	Lackawanna	150		
Price Chopper Market Ctr	Grocers-Retail	Luzerne	150		
Radisson Lackawanna Sta Hotel	Hotels & Motels	Lackawanna	150		
Scranton Craftsmen Inc	Concrete Products (Wholesale)	Lackawanna	150		
St Luke's Hospital	Hospitals	Monroe	150		
WKRF	Radio Stations & Broadcasting Companies	Luzerne	150		
Citterio USA	Sausages/Other Prepared Meat Prod (Mfrs)	Luzerne	148	Yes	
Di Mare Fresh Inc	Fruits & Vegetables & Produce-Retail	Luzerne	147		
Children's Behavioral Hlth Svc	Mental Health Services	Luzerne	145		
Julia Ribaldo Senior Care	Nursing & Convalescent Homes	Wayne	145		
Altec Lansing Technologies	Electronic Equipment & Supplies-Mfrs	Pike	140		
Creditek	Financial Information	Luzerne	140		
Fritzingertown Adult Day Care	Residential Care Homes	Luzerne	140		
Gerrity's Market	Grocers-Retail	Lackawanna	140		
Manhattan Club	Telemarketing Services	Monroe	140		
Paper Magic Group	Seasonal Paper Products	Lackawanna	140		
Penn Millers Insurance Co.	Insurance	Luzerne	140		
Riverstreet Manor	Nursing & Convalescent Homes	Luzerne	140		
United Gilsonite Laboratories	Paint Varnish & Allied Products (Mfrs)	Lackawanna	140	Yes	
Warp Processing Inc	Textile Fibers (Manufacturers)	Luzerne	140	Yes	UFCW / AFL-CIO
Epsco	Building Materials	Luzerne	137		
Ground Round	Restaurants	Luzerne	136		

**EXHIBIT A-4  
MAJOR EMPLOYERS  
PENN'S NORTHEAST REGION**

<b>Company</b>	<b>Products</b>	<b>County</b>	<b>Employees</b>	<b>Union</b>	<b>Union Name(s)</b>
CCL Container Corp	Containerized Freight & Cargo Service	Luzerne	135		
Romark Logistics	Food Products (3PL)	Luzerne	135		
Valley Manufacturing Corporation	Aerospace Rings	Luzerne	132		
Abington Manor	Nursing & Convalescent Homes	Lackawanna	130		
Arc Of Lackawanna County	Human Services Organizations	Lackawanna	130		
Diamond Manufacturing Co	Perforated Metals Plastics Etc (Mfrs)	Luzerne	130	Yes	IAM
Gavlick Personnel Svc Inc	Employment Agencies & Opportunities	Luzerne	130		
Inland Paperboard & Packaging	Corrugated & Solid Fiber Boxes (Mfrs)	Luzerne	130	Yes	UPIU
Integrated Power Designs Inc	Electronic Equipment & Supplies-Mfrs	Luzerne	130		
Meadows Nursing Ctr	Nursing & Convalescent Homes	Luzerne	130		
Penn Hills	Resorts	Monroe	130		
Pocono Produce Co	Food Products (Wholesale)	Monroe	130		
Schiff's Restaurant Svc Inc	Food Brokers	Lackawanna	130		
Summit Health Care Ctr	Nursing & Convalescent Homes	Luzerne	130		
Wayne Woodland Manor	Nursing & Convalescent Homes	Wayne	130		
Vaccess Health/Vax Serve	Immunization Services	Lackawanna	130		
Mayflower Manufacturing Co	Men's Clothing-Manufacturers	Lackawanna	128	Yes	UNITE
Giant Food Inc	Grocers-Retail	Lackawanna	127	Yes	UFCW
Topp Business Solutions	Copying & Duplicating Machines & Supls	Lackawanna	126		
Balester Optical Co	Optical Goods-Wholesale	Luzerne	125	Yes	IUE, CWA
Giant Food	Grocers-Retail	Luzerne	125	Yes	UFCW
Global Metal Form	Sheet Metal Fabricators	Lackawanna	125	Yes	CWA
Harte-Hanks Direct Marketing	Advertising-Direct Mail	Luzerne	125		
Internal Audit Bureau	Accounts Receivable Outsourcing	Lackawanna	125		
Lion Brewery Inc	Brewers	Luzerne	125	Yes	OPEIU
Lone Star Steakhouse & Saloon	Restaurants	Luzerne	125		
Medico Industries	Metal Parts	Luzerne	125		
Tamiment Resort & Conference	Banquet Rooms	Pike	125		
Penn Refrigeration Service Corp.	Commercial Refrigerator Equipment	Luzerne	124		
WNEP	Television Stations & Broadcasting Co	Lackawanna	124		
North East Transfer Inc	Trucking	Luzerne	123		
Aramark Uniform Services	Uniform Supply Service	Luzerne	122		
Bill's Shursave Supermarket	Grocers-Retail	Lackawanna	120		
Carbondale Nursing Home	Physical Therapists	Lackawanna	120		
East Stroudsburg Savings Assn	Banks	Monroe	120		
George J Hayden Inc	Electric Contractors	Luzerne	120		
Hendrick Manufacturing Co	Perforated Metals Plastics Etc (Mfrs)	Lackawanna	120	Yes	IAM
J A Reinhardt & Co	Aircraft Components-Manufacturers	Monroe	120		
John Popple & Sons Trucking	Excavating Contractors	Luzerne	120		

**EXHIBIT A-4  
MAJOR EMPLOYERS  
PENN'S NORTHEAST REGION**

<b>Company</b>	<b>Products</b>	<b>County</b>	<b>Employees</b>	<b>Union</b>	<b>Union Name(s)</b>
Northeastern Child Care Svc	Non-Profit Organizations	Lackawanna	120		
Pennsylvania Millers Mutual Co	Insurance	Luzerne	120		
Perkins Family Restaurant	Restaurants	Lackawanna	120		
Quad Three Group	Architecture/Engineering	Lackawanna/Luzerne	120		
Norwood Financial Corp	Holding Companies (Bank)	Wayne	119		
Dimeco Inc	Holding Companies (Bank)	Wayne	116		
Beverly Health Care Scranton	Nursing & Convalescent Homes	Lackawanna	115	Yes	
Burlington Coat Factory	Department Stores	Lackawanna	115		
INTERMOUNTAIN Medical Group	Physicians & Surgeons	Luzerne	114		
Spotless Cleaners Inc	Cleaners	Lackawanna	114		
Sarno & Son	Formal Wear	Lackawanna	113		
Beverly Healthcare	Nursing & Convalescent Homes	Luzerne	110	Yes	
Devereux Pocono Ctr	Personal Care Homes	Wayne	110		
P A Hutchison Co	Commercial Printing Nec	Lackawanna	110		
Petro Stopping Ctr	Truck Stops & Plazas	Luzerne	110		
Phyllis Rubin Real Estate	Real Estate	Monroe	110		
Topps Co Inc	Candy & Confectionery-Manufacturers	Lackawanna	110	Yes	IBT
WGGY	Radio Stations & Broadcasting Companies	Luzerne	110		
Dove Industries Inc	Windows	Luzerne	106		
Aramark Cleanroom Svc	Clean Room Facilities	Lackawanna	105	Yes	UNITE
IATSE	Theatrical Equipment & Supplies	Luzerne	105		
Keystone Printed Specialties	Printers	Lackawanna	105		
Weir Hazleton	Pumps-Manufacturers	Luzerne	105	Yes	
Hampton House	Nursing & Convalescent Homes	Luzerne	104	Yes	SEIU
Perkins Family Restaurant	Restaurants	Pike	104		
Arcane Optical Co	Optical Goods-Retail	Luzerne	101		
Kemper Enterprise Group	Insurance Sales	Lackawanna	101		
Keystone Community Resources	Group Homes	Wayne	101		
Mercy Center	Nursing & Convalescent Homes	Luzerne	101	Yes	SEIU
Mericle Construction Inc	General Contractors	Luzerne	101		
No 1 Contracting Corp	Paving Contractors	Luzerne	101		
Vector Security	Commercial/Residential Security	Wayne	101		
One Source Staffing Solutions	Personnel Consultants	Lackawanna	100		
A Rifkin Co	Textile Bags (Manufacturers)	Luzerne	100		
Alumitek Division	Electronic Equipment & Supplies-Mfrs	Monroe	100		
American Patient Transport Sys	Ambulance Service	Luzerne	100		
Artube	Plastics-Products Nec (Manufacturers)	Monroe	100		
Best Western Inn	Hotels & Motels	Monroe	100		

**EXHIBIT A-4  
MAJOR EMPLOYERS  
PENN'S NORTHEAST REGION**

<b>Company</b>	<b>Products</b>	<b>County</b>	<b>Employees</b>	<b>Union</b>	<b>Union Name(s)</b>
Bill's Shursave Supermarket	Grocers-Retail	Monroe	100		
Bob Evans Farms Restaurant	Restaurants	Luzerne	100		
Bruno's Food & Pharmacy	Grocers-Retail	Luzerne	100		
Chateau Resort & Conference	Resorts	Monroe	100		
Cintas Corp	Uniform Supply Service	Lackawanna	100		
Custom Service Co	Janitor Service	Lackawanna	100		
Damon's Grill	Restaurants	Lackawanna	100		
Dempsey Uniform & Linen Supply	Linen Supply Service	Lackawanna	100		
Donnelly Directory	Design & Advertising Office	Lackawanna	100		
Dunmore Health Care Ct	Nursing & Convalescent Homes	Lackawanna	100	Yes	SEIU
Fairway Motors Inc	Automobile Dealers-New Cars	Luzerne	100		
Fresno's Southwest Restaurant	Restaurants	Lackawanna	100		
Geisinger Health System	Health Care Managemen	Lackawanna	100		
Gerritys	Grocers-Retail	Luzerne	100		
Glenmaura National Golf Club	Golf Courses-Private	Lackawanna	100		
Highland Manor Nursing Ctr	Nursing & Convalescent Homes	Luzerne	100		
HLS Auto Sales	Automobile Dealers-Used Cars	Luzerne	100		
Itw Loveshaw	Gaskets-Packing & Sealing Devices (Mfrs)	Wayne	100		
Ivy Steel & Wire Inc	Fabricated Wire Products-Misc (Mfrs)	Luzerne	100		
Jacobson Hat Co	Hats Caps & Millinery (Manufacturers)	Lackawanna	100	Yes	USA
Jeddo Coal Co	Mining Companies	Luzerne	100	Yes	UMW
Kevin Ryman Trucking Inc	Trucking	Luzerne	100		
Kristel Marketing LTD	Marketing Programs & Services	Monroe	100		
L T Verrastro Beer Distr	Beer & Ale-Wholesale	Lackawanna	100		
LEADER Data Processing	Data Systems Consultants & Designers	Luzerne	100	Yes	UNITE
Letica Corp	Plastics & Plastic Products (Mfrs)	Luzerne	100		
LTS Enterprises Inc	Building Contractors	Monroe	100		
Mericle Development Corp	Real Estate	Luzerne	100		
Metso Paper USA	Paper-Manufacturers	Lackawanna	100		
Mountain Laurel Resort	Resorts	Luzerne	100		
Mountain Rest Nursing Home	Nursing & Convalescent Homes	Lackawanna	100		
Nicholas Trucking Co	Trucking	Luzerne	100		
One Source	Employment Service-Employee Leasing	Luzerne	100		
Owens-Illinois	Plastics & Plastic Products (Mfrs)	Luzerne	100	Yes	GMP
P G Energy	Gas Companies	Lackawanna	100	Yes	IBEW
PDS Solutions	Drafting Services	Lackawanna	100		
Pennant Laboratory Svc	Laboratories-Medical	Luzerne	100		
Pennsylvania Bedding Inc	Mattresses/Foundations/Conv Beds (Mfrs)	Lackawanna	100	Yes	IUE, CWA
Pennsylvania Regional Tissue	Non-Profit Organizations	Lackawanna	100		

**EXHIBIT A-4  
MAJOR EMPLOYERS  
PENN'S NORTHEAST REGION**

<b>Company</b>	<b>Products</b>	<b>County</b>	<b>Employees</b>	<b>Union</b>	<b>Union Name(s)</b>
Pikes Creek Site Contractors	Paving Contractors	Luzerne	100		
Pocono International Raceway	Race Tracks	Monroe	100		
Pocono Travel Ctr	Truck Stops & Plazas	Monroe	100		
Pretium PACKAGING	Plastics-Mold-Manufacturers	Luzerne	100		
Price Chopper	Grocers-Retail	Lackawanna	100		
Progressive Health Of Pa Inc	Rehabilitation Services	Pike	100		
Quinn's Market	Grocers-Retail	Lackawanna	100		
Redner's Warehouse Market	Grocers-Retail	Luzerne	100		
Rock-Tenn Co	Paperboard Mills	Monroe	100	Yes	IBT, PACE
Rosenn Jenkins & Greenwald	Attorneys	Luzerne	100		
Screen Printing USA Inc	Screen Printing	Luzerne	100		
Shawnee Inn and Ski Area	Resorts	Monroe	100		
Sordoni Construction Svc Inc	General Contractors	Luzerne	100	Yes	
Summit Modular Builders	Modular Homes-Dealers	Lackawanna	100		
Tanglwood Ski Area	Skiing Centers & Resorts	Pike	100		
Tommy's Roadhouse	Restaurants	Luzerne	100		
Unitrin Direct Insurance Co	Insurance Customer Service	Lackawanna	100		
Victoria Inns & Suites	Conference Centers	Luzerne	100		
Wilkes-Barre Area Vo-Tech	Junior Colleges & Technical Institutes	Luzerne	100		
Wyoming Valley Motors	Automobile Dealers-New Cars	Luzerne	100		

\* Public or not-for-profit employers whose size merits inclusion on this major employer list.

\*\* Only warehouse employees are unionized. Office (employing 100+ employees) is non-union

**EXHIBIT A-5  
NEW COMPANIES 1996-2005  
PENN'S NORTHEAST REGION**

County	City	Company	Product Description	Year	Employees	Union Election Held	Union Won Election	Union Name
Lackawanna	Dunmore	33 1/3 Record Manufacturing Co.	Vinyl Record Manufacturing	2002	200			
Lackawanna	Scranton	Alliance Fund Services Inc.	Mutual fund service center	2000	300			
Lackawanna	Scranton	AT&T	Customer service center	1996	500	11/97	Yes	
Lackawanna	Carbondale	Bailey & Sons	Ready-to-finish furniture	1998	75			
Lackawanna	Scranton	BRT Ice	Ice making facility	2003				
Lackawanna	Scranton	Caterpillar Logistics	Auto Parts	2004		06/05	Yes	IBT
Lackawanna	Moosic	CIGNA HealthCare	Health care service center	2000	1275			
Lackawanna	Clarks Summit	Community Bank & Trust	Banking headquarters	1999	65			
Lackawanna	Scranton	Compression Polymers	Plastic Sheeting & Vinyl deck manufacturing	2005				
Lackawanna	Moosic	CyLogix	Develops software for the financial services	2000	16			
Lackawanna	Carbondale	Dennii Development	Plastic Container distributon and garment sew	2005				
Lackawanna	Scranton	Digital Freedom	Internet Service Provider	2001				
Lackawanna	Scranton	DiMare Fresh	Produce Distribution/Warehouse	2005				
Lackawanna	Scranton	Diversified Records Services	Document imaging services	1997	600			
Lackawanna	Olyphant	Dynamic Molding	Plastics	1996				
Lackawanna	Scranton	FiNet Technologies	Optoelectronics packaging	1997	125			
Lackawanna	Jessup	First Industrial Realty Trust, Inc.	Motorcycle Parts Distribution Center	2004				
Lackawanna	Moosic	Frito-Lay Inc.	Snack food manufacturer	2003				
Lackawanna	Scranton	Future Call Telemarking West Inc.	Telemarketing firm	1998	400			
Lackawanna	Old Forge	Golden Technologies	Power seat lift recliners	1996				
Lackawanna	Taylor	Kane Distribution	Logistics	2004	58			
Lackawanna	Archbald	Laminations, Inc.	Mfgs. extrusion and compression molding	1998	180			
Lackawanna	Jessup Borough	Material Technology & Logistics Inc.	Mfgs. Upholstery and quality fabrics	2000	30			
Lackawanna	Taylor	Northeast Industrial Supply Co. Inc.	Distributor of janitorial supplies and equip.	2001	67			
Lackawanna	Lackawanna County	Pennsylvania Enterprises, Inc.	Co-generation facility that utilizes natural	1998	250			
Lackawanna	Scranton	Poly-Hi Menasha	Plastics	1996				
Lackawanna	Scranton	Preferred Food Service	Food Products Distribution	2004				
Lackawanna	Dunmore	Sleep Inn Hotel	Hotel	2004				
Lackawanna	Scranton	Southern Union Co.	National energy distributor	2003				
Lackawanna	Scranton	Southern Union Co.	Natural gas transmission and distribution, co	2005				
Lackawanna	Dunmore	TeleSpectrum	Telemarketing	1997	500			
Lackawanna	Scranton	TMG Health Inc.	Healthcare administration	2004				
Lackawanna	Jessup	Tucker Rocky Distributing	Wholesale distribution of products for the po	2005				
Lackawanna	Jessup	Universal Printing	Commercial printing	2003				
Lackawanna	Moosic	Vacesshealth	Mfgs. Vaccines	2002	10			
Lackawanna	Carbondale	Wells Cargo Inc.	Cargo trailers	2000	75			
Luzerne	Hazleton	Centrac		1999	150			
Luzerne	Wilkes-Barre	Advance Pcs	Mail-order Pharmacy	2002				
Luzerne	Wilkes-Barre	Alexandria Moldings	Wood Mouldings	2002		07/03	Yes	IBT
Luzerne	Wilkes-Barre	Allied Healthcare Systems	Healthcare	1996				
Luzerne	West Hazleton	Atticks, Inc.	craft & floral products	2004				
Luzerne	Hazleton	Becknell, LLC	Office furniture	2000	160			



**EXHIBIT A-5  
NEW COMPANIES 1996-2005  
PENN'S NORTHEAST REGION**

County	City	Company	Product Description	Year	Employees	Union Election Held	Union Won Election	Union Name
Luzerne	Mountaintop	Bergen Machine	Machine Shop	2002				
Luzerne	Wilkes Barre	Candlewood Suites	Hotel	2001	300			
Luzerne	Wilkes-Barre	Carrico Construction Co.	Candlewood Suites Hotel	2003	260			
Luzerne	Hanover Township	CCL Container, Inc.	Injection molding products	2000	300	6/04 and 5/02	No	
Luzerne	Hanover Townshp	Chaucer Press, Inc.	Label & Packaging Printing	2004				
Luzerne	Drums	Color Converting	Industrial inks	2001				
Luzerne	Exeter Township	Construction Fasteners	*A*Fastening systems for pre-engineered metal	1996	68			
Luzerne	Hazleton	Convergys	Call Center	2000	600			
Luzerne	Wright Twp.	Cornell Iron Works	Mfgs. Overhead coiling doors, fire doors	2000	50			
Luzerne	Wilkes Barre	Corporate Express	Customer service center	1997	1000			
Luzerne	Hanover Twp.	Creditek	Customer service for fortune 500 accounts	1999	150			
Luzerne	West Hazleton	Dial Corporation	Soaps, laundry detergents	2004				
Luzerne	Forty Fort	Dick's Clothing & Sporting Goods	Sporting goods distribution	1996				
Luzerne	Hazleton	E & B Giftware	Distributor of giftware and travel accessorie	2001	61			
Luzerne	Hazle Township	Econoco	Distributor Of Retail Fixtures	2002				
Luzerne	Hazleton	Fairfield Inn	Hotel	2000	65			
Luzerne	Hazle Township	Freedom Corrugated	Corrugated Sheet Feeder	2002				
Luzerne	Hanover Township	Furniture USA	Office furniture	1997				
Luzerne	West Hazleton	Graham Packaging	Manufactures plastic bottles	2004				
Luzerne	Lehman Twp.	Haines & Kibblehouse, Inc.	Asphalt paving products	2000				
Luzerne	Hanover Twp.	Hamilton Kettles	Kettles	2004				
Luzerne	Hazleton	Haribo of America	Candy	1998	127			
Luzerne	Hazleton	Higgins Development Partners	Humboldt Industrial Park	2005				
Luzerne	Wright Twp.	High Tech Plastics	Plastic used for semiconductor industry	1999	35			
Luzerne	Wilkes-Barre Township	Hilton Garden Inn	Hotel	2001	83			
Luzerne	Hazleton	Hilton Reservations Worldwide	Regional reservation center	1996	150			
Luzerne	Wilkes-Barre	Host Inn & Resident Suites	Hotel	2001	750			
Luzerne	Hazleton	Jenbrooke Industries, Inc.	office furniture	2003	75			
Luzerne	Drums	JPC Equestrian	Distributor Of Equestrian Products	2005	6			
Luzerne	Hazleton	Lang Filter Media	Filtering components for water purification	1996				
Luzerne	Wilkes-Barre	Lasco Fittings, Inc.	Plastic Fittings Distribution	2002				
Luzerne	Hazleton	Lazy Pet	Pet bedding manufacturer	2003				
Luzerne	Wilkes Barre	Liberty Marketing	Data gathering	1997	100			
Luzerne	Hanover Township	Lti	Wire Harnesses Mfrg.	2002	200			
Luzerne	Mountaintop	Marchem Northeast	Plastic Resins	2002	56			
Luzerne	Hazleton	Meadow Steel Products	Steel products	1996				
Luzerne	Hazleton	NBTY - Nature's Bounty	Nutritional Supplements	2005				
Luzerne	Hazleton	Novapak	Plastics	1998	200			
Luzerne	Wilkes-Barre	Office Depot	Office supplies distribution	2000	75			
Luzerne	Hanover Township	Office Furniture USA	Furniture distribution	1997				
Luzerne	West Hazleton	Penn Summit Tubular	Tubular steel poles	2003	40			
Luzerne	Pittston	Plainwell	Tissue paper	1998			Yes	PACE
Luzerne	Hazle Township	Plastinetics	Pvc Manifolds	2002	80			

**EXHIBIT A-5  
NEW COMPANIES 1996-2005  
PENN'S NORTHEAST REGION**

County	City	Company	Product Description	Year	Employees	Union Election Held	Union Won Election	Union Name
Luzerne	Hazleton	Polyglass USA	Rolled roofing material	1997				
Luzerne	Plymouth Township	Power Line Packaging Co.		1996				
Luzerne	Hazleton	Pro Tec	Partitions	1997	67			
Luzerne	Hazleton	PVC Container Corp.	Manufactures specialized plastic bottles	1998	200			
Luzerne	Wilkes-Barre	RCN Corporation	Telecommunications; internet; cable	2000	500			
Luzerne	Pittston	Real Media	Advertising company; Web page development	2000	60			
Luzerne	Wilkes-Barre	Sears Logistic Services	Retail distribution	2000	300	11/00 (Certification) and 4/03 (Decertification)	Yes and No	IBT
Luzerne	Hanover Township	Sid Harvey	Distribution Of Hvac Products	2004				
Luzerne	Hazleton	Simmons Company	Warehouse for Mattress manufacturer	2003				
Luzerne	West Hazleton	Sorce	Floor distributor	2003				
Luzerne	West Pittston	TJX Companies/T. J. Maxx	T. J. Maxx*	2001	250			UNITE
Luzerne	Wilkes Barre	Telrx	Customer service center	1999	350			
Luzerne	Hazleton	The Dober Group	Waste Water Treatment chemicals	2004				
Luzerne	West Hazleton	Therma-Tek	Industrial stoves	2005				
Luzerne	Hanover Township	Transilwrap Co.	Mfr., convert, distribute plastics	1996				
Luzerne	Hazleton	Troy Manufacturing Inc.	Mfgs. Non-prescription ointments and gels	2001	25			
Luzerne	Dallas	Twin Stacks Development	Twin Stacks Center	1998	200			
Luzerne	Plains	U.S. Foodservice	Food distribution	1996	240			
Luzerne	Drums	Verisign, Inc.	Internet Security Firm	2002				
Luzerne	Wilkes Barre	VIC WEST	Steel roofing & siding	1999	50			
Luzerne	Luzerne County	VicWest Steel	Industrial roofing & siding	1997	50			
Luzerne	Hazleton	Vita-Line Products, Inc.	Pet food products	2003				
Luzerne	Hazleton	Torres & Towers	Plastic closures	2005				
Monroe	Pocono Summit	Amber Milling	Flour mill	1997				
Monroe	Swiftwater	Aventis Pasteur	Drug manufacturer; Building #3	2003	17			
Monroe	Blakeslee	Best Western	Hotel/Motel	2000	25			
Monroe	Barrett Township	Bestway Enterprises Inc.	Distributor of building products	2001				
Monroe	Blakeslee	Downes and Reader Hardwood Co., Inc.	Mfgs. & distributes construction materials	2003				
Monroe	Stroudsburg	East Stroudsburg Savings Assn.	Financial Institution	2003				
Monroe	Coolbaugh Township	Franconia Brewing Co.	Beer	1997	50			
Monroe	Mount Pocono	Geometric	Mfgs. Specialty tapes used in the aerospace i	2001				
Monroe	Tannersville	Great Lakes Hospitality Corp. (01-606963-15)	Great Wolf Lodge Resort	2004				
Monroe	Bartonsville	Holiday Inn	Hotel	2003				

**EXHIBIT A-5  
NEW COMPANIES 1996-2005  
PENN'S NORTHEAST REGION**

<b>County</b>	<b>City</b>	<b>Company</b>	<b>Product Description</b>	<b>Year</b>	<b>Employees</b>	<b>Union Election Held</b>	<b>Union Won Election</b>	<b>Union Name</b>
Monroe	East Stroudsburg	Iridium Industries	Collapsible plastic tubes	1999	170			
Monroe	Coolbaugh Township	Midas International	Mufflers	1997				
Monroe	Coolbaugh Township	Perdue Farms, Inc.	Food products	2000	225			
Monroe	Tobyhanna	Wal-Mart	merchandise distribution	2001				
Monroe	Coolbaugh Township	Wal-Mart Distribution Center	Distribution Center	2001				
Pike	Hawley	Lodge At Woodloch	Hotel	2004				
Wayne	Honesdale	Honesdale National Bank	Bank - Headquarters	2004				
Wayne	Beach Lake, Berlin Twp	Noville Pennsylvania, Inc.	Mfgs. commercial fragrances	1998	35			
Wayne	Honesdale	Wal Mart	Warehouse for products distribution	1998	400			

\* TJX Company is unionized nationwide

**EXHIBIT A-6  
WORK STOPPAGES 1997-2005  
PENN'S NORTHEAST REGION**

<b>Employer</b>	<b>Emp City</b>	<b>County</b>	<b>Union</b>	<b>Bargaining Size</b>	<b>Establishment Size</b>	<b>Work Stoppage Begin Date</b>	<b>Work Stoppage End Date</b>
McKinney Parker	Scranton	Lackawanna	Auto Workers	50	75	7/8/1999	8/16/1999
WVHCS Hospital	Scranton	Lackawanna	Nurses	445	1500	1/29/2003	2/19/2003
Chamberlain Corp	Scranton	Lackawanna	International Association of Machinists	260		10/30/2004	11/22/2004
Hazleton Pumps, Inc.	Hazleton	Luzerne	Glass, Molders, Pottery, Plastics and Allied Workers	110		11/15/1997	12/15/1997
White Cap, Inc.	Hazleton	Luzerne	Glass, Molders, Pottery, Plastics and Allied Workers	186	210	4/3/1998	4/23/1998
Hazleton Health Care (Hazleton General Hospital)	Hazleton	Luzerne	State, County & Municipal Employees	300	400	8/18/2001	9/11/2001
Altec Industries, Inc. (Eastern Division)	Wilkes Barre	Luzerne	Steelworkers	91	125	10/21/2002	12/5/2002
Air Products and Chemicals	Wilkes Barre	Luzerne	Machinists & Aerospace Workers	154	210	11/22/2003	12/22/2003
Smiths Aerospace Components (King Fifth Wheel Co)	Mountain Top	Luzerne	Steelworkers	52		4/11/2005	5/25/2005
The Lion Brewery Inc	Wilkes Barre	Luzerne	Operating Engineers	100		6/1/2005	6/30/2005
Keystone Job Corps Center	Drums	Luzerne	Service Employees	50	100	6/3/1998	9/27/1998
American Asphalt (Chase Plant)	Shavertown	Luzerne	Steelworkers	30	35	3/16/2004	3/26/2004

**EXHIBIT A-7**  
**PLANT SHUT-DOWNS 1996-2005**  
**PENN'S NORTHEAST REGION**

<b>Company Name</b>	<b>County</b>	<b>Closing</b>	<b>Layoffs</b>	<b>Year</b>	<b>Union</b>	<b>Union Name</b>
Alliance Capital Management	Lackawanna	130		6/1/2004		
Ames Department Stores (Carbondale)	Lackawanna	61		8/1/2002		
Ames Department Stores (Scranton)	Lackawanna	71		10/13/2002		
Anemostat (Mestek, Inc.)	Lackawanna	130		6/13/2003	Yes	SMW
Angelica Textile Services	Lackawanna	100		9/1/1998		
AT&T	Lackawanna		80	12/17/2004		
BACHO Tools	Lackawanna	10		3/1/2002	Yes	LIUNA
Bilo Foods	Lackawanna	1,050		11/1/1998	Yes	UFCW
Bostik Findley, Inc.	Lackawanna	40		10/1/2003		
Bradley Lawless	Lackawanna	13		3/31/2001		
Chamberlain Manufacturing	Lackawanna		30	1/1/2002	Yes	IAM
Commonwealth Telephone Co.	Lackawanna		150	12/6/2000	Yes	CWA
Corning - Benton Park	Lackawanna	600		3/19/2001		
Dun & Bradstreet Corporation	Lackawanna	102		9/30/2002		
Eureka Security Printing	Lackawanna	50		12/1/2003	Yes	GCIU
Eurothern Recorders, Inc.	Lackawanna	55		2/1/1999		
Exide Technologies	Lackawanna	306		5/29/2001		
Fashions International	Lackawanna	15		3/1/2001	Yes	UNITE
FiNet	Lackawanna	375		5/2/2001		
First Liberty Bank & Trust	Lackawanna	64		5/11/2001		
Fleet Bank	Lackawanna		50	9/1/2004		
FutureCall LLC	Lackawanna		204	6/30/2002		
Genalite	Lackawanna	100		12/1/2001		
Global Metal Form LP	Lackawanna	75		1/28/2005	Yes	IBT
Haband Company	Lackawanna		103	12/24/2003		
Harcourt Learning Direct	Lackawanna		20	3/29/2001	Yes	USA
HCSC Laundry	Lackawanna	75		12/1/2004	Yes	IBT
Hospital Central Services Cooperative	Lackawanna	64		2/15/2005	Yes	LDC
Laubeck Corporation	Lackawanna	81		2/26/2001	Yes	IAM
Mercy Health Partners	Lackawanna		Varies by location	9/1/2005	Yes	SEIU
McKinney-Parker	Lackawanna	45		3/1/2003	Yes	UAW, IAM
Miller Casket	Lackawanna	25		3/1/2003		
Montgomery Ward & Co.	Lackawanna	105		1/1/1999		
NCS Health Care	Lackawanna	25		4/1/2003		
Northrop Grumman	Lackawanna	76		6/1/2000		

**EXHIBIT A-7  
PLANT SHUT-DOWNS 1996-2005  
PENN'S NORTHEAST REGION**

<b>Company Name</b>	<b>County</b>	<b>Closing</b>	<b>Layoffs</b>	<b>Year</b>	<b>Union</b>	<b>Union Name</b>
Old Forge Lamp Shade	Lackawanna	100		12/1/2001	Yes	UFCW
RHM Teleservices, Inc.	Lackawanna	110		6/29/2002		
Robzens' Inc	Lackawanna	130		5/31/1996	Yes	UFCW
Rohr Lingerie	Lackawanna	22		7/1/2004		
RR Donnelly & Sons Co.	Lackawanna	340		1/1/1999		
Sandvik Steel	Lackawanna		27	5/1/2003	Yes	LIUNA
Scranton Lace	Lackawanna	50		3/14/2002	Yes	Industrial
Service Merchandise	Lackawanna	54		2/1/1999		
SJ Bailey & Sons, Inc.	Lackawanna	175		12/1/2003		
Stillmeadow Inc.	Lackawanna		60	2/18/2005		
Suretrade	Lackawanna		56	1/19/2001		
Taylor Clothing Company	Lackawanna	175		5/31/1996	Yes	UNITE
Thomson Consumer Electronics	Lackawanna	1100		3/25/2001		
Tredegar Film Products Corporation	Lackawanna	47		9/30/2002		
United Manufacturing	Lackawanna		N/A	6/30/2001		
Van Hoekelen Greenhouse	Lackawanna	20		6/1/2004		
Visiting Nurses Association	Lackawanna	40		6/1/2001	Yes	SEIU
WEA Manufacturing	Lackawanna		188	12/31/2001		

Aegis	Luzerne	75		1/1/2001		
Allsteel	Luzerne	180		9/12/2003	Yes	UAW
Altec Industries, Inc.	Luzerne		50	7/9/2001	Yes	USA
Ames Department Stores (Kingston)	Luzerne	52		8/1/2002		
Ames Department Stores (Wilkes-Barre)	Luzerne	57		10/13/2002		
American Red Cross	Luzerne		80	2/1/2005	Yes	CWA
Balanced Care Corporation	Luzerne		88	5/31/2003		
Bilo Foods	Luzerne	29		12/26/2003	Yes	UFCW
Bilo Foods	Luzerne	33		02/01/99	Yes	UFCW
Bilo Foods	Luzerne	211		08/01/98	Yes	UFCW
Biscontini Distribution Center	Luzerne		43	3/31/2004		
Blue Cross of NEPA	Luzerne		300	11/9/2000		
BPB Manufacturing	Luzerne	66		11/19/2003		
Bucillia Corpo	Luzerne	60		03/01/00		
CGI (Chamberlain Group, Inc.)	Luzerne	15		2/25/2003		

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PLANT SHUT-DOWNS 1996-2005  
PENN'S NORTHEAST REGION**

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Chromatex (building 1)	Luzerne	230		4/27/2001		
Chromatex (building 2)	Luzerne	84		3/9/2001		
Consolidated Freightways	Luzerne	1351		9/1/2002		
Convergys	Luzerne	400		12/1/2001		
Dana Corporation	Luzerne	350		06/20/99	Yes	OCAW
Dick's Distribution Center	Luzerne	33		03/01/00		
Dorr Oliver	Luzerne	200		10/1/2000		
Emcee Broadcast Products, Inc.	Luzerne	31		2/24/2003		
Energy Convertors, Inc. (Encon)	Luzerne	97		2/15/2003		
Farley's & Sathers Candy Company, Inc.	Luzerne	152		4/1/2002		
Farr Company	Luzerne	41		1/31/1996		
FCI USA Inc.	Luzerne	300		09/01/99		
Flextronics Enclosures	Luzerne	116		12/1/2001		
General Foam (building 1 and 2)	Luzerne	250		9/8/2001	Yes	USA, IBT
George Weston Bakeries	Luzerne		130	6/3/2004		
GL&V Dorr-Oliver	Luzerne	30		01/01/00		
Gruen Marketing Corporation	Luzerne	64		08/21/96		
Harland	Luzerne			08/01/00		
Hazleton Boro	Luzerne	16		03/01/00		
Herman Schwabe	Luzerne	50		5/1/2002	Yes	UFCW
Huntleigh USA Corporation	Luzerne	23		7/1/2002		
Inline Fiberglass	Luzerne	2		8/1/2002		
InterMetro	Luzerne		24	12/28/2001	Yes	USA
Jeddo-Highland Coal Company	Luzerne	51		2/29/1996	Yes	UMW
K-Mart (#7125)	Luzerne	60		5/7/2002		
L.F. Brands Marketing, Inc.	Luzerne		17	11/14/2003		
Lechters	Luzerne	17		4/1/2001		
Liberty Business Informat	Luzerne	50		9/1/2000		
Liberty Business Informat	Luzerne	195		06/01/00		
Liberty Business Informat	Luzerne	56		07/01/00		
Lord & Taylor Distribution	Luzerne		125	8/7/2003		
Luzerne County Courthouse (River Street)	Luzerne	225		8/1/2004		
M K Rail Corp.	Luzerne	38		3/1/1996		
M & Q Packaging Corporation	Luzerne	240		12/01/99		
M&T Bank Corp	Luzerne	152		02/01/98		

**EXHIBIT A-7  
PLANT SHUT-DOWNS 1996-2005  
PENN'S NORTHEAST REGION**

<b>Company Name</b>	<b>County</b>	<b>Closing</b>	<b>Layoffs</b>	<b>Year</b>	<b>Union</b>	<b>Union Name</b>
Mercy Hospital	Luzerne	941		09/01/05	Yes	SEIU
Mercy Health Care Center	Luzerne	106		8/1/2002	Yes	SEIU
MountainTop Manufacturing	Luzerne	25		11/1/2005	Yes	UFCW
Muskin Leisure Products	Luzerne	229		08/01/99	Yes	Craft, Office/Clerical, Department
Nesbitt Memorial Hospital	Luzerne			03/01/00		
Office Max	Luzerne		90	7/1/2001		
Orloski's Quik Marts	Luzerne	10		03/01/00		
Owens Corning	Luzerne	32		12/31/2004		
Owens Corning	Luzerne		20	6/1/1998		
PA-American Water Company	Luzerne	27		8/17/2001		
Panacea Consulting	Luzerne		67	10/7/2005		
Plainwell, Inc.	Luzerne		75	9/11/2001	Yes	PACE
Regency Thermographers	Luzerne	115		8/19/2005		
Sather Trucking Company	Luzerne	15		9/1/2002		
Service Merchandise	Luzerne	48		02/01/99		
Service Merchandise	Luzerne	30		2/1/2002		
Shop Rite	Luzerne	180		10/1/2001		
Stroud's	Luzerne	75		3/30/1996		
Summit Manufacturing	Luzerne	140		9/9/2002		
Summit Manufacturing	Luzerne	-	50	7/1/2001		
Techneglas, Inc.	Luzerne	670		8/3/2004	Yes	GMP
Techneglas, Inc.	Luzerne		85	5/8/2004	Yes	GMP
Techneglas, Inc.	Luzerne		65	3/15/2004	Yes	GMP
Techneglas, Inc.	Luzerne		212	8/18/2003	Yes	GMP
Thomcast Communications I	Luzerne	28		04/01/99		
TNS Intersearch Corp.	Luzerne	360		06/01/99		
Trion Industries, Inc.	Luzerne	53		12/21/2001		
U.S. Air	Luzerne		27	12/1/2002		
U.S. Cargo	Luzerne	16		01/01/99		
USF Red Star	Luzerne	82		5/23/2004		
Weston Foods (Boboli Facility)	Luzerne	130		8/1/2004	Yes	BCTW
Woodland Plastics	Luzerne	22		12/3/2003		
Wright's Knitware	Luzerne	200		1/1/1999		
Wyoming Valley Physicans	Luzerne	426		06/01/00	Yes	PSEA



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PENN'S NORTHEAST REGION**

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Mack Printing Company / Cadmus Speciality Publications	Monroe	184		11/2/2002	Yes	GCIU, ITU
Shawnee Press, Inc.	Monroe	35		10/1/2003		
Cooper Industries	Monroe	152		11/22/2002	Yes	IAM
Tobyhanna Army Depot	Monroe		25	11/1/2002		
Ames Department Stores (Stroudsburg)	Monroe	51		10/13/2002		
Ames Department Stores (Brodheads ville)	Monroe	69		8/1/2002		
Ames Department Stores (Mt. Pocono)	Monroe	56		8/1/2002		
Sales Plus	Monroe	201		12/15/2001		
Manpower, Inc. (Aventis Pasteur)	Monroe		75	8/25/2001		
Sommers Inc	Monroe	50		6/1/2000		
United Steel Products	Monroe	270		7/16/2004	Yes	LIUNA
Grand Union	Pike	20		12/24/2004		
Seams, Inc.	Wayne	45		11/1/2004		
Northeast Press	Wayne	50		5/31/2001		
S. J. Bailey and Sons	Wayne	104		6/30/2000		
The Moore North America	Wayne	139		1/1/1999		