



Penn Medicine
At Home

October 23, 2024

Dear Penn Medicine at Home Employees,

I am reaching out today because I want to acknowledge the recent union organizing activity encouraging our Penn Medicine Home Health team members to sign union authorization cards.

I respect your right to decide for yourself whether or not to support a union, **but I also want to share our perspective: Our desire is to continue our current working relationship with you and to remain union free.** Our employees are important to us, and we value our existing structure where you, your managers, and I work together on the important issues impacting our workforce and our patients.

I encourage you to get all the facts before deciding whether or not to sign a card and provide your personal contact information to people you may not know. Remember, your signature holds significant value to the union and is legally binding for organizing purposes, so it is important that you are fully informed and have the opportunity to ask questions before signing anything.

Federal law protects your right to union representation. The law also allows union representatives to say almost anything to get you to sign an authorization card and support unionization. In light of this, I am committed to providing you with accurate information to empower you to make informed decisions and choices based on what's best for you and your families. If you are approached by co-workers who are union supporters or by any external organizers, please know that you have the right to say no to requests they make and ask them to leave you alone.

We will share more details regarding card signing and unionization through direct engagement, printed materials, and electronic content in the coming days. In the meantime, if you have any questions, please direct them to a member of your leadership team for a prompt response.

Thank you for your continued dedication and all you do for our patients and families.

Joan Doyle
Chief Executive Officer
Penn Medicine at Home