

Agreement and Activities Report

U.S. Department of Labor

Employment Standards Administration
Office of Labor-Management Standards



This report is mandatory under P.L. 86-257 as amended. Failure to comply may result in criminal prosecution, fines and civil penalties as provided by 29 U.S.C. 439, 440.

Form approved - OMB No. 1215-018
Expires 11-30-2002

Required of Persons, including Labor Relations Consultants and Other Individuals and Organizations, Under Section 203(b) of the Labor-Management Reporting and Disclosure Act of 1959, as amended (LMRDA)

File No. C. 272

A. Person Filing

1. Name and mailing address (include ZIP code): CBC Consulting, Ltd. 5900 Lorac Dr., Suite 101 Clarkston, MI 48346	2. Any other address where records necessary to verify this report are kept
3. Date fiscal year ends: 12-31-03	4. Type of person: a. <input type="checkbox"/> Individual b. <input type="checkbox"/> Partnership c. <input checked="" type="checkbox"/> Corporation d. <input type="checkbox"/> Other (Specify):

B. Nature of Agreement or Arrangement

5. Full name and address of employer with whom made (include ZIP code): Pilkington, N. America Inc. 300 North Ridge Drive Shelbyville, IN 46176	6. Date entered into: 05-03
7. Names of persons through whom made: John Barnes	
8. Check the appropriate box to indicate whether an object of the activities undertaken, is directly or indirectly: a. <input checked="" type="checkbox"/> To persuade employees to exercise or not to exercise, or persuade employees as to the manner of exercising, the right to organize and bargain collectively through representatives of their own choosing. b. <input type="checkbox"/> To supply an employer with information concerning the activities of employees or a labor organization in connection with a labor dispute involving such employer, except information for use solely in conjunction with an administrative or arbitral proceeding or a criminal or civil judicial proceeding.	

9. Terms and conditions (Explain in detail; see Part B-9 of instructions):

For services rendered during the union campaign. To answer questions of management, and employees concerning the law so as not to violate the employees' rights or the rights of the union. Included would be group meetings with employees. \$ 68,600.00 to be received by check.

C. Specific Activities to be Performed

10. For each activity, separately list in detail the information required (See Part C-10 of instructions):

a. Nature of activity:

Group meetings with employees.

b. Period during which performed:

05-03 thru 06-03

c. Extent performed:

Complete

d. Names and addresses of persons through whom performed:

Address - Same as #1
Harold Craft, Elizabeth Casale, David Rogers, Gregory Eerbeek, Philip Craft

11. Identify (a) Subject employees, groups of employees, and (b) labor organizations:

Employees of Pilkington, N. America, Inc.



D. Verification and Signature. The person in item 1 above and each of his undersigned authorized officers declares under penalty of law that all information in this report, including all attachments incorporated therein or referred to in this report, has been examined by him and to the best of his knowledge and belief, true, correct, and complete.

Signed: (If other title, cross out and write in correct title above.) City: Clarkston State: MI Date: 6/20/03 at: Clarkston MI on: 6/20/03	Signed: (If other title, cross out and write in correct title above.) City: Clarkston State: MI Date: 6/20/03 at: Clarkston MI on: 6/20/03
President	Treasurer

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This report is mandatory under P.L. 86-257 as amended. Failure to comply may result in criminal prosecution, fines and civil penalties as provided by 29 U.S.C. 439, 440.

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Required of Persons, including Labor Relations Consultants and Other Individuals and Organizations, Under Section 203(b) of the Labor-Management Reporting and Disclosure Act of 1959, as amended (LMRDA).

File No. C. 272

A. Person Filing

1. Name and mailing address (Include ZIP code): CBC Consulting, Ltd. 5900 Lorac Dr., Suite 101 Clarkston, MI 48346	2. Any other address where records necessary to verify this report are kept:
3. Date fiscal year ends: 12-31-03	4. Type of person: a. <input type="checkbox"/> Individual b. <input type="checkbox"/> Partnership c. <input checked="" type="checkbox"/> Corporation d. <input type="checkbox"/> Other (Specify):

B. Nature of Agreement or Arrangement

5. Full name and address of employer with whom made (Include ZIP code): Garellick Farms 1199 West Central Street Franklin, MA 02038	6. Date entered into: 06-03
7. Names of persons through whom made: Neil Finerty	
8. Check the appropriate box to indicate whether an object of the activities undertaken, is directly or indirectly: a. <input checked="" type="checkbox"/> To persuade employees to exercise or not to exercise, or persuade employees as to the manner of exercising, the right to organize and bargain collectively through representatives of their own choosing. b. <input type="checkbox"/> To supply an employer with information concerning the activities of employees or a labor organization in connection with a labor dispute involving such employer, except information for use solely in conjunction with an administrative or arbitral proceeding or a criminal or civil judicial proceeding.	

9. Terms and conditions (Explain in detail; see Part B-9 of instructions):

For services rendered during the union campaign. To answer questions of management, and employees concerning the law so as not to violate the employees' rights or the rights of the union. Included would be group meetings with employees. \$54,500.00 to be received by check.

C. Specific Activities to be Performed

10. For each activity, separately list in detail the information required (See Part C-10 of instructions):

a. Nature of activity:

Group meetings with employees.

b. Period during which performed:

06-03 thru 07-03

c. Extent performed:

Complete

d. Names and addresses of persons through whom performed:

Address - Same as #1
Philip Craft, James Belter, Gregory Eerbeek, AnaLaura Gamborino

11. Identify (a) Subject employees, groups of employees, and (b) labor organizations:

Employees of Garellick Farms (Dean Foods)



D. Verification and Signature. The person in item 1 above and each of his undersigned authorized officers declares, under penalty of law, that all information in this report, including all attachments incorporated therein or referred to in this report, has been examined by him and is, to the best of his knowledge and belief, true, correct, and complete.

Signed: <i>Philip Craft</i> (If other title, cross out and write in correct title above.) City: Clarkston State: MI Date: 9/17/03 at: on:	Signed: <i>Harold D. Craft</i> (If other title, cross out and write in correct title above.) City: Clarkston State: MI Date: 9/17/03 at: on:
President	Treasurer