U.S. Department Labor

Office of Labor-Managemer.___andards

OAW/OLMS/DRD-N

MAR 1 5 2000



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.

OMB No. 1214-0001

FormLM-20 (kb. 1986)

Required of Persons, including Labor Relations Consultants Under Section 203(b) of the Labor-Management Reporting a	and Other Individu and Disclosure Act	ials and Organizations, of 1959, as amended (LMRDA).	File No. C. 4	483				
A. Person Filing								
Name and mailing address (include ZIP code): CRUZ & ASSOCIATES, INC. 9620 CENTER AVENUE, SUITE 180 RANCHO CUCAMONGA, CA 91730		Any other address where records necessary to verify this report are kept:						
Date fiscal year ends: 4. Type of person:		,						
12-31-00 a. □ Individua	b. D Partr	ership c. CXCorporation	d. Other (Specify):					
B. Nature of Agreement or Arrangement	-							
 Full name and address of employer with whom made (i APW ENCLOSURES 	nclude ZIP code):	6. Date entered into: 01/00						
2100 E ORANGEWOOD AVENUE		7 November of State o						
ANAHEM, CA 92806		Names of persons through whom made: BOB HAYES						
8. Check the appropriate box to indicate whether an obje-	ct of the activities	undertaken, is directly or indirectly	Γ.					
XTo persuade employees to exercise or not to ex- collectively through representatives of their own	ercise, or persua			nize and bargain				
 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 8-9 of	instructions):							
HOLD EMPLOYEE MEETINGS TO IN ANSWER QUESTIONS PERTAINING DOCUMENTS FOR QUESTION AND	TO THE UNI			ON				
C. Specific Activities to be Performed								
10. For each activity, separately list in detail the informati	on required /See	Part C-10 of instructions I:						
a. Nature of activity:	our odement form	and the state of the second second constants.						
HELD EMPLOYEE MEETINGS IN SM	ALL GROUP	S TO INFORM THEM O	N UNIONS.					
b. Period during which performed:	c. Extent perfor	med:						
ON GOING	HELD N	MEETINGS WITH EMPLO	YEES					
d. Names and addresses of persons through whom p	erformed:							
LUPE CRUZ, RICARDO PASALAGO	UA, CARLOS	S ORTIZ, RITA AGUILAR	R, FERNANDO RIVE	RA, RUDY TAPI				
11. Identify (a) Subject employees, groups of employees,	and (b) labor orga	anizations:	TO EGET	WEIDI				
INTERNATIONAL BROTHERHOOD	OFTEAMST	ERS, LO CAL 952	MAR 2 8 2	000				
D. Verification and Signature. The person in item 1 ab formation in this report, including all attachments incorps knowledge and belief, true, correct, and complete.	ove and each of t exated therein or	his undersigned authorized officers referred to in this report, has been	s declares, under Sector 658 examined by HiM 400 6/36	flaw, that as in- ann best of his				
Signed: Lupe Criz	President	Signed:		Treasurer				
(If other title, cross out and write in correct title above.)	69960011	(If other title, cross out and write in correct title above.)						
City State	Date /	City State Date						
Or alialla a A. A.	on: 2/00	at:	T.	on:				

U.S. Department Labor ONWIOLMSIDRD-N

Office of Labor-Managemen. __andards



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	equired of Persons, including Labor Relations Consultants inder Section 203(b) of the Labor-Management Reporting :				File No	o. C.	483	
A	, Person Filing							ATTENDED TO
1.	Name and mailing address (include ZIP code): CRUZ & ASSOCIATES, ÎNC. 9620 CENTER AVENUE, SUITE 180 RANCHO CUCAMONGA, CA 91730	Any other address where records necessary to verify this report are kept:						
3.	Date fiscal year ends: 4. Type of person:		1	*:				-
	12-31-00 a. □ Individua	b. 🗆 Parti	nership	c. CCorporation	d. 🗆 Othe	r (Specif	fy):	
	. Nature of Agreement or Arrangement	140						
5.	Full name and address of employer with whom made (PITNEY BOWES 1 ELMCROFT ROAD		6. Date entered 01/00	into:				
STAMFORD, CT 06926-0700				Names of persons through whom made: ROSALIND GORDON				
8.	Check the appropriate box to indicate whether an object of the activities undertaken, is directly or indirectly:							
 a. To persuade employees to exercise or not to exercise, or persuade employees as to the manner of exercising, the r collectively through representatives of their own choosing. 							organize and bargai	in
	 To supply an employer with information concer ing such employer, except information for use s ceeding. 							
9.	Terms and conditions (Explain in detail: see Part 8-9 of HOLD EMPLOYEE MEETINGS TO IN ANSWER QUESTIONS PERTAINING DOCUMENTS FOR QUESTION AND	FORM THEM	OF THI	ER SECTION (ING NLRB DO	(7) RIGHTS OCUMENTS	AND T	O JNION	Programming
Č.	. Specific Activities to be Performed							
10). For each activity, separately list in detail the informat	ion required (See	Part C-10 of	instructions):	-			
	a. Nature of activity:							
	HELD EMPLOYEE MEETINGS IN SM	ALL GROUI	S TO IN	FORM THEM	ON UNIONS	ž.		
b. Period during which performed: c. Extent performed:								
	ON GOING	HELD N	MEETING	S WITH EMPL	OYEES			
	d. Names and addresses of persons through whom p	performed:			parage			
	LUPE CRUZ, BILL LEO PARDI, BIL	L MEDRANO	, RITA A	GUILAR	In E	GE	I W E D	7

INTERNATIONAL BROTHERHOOD OF TEAMSTERS, LOCAL 630

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

USDOL/ESA OLMS/DOE/SRD

MAR 2 8 2000

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.

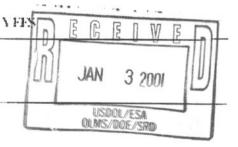
Signed: Lupe P	21-2		CEO President	Signed:		Treasurer	
(If other title, cross out and wr	ite in corre	ct title abov	8.)	(If other title, cross out and write	in correct title above.)		
City		State	Dage/	City	State	Date	
an: Kancho Cucamo	nga.	CA	on: HOD	at:		on:	
	0					FormLM-20 (feb. 1986	

Agreement and Activities Report U.S. Department of Labor Office of Labor-Manageme This report is mandatory under P.L. 86-257 as amended. Failure to comply may OMB No. 1214-000 result in criminal prosecution, times and civil geneities as provided by 29 U.S.C. 439, 440. 12/31/46 Required of Persons, including Liabor Relations Consultants and Other Individuals and Organizations. Flla No. Under Section 203(b) of the Lebon Microberrert Reporting and Displayer Act of 1999, vs. promoted (LMRDA) A. Person Filling 1. Name and mailing address (include ZIF code) Any other address where records necessary to verily this report are kept. CRUZ & ASSOCIATES, INC. 10201 TRADEMARK, #C RANCHO CUCAMONGA, CA 91730 Typic of piercen. Date tisce: year ends: laubivibal n s c. CX Corporation 12 31 00 d. I Other (Specify): b. .. Partnership B. Nature of Agreement or Arrangement Full name and address of employer with whom made (include ZPP code): 5. Date entered into MARINER POST ACUTE NEIWORK SANTA CRUZ ONE RAVINA DRIVE, SUTIE 1500 Names of persons through whom made: ATLANTA, GA 30346 DEVIN FHREICH 8. Checking appropriate pox to indicate whether an object of the activities undertaken, is directly or incirectly INTo persuade employees to exercise or not to exercise, or persuade employees as to the manner of exercising, the right to organize and bargoin. collectively through representatives of the flown choosing. a supply an employer with information concerning the appivities of employees or a labor organization in connection with a labor dispute involveing supplementary in except information for use safety in conjunction with an administrative or arbitration condecting or a or minal or givil judicial propecentriq. Terms and conditions (Explain in defail; see Part 8-9 of instructions); HOLD EMPLOYEE MEETINGS TO INFORM THEM OF THEIR SECTION (7) RIGHTS AND TO ANSWER QUESTIONS PERTAINING TO THE UNIONS, USING NERB DOCUMENTS AND UNION DOCUMENTS FOR QUESTION AND ANSWER, C. Specific Activities to be Parformed 10 For each activity, separately is tim detail the information requires (See Part G-10 of instructions); a. Nature of activity:

HELD EMPLOYEE MEETINGS IN SMALL GROUPS TO INFORM THEM ON UNIONS,

: Extent performass.

ONGOING HELD MEETINGS WITH EMPLOYEES Names and addresses of persons through whom performed. LUPE CRUZ, BILL LEO PARDL FERNANDO RIVERA. 11 Identify (a) Subject employees, groups of employees, and (b) laper organizations:



SERVICE EMPLOYEES INTERNATIONAL UNION (SEIU)

b. Periodicuring which performing

D. Verification and Signature. The person-notem 1 above and each of his undersigned authorized officers doclares, under penalty of law, that all ne touristion 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.

Sign	Juna Juna	Crun-	CFO President	Signed:		Treasurer
1116	ברבט שבטרם וה יפורו	write in any ect at a above.:		(If other title, cross out and write in	correct tille above.)	Name of Street
_	City	State	Date	City	Slate	Cate
a. RANCHO CTCAMONGA, CA		on 8/00	at		:	
					FormUN	4-20 (Rb. 1986)