



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. 1215-0188
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. 0432

A. Person Filing

1. Name and mailing address (include ZIP code): CLAY & ASSOCIATES P.O. BOX 3717 VISALIA, CA 93278-3717		2. Any other address where records necessary to verify this report are kept:	
3. Date fiscal year ends: 12/31	4. Type of person: a. <input checked="" type="checkbox"/> Individual b. <input type="checkbox"/> Partnership c. <input 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): FLEMING/FOOD 4 LESS 1355 NEW MARKET Clovis, CA 93612		6. Date entered into: 03/23/02	
		7. Names of persons through whom made: John Clancy	
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): To advise employees of their rights under Section 7 of the NLRB.			

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: To advise employees of their rights under Section 7 of the NLRB.			
b. Period during which performed: 03/23/02 - Present		c. Extent performed: On-going	
d. Names and addresses of persons through whom performed: John A. Clay P.O. Box 3717 Visalia, CA 93278-3717			
11. Identify (a) Subject employees, groups of employees, and (b) labor organizations: Employees of the Food 4 Less store on Mooney Blvd. in Visalia, California. UFCW Local 1288			



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: <u>John A. Clay</u> (If other title, cross out and write in correct title above.) City: Visalia State: CA Date on: 6/14/02			Signed: _____ (If other title, cross out and write in correct title above.) City: _____ State: _____ Date on: _____		
President			Treasurer		