

Agreement and Activities Report

U.S. Department of Labor

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.

OMB No. 1214-0001
12/31/86

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. 532

A. Person Filing

1. Name and mailing address (include ZIP code): Counterpoint 2777 Yulupa Avenue #324 Santa Rosa, CA 95404	2. Any other address where records necessary to verify this report are kept: See #1
3. Date fiscal year ends: 12/31/00	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

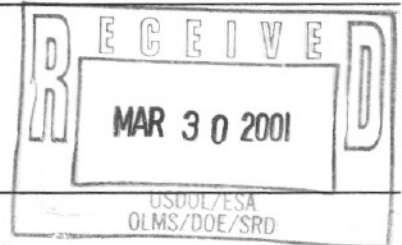
5. Full name and address of employer with whom made (include ZIP code): West Sonoma County Disposal P.O. Box 1916 Santa Rosa, CA 95402	6. Date entered into: 8/14/00
7. Names of persons through whom made: J. Ratto	
8. Check the appropriate box to indicate whether an object of the activities undertaken, 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):

Explain and protect the rights of employees' under the NLRA and act as the employees' freedom of choice persuader by discussing the advantages of working in a union-free environment for a monthly retainer of \$500; plus any actual and reasonable expenses. Unused portions of the retainer to be refunded or donated to the benefit of a non-profit organization or charity on the behalf of employees' and staff.

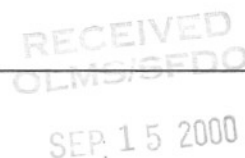
C. Specific Activities to be Performed

10. For each activity, separately list in detail the information required (See Part C-10 of instructions):	
a. Nature of activity: Employee discussions & conference(s) to achieve above described.	b. Period during which performed: 8/14/00 - 12/31/00
c. Extent performed: Individual and group discussion(s).	d. Names and addresses of persons through whom performed: Arturo Tovar 12117 Village Gate El Paso, Texas 79936



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

The unit as described in case 20RC17513
Teamsters



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: Counterpoint (If other title, cross out and write in correct title above.) City State Date at: Santa Rosa, California on: 9/12/00	Signed: (If other title, cross out and write in correct title above.) City State Date at: on:
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Agreement and Activities Report

U.S. Department of Labor

Office of Labor Management Standards



OMB No. 1214-0001
02/29/93

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.

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. 532

A. Person Filing

1. Name and mailing address (include ZIP code): CounterPoint 2777 Yulupa Ave. #324 Santa Rosa, CA 95405	2. Any other address where records necessary to verify this report are kept: See #1
3. Date fiscal year ends: 12/31/00	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): Waste Management Orange County 16122 Construction Circle East Irvine, CA 92606	6. Date entered into: 4/21/00
7. Names of persons through whom made: Mr. Frank Barbera/Tim Flanagan	
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 or exercising, the right to organize collectively through representatives of their own choosing. b. <input type="checkbox"/> To supply and 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 talk with employees, and meet with employees, while answering their questions regarding union organizing and union representation. For a retainer fee of \$500, to explain the rights of employees' under the NLRA; and the possible consequences of union representation. A portion of the retainer will be donated to the benefit of a non-profit organization whose ideals are protection of employee rights and/or union democracy.

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:

Meeting with individuals and groups of employees about whether or not they want to be represented for purposes of collective bargaining.

b. Period during which performed:

4/21/00 - 5/20/00

c. Extent performed:

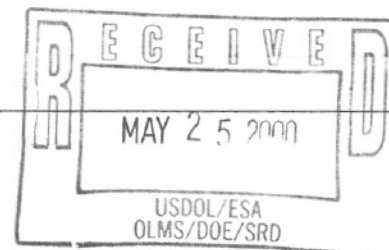
Ongoing individual and group discussion(s)

d. Names and addresses of persons through whom performed:

Mr. Arturo Tovar, 12117 Village Gate, El Paso, Texas 79936

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

Employees in the voting unit



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: CounterPoint (If other title, cross out and write in correct title above.) City Santa Rosa, CA State Date 5/15/00 on:	Signed: (If other title, cross out and write in correct title above.) City State Date on:
President	Treasurer

Public reporting burden for this collection of information is estimated to average 20 minutes per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing this burden, to the Office of Labor Management Standards, Department of Labor, Room N5625, 200 Constitution Avenue, N.W., Wash., D.C. 20210; and to the Office of Management and Budget, Paperwork Reduction Project (1214-0001), Wash., D.C. 20503.

COUNTERPOINT

Direct Campaigning Strategists

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C-532

March 1, 2000

Mr. Herbert Dell, President
Hill York Corporation
2125 South Andrews Avenue
Fort Lauderdale, Florida 33316

Dear Mr. Dell:

This will confirm your use of our organization, CounterPoint, for labor relations consulting services. We have agreed to help inform your employees in exercising their rights, to choose whether or not they wish to be represented for purposes of collective bargaining.

Since the scope of our services is difficult to ascertain during the week of our involvement, for a retainer amount of Five Hundred dollars (\$500.00), CounterPoint will use its best efforts in assisting you and your organization in informing employees' about their rights to organize under the NLRA.

We intend to donate a portion of this \$500 retainer fee for the benefit of a non-profit organization on the behalf of your employees' and staff.

We are invoicing this retainer amount at the onset.

Sincerely,

John De Groot

