

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
02/29/93

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. 469

A. Person Filing

1. Name and mailing address (Include ZIP code): Peter R. Kraft, Esq. Kraft & Bates 10 Moulton St., Portland, ME 04101		2. Any other address where records necessary to verify this report are kept	
3. Date fiscal year ends: 12-31-00	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):		

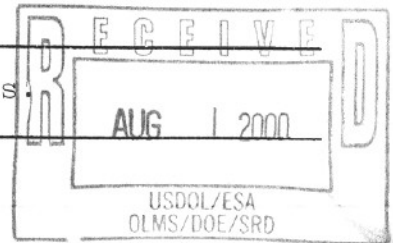
B. Nature of Agreement or Arrangement

5. Full name and address of employer with whom made (Include ZIP code): UniFirst Corporation 68 Jonspin Road Wilmington, MA 01887		6. Date entered into: 7-7-00
7. Names of persons through whom made: Ronald D. Croatti		
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):
A verbal agreement to help management explain to employees their Section 7(a) rights to either join and maintain their union membership - representation, or choose to refrain from doing so.

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: Held one or more meetings with employees, both mandatory and voluntary, to discuss more specifically employees' Section 7(a) rights consistent with response to #9 above.	
b. Period during which performed: 7-7-00 thru (not yet scheduled)	c. Extent performed: Held meetings with employees.
d. Names and addresses of persons through whom performed: Peter R. Kraft, Esq. Kraft & Bates, 10 Moulton St., Portland, ME 04101	



11. Identify (a) Subject employees, groups of employees, and (b) labor organizations:
A) All full-time and regular part-time employees performing production, stockroom, shipping, custodial maintenance, route sales and shuttle driving, employed by the Employer at its Baltimore, Maryland facility and excluding office clerical employees, mechanical maintenance employees,

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: Peter R. Kraft President	Signed: [Signature] Treasurer
(If other title, cross out and write in correct title above.)	(If other title, cross out and write in correct title above.)
City: Portland State: ME Date: 7-28-00	City: State: Date:

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.

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3. Date fiscal year ends: 12-31-00	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): UniFirst Corporation 68 Jonspin Road, Wilmington, MA 01887	6. Date entered into: March 2, 2000
7. Names of persons through whom made: Ronald D. Croatti	
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):

A verbal agreement to help management explain to employees their Section 7(a) rights to either join and maintain their union membership - representation, or choose to refrain from doing so.

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: Held one or more meetings with employees, both mandatory and voluntary, to discuss more specifically employees' Section 7(a) rights consistent with response to #9 above.

b. Period during which performed: March 2, 2000 thru April 13, 2000	c. Extent performed: Held meetings with employees.
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d. Names and addresses of persons through whom performed:

Peter R. Kraft, Esq.
Kraft & Bates, 10 Moulton St., Portland, ME 04101

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

A) All full-time and regular part-time drivers, warehouse employees and route salesmen employed by the Employer at its Maplewood, New Jersey facility, but excluding all office clerical employees, managerial employees, guards and supervisors as defined in the Act.

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: (If other title, cross out and write in correct title above.) City: Portland State: ME Date: 3/27/00 at: on:	Signed: _____ (If other title, cross out and write in correct title above.) City: _____ State: _____ Date: _____ at: 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.

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3. Date fiscal year ends: 12-31-00		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): USDO/LSA OLMS/DOE/SRD	

B. Nature of Agreement or Arrangement

5. Full name and address of employer with whom made (Include ZIP code): UniFirst Corporation 68 Jonspin Road Wilmington, MA 01887		6. Date entered into: 1-20-00
		7. Names of persons through whom made: Ronald D. Croatti

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 or exercising, the right to organize collectively through representatives of their own choosing.
 - b. ☐ 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):

A verbal agreement to help management explain to employees their Section 7(a) rights to either join and maintain their union membership - representation, or choose to refrain from doing so.

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: Held one or more meetings with employees, both mandatory and voluntary, to discuss more specifically employees' Section 7(a) rights consistent with response to #9 above.

b. Period during which performed: 1-20-00 thru (continuing until NLRB election - not yet scheduled).	c. Extent performed: Held meetings with employees.
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d. Names and addresses of persons through whom performed:
Peter R. Kraft, Esq.
Kraft & Bates
10 Moulton St., Portland, ME 04101

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

- A) All drivers employed by UniFirst at its Albuquerque, NM facility, cut excluding all other employees, guards, watchmen and supervisors as defined by the Act.
- B) Chauffeurs, Teamsters & Helpers, Local 492, Int' Brotherhood of Teamster

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>Peter R. Kraft</i> (If other title, cross out and write in correct title above.) City: Portland State: ME Date: 1/27/00	Owner President Signed: _____ (If other title, cross out and write in correct title above.) City: _____ State: _____ Date: _____
	Treasurer

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Form LM-20
(Feb. 1990)