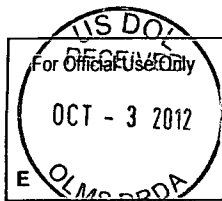


FORM LM-20

AGREEMENT AND ACTIVITIES REPORT

Form approved
Office of Management
and Budget
No. 1245-0003
Expires 10-31-2013



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

READ THE INSTRUCTIONS CAREFULLY BEFORE PREPARING THIS REPORT.

506 053

U.S. DEPARTMENT OF LABOR
OLM.

JUL 16 2012

1. File Number: C-778

ATLANTA DISTRICT OFFICE

Person Filing

2. Name and mailing address (include ZIP Code):

Name Natasha D Gordon

Title

Organization

P.O. Box, Bldg., Room No., if any

Street 2247 Chestnut Place

City Lithia Springs

State Georgia

ZIP Code + 4 30122

3. Any other address where records necessary to verify this report are kept:

Name

Title

Organization

P.O. Box, Bldg., Room No., if any

Street

City

State

ZIP Code + 4

4. Date fiscal year ends:

Dec / 09

5. Type of person:

a. ☒ Individual b. ☐ Partnership c. ☐ Corporation d. ☐ Other (Specify):

Nature of Agreement or Arrangement

6. Full name and address of employer with whom made (include ZIP Code):

Name

Organization 400 HIE, LLC

Trade Name, if any

P.O. Box, Bldg., Room No., if any

Street 400 Old Loudon Road

City Latham

State New York

ZIP Code + 4 12110

7. Date entered into:

5 / 29 / 2009

8. Name of person(s) through whom made:

Name Beverly Berube

Name

Name

Name

Name

Signatures

Each of the undersigned declares, under penalty of perjury and other applicable penalties of law, that all of the information submitted in this report (including the information contained in any accompanying documents) has been examined by the signatory and is, to the best of the undersigned's knowledge and belief, true, correct, and complete. (See Section VII on penalties in the instructions.)

13. Signed

President
(If other title, see
instructions)

Title President

14. Signed

Treasurer

Treasurer
(If other title, see
instructions)

Title Treasurer

On 7/10/2012

Date

404-781-6398

Telephone Number

On

Date

Telephone Number

9. 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 right to organize and bargain collectively through representatives of their own choosing.
- b. ☐ 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.

10. Terms and conditions (Explain in detail; see instructions. Written agreements must be attached.):

I had a verbal agreement between LRI and myself to give speeches and to speak to employees on an individual bases regarding their right to organize and bargain collectively. The terms of this verbal agreement was \$1500 per day plus expenses. My true and actual compensation for this assignment was \$1525.00. I have attached an email from Debbie Barnett confirming the wire transfer from LRI's account into mine, as well as a copy of my bank statement confirming this transaction. In regards to the actual written agreement, I have included with this report an email from attorney John Higgins that he carbon copied me on. The actual agreement was made between Mrs. Berube and Labor Resource Institute (LRI) with Mr. Higgins' assistance. The copy of the agreement sent to me by Mr. Higgins is the only copy that I was sent regarding this assignment, as I was never forwarded a copy by any authority at LRI.

Specific Activities to be Performed

11. For each activity, separately list in detail the information required (See instructions):

a. Nature of activity:

I provided a powerpoint, guided speech to employees during 2-3 scheduled sessions regarding their rights to organize and bargain collectively. I entertained and responded to questions from employees in a group setting, and on an individual basis.

11.b. Period during which performed:

6/1/10

11.c. Extent performed:

Fully performed

11.d. Name and address through whom performed:

Name

Organization LRI Consulting Services, Inc.

P.O. Box, Bldg., Room No., if any

Street 7850 S. Elm Place, Suite E

City Broken Arrow

State Oklahoma

ZIP Code + 4 74011

Additional Name and address through whom performed, if any:

Name

Organization

P.O. Box, Bldg., Room No., if any

Street

City

State

ZIP Code + 4

12.a. Identify subject groups of employees:

Housekeeping Department, Maintenance, food and Beverage, Laundry, and Housemen

12.b. Identify subject labor organizations:

The Service Employees International Union Local 471, Workers United.

RE: Executed Agreement

1

Hide Details

FROM: Higgins, John

Friday, May 29, 2009 6:16 PM

TO: Lisa Erwin

CC: Natasha Gordon; jteague@lrionline.com

Sorry Lisa. Here it is. John

From: Lisa Erwin [mailto:lisa.erwin@lrionline.com]
Sent: Friday, May 29, 2009 5:51 PM
To: Higgins, John
Subject: Re: Executed Agreement

I didn't get an attachment w/ your email. Please resend.

On May 29, 2009, at 4:45 PM, Higgins, John wrote:

Lisa: Attached please find an executed agreement. Please let me know if you have any questions and thank you. John

From: Lisa Erwin [mailto:lisa.erwin@lrionline.com]
Sent: Friday, May 29, 2009 1:09 PM
To: Higgins, John
Subject: Last time

Here is the last version of the proposal. Please review, have signed, and fax it back to (918) 455-9998.

Lisa C. Erwin
Assistant to Executive VP, Jim Teague

Labor Relations Institute
7850 South Elm Place, Suite E
Broken Arrow, OK 74011
Tele: (918) 455-9995
Fax: (918) 455-9998
Email: lisa.erwin@lrionline.com

1 Attached file | 52KB



SCAN4918_

[Download](#)

[Reply to Higgins, John](#)



Subject: RE: Natasha Gordon

From: Higgins, John (JEHiggins@nixonpeabody.com)

To: natasha_gordon2001@yahoo.com;

Date: Thursday, May 28, 2009 10:06 AM

Thanks Natasha. Here is a copy of the email I sent earlier this morning to Jim. I will try to call you later to discuss details and questions and to seal the deal as they say, but it may not be till afternoon, if that's ok. Also, here is a copy of my bio, just so you can see what I do and a little of my experience. I will send both you and Jim later copies of the two articles and/or speeches by Mr. Bensinger I referred to in my email to Jim. Have a great day! And thanks for your help! John

Jim; as a post-script, I have located some really interesting material from "the legendary Richard Bensinger" including an illuminating speech or two he penned many years ago, which, I am sure you know, foretold or perhaps forewarned of the EFCA's inevitable introduction. Anyway, I am still interested in any personal anecdotes or thought if you know him. And I will send you the two speeches I have located from Richard. Thanks. John

From: Higgins, John
To: jteague@lrionline.com
Sent: Thu May 28 06:59:15 2009
Subject: Local 471, Workers United, Rochester Regional Joint Board, SEIU v. HIE-Albany Airport

Good Morning Jim: I had a great talk with Natasha Gordon yesterday about the possibility of her traveling to Albany to assist my client, 400 HIE LLC, operator of the Holiday Inn Express-Albany Airport, in their union free campaign in response to the petition filed with the NLRB by Local 471, Workers United, Rochester Regional Joint Board, SEIU. Natasha indicated that she would be available on either Friday (which is tomorrow), or Monday, June 1, 2009. Although I agree with Natasha that it is critically important to have her address the employees in the proposed bargaining unit as soon as possible, especially the housekeepers, the client has settled on Monday, June 1, beginning if possible at around 9:00 am, for a "captive audience speech" featuring Natasha, and then spending a few hours on-site answering employee questions. The whole day's events would be wrapped up by 3 pm, if not earlier, so that Natasha could travel home later that afternoon presuming flight availability (which I have not looked into). Given that she is located in Atlanta, Georgia, that would mean Natasha would need to travel to Albany on Sunday evening. The client will put her up in the hotel, free of charge, and I would meet her at the airport, drive her to the hotel (and back on Monday), treat her to dinner, and brief her on some of the issues most pressing, as I did briefly over the phone yesterday.

Please forward your contract to me as soon as you can and confirm if you can at your earliest convenience that this schedule is acceptable to Natasha. If you have any questions, feel free to call me on my cell phone at 518-428-6594. It would also be helpful if you could send me an email address for Natasha so that I can communicate directly with her electronically as necessary. Thanks for your help and assistance (and Natasha's). John

P.S. The SEIU rep handling this matter (and the pending ULPs) for the union is Richard Bensinger, Rochester Regional Joint Board - Workers United. Although the Rochester Regional Joint Board is located at 750 East Ave, Rochester, NY 14607, Richard's home address is: 1911 Virginia Ave., McLean, Virginia 22101.

I have a meeting with Richard this morning at 9 am, at his request, to discuss our proposed non-Board settlement of the first ULP (involving the client's termination of three of the union's organizing committee members shortly before the petition was filed). If you know him, or of him, any information you might be able to provide me with about him would be much appreciated. thanks again. John

From: Natasha Gordon [mailto:natasha_gordon2001@yahoo.com]
Sent: Thursday, May 28, 2009 9:53 AM
To: Higgins, John
Subject: Natasha Gordon

John,

I hope that all goes well with the union folks this morning. I look forward to speaking with you later.

Natasha

Remember to make the best out of every day given,
and strive to educate and share positive energy
to everyone you meet.

Natasha D. Gordon

<http://my.care2.com/sensiblesue>

PROPOSAL

TO: Beverly Berube
Human Resources Manager
400 HIE, LLC
400 Old Loudon Road
Latham, New York

DATE: May 29, 2009

(518) 786-6791
3-RC-11900

SITUATION ASSESSMENT:

You have asked for a proposal to provide consulting for a one day period. You recognize the disadvantages of unions and the advantages of a direct relationship. You want our consultant to assist you in delivering this message to your employees.

MEASURES OF SUCCESS:

Our metrics will include

- The vote outcome (or the withdrawal of the petition).

METHODOLOGY AND OPTIONS:

OPTION 1: We will provide one day of on-site consulting to assist your company in communicating its message to the employees.

TERMS AND CONDITIONS:

The fee for **OPTION 1** is \$3000 (plus reasonable travel expenses).

Payment Terms: Payment in full is due upon acceptance of this proposal.

Expenses will be billed as actually incurred and are due on presentation of the invoice. We accept EFT, Visa, MasterCard and American Express for your convenience. Reasonable business expenses include, but are not limited to, transportation (air, rental car, taxi, etc.), lodging, food, and costs for campaign communication materials. You agree to make and pay for travel arrangements for our consultants and understand that we will bill for additional expenses as they are incurred. You agree and acknowledge that failure to pay fees or expenses associated with this project under these terms will result in reassignment of the consultant(s) and a penalty of 2% per month until all outstanding invoices are paid in full.

You further acknowledge that no representation by LRI or its representatives were relied on by you or any member of your company in entering this agreement, and that this document represents the full understanding of the parties. Your payment, in the absence of your signature below, indicates your acceptance of this project and the terms and conditions as stated herein.

ACCEPTANCE:

We accept the proposal above and the option selected:

I accept **OPTION 1** ☐

We accept the proposal above and the option selected:

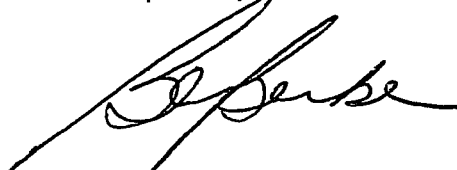
For LRI Consulting Services, Inc.



Phillip B. Wilson
President – General Counsel

DATE: May 29, 2009

For 400 HIE, LLC



Beverly Berube
Human Resources Manager

DATE: