U.S. Department of Labor

Office of Labor-Managem. tandards



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

Required of Persons, including Labor F Under Section 203(b) of the Labor-Man	elations Consultants and Other Individ agement Reporting and Disclosure A	duals and Organizations, ct of 1959, as amended (LMRDA).	File No.	c.	-0322	
A. Person Filing						
1. Name and mailing address (include Sunbelt Organizati 8711 East Pinnacle Suite F-110 . Scottsdale, Arizon	on Services, Inc. Peak Road, #287	2. Any other address where recor	ds necessary to	o verify this	s report are kep	t:
3. Date fiscal year ends:	I. Type of person:					
12-00	a. 🗆 Individual b. 🗆 Par	tnership c. 🔏 Corporation	d. Other	(Specify):		
B. Nature of Agreement or Arrang	ement					
Full name and address of employe Tempco Insulation	Corp.	8-2	5-00			
431 St. Mihiel Dri		through whom made:				
Riverside, NJ 0807		Joseph W		Pres:	ident	
 collectively through represe b. To supply an employer with 	exercise or not to exercise, or persuentatives of their own choosing. Information concerning the activitie	ade employees as to the manner of e es of employees or a labor organization tion with an administrative or arbitral	exercising, the r	n with a lab	oor dispute invo	lv-
Company was employ relative to durati on a per hour rate	on or amount of ho	basis with no for	mal writed. Fee	ten a	agreemen dule bas	ts
C. Specific Activities to be Perform	ned					
10. For each activity, separately list in	n detail the information required (See	e Part C-10 of instructions):				
 Nature of activity: 						
Presented informat of unionization, t	ional meetings to he role of the NL	company employees : RB, and collective	relative bargair	to the	he proce	ss
b. Period during which performed	c. Extent perfo	ormed:		-	proj	7
8-00/10-	00		8-00	1	2000	SRD
d. Names and addresses of person	ons through whom performed:			-	- ~	L/ES
M. G. Gibbons, P.	A. List & L. N. U	mble (Addresses as	in #1 a	inova,	SEP 2	USDOL/ESA OLMS/DOF/SRD
11. Identify (a) Subject employees, gr	oups of employees, and (b) labor org	ganizations:		7.7	55	1
a) All insulation	a) All insulation & asbestos removal employees					

b) Int'l. Assn. of Heat & Frost Insulators & Asbestos Workers, Local 14

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.

Sign	ed: / /	mlk CI	hairman/CEO	Signed	gramme m	. Herhert	Secretary/ Treasurer	
(If other title, cross out and write in correct title above.)				(If other title, cross out and write in correct title above.)				
	City	State	Date		City	State	Date	
at:	Scottsdale	Arizona	on: 9-14-00	at:	Scottsdale	Arizona	on: 9-14-00	

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, 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, C. File No. -0322Under Section 203(b) of the Labor-Management Reporting and Disclosure Act of 1959, as amended (LMRDA). A. Person Filing Name and mailing address (include ZIP code): Any other address where records necessary to verify this report are kept: Sunbelt Organization Services, Inc. 8711 East Pinnacle Peak Road, #287 Suite F-110 Scottsdale, Arizona 85255 3. Date fiscal year ends: 4. Type of person: c. A Corporation b. D Partnership d.

Other (Specify): a.

Individual 12-00 B. Nature of Agreement or Arrangement 5. Full name and address of employer with whom made (include ZIP code): Date entered into: 8 - 25 - 00 Waste Management/Logano Trucking 7. Names of persons through whom made: 209 Pickering Street Portland, CT 06480 Don Perrotti 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 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. 9. Terms and conditions (Explain in detail; see Part B-9 of instructions): Company was employed on a per hour basis with no formal written agreements relative to duration or amount of hours to be performed. Fee schedule based on a per hour rate. 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: Presented informational meetings to company employees relative to the process of unionization, the role of the NLRB, and collective bargaining. b. Period during which performed: c. Extent performed: 8-00/9-00 8-00 d. Names and addresses of persons through whom performed: P. A. List (Address as in #1 above) 11. Identify (a) Subject employees, groups of employees, and (b) labor organizations: a) All FT & regular PT drivers, the yardman/relief driver & mechanics b) Teamsters, Local 671

knov	riedge and belief, true, corr		corporated therein or r	referred t	o in this report, has been ex	amined by him and	is, to the best of his	• Q
Sign	ed: 2(. ()	n Ct	nairman/CEC	Signed:	Janne M. 10	Serhert	Secretary	
(If ot	ner title, cross out and write	e in correct title above.	.)	(If other	title, cross out and write in c	orrect title above.)		
	City	State	Date		City	State	Date	
at:	Scottsdale	Arizona	on: 9-14-00	at:	Scottsdale	Arizona	on : 9-14-0)0

D. Verification and Signature. The person in item 1 above and each of his undersigned authorized officers declares, under penalty of law, that all in-

Agreement and Activities Report

U.S. Department of Labor

Office of Labor-Managen

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

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. -0322

A. Person Filing

1. Name and mailing address (include ZIP code):

Sunbelt Organization Services, Inc. 8711 East Pinnacle Peak Road, #287 Suite F-110

Scottsdale, Arizona 85255

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

3. Date fiscal year ends:

4. Type of person:

a.

Individual

b.

Partnership

c. X Corporation

d.

Other (Specify):

1001001 001001

12-00

B. Nature of Agreement or Arrangement

5. Full name and address of employer with whom made (include ZIP code):

American Refining Group, Inc. 77 North Kendall Avenue Bradford, PA 16701-1726 6. Date entered into: 7 - 6 - 0 0

7. Names of persons through whom made:

Harvey Golubock, Pres. & CEO

8. Check the appropriate box to indicate whether an object of the activities undertaken, is directly or indirectly:

- a. 1 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.
- 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):

Company was employed on a per hour basis with no formal written agreements relative to duration or amount of hours to be performed. Fee schedule based on a per hour rate.

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:

Presented informational meetings to company employees relative to the process of unionization, the role of the NLRB, and collective bargaining.

b. Period during which performed:

c. Extent performed:

7-00/7-00

7-00



d. Names and addresses of persons through whom performed:

P. A. List (Address as in #1 above)

AUG 3 2000
USDOL/ESA
OUMS/DOE/SRD

- 11. Identify (a) Subject employees, groups of employees, and (b) labor organizations:
- a) All production & maintenance, including lab & instrumentation shop emps.
- b) Operating Engineers, Local 95-95A
- D. Verification and Signature. The person in item 1 above and each of his undersigned authorized officers declares, under penalty of law, that all intermation 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.

Signe	7 1.	rkle ; Ch	airman/CEO		Herhert	Secretary/ Treasurer
(If ot	ner title, cross out and writ	te in correct title above.)	(If other title, cross out and write in c	orrect title above.)	
	City	State	Date	City	State	Date
at:	Scottsdale	Arizona	on : 7-24-00	at: Scottsdale	Arizona	on : 7-24-00