

FORM LM-20

AGREEMENT AND ACTIVITIES REPORT

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

For Official Use Only
RECEIVED

OCT - 3 2012
E

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.

U.S. DEPARTMENT OF LABOR
OLMS

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 / 31

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 Devereux New York

Trade Name, if any

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

Street 40 Devereux Way

City Red Hook

State Pennsylvania

ZIP Code + 4 95851

7. Date entered into:

5 / 22 / 2009

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

Name

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

Title President

President
(If other title, see
instructions)

14. Signed

Title Treasurer

Treasurer
(If other title, see
instructions)

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 with Labor Resource Institute, (LRI) to represent said client Devereux by giving speeches to their employees about exercising their rights in regards to union organizing and collective bargaining. The terms agreed to were \$1500 per day plus expenses. I have included as a part of and in relation to this report a copy of my invoice, emails from Debbie Barnett, LRI accountant, regarding payments wired to my bank account and copies of my bank statements. The actual amount paid to me for this assignment was an actual total sum of \$12384.35. There is no written agreement attached to this report because I was never provided a written copy or version of a written agreement relating to this assignment by anyone at LRI. I was not able to locate a copy of the written agreement on the Department of Labor's OLMS website either.

Specific Activities to be Performed

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

a. Nature of activity:

I gave multiple speeches to employees during multiple sessions, and covering three shifts which included day, evening and night. Each speech given was a powerpoint guided presentation. This client had multiple sites located on the main campus, as well as several houses located throughout the local community, this did require travel. I entertained and responded to questions from employees in group settings and on an individual basis. The employer was given daily updates regarding the progress of their campaign. A conference call was also held with the client, my onsite partner, Sal Clemente, and Jim Teague of LRI to discuss the campaign and facility. A copy of my written report is included.

11.b. Period during which performed:

Various days beginning 6/13/09

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

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:

Direct Support Professionals, Teacher Aides, Counselors, Special Counselors, and Lead Counselors.

12.b. Identify subject labor organizations:

Service Employees International Union

Re: LRICS

[Hide Details](#)

FROM: [Natasha Gordon](#)

Friday, July 24, 2009 7:02 AM

TO: [Debbie Barnett](#)

Thanks Debbie!

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/sensiblesus>

— On Thu, 7/23/09, Debbie Barnett <dbarnett@ionline.com> wrote:

From: Debbie Barnett <dbarnett@ionline.com>
Subject: LRICS
To: "Natasha Gordon" <natasha_gordon2001@yahoo.com>
Date: Thursday, July 23, 2009, 11:29 AM

Natasha,

I just authorized a wire to your account in the amount of \$7914.35. This pays your Devereux invoice dated 6/6

Debbie

LRICS

[Hide Details](#)

FROM: Debbie Barnett
TO: Natasha Gordon

Tuesday, June 30, 2009 11:05 AM

Natasha,

I just authorized a wire to your account in the amount of \$1485.00 for Devereux 6/5

Thanks,

Debbie

[Reply to Debbie Barnett](#)



Subject: Exit Summary

From: Natasha Gordon (natasha_gordon2001@yahoo.com)

To: bensonhurstson@yahoo.com; lbrewer@lrionline.com; jteague@lrionline.com;

Date: Friday, June 12, 2009 3:50 PM

Sal read over this, I will be down shortly.

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>

Devereux, Exton, PA

Exit Summary

Consultants: Sal Clemente and Natasha Gordon

Prepared On: June 12, 2009

Issue	Goals/Objectives	Recommendations
<p>Lack of Respect by the management team</p> <ul style="list-style-type: none">• Employees allege that they are treated poorly by specific members of the management/supervisory team. They cite instances of abuses which include but are not limited to verbal assaults, sexual harassment, and a disregard of their basic human rights.• Employees allege that they are often yelled at by their supervisors in front of their peers. They state that they are rarely if ever thanked or complimented openly for the good things that they do, but are often reprimanded visibly within the community.• As consultants we have personally witnessed some of these accounts that your employees allege, and have also been victims to some of this as well. We have discussed several of these instances with the leadership team and your attorney.• There is a lack of sensitivity in regards to how several of your managers, and supervisors communicate with staff.	<ul style="list-style-type: none">• Establish better communication between management and staff.•	<ul style="list-style-type: none">• Managerial training on effective and more positive communications with staff.• Encourage the management team to praise in public and discipline in private.

Management Threats

- Many employees have expressed that they have been threatened by their manager/supervisor, for some the threats have been verbal, whereas, some have been issued in the form of write ups which employees do not believe have been applied evenly, justifiably, or fairly.
- Many of the employees have expressed that the threats have been more evident since the union campaign began. They assert that Ed has been one of the worst in regards to threatening them about participating in their organizing efforts. They allege that he Ed has told them that they are not to speak of the union or hand out any communications pertaining to it while on the campus. They further assert that Ed has told them that if he catches them they will be terminated.

- Dispel any perceptions that folks are being threatened by any stretch of the imagination.

- Make sure to apply all disciplines evenly, and fairly.
- Work with your management/supervisory team to ensure that they understand the laws regarding organizing activity. Remind them that employees have the right to organize before, work after work, and during their breaks. This is the law. We may not agree with this, and feel that this may not be in their best interest, but the law is the law, and they do have the right to organize. We suspect that this is where several of your seven (7) Unfair Labor Practices have come from.

Safety on the Job

- Some employees allege that they have been spied on and the manner in which this has been done has left them feeling unsafe or uneasy on the job. One example of this has already been discussed with you, as we informed you that Tony Fusco is known as the "Sneaky Guy". There is also another instance where Tony walked in on a female staff member while she was pulling up her pants in the restroom. This staff member stated that she had no idea that Tony was in the building, as he simply walked in and around the house, and never once announced that he was in there. Since this

- Dispel the perception that Devereux harbors an unsafe working environment

- Repair the broken door at Glen Lock
- Review policies with supervisors and have some discussions regarding appropriate, and inappropriate employee surveillance.
- Take a closer look at your population and evaluate the abilities of your staff in regards to being able to handle them. Example: Should women be placed in a position whereas they have to provide services to Ali, especially knowing his strength level, and his proven tract record of attacking women.

<p>incident, this employee has tried to protect herself by locking the screen door to the house, but has been told by Tony that if she continues to do so, she will be disciplined and fired.</p> <ul style="list-style-type: none"> • The door at Glen Lock is broken and ultimately does not lock. You do have female staff members working in there at night. According to the staff this has been the case for quite some time. 		
<p>Lack of Management Worker Teamwork</p> <ul style="list-style-type: none"> • Employees allege that they are not treated the same by their managers. They say that some people are allowed to get away with not doing certain jobs while everyone else is held to account. • Employees allege that often times when they ask for help with certain task they are ignored or denied. • As your consultants, we experienced this on 6/10/2009, as you had two staff members at Glen Lock in a state of panic because a walk through inspection was going to take place in 30 minutes. We along with staff that came to our 1:30 meeting and the Social Worker, worked as a team to ensure that all beds were stripped, made, and everything else was in order. The Clinician was asked to help but only replied, "This is not in my job description". 	<ul style="list-style-type: none"> • Harbor a feeling that we are all in this together among all Devereux employees. 	<ul style="list-style-type: none"> • Recognize that if a union is established at Devereux that it will affect all employees. • Educate all staff on the fact that you are all in the same boat, and especially in the case of an inspection, there is no us them. No matter what your position is, one should make an effort to help in any capacity. Allowing two staff members to drown in this case sinks the whole boat, as inspectors have the authority to shut you down, and that affects all employees including Clinicians. • Attitudes of superiority, seem to be the order of the day as previously discussed, consideration in regards to workshops relating to teamwork and cultural diversity, are highly recommended.
<p>Sexual Escapades on the job</p> <ul style="list-style-type: none"> • According to staff reports, this is a widespread problem. Apparently this is 	<ul style="list-style-type: none"> • Dispel the perception that Devereux is a haven for sexual activity among 	<ul style="list-style-type: none"> • Immediate education with all members within the Devereux community about your policies and sexual harassment in the workplace.

<p>something that has gone on for quite some time among employees, as by administrations own admission that there have been several employees that have had affairs or have married. The issue that you are dealing with however is the perception that the African male population is being used for sexual favors, and when there is a rift between them and their supervisors then they are set up and terminated.</p>	<p>staff and management.</p>	<ul style="list-style-type: none"> ● Understand that this is a very dangerous phenomenon and folks should cease immediately. ● Move Renee to another campus.
<ul style="list-style-type: none"> ● Workers do not feel that they have the right to report or discuss issues with management on any level. ● Workers have witnessed accounts of abuse of the clients by teaching staff, but have not reported these instances because of a fear of losing their jobs because of the perception that they have regarding only being good enough to "Clean Crap". They do not feel that they can verbalize what they see. ● As your consultants, we personally witnessed the abuse of a client, and this was reported to you the day after the incident, as there was no one available for us to report this to the day of. If you will recall, the incident occurred on 6/10/2009. 	<ul style="list-style-type: none"> ● Ensure the safety of all Devereux clients by raising the comfort level of the staff. 	<ul style="list-style-type: none"> ● Training on what abuse is, and how to determine when you need a mental health break.

LRICS

[Hide Details](#)

FROM: Debbie Barnett

Tuesday, June 30, 2009 11:05 AM

TO: Natasha Gordon

Natasha,

I just authorized a wire to your account in the amount of \$1485.00 for Devereux 6/5

Thanks,

Debbie

[Reply to Debbie Barnett](#)