



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. 257

**A. Person Filing**

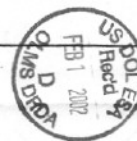
1. Name and mailing address (include ZIP code): Edwin Colon 11613 West Pico Boulevard Los Angeles, CA 90064	2. Any other address where records necessary to verify this report are kept
3. Date fiscal year ends: December 31	4. Type of person: a. <input type="checkbox"/> Individual b. <input type="checkbox"/> 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): Glen Ivy Hot Springs Spa 25000 Glen Ivy Road Corona, CA 91719	6. Date entered into: October 30, 2001
7. Names of persons through whom made: John Gray, President	
8. Check the appropriate box to indicate whether an object of the activities undertaken, is directly or indirectly: a. <input 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): See attached proposal	

**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: Conduct supervisor training on NLRA and election process. Educate management on how not to commit ULP's as well as how to answer questions in a concise, factual and legal manner. Meet with employees to educate them on the NLRA, their rights under the NLRA.		
b. Period during which performed: October 24 - November 30	c. Extent performed: Assignment completed	
d. Names and addresses of persons through whom performed: Michael Foxman, 11613 West Pico Boulevard; LA, CA 90064 Javier Lopez, 11613 West Pico Boulevard; LA, CA 90064 Edwin Colon, 11613 West Pico Boulevard; LA, CA 90064		
11. Identify (a) Subject employees, groups of employees, and (b) labor organizations: All employees in bargaining who were eligible to vote as identified in stipulated agreement.		



**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>Edwin A. Colon</i> (If other title, cross out and write in correct title above.) City State Date at: Los Angeles, CA on: 11/30/01	Signed: _____ (If other title, cross out and write in correct title above.) City State Date at: _____ on: _____
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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.

COPY

October 26, 2001

C 257

Mr. John C. Gray  
Chief Executive Officer  
Glen Ivy Hot Springs Spa  
25000 Glen Ivy Road  
Corona, California 92883

Dear Mr. Gray:

Enclosed is our proposal for my company, Industrial Relations Consultants, Inc. to conduct a NLRB union election campaign at your Glen Ivy Hot Springs Spa facility in Corona, California.

We would greatly appreciate receiving a retainer payment as indicated in our proposal.

Thank you for allowing Industrial Relations Consultants, Inc., the opportunity to be of service to your organization.

Sincerely yours,

Edwin A. Colon  
President

EAC:sf  
Enclosure (1)

# COPY

## **Proposal for Conducting a NLRB Union Election Campaign**

Industrial Relations Consultants, Inc. (herein referred to as "IRC") will conduct a NLRB election campaign for up to six weeks at Glen Ivy Hot Springs Spa (herein referred to as "Glen Ivy"). Industrial Relations Consultants, Inc. responsibilities will include:

1. Train supervisors on how to address the issues raised in the campaign. Inform supervisors how to discuss the Company's without committing any unfair labor practices.  
  
Prepare factual information for distribution to employees relating to the NLRA, the Union, the Company or any other information requested by supervisors or employees.
2. Develop campaign materials, and where appropriate, confer with counsel regarding such materials.
3. Industrial Relations Consultants, Inc. consultants will be on location everyday the employees are working. Two (2) consultants will be assigned to the campaign, they will meet with employees, supervisors and management on a regular basis.
4. Consultants will conduct small group and individual meetings with employees to answer questions and present information regarding the campaign issues.
5. Develop and maintain campaign calendars to be presented to management whenever significant changes in campaign strategies occur.
7. Industrial Relations Consultants, Inc. will undertake the proposed assignment of conducting an NLRB election campaign at Glen Ivy Hot Springs Spa at their Corona, California facility on a project fee basis of \$60,000, plus all expenses.
8. Upon acceptance or within three working days of receiving this proposal, Glen Ivy Hot Springs Spa will pay IRC a fifteen thousand dollars, (\$15,000.00) retainer. The balance will be due and payable upon receipt of our final invoice.

Further, Glen Ivy Hot Springs Spa will assume the following responsibilities:

1. Provide office space and insure that employees and supervisors are made available when requested by IRC consultants.
2. Assume the cost of all out of pocket campaign expenses. Such expenses will include when necessary: lodging, travel cost, campaign supplies or other cost related to conducting the campaign. No individual expense will exceed fifty dollars, (\$50.00), without getting prior approval from local management.
3. If the union withdraws the petition or for any reason the election is cancelled prior to the original election date, Glen Ivy Hot Springs Spa will be charged the balance due in full, plus the cost of any expenses incurred by IRC Consultants on Glen Ivy's behalf.
4. Client will make every effort to encourage members of management to follow the Instructions of IRC in order to avoid any unfair labor practices.