knowledge and belief, true, correct, and complete.

Office of Labor-Management Standards



This report is mandatory under P.L. 88-257 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 12/31/86

lequired of Persons,	including Labor Relation	is Consultants and	Other Individuals	and Organizations,	
Inder Section 203(b)	of the Labor-Manageme	ent Reporting and	Disclosure Act of	1959, as amended (LMRDA).	

Un	ider Section 203(b) of the Labor-Management Reporting a	and Disclosure Act of 195	9, as amended (LMRDA).	File No. G.	483	
A.	Person Filing					
	Name and mailing address (include ZIP code): CRUZ & ASSOCIATES, INC. 9620 CENTER AVENUE, SUITE 180 RANCHO CUCAMONGA, CA 91730	2. An	y other address where record	ds necessary to verify t	his report are ke	ept:
3.	Date fiscal year ends: 4. Type of person:		,			
	12-31-00 a. 🗆 Individua	b. D Partnership	c. CXCorporation	d. C Other (Specify	<i>y</i>);	
В.	Nature of Agreement or Arrangement	-				
5.	Full name and address of employer with whom made (I LOEWS CORPORATION 657 MADISON AVENUE	nclude ZIP code):	Date entered into: 06/00 Names of persons	through whom made:		
	NEW YORK, NY 10021-8043		ALAN MOM	EYER		
8.	Check the appropriate box to indicate whether an obje-	ct of the activities undert	aken, is directly or indirectly:			
	 a. To persuade employees to exercise or not to execute the collectively through representatives of their own. 	n choosing.	•			
	 To supply an employer with information concerning such employer, except information for use single ceeding. 					
	HOLD EMPLOYEE MEETINGS TO IN ANSWER QUESTIONS PERTAINING DOCUMENTS FOR QUESTION AND	TO THE UNIONS.				
C.	Specific Activities to be Performed					
IÒ.	. For each activity, separately list in detail the informat	ion required (See Part C-	(0 of instructions):	Age of the second secon		
	a. Nature of activity:					
	HELD EMPLO YEE MEETINGS IN SM	ALL GROUPS TO	INFORM THEM ON	UNIONS.		
-	b. Period during which performed:	c. Extent performed:				
	ON GOING	HELD MEETI	NGS WITH EMPLOY	YEES		
	d. Names and addresses of persons through whom p	erformed:				
	RICARDO PASALAGUA, JUDY	Y CASTILLO, LUZ	CEBALLOS, FERNA			
11.	Identify (a) Subject employees, groups of employees, and (b) labor organizations:			7		
HOTEL EMPLOYEES RESTAURANT EMPLOYEES (H.E.R.E.) AUG 2 2000					2 2000	
5	Verification and Signature. The person in item 1 sh	rows and each of his und	series of authorized officers	daringe under calls	ADDITION ADDITION	oli in

formation in this report, including all attachments incorporated therein or referred to in this report, has been examined by him are

Signed:

(If other title, cross out and write in correct title above.)

RANCHO CUCAMONGA, CA

State

U.S. Departmer of Labor

Office of Labor-Managem 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 12/31/86

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. 493

A. Person Filing				
Name and mailing address (include ZIP code): CRUZ & ASSOCIATES, ÎNC. 9620 CENTER AVENUE, SUITE 180 RANCHO CUCAMONGA, CA 917	Any other address where records necessary to verify this report are kept:			
Date fiscal year ends: 4. Type of pers	ion:			
12-31-00 a. 🗆 Indiv	vidual b. □ Partnership c. □XCorporation d. □ Other (Specify);			
B. Nature of Agreement or Arrangement				
Full name and address of employer with whom made (include ZIP code): Date entered into:				
SYRATECH CORP. 06/03/00				
175 MCCLELLAN	7. Names of persons through whom made:			
EAST BOSTON, MA 02128	FAYE FLORENCE			
8. Check the appropriate box to indicate whether an	object of the activities undertaken, is directly or indirectly:			
 a.	to exercise, or persuade employees as to the manner of exercising, the right to organize and bargain eir own choosing.			
	oncerning the activities of employees or a labor organization in connection with a labor dispute involv- use solely in conjunction with an administrative or arbitral proceeding or a criminal or civil judicial pro-			
9. Terms and conditions (Explain in detail; see Part 8	9-9 of instructions):			
DOCUMENTS FOR QUESTION A	NG TO THE UNIONS, USING NLRB DOCUMENTS AND UNION ND ANSWER.			
C. Specific Activities to be Performed 10. For each activity, separately list in detail the info	ampation convicad (Can Book C. 10 of instructions):			
	mination required (See Part C-10 or instructions).			
Nature of activity:				
HELD EMPLO YEE MEETINGS IN	SMALL GROUPS TO INFORM THEM ON UNIONS.			
 b. Period during which performed: 	c. Extent performed:			
ON GOING	HELD MEETINGS WITH EMPLOYEES			
 Names and addresses of persons through wh 	om performed:			
BILL MEDRANO, FERNAND	OO RIVERA, JACK BERMUDEZ			
Identify (a) Subject employees, groups of employees, and (b) labor organizations:				
INTERNATIONAL BROTHERHO	OD OF TEAMSTERS (IBT) AUG 2 2000			
D. Verification and Signature. The person in item	I above and each of his undersigned authorized officers declares, under panalty of law, that all in-			
formation in this report, including all attachments in knowledge and belief, true, correct, and complete.	corporated therein or referred to in this report, has been examined by him and is, to the best of his			

Signed:

at:

City

(If other title, cross out and write in correct title above.)

CEO President

Date

7/00

on:

State

Date

Treasurer

U.S. Departmer of Labor

Office of Labor-Managem.... 3tandards



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 12/31/86

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).

			_				
	Person Filing		-				
1.	Name and mailing address (include ZIP code): CRUZ & ASSOCIATES, INC. 9620 CENTER AVENUE, SUITE 180 RANCHO CUCAMONGA, CA 91730	Any other address where records necessary to verify this report are kept:	Provincial				
3.	Date fiscal year ends: 4. Type of person	,	_				
	12-31-00 a. 🗆 Individ	ual b. Partnership c. XCorporation d. C Other (Specify):					
B.	Nature of Agreement or Arrangement	•	_				
5.	Full name and address of employer with whom made (include ZIP code): ROCKWELL COLLINS 400 COLLINS ROAD NE						
	CEDAR RAPIDS, IA 52498	7. Names of persons through whom made: WILLIAM RICHTER					
8.		ject of the activities undertaken, is directly or indirectly:					
	 a. (XTo persuade employees to exercise or not to collectively through representatives of their or 	exercise, or persuade employees as to the manner of exercising, the right to organize and bargain wn 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.						
	HOLD EMPLOYEE MEETINGS TO I ANSWER QUESTIONS PERTAINING DOCUMENTS FOR QUESTION AND	NFORM THEM OF THEIR SECTION (7) RIGHTS AND TO G TO THE UNIONS, USING NLRB DOCUMENTS AND UNION D ANSWER.					
C.	Specific Activities to be Performed						
-	For each activity, separately list in detail the inform	ation required (See Part C-10 of instructions):	LANCOUS .				
	a. Nature of activity:						
	HELD EMPLOYEE MEETINGS IN SMALL GROUPS TO INFORM THEM ON UNIONS.						
	b. Period during which performed:	c. Extent performed:	moleculariti				
	ON GOING	HELD MEETINGS WITH EMPLOYEES [] E G E [V E [7				
d. Names and addresses of persons through whom performed:							
	LUPE CRUZ, JAMES MCEWA		The second secon				
11,	Identify (a) Subject employees, groups of employee	s, and (b) labor organizations: USDOL/ESA OLMS/D0E/SRD					
	INTERNATIONAL ASSOCIATION						

INTERNATIONAL ASSOCIATION OF MACHINISTS & AEROSPACE WORKERS

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:	6	(10	Président	Signed:		Treasurer
(If other title, cross of	out and write in correc	t title above.)		-0010011	(If other title, cross out and write in	correct title above.)	
City	0	State	Date	/	City	State	Date
at: Kancho	Cucamonga	CA.	on: 7	100	at:		on:
	0		1		The state of the second		FonnLM-20 (&b. 1986)