



342991

Telephone Number

Filer: Clifton Smith CE Smith & Associates

File Number C-

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.):

See "Memorandum of Agreement," dated January 22, 2008, attached hereto and incorporated herein as though fully set forth. The terms and conditions are fully set forth in this Agreement.

Specific Activities to be Performed

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

a. Nature of activity:

See "Memorandum of Agreement," dated January 22, 2008, attached hereto and incorporated herein as though fully set forth. The Specific Activities to be Performed are fully set forth in the Agreement.

11.b. Period during which performed:

1/28/08 to 2/29/08

11.c. Extent performed:

Weekly

11.d. Name and address through whom performed:

Name Clifton E Smith

Organization CE Smith & Associates

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

Street 3713 Hillview Way

City Oceanside

State California ZIP Code + 4 92056

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:

All full-time and part-time drivers on the Employer's payroll as of January 18, 2008, who may vote in the election to be held on March 3, 2008, in NRLB Case: 31-RC-8678

12.b. Identify subject labor organizations:

Teamsters, Warehousemen, Local 381

January 22, 2008

Central Alliance Corp.

Case: 31-RC-8678

RE: Memorandum of Agreement

Dear Jose:

Per our discussion, this is to confirm that we have agreed to the following:

1. Hourly Rate & Expenses: \$250.00 per hour for all persuader activities in the above-referenced case and for reimbursement of reasonable and necessary expenses incurred in the course of my persuader activities, including but not limited to round-trip mileage at the current, IRS reimbursement rate, hotel, meal, and related expenses, all costs associated with obtaining union records from the US Department of Labor or from other sources of such information, costs associated with the preparation and duplication of persuader materials. My invoices for services rendered are payable on receipt.

2. Purpose of my Activities: The purpose of my activities is to assist your Company in the exercise of its rights to free speech under the National Labor Relations Act, as well as the under the 1st Amendment to the United States Constitution, by helping *Central Alliance Corp.* ~~RAE~~ lawfully explain to its employees why ~~RAE~~ believes that it is not in its employees' best interest to unionize. By sharing information with your employees, as well as answering questions your employees may have about the process, we hope your employees will be able to make a well-informed choice that they freely determine is consistent with their best interests.

3. Scope of my Activities: My persuader activities will include the collection and review of union source material and related materials; preparation and presentation of remarks and counter-union campaign materials to employees during employee persuader meetings; conducting employee persuader meetings; monitoring and, if it is necessary, correcting remarks made by corporate agents during the course of these meetings; lawful worksite contacts and exchanges of information that may occur with employees apart from persuader meetings.

Date: January 22, 2008

CE Smith & Associates

By: 

Clifton Smith, Esq., SPHR

Date: January 22, 2008

Central Alliance Corp

By: 

Anthony Harb, President

PROOF OF SERVICE

CASE NAME: Central Alliance Corp. & Teamsters Local 381

CASE NO.: NLRB, Region 31-RC-8678

I am employed in the County of San Diego, California. I am not a party to the above-entitled action. My business address is 3713 Hillview Way, Oceanside, CA. 92056.

On February 15, 2008, I served the following document(s) described as **FORM LM-20 AGREEMENT AND ACTIVITIES REPORT; MEMORANDUM OF AGREEMENT**, on the interested parties by placing a true and correct copies thereof, in sealed envelopes, with postage thereon full prepaid, and depositing said envelope(s) in the United States Mail in Oceanside, California, addressed as follows:

U.S. Department of Labor
Employment Standards Administration
Office of Labor-Management Standards
200 Constitution Avenue, NW, Room N-5616
Washington, DC 20210

☒ (BY U.S. MAIL) I am readily familiar with the firm's business practice for collection and processing of correspondence for mailing with the United States Postal Service. I am aware that on motion of the party served, service is presumed invalid if the postal cancellation date or postage meter date is more than one day after the date of deposit for mailing in the affidavit.

☐ (BY FACSIMILE) I transmitted the foregoing document described above, by facsimile, to all interested parties, using the facsimile numbers listed on this Proof of Service. No errors in transmission were reported.

I declare under penalty of perjury that the foregoing is true and correct. Executed on February 15, 2008, at Oceanside, California.


