

# Agreement and Activities Report

U.S. Department of Labor

Office of Labor-Management 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

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. 0428

## A. Person Filing

1. Name and mailing address (include ZIP code): Sal Duarte (Agri-Labor Relations) P.O. Box 498 San Luis Rey, Ca. 92068		2. Any other address where records necessary to verify this report are kept: 3337 Golfers Drive Oceanside, Ca. 92056	
3. Date fiscal year ends: 12-31-03		4. Type of person: a. <input type="checkbox"/> Individual b. <input type="checkbox"/> Partnership c. <input type="checkbox"/> Corporation d. <input checked="" type="checkbox"/> Other (Specify): Sole Proprietor	

## B. Nature of Agreement or Arrangement

5. Full name and address of employer with whom made (include ZIP code): Allied Waste BFI Waste of Colorado 15890 N. Greenway-Hayden Loop Suite 100 Scottsdale, Az. 85260		6. Date entered into: May 19, 2003	
8. Check the appropriate box to indicate whether an object of the activities undertaken, is directly or indirectly: a. <input checked="" 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.		7. Names of persons through whom made: Mike Magee	

## 9. Terms and conditions (Explain in detail; see Part B-9 of instructions):

\$900.00 per day for 8 hour day or if less than 8 hrs., rate will be \$125.00 per hour, plus all related expenses and travel time will be split between both parties (50%) (See Attachment)

## 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: To persuade & educate bargaining unit employees, worked with Mike Magee & Terry Terrell, from May 20 thru June 17, 2003. Also trained management representatives regarding "do's & don'ts" so as to avoid WLPs	b. Period during which performed: May 19, thru June 19, 2003
c. Extent performed: Ongoing persuading & educating bargaining unit employees & managers	
d. Names and addresses of persons through whom performed: Sal Duarte P.O. Box 498 San Luis Rey, Ca. 92068	

## 11. Identify (a) Subject employees, groups of employees, and (b) labor organizations:

- All bargaining unit employees,
- Teamster Local 435



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: <u>Sal Duarte</u> Sole Proprietor -President		Signed: _____ Treasurer	
(If other title, cross out and write in correct title above.)		(If other title, cross out and write in correct title above.)	
City Oceanside	State Ca.	Date on 6-10-03	at: _____

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.

Date: May 20, 2003  
To: Mike Magee  
From: Sal Duarte

As per your request, this will confirm the working agreement between Allied Waste/BFI Denver and Sal Duarte (Agri-Labor Relation).

Daily Rate (8 hrs. minimum) = \$900.00  
Less than 8 hrs. to be figured at \$125.00 per hr.  
Also, all related expenses to be paid by Allied Waste (BFI Denver), such as airfare, lodging, meals, entertainment, car rental, airport parking, fuel ect.

This agreement is in effect thru June 19, 2003

Sal Duarte