## U.S. Departmer of Labor

Office of Labor-Managem.... 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

FormLM-20 (Eb. 1986)

Required of Persons, including Labor Relations Consultants and Other Individuals and Organizations,

Ųſ	nder Section 203(b) of the Labor-Management	Reporting a	nd Disclosure Act	of 1959, as a	mended (LMRDA).	File No.   C.	483				
Ā.	Person Filing							Michigan Historia			
1.	Name and mailing address (include ZIP code): CRUZ & ASSO CIATES, ÎNC. 9620 CENTER AVENUE, SUITE 180 RANCHO CUCAMONGA, CA 91730			2. Any other	address where reco	erds necessary to verify th	is report are	kept;			
3.	Date fiscal year ends: 4. Type of	of person:		1							
	12-31-00 a. 🗆	Individual	b. 🗆 Partn	nership c.	☐X Corporation	d.   Other (Specify)	):				
В.	Nature of Agreement or Arrangement			23724WWWWWWWW		A CONTRACTOR OF THE STATE OF TH					
5.	<ol> <li>Full name and address of employer with whom made (include ZIP code): ROSS STORES</li> <li>8333 CENTRAL AVENUE</li> <li>NEWARK, CA 94560</li> </ol>				Date entered into:     06/00      Names of persons through whom made:     IVY COUNCIL						
8.	Check the appropriate box to indicate wheth	her an objec	t of the activities	undertaken, i	s directly or indirectly	7:					
	To persuade employees to exercise collectively through representatives	or not to ex	ercise, or persua				ganize and b	argain			
	<ul> <li>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.</li> </ul>										
9.	Terms and conditions (Explain in detail; see	Terms and conditions (Explain in detail; see Part 8-9 of Instructions):									
C.	ANSWER QUESTIONS PERTA DOCUMENTS FOR QUESTIO  Specific Activities to be Performed	AINING N AND	IO THE UNICANSWER.	ONS, USI	NG NLRB DO C	CUMENTS AND UN	IION				
	For each activity, separately list in detail th	ne informati	on required (See /	Part C-10 of in	structions):						
	a. Nature of activity:										
	HELD EMPLO YEE MEETINGS	S IN SM	ALL GROUP	S TO INFO	ORM THEM O	N UNIONS.					
	b. Period during which performed:	1	c. Extent perion	med:							
	ON GOING		HELD M	EETINGS WITH EMPLOYEES							
	d. Names and addresses of persons throu	gh whom po	erformed:			2000					
L C	UPE CRUZ, NELSON UMBLE, P ARLOS ORTIZ, LUZ CEBALLO	ETER LE S, BILL	ST, GERRI R WHIPPLE, .	ANSOM, I JUDY CAS	RICARDO PAS STILLO, RICH	ALAGUA, WILLL WATERS, ALAN I	AM MEDI AM	RANO			
11.	International Brother					JUL 26	2000				
lon	Verification and Signature. The person in mation in this report, including all attachme owledge and belief, true, correct, and compli-	nts incorpo	eve and each of t rated therein or r	his undersigne referred to in t	d authorized officers his report, has been	s declares, under penalty examined by https://ex OLMS/DOE/	SAo the best	all n- of his			
	Jupe lung		President	Signed:				Treasurer			
(11)	other title, cross out and write in correct title			(If other title,		n correct title above.)					
	O City O Stat	le d	Date		City	State	Dat	ie			

## U.S. Departmer of Labor

Office of Labor-Managems. \_\_atandards



This report is mandatory under P.L. 86-257 as amended. Failure to comply may result in criminal prosecution, times and civil penalties as provided by 29 U.S.C. 439, 440. OMB No. 1214-000

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 1969, as amended (LMRDA). File No.

Α.	Person Filling	
	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 verily this report are kept:
	Oate fiscal year ends:  12-31-00  4. Type of person:  a. □ Individual b.	☐ Partnership c. ☐X Corporation d. ☐ Other (Specify):
В.	Nature of Agreement or Arrangement .	
5	Full name and address of employer with whom made (include 2 THE NEW ARK GROUP	ZIP code): 6. Date entered into: 04/30/00

- Check the appropriate box to indicate whether an object of the activities undertaken, is directly or indirectly.
  - IXTo 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.
- Terms and conditions (Explain in detail; see Part 8-9 of instructions):

HOLD EMPLOYEE MEETINGS TO INFORM THEM OF THEIR SECTION (7) RIGHTS AND TO ANSWER QUESTIONS PERTAINING TO THE UNIONS, USING NURB DOCUMENTS AND UNION DOCUMENTS FOR QUESTION AND ANSWER,

#### C. Specific Activities to be Performed

- For each activity, separately list in detail the information required (See Part C-10 of instructions);
  - a. Nature of activity:

HELD EMPLOYEE MEETINGS IN SMALL GROUPS TO INFORM THEM ON UNIONS.

c Extent performed: Period during which performed ON GOING HELD MEETINGS WITH EMPLOYEES

d. Names and addresses of persons through whom performed:

FERNANDO RIVERA, DARYL VALDEZ

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

### INTERNATIONAL BROTHERHOOD OF TEAMSTERS



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 Lupe Cong	/	CEO President	Signed:		Treasurer	
(If other title, cross out and write in corr	ect title above	.1	(If other title, cross out and write in correct title above.)			
City	State	Date /	City	State	Date	
31. Rancho Cucamorga CA on 4/00			at:		on:	
0.00	-	1	•	1	FormI M-20765 1986	

# U.S. Department Labor



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

Un	quired of Persons, including Labor R ider Section 203(b) of the Labor Mian	elations Consultants lagement Reporting	and Other Individ and Otsclosure Ad	duals and Organization of of 1969, as amend	ns. led (LMRDA).	File No.	C.	483	
Α.	Person Filling	TANCE OF STREET	P. O. C.					The second second second second	
1.	Name and mailing address (include CRUZ & ASSOCIATES, I 9620 CENTER AVENUE, S RANCHO CUCAMONG	Any other addr	ess where records	s necessary to	verily this	report are k	ept:		
3.	Date fiscal year ends: 4	Type of person:	THE RESERVE OF THE PARTY OF THE	1					
	12-31-00	a. 🗆 Individus	al b. 🗆 Part	Inership c. ∰	Corporation	d. 🗆 Other (	Specify):		
B. Nature of Agreement or Arrangement .									-
5	Full name and address of employer CROWN BOLT, INC, 16010 BLOOMFIELD AV	0	ate entered into: 5/00			THICK			
	CERRITOS, CA 90703-2145				Names of persons through whom made:     RAYMOND TACCOLINI				
8.	Check the appropriate box to indica	ate whether an obje	ect of the activitie	s undertaken, is dire:	ctly or indirectly:				
	<ul> <li>a. INTo persuade employees to collectively through represe</li> <li>b.          <ul> <li>Fo supply an employer withing such employer, except in peeding.</li> </ul> </li> </ul>	intatives of their ow information concer	in choosing. ning the activities	s of employees or a la	abor organization	in connection	with a labo	or dispute in	walv-
	Terms and conditions (Explain in de HOLD EMPLOYEE MEE ANSWER QUESTIONS DOCUMENTS FOR QU	ETINGS TO IN PERTAINING	FORM THEN	M OF THEIR SI IONS, USING	ECTION (7) R NLRB DOCU	HIGHTS AT	ND TO ND UNI	ON	
C.	Specific Activities to be Perform	1ed							
10.	For each activity, separately list in detail the information required (See Part G-10 of instructions):  a. Nature of activity:  HELD EMPLOYEE MEETINGS IN SMALL GROUPS TO INFORM THEM ON UNIONS.								
	<ul> <li>Period during which performed</li> </ul>		c Extent perfo	rmed:			100		
	ON GOING		HELD N	MEETINGS WIT	TH EMPLOYE	ŒS	A	2000	SA
	d. Names and addresses of persons through whom performed:						[Lv	1 0	007
	GERRI RANSOM, ARTURO TOVAR, RICARDO PASALAGUA, WILLIAM MEDR				4EDRANO		3	USDOL/ESA OLMS/DOE/SRD	
1	Identify (a) Subject employees, groups of employees, and (b) labor organizations:								
	INTERNATIO NAL BRO	THERHOOD	OF TEAMS T	IERS				25	

D. Verification and Signature. The person in item 1 above and each of his undersigned authorized officers declares, under penalty of law, that all intormation 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:	so Penn	C&D President	Signed:  Treasure (if other fittle, cross out and write in correct title above.)			
(If other title cross	out and write in correct title b					
O City	State	Daye /	City	State	Date	
Kanch	Kancho Culaminga CA		at:		on:	
1	0	/ /		Forn	nLM-2076b 1986	