U.S. Department Labor

Office of Labor-Managems. __tandards



This report is mandatory under P.L. 86-257 as amended. Failure to comply may result in criminal prosecution, tines and civil penalties as provided by 29 U.S.C. 439, 440.

State

RANCHO CUCAMONGA, CA

Date

12/15/00 at:

City

OMB No. 1214-0001

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 1966, as amended (LMRDA).

Flia No. C.

483

STATE WESTERN BENEFIT OF THE STATE OF THE ST				
A. Person Filling				
 Name and mailing address (include ZIP code): CRUZ & ASSO CIATES, INC. 10201 TRADEMARK, #C RANCHO CUCAMONGA, CA 91730 		Any other address where records necessary to verily this report are kept:		
Date fiscal year ends: 4. Type of p	person:			
12-31-00 a. □ h	ndividual b. 🗆 Partn	ership c X Corporation d. Other (Specify):		
B. Nature of Agreement or Arrangement				
Full name and address of employer with whon	n made (include ZIP code):			
RICHARD MARSHALL FINE FL	OORING, INC.	12/01/00		
12824 CERISE AVE, HAWTHORNE, CA 90250		Names of persons through whom made: LES JOYCE		
8. Check the appropriate box to indicate whethe	r an object of the activities	undertaken, is directly or indirectly:		
 a. TXTo persuade employees to exercise or collectively through representatives of 		de employees as to the manner of exercising, the right to organize and bargain		
		of employees or a labor organization in connection with a labor dispute involv- on with an administrative or arbitral proceeding or a criminal or civil judicial pro-		
 Terms and conditions (Explain in detail; see P. 	art 8-9 of instructions):			
	INING TO THE UNI	OF THEIR SECTION (7) RIGHTS AND TO ONS, USING NLRB DOCUMENTS AND UNION		
C. Specific Activities to be Performed				
 For each activity, separately list in detail the 	information required (See I	Part C-10 of instructions):		
Nature of activity:				
HELD EMPLOYEE MEETINGS	IN SMALL GROUP	S TO INFORM THEM ON UNIONS.		
b. Period during which performed	c Extent perfor	med.		
ON GOING .	HELD N	HEETINGS WITH EMPLOYEES		
d. Names and addresses of persons through	whom performed:			
LUPE CRUZ, RICARDO	PASALAGUA, JA	CK BERMUDEZ.		
11 Identify (a) Subject employees, groups of em CARPENTER'S UNION	ployees, and (b) labor orga	JAN 1 9 2001		
D. Verification and Signature. The person in its formation in this report, including all attachment knowledge and belief, true, correct, and complete.	is incorporated therein or r	bis undersigned authorized officers declares, under pot ISPDI law, that a in- referred to in this report, has been examined by him and is, to the best of his		
Signist	CEO	Signed:		
Stepe (rug	President	Treasure		
Afforher title /cross out and write/ip/correct title at	bove.)	(If other title, cross out and write in correct title above.)		

on:

Date

State

Agreement and Activities Rep

U.S. Departmen of Labor



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OMB No. 1214-0001

Required of Persons, including Labor Relations Consultants and Other Individuals and Organizations, Under Section 203(b) of the Labor Michagament Reporting and Disclosure Act of 1969, as amended (LMRDA). Fila No. C. 483

A. Person Filling	
Name and mailing address (include ZIF code): CRUZ & ASSOCIATES, INC. 10201 TRADEMARK, #C RANCHO CUCAMONGA, CA 91	Any other address where records necessary to verily this report are kept: 730
3. Date fiscal year ends: 4. Type of per 12-31-00 a. □ Indi	
B. Nature of Agreement or Arrangement	•
Full name and address of employer with whom of HAPAG-LLO YD (AMERICA) INC.	11/15/00
100 MEADO W CREEK DR.	7. Names of persons through whom made:
CORTE MADERA, CA 94925	WOLFGANG FREESE
3. Check the appropriate box to indicate whether a	n object of the activities undertaken, is directly or indirectly:
 a. TXTo persuade employees to exercise or no collectively through representatives of th 	t to exercise, or persuade employees as to the manner of exercising, the right to organize and barga- err own choosing.
	oncerning the activities of employees or a labor organization in connection with a labor dispute involving solely in conjunction with an administrative or arbitral proceeding or a crimpal or divide indicial pro-

9. 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 NLRB DOCUMENTS AND UNION DOCUMENTS FOR QUESTION AND ANSWER,

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:

ceeding.

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

Period during which performed O N GO ING	c Extent performed: HELD MEETINGS WITH E	MPLOPHESE BEINED	
d. Names and addresses of persons th JIM MCEWAN, RI/U	JAN 1 9 2001		
11 Identify (a) Subject employees, groups of	of employees, and (b) labor organizations:	USDOL/ESA OLMS/DOE/SRD	

LONGSHOREMEN & WAREHOUSEMEN UNION

D. Verification and Signature. The person in item."	1 above and each of his undersigned authorized officers declares, under penalty of law, that all in-	
formation in this report, including all attachments inc	corporated 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.		

Sign	1 / h		CEO	Signed:		
/	Juse Chy		President			Treasurer
-t11 01	her title cross out and write in c	orrect title above	.)	(If other little, cross out and write	in correct title above.)	
-	City	State	Date	City	State	Date
àt.	ac. RANCHO CUCAMONGA, CA		on: 12/01/00	at:		on:
					F	ormLM-20 (&b. 1986

U.S. Department of Labor

Office of Labor-Manageme. Litandards



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 12/31/86

Required of Persons, including Labor Pelations Consultants and Other Individuals and Organizations, Under Section 203(b) of the Labor-Management Reporting and Disclosure Act of 1969, as amended (LMRDA). Fllo No. C.

Person Filling	
Name and mailing address (include ZIP code): CRUZ & ASSOCIATES, INC, 10201 TRADEMARK, #C RANCHO CUCAMONGA, CA 91730	Any other address where records necessary to verily this report are kept:
Date fiscal year ends: 4. Type of person: 12-31-00 a. □ Individual	b. Partnership c. CXCorporation d. Other (Specify):
Nature of Agreement or Arrangement .	
Full name and address of employer with whom made (inclu GLASSWERKS SFB,LLC	12/15/00
700 BRADFORD WAY. UNION CITY, CA 94587	Names of persons through whom made: DICK KOLBERG
	Name and mailing address (include ZIP code): CRUZ & ASSO CIATES, INC, 10201 TRADEMARK, #C RANCHO CUCAMONGA, CA 91730 Date fiscal year ends: 12-31-00 Nature of Agreement or Arrangement Full name and address of employer with whom made (included SIP) GLASSWERKS SFB,LLC 700 BRADFORD WAY.

a. IX 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.

 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 prodeeding.

9. 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

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

Nature of activity:

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

Period during which performed

c. Extent performed:

ON GOING

HELD MEETINGS WITH EMPLOYEES

Names and addresses of persons through whom performed.

CARLOS ORTIZ, RICH WATERS

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

GLAZIERS ARCHITECTUAL METAL GLASS WORKERS UNION (GAMGW)

 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	16%		CEO	Signed:	2034	
100	se / lus		President			Treasurer
off other after and	is out and write in con	rect title above	3.1	(If other title, cross out and write	in correct title above.)	
Cit	,	State	Date	City	State	Date
RANCHO CUCAMONGA, CA		on. 12/31/00	at:		on:	
						- TATAN ET 100-

FormLM-20 (&b. 1986

WESTDOLL/ÆSSM ODLMASS/DIDTE//SSRID