



JUN 8 2000

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. -0322 |
|----------|----------|

**A. Person Filing**

|  |   |
|--|---|
| 1. Name and mailing address (include ZIP code):<br>Sunbelt Organization Services, Inc.<br>8711 East Pinnacle Peak Road, #287<br>Suite F-110<br>Scottsdale, Arizona 85255 | 2. Any other address where records necessary to verify this report are kept:  |
| 3. Date fiscal year ends:<br>12-00   | 4. Type of person:<br>a. <input type="checkbox"/> Individual    b. <input type="checkbox"/> Partnership    c. <input checked="" type="checkbox"/> Corporation    d. <input type="checkbox"/> Other (Specify): |

**B. Nature of Agreement or Arrangement**

|   |                                  |
|---|----------------------------------|
| 5. Full name and address of employer with whom made (include ZIP code):<br>Casella Waste Systems, Inc.<br>150 St. Charles Street<br>Newark, New Jersey 07105  | 6. Date entered into:<br>5-12-00 |
| 7. Names of persons through whom made:<br>Michael Edson, Plant Manager  |                                  |
| 8. Check the appropriate box to indicate whether an object of the activities undertaken, is directly or indirectly:<br>a. <input checked="" type="checkbox"/> 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.<br>b. <input type="checkbox"/> 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. |                                  |

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

Company was employed on a per hour basis with no formal written agreements relative to duration or amount of hours to be performed. Fee schedule based on a per hour rate.

**C. Specific Activities to be Performed**

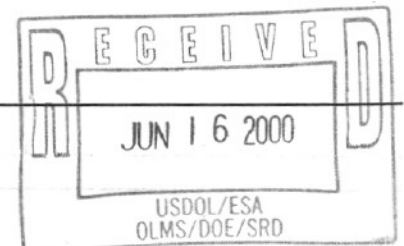
|   |  |
|---|--|
| 10. For each activity, separately list in detail the information required (See Part C-10 of instructions):<br>a. Nature of activity:<br>Presented informational meetings to company employees relative to the process of unionization, the role of the NLRB, and collective bargaining. |  |
|---|--|

|  |                              |
|--|------------------------------|
| b. Period during which performed:<br>5-00/5-00 | c. Extent performed:<br>5-00 |
|--|------------------------------|

|  |
|--|
| d. Names and addresses of persons through whom performed:<br>G. Fernandez (Address as in #1 above) |
|--|

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

- a) All regular full and part-time employees  
b) Laborers, Local 108



**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: <i>L. N. Umbeck</i><br>(If other title, cross out and write in correct title above.)<br>City: Scottsdale    State: Arizona    Date: on: 5-26-00 | Signed: <i>James M. Herbert</i><br>(If other title, cross out and write in correct title above.)<br>City: Scottsdale    State: Arizona    Date: on: 5-26-00 |
|---|---|

# Agreement and Activities Report

Received  
JUL 11 '00

## 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  
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. -0322

### A. Person Filing

1. Name and mailing address (include ZIP code):

Sunbelt Organization Services, Inc.  
8711 East Pinnacle Peak Road, #287  
Suite F-110  
Scottsdale, Arizona 85255

2. Any other address where records necessary to verify this report are kept:

This is an addendum to the LM-20  
originally filed on 5-24-00

3. Date fiscal year ends:

12-00

4. Type of person:

a. ☐ Individual b. ☐ Partnership c. ☒ Corporation d. ☐ Other (Specify):

### B. Nature of Agreement or Arrangement

5. Full name and address of employer with whom made (include ZIP code):

Waste Management, Inc.  
Route 2, Box 68  
Bridgeport, West Virginia 26330

6. Date entered into:

5-4-00

7. Names of persons through whom made:

Ron Levine, District Manager

8. 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.

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

Company was employed on a per hour basis with no formal written agreements relative to duration or amount of hours to be performed. Fee schedule based on a per hour rate.

### 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:

Presented informational meetings to company employees relative to the process of unionization, the role of the NLRB, and collective bargaining.

b. Period during which performed:

5-00/7-00

c. Extent performed:

5-00

d. Names and addresses of persons through whom performed:

P. A. List (Address as in #1 above)

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

- a) Petition: All hourly equipment operators, truck drivers & general labor employees (original LM showed "Pre-petition: landfill employees & drivers")
- b) Petition: Teamsters, Local 175 (original LM showed "Pre-petition: Teamsters, Local 789")  
(Local 789 merged into Local 175)

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:

*L. N. Smith*  
Chairman/CEO  
President

Signed:

*James M. Herbert*  
Secretary/  
Treasurer

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

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

City State Date  
at: Scottsdale Arizona on: 6-21-00

City State Date  
at: Scottsdale Arizona on: 6-21-00

# Agreement and Activities Report

# U.S. Department of Labor

Office of Labor-Management Standards



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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. -0322

## A. Person Filing

|  |  |  |  |
|--|--|--|--|
| 1. Name and mailing address (include ZIP code):<br>Sunbelt Organization Services, Inc.<br>8711 East Pinnacle Peak Road, #287<br>Suite F-110<br>Scottsdale, Arizona 85255 |  | 2. Any other address where records necessary to verify this report are kept: |  |
| 3. Date fiscal year ends:<br>12-00   | 4. Type of person:<br>a. <input type="checkbox"/> Individual b. <input type="checkbox"/> Partnership c. <input checked="" type="checkbox"/> Corporation d. <input type="checkbox"/> Other (Specify): |  |  |

## B. Nature of Agreement or Arrangement

|   |  |  |  |
|---|--|--|--|
| 5. Full name and address of employer with whom made (include ZIP code):<br>Waste Management, Inc.<br>Route 2, Box 68<br>Bridgeport, West Virginia 26330   |  | 6. Date entered into:<br>5-4-00  |  |
|   |  | 7. Names of persons through whom made:<br>Ron Levine, District Manager |  |
| 8. Check the appropriate box to indicate whether an object of the activities undertaken, is directly or indirectly:<br>a. <input checked="" type="checkbox"/> 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.<br>b. <input type="checkbox"/> 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. |  |  |  |
| 9. Terms and conditions (Explain in detail; see Part B-9 of instructions):  |  |  |  |

Company was employed on a per hour basis with no formal written agreements relative to duration or amount of hours to be performed. Fee schedule based on a per hour rate.

## 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:<br>Presented informational meetings to company employees relative to the process of unionization, the role of the NLRB, and collective bargaining. |                              |
| b. Period during which performed:<br>5-00/6-00  | c. Extent performed:<br>5-00 |
| d. Names and addresses of persons through whom performed:<br>P. A. List (Address as in #1 above)  |                              |

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

- a) Pre-petition: landfill employees and drivers  
b) Pre-petition: Teamsters, Local 789

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: <i>[Signature]</i> Chairman/CEO<br>President          |         |             | Signed: <i>[Signature]</i> Secretary/<br>Treasurer            |         |             |
| (If other title, cross out and write in correct title above.) |         |             | (If other title, cross out and write in correct title above.) |         |             |
| City  | State   | Date        | City  | State   | Date        |
| at: Scottsdale  | Arizona | on: 5-24-00 | at: Scottsdale  | Arizona | on: 5-24-00 |