



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. 483

**A. Person Filing**

1. Name and mailing address (include ZIP code): <b>CRUZ &amp; ASSOCIATES, INC. 9620 CENTER AVENUE, SUITE 180 RANCHO CUCAMONGA, CA 91730</b>	2. Any other address where records necessary to verify this report are kept:
3. Date fiscal year ends: <b>12-31-00</b>	4. Type of person: 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): <b>CALIFORNIA STATE AUTOMOBILE ASSOC. (AAA) 100 VAN NESS AVENUE, 16TH FLOOR SAN FRANCISCO, CA 94102-5292</b>	6. Date entered into: <b>02/00</b>
	7. Names of persons through whom made: <b>KIMBERLY BENNION</b>

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):

**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:

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

b. Period during which performed:

**ON GOING**

c. Extent performed:

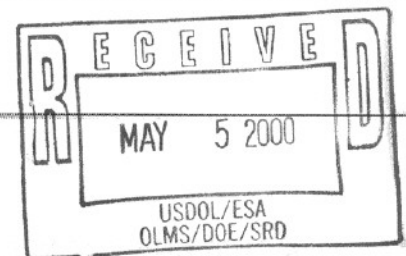
**HELD MEETINGS WITH EMPLOYEES**

d. Names and addresses of persons through whom performed:

**BILL LEOPARDI**

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

**INTERNATIONAL BROTHERHOOD OF TEAMSTERS, LOCAL 631**



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>Jose Cruz</i> <b>CEO</b> 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: <b>Rancho Cucamonga</b> State: <b>CA</b> Date: <b>3/29/00</b>	City: _____ State: _____ Date: _____
at: _____	at: _____



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File No.

C.

483

**A. Person Filing**

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

CRUZ & ASSOCIATES, INC.  
9620 CENTER AVENUE, SUITE 180  
RANCHO CUCAMONGA, CA 91730

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

3. Date fiscal year ends:

12-31-00

4. Type of person:

a. ☐ Individualb. ☐ Partnershipc. ☒ Corporationd. ☐ Other (Specify):**B. Nature of Agreement or Arrangement**

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

FREUND BAKERY  
2050 TUBEWAY  
COMMERCE, CA 90040

6. Date entered into:

02/00

7. Names of persons through whom made:

RON MARTIN

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):

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:

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

b. Period during which performed:

ON GOING

c. Extent performed:

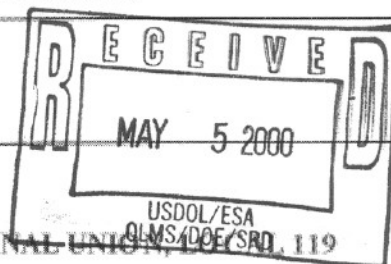
HELD MEETINGS WITH EMPLOYEES

d. Names and addresses of persons through whom performed:

RICARDO PASALAGUA

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

BAKERY CONFECTIONERY & TOBACCO WORKERS INTERNATIONAL UNION, LEE, 119



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:

*Jose Cruz* CEO 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

State

Date

City

State

Date

at:

Rancho Cucamonga CA on: 3/12/00

at:

on:

MAR 21 2000



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3. Date fiscal year ends: <b>12-31-00</b>	4. Type of person: 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): <b>QUIETIFLEX MANUFACTURING COMPANY</b> <b>4518 BRITTMORE</b> <b>HOUSTON, TX 77041</b>		6. Date entered into: <b>02/00</b>
		7. Names of persons through whom made: <b>DAN DANIEL</b>
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 of exercising, the right to organize and bargain collectively through representatives of their own choosing. 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):**

**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: <b>HELD EMPLOYEE MEETINGS IN SMALL GROUPS TO INFORM THEM ON UNIONS.</b>		
b. Period during which performed: <b>ON GOING</b>	c. Extent performed: <b>HELD MEETINGS WITH EMPLOYEES</b>	
d. Names and addresses of persons through whom performed: <b>LUPE CRUZ, GERRI RANSOM, ALAN LAM, CARLOS ORTIZ, LUZ CEBALLOS</b>		

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

**SHEET METAL WORKERS UNION, LOCAL 54**

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>Lupe Cruz</i> <i>CEO</i> 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	State	City	State
at: <i>Rancho Cucamonga Ca</i>	on: <i>3/00</i>	at:	on: