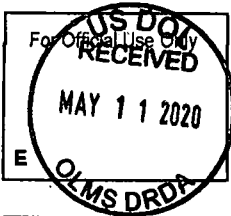


FORM LM-20

AGREEMENT AND ACTIVITIES REPORT

Form approved
Office of Management
and Budget
No. 1245-0003
Expires 09-30-2021



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

READ THE INSTRUCTIONS CAREFULLY BEFORE PREPARING THIS REPORT.

728689

1. File Number: c. 66020

Person Filing

2. Name and mailing address (include ZIP Code):

Name Evelyn Fragosu
Title president
Organization Quality Labor Solutions
P.O. Box, Bldg., Room No., if any
Street 4859 West Skousen Ave
City Los Angeles
State CA ZIP Code + 4 90056

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

Name
Title
Organization
P.O. Box, Bldg., Room No., if any
Street
City
State ZIP Code + 4

4. Date fiscal year ends:

12 / 2019

5. Type of person:

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

Nature of Agreement or Arrangement

6. Full name and address of employer with whom made (include ZIP Code):

Name mike woosley
Organization Beaumont Hospital
Trade Name, if any
P.O. Box, Bldg., Room No., if any
Street 3601 W 13 mile Rd
City Royal Oak
State michigan ZIP Code + 4 48073

7. Date entered into:

9 / 23 / 2019

8. Name of person(s) through whom made:

Name
Name
Name
Name
Name

Signatures

Each of the undersigned declares, under penalty of perjury and other applicable penalties of law, that all of the information submitted in this report (including the information contained in any accompanying documents) has been examined by the signatory and is, to the best of the undersigned's knowledge and belief, true, correct, and complete. (See Section VII on penalties in the instructions.)

13. Signed

President
(If other title, see instructions)

Title President

14. Signed

Treasurer
(If other title, see instructions)

Title Treasurer

On

9/23/19

Date

310/729/C773

Telephone Number

On

Date

Telephone Number

9. 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.

10. Terms and conditions (Explain in detail; see instructions. Written agreements must be attached.):

See attachment =
Engaged and educate employee on all aspects of unions so that they make an informed decision.

Specific Activities to be Performed

11. For each activity, separately list in detail the information required (See instructions):

a. Nature of activity:

Engaged to communicate to employees
Regarding exercising their rights to organize
and bargain collectively

11.b. Period during which performed:

ongoing various days

11.c. Extent performed:

ongoing

11.d. Name and address through whom performed:

Name Evelyn Fragoso
Organization Quality Labor Solutions
P.O. Box, Bldg., Room No., if any
Street 4859 West Slaven Ave #191
City Los Angeles
State CA ZIP Code + 4 90056

Additional Name and address through whom performed, if any:

Name
Organization
P.O. Box, Bldg., Room No., if any
Street
City
State ZIP Code + 4

12.a. Identify subject groups of employees:

pre-petition

12.b. Identify subject labor organizations:

Michigan Nurses
Association

Quality Labor Solutions

Proposal/Contract for: Beaumont Hospital, Royal Oak

Date: September 23, 2019

Pre-Petition:

First Steps

Per your request the following is the proposal to provide materials and consulting services to help you prevent a union from getting enough support to hold an election/or win an election should they be so successful. Since there is limited time to educate your employees on the disadvantages of unions and convince them to put their trust in a direct relationship with you as opposed to an outside third party like the union we should move quickly. It is important that your conversations with employees are persuasive, legally sound and provides the best opportunity to build trust with your employees.

Proposed Intervention(s)

Campaign Consulting: For this option we will provide expert campaign consulting by Evelyn Fragoso as an on-site facilitator to communicate your message directly to employees in employee meetings and one-on-one. Based on our joint assessment of the need, we will assign appropriate consulting resources to your campaign for a pre-approved schedule of meetings. This does not include representation before the NLRB.

Objective

- Prevent the filing of a Certification Petition
- Win an election with the NLRB by as wide a margin possible or achieve a withdrawal of the petition, without meritorious election objections or unfair labor practice charges.
- Increase trust and credibility of the current leadership team by improving communication and developing their ability to create a positive employee relations environment.
- Maintaining a direct-relationship at your facility (unionized facilities are less productive and profitable than direct relationship ones – the estimated “dead weight cost” of unionization around 25% more than the cost of operating non-union).

Value Quality Labor Solutions, Inc. brings to your Organization

- Avoid a steep-and-slippery-learning curve and are free to do the most important trust-building work.
- The ability to speak with employees without engaging in “mud-slinging.” You are free to spend your time on a positive message about the company.
- A communication strategy that is legally proven and sound.

Quality Labor Solutions

Terms and Conditions:

The fee for consulting is the agreed upon hourly rate per consultant, \$75 per diem food expenses per consultant, plus travel expenses per consultant. If more than one consultant is working on your case the parties understand and agree that multiple consulting hours may be worked.

Payment Terms:

All fees are due within 30 days of the delivery of the consulting services provided hereunder. You agree to pay any additional consulting invoices upon receipt and to settle those statements within 30 days. Any additional expenses incurred by consultant will be billed to you and you agree to pay those invoices upon receipt, and you agree to settle those statements within 30 days. You agree and acknowledge that failure to pay fees or expenses associated with this project under these terms will result in reassignment of consultant(s), a penalty of the maximum allowable interest rate per month plus any costs we incur to collect an outstanding balance, until all outstanding invoices are paid in full.

You further acknowledge that no representation by Quality Labor Solutions or its representatives were relied on by you or any member of your company in entering this agreement, and that this document represents the full understanding of the parties. You also acknowledge and agree that we have informed you of the obligation to report any direct persuader activity performed on your behalf to the United States Department of Labor by both our firm and your firm and that failure to timely file these reports can subject your company criminal penalties. Your payment, in the absence of your signature below, indicates your acceptance of this project and the terms and conditions as stated herein. The terms and conditions on this proposal are good for 90 days from the date on this proposal unless specified otherwise

Quality Labor Solutions represents and warrants that its actions, rendering of services and work product in accordance with this agreement shall comply with all applicable laws, rules and regulations. Quality Labor Solutions represents and warrants to Beaumont Hospital-Royal Oaks that any services provided by Quality Labor Solutions hereunder will be performed in a first-class, professional manner, with the care, skill and diligence, and in accordance with, the applicable standards currently recognized in Quality Labor Solution's applicable profession or industry. Quality Labor Solutions further represents and warrants that neither it nor any of its current directors, officers, employees, principals or agents are debarred, suspended, proposed for debarment, declared ineligible, or excluded by any Federal or State department or agency from doing business with the Federal Government or a State Government.