## Agreement and Activities Report

## U.S. Department of Labor

Office of Labor-Management F

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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. 1214-0001

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 1969, as amended (LMRDA).

File No. C. 483

A. Person Filling		
1. Name and mailing address (include Z CRUZ & ASSOCIATES, IN 10201 TRADEMARK, #C RANCHO CUCAMONGA,	C.	Any other address where records necessary to verily this report are kept:
Date fiscal year ends:     4.	Type of person:	
12-31-02	a. 🗆 Individual b. 🗆 Partn	ership c. (XCorporation d. () Other (Specify):
B. Nature of Agreement or Arrangem	ient .	
<ol> <li>Full name and address of employer w</li> </ol>	th whom made (include 21P code):	6. Date entered into:
San Jose Jet Center		10-24-02
1250 Aviation Ave San Jose, CA. 95110		Names of persons through whom made:     Dan Ryan
8. Check the appropriate box to indicate	whether an object of the activities	undertaken, is directly or indirectly:
<ul> <li>a. IXTo persuade employees to exc collectively through represent</li> </ul>	ercise or not to exercise, or persuad atives of their own choosing.	te employees as to the manner of exercising, the right to organize and bargain
<ul> <li>To supply an employer with infing such employer, except into ceeding.</li> </ul>	ormation concerning the activities or rmation for use solely in conjunction	of employees or a labor organization in connection with a labor dispute involv- s with an administrative or arbitral proceeding or a criminal or civil judicial pro-
Hold employee meetings using NLRB Documents	to inform their section (7) and Union Documents for	rights and to answer questions pertaining to the union, questions and answers.
C. Specific Activities to be Performed		
O. For each activity, separately list in de	elail the information required (See P	art C-10 of instructions):
<ul> <li>a. Nature of activity:</li> </ul>		
Hold employee meetings	in small groups to inform	them on Unions.
Period during which performed	c Extent perform	Desj:
On going		etings with employees.
d. Names and addresses of persons	through whom performed:	
Greg Passant a	nd Fernando Rivera	
Identify (a) Subject employees, group	os of employees, and (b) labor organ	wzalions:
II WII		Read S

I.L.W.U. Local 6

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: All	20 Grus		CEO President	Sgned:		Treasurer
(If other tide, prospos	of and write in con	rect title above	).)	(If other little, cross out and write	in correct title above.)	
City		State	Date	City	State	Date
as: RANCHO	CUCAMONO	GA, CA	on: 11-14.02	at:		on:
					Fish	ml M-20 (£4s 1986

## 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, finds and civil penalties as provided by 29 U.S.C. 439, 440.

OMB No. 1214-0001

Fie Ur	equired of Persons, including Labor Pelations Consultants and Oth nitiar Section 203(b) of the Labor-Management Reporting and Disc	r Individuals and Organizations, osure Act of 1969, as amended (LM	RDA). File No. C. 483		
Ā.	. Porson Filing				
	Name and mailing address (include ZIP code): CRUZ & ASSOCIATES, INC, 10201 TRADEMARK, #C RANCHO CUCAMONGA, CA 91730	2. Any other address wh	Any other address where records necessary to verily this report are kept:		
3.	. Date liscal year ends:  4. Type of person:  12-31-02  a. □ Individual b.	☐ Partnership c. ☐XCorpor	ation d.  Other (Specify):		
8	. Nature of Agreement or Arrangement .				
5.	Full name and address of employer with whom made (noude a Cost Plus World Market 200 Fourth Street Oakland, CA, 94607	7. Names o			
8.	Check the appropriate box to indicate whether an object of the	activities undertaken, is directly or	ndirectly:		
	<ul> <li>a. ITXTo persuade employees to exercise or not to exercise, collectively through representatives of their own choos</li> </ul>	ir corsuade employees as to the mi ng.	inner of exercising, the right to organize and bargain		
	<ul> <li>To supply an employer with information concerning the ing such employer, except information for use solely in ceeding.</li> </ul>	activities of employees or a labor or enjunction with an administrative o	ganization in connection with a labor dispute involv- rarbitral proceeding or a criminal or civil judicial pro-		
9	Hold employee meetings to inform their seusing NLRB Documents and Union Documents	tion (7) rights and to ansy	ver questions pertaining to the union, wers.		
C	. Specific Activities to be Performed				
10	0. For each activity, separately list in detail the information requ	red (See Part C-10 of instructions):			
	a. Nature of activity:		S Boot F		

## Held employee meetings in small groups to inform them on Unions.



<ul> <li>Period during which performed</li> </ul>	c. Extent performed:
On going	Held meetings with employees.

d. Names and addresses of persons through whom performed:

# Luz Ceballos, Fernando Rivera, Greg Passant, Rich Waters, Tino Alvarez, Lupe Cruz

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

#### I.L.W.U. Local 6

D. Verification and Signature. The person in item 1 above and each of his undersigned authorized officers declares, under po	malty of law, that as in-
formation in this report, including all attachments incorporated therein or referred to in this report, has been examined by him a	and is, to the best of his
knowledge and belief, true, correct, and complete.	

Signed AUDO	Emze	CEO President	Signed:		Treasurer
(If other title, prass or	l and write in correct title above.!	- 1	(If other little, cross out and write	in correct title libove.)	
City	Stale	Date	City	Slate	Date
at. RANCHO	CUCAMONGA, CA	on.	at:		on:

Forml.M-20 (\$\dagger\$) 1986

#### Agreement and Activities Report

### U.S. Department of Labor

Office of Labor-Management

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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. 1214-0001

Required of Persons, including Labor Relations Consultant Under Section 203(b) of the Labor-Management Reporting		Fila No. C. 483
A. Person Filing		
Name and mailing address (include ZIP code):     CRUZ & ASSO CIATES, INC.	Any other address where reco	ords necessary to verily this report are kept:
10201 TRADEMARK, #C		
RANCHO CUCAMONGA, CA 91730		
Date liscal year ends:     4. Type of person		
12-31-02 a. □ Individe	al b. D Partnership c. CXCorporation	d.  Other (Specify):
B. Nature of Agreement or Arrangement		AND THE RESIDENCE OF COLUMN CONTRACTOR OF THE RESIDENCE O
<ol> <li>Full name and address of employer with whom made</li> <li>J.L. Davidson</li> <li>8641 N. Magnolia, Ave.</li> <li>Santee, CA. 92072</li> </ol>	11-22	2-02 ons through whom made:
8. Check the appropriate box to indicate whether an ob-	ect of the activities undertaken, is directly or indirect	Ty:
<ul> <li>a. EXTo persuade employees to exercise or not to collectively through representatives of their or</li> </ul>	exercise, or persuade employees as to the manner of wn choosing.	exercising, the right to organize and bargain
	erning the activities of employees or a labor organizate solely in conjunction with an administrative or arbitrative and activities of a labor organization.	
<ol> <li>Terms and conditions (Explain in detail; see Part 8-9</li> </ol>	of instructions):	SECTION CONTINUES AND CONTINUE
Hold employee meetings to informusing NLRB Documents and Union	heir section (7) rights and to answer qu Documents for questions and answers.	nestions pertaining to the union,
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:

#### Fernando Rivera & Carlos Ortiz

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

## Iron Workers Local 509



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	7	CEO	Signed:	g	
( Duino 1)	m >	President			Treasurer
(If other sitie, cross out and v	write in correct title above.		(If other little, cross out and write in	correct title above.)	
City	State	Date	City	State	Oate
at: RANCHO CUC	AMONGA, CA	on: 12.20-02	at:		on: