U.S. Department of Labor

Office of Labor-Managemen

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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.

State

Arizona

City

Scottsdale

Date

on: 8-3-01

City

Scottsdale

at:

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	
Name and mailing address (include ZIP code):	Any other address where records necessary to verify this report are kept:
Sunbelt Organization Services, In	c.
8711 East Pinnacle Peak Road, #28	7
Suite F-110	
Scottsdale, Arizona 85255	
Date fiscal year ends:	V
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 of	code): 6. Date entered into: 7 - 23 - 01
Waste Management Company	7. Names of persons through whom made:
315 Valley View Drive	
Davidsville, PA 15928	William McConnell, Dist. Mgr.
8. Check the appropriate box to indicate whether an object of the act	
 a.	persuade employees as to the manner of exercising, the right to organize and bargain
	ivities of employees or a labor organization in connection with a labor dispute involv-
ing such employer, except information for use solely in conceeding.	junction with an administrative or arbitral proceeding or a criminal or civil judicial pro-
9. Terms and conditions (Explain in detail; see Part B-9 of instruction	s):
5. Terms and conditions (Explain in detail, 500 f a.t. 5 5 5 millions in	
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relative to duration or amount of	hours to be performed. Fee schedule based
on a per hour rate.	and Arma Landong no su Merik Talau di Landon Aran di Malaun ng languag sa paggaran na paggaran na katalan na k Mendalang na mendalang kalanggaran na panggaran na panggaran na panggaran di Malaunggaran na panggaran na pang
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 t	to company employees relative to the process
of unionization, the role of the	NLRB, and collective bargaining.
b. Period during which performed: c. Extent	performed:
7-01/8-01	7-01
	7-01
 Names and addresses of persons through whom performed: 	
M. G. Gibbons (Address as in #1 a	bove) Jul 21, 200)
	11000
11. Identify (a) Subject employees, groups of employees, and (b) lab	or organizations:
	ers, laborers, mechanics & operators at
Davidsville, PA facility	
b) Teamsters, Local 110	The state of the s
D. Verification and Signature. The person in item 1 above and ea	ach of his undersigned authorized officers declares, under penalty of law, that all in-
formation in this report, including all attachments incorporated there	ein 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: Chairman/	CEO Signed: Grand 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.)

Date

State

Arizona

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

City

Scottsdale

State

Arizona

Date

on: 7-17-01

U.S. Department of Labor

Office of Labor-Management

dards



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OMB No. 1214-0001 12/31/86

Required of Persons, including Labor Relations Consultants and Other Individuals and Organizations,

Linder Section 203(b) of the Labor-Management Reporting and Disclosure Act of 1959, as amended (LMRDA).

File No. C. -0322

A. Person Filling 1. Name and mailing address (include ZIP code): Sumbelt Organization Services, Inc. 8711 East Pinnacle Peak Road, #287 Suite F-110 Scottsdale, Arizona 85255 3. Date fiscal year ends: 12-01 8. Nature of Agreement or Arrangement 5. Fullame and address of employer with whom made (include ZIP code): Waste Management/Burlington Country Resource Recovery Pacility, P.O.Box 340, Route 543 Columbus, NJ 08022 Columbus, NJ 08022 Columbus, NJ 08022 Columbus, NJ 08022 Daniel J. Caraccio, Dist. Mgr. 8. Check the appropriate box ionidicate whether an object of the activities undertaken, is directly or indirectly whose preparentatives of their own choosing, a. To persuade employer essentiatives 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 in 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 NLKB, and collective bargaining. b. Period during which performed. C. Specific Activities to be Performed. C. Edent performed: 7-01/8-01 d. Names and addresses of persons through whom performed: 7-01/8-01 G. Names and addresses of persons through whom performed: C. Edent performed: 7-01/8-01 G. Names of persons through whom performed: C. Period during which performed. C. Edent performed: 7-01/8-01 G. Names of persons through whom performed: C.	Under Section 203(b) of the Labor-Management Reporting and Disclosure	e Act of 1959, as amended (LMRDA).
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Sunbelt Organization Services, Inc. 8711 East Pinnacle Peak Road, #287 Suite P-110 Scottsdale, Arizona 85255 3. Date Isoalyser ands: 12-01 8. Nature of Agreement or Arrangement 5. Full name and address of employer with whom made (include ZIP code): Waste Management/Burlington County Resource Recovery Facility, P.O.Box 340, Route 543 Columbus, NJ 08022 6. Date entered into: 7-9-01 7. Names of persons through whom made: Daniel J. Caraccio, Dist. Mgr. 8. Check the appropriate box to indicate whether an object of the activities undertaken, is directly or indirectly: a. B to persuade employees to exercise or not to exercise, or persuade employees as to the manner of exercising, the right to organize and bargain collective through representatives of their own choosing. b. To supply an employer, except information concerning the activities of employees as to the manner of exercising, the right to organize and bargain collective through representatives of their own choosing. ceeding. 9. Terms and conditions (Explain in detail; see Part 8-9 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-100 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: 7-01/8-01 d. Names and addresses of persons through whom performed: 7-01/8-01 7-01 d. Names and addresses of persons through whom performed: 7-01/8-01 7-01 G. Significant in the person in item 1 above and each of his undersigned authorized officers declares, under penalty of law, that all information and Signature. The person in item 1 above and each of his undersigned authorized officers declares, under penalty of law, that all informatio		Any other address where records necessary to verify this report are kept:
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Sucits Gale Arizona 85255 4. Type of person: a. Individual b. Partnership c. & Corporation d. Other (Specify): 12-01 5. Mature of Agreement or Arrangement 12-01 6. Date entered into: 7-9-01 7-01 7		
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Signed: Chairman/CEO Signed: Name M. Herhert Secretary/	formation in this report, including all attachments incorporated there	ch of his undersigned authorized officers declares, under penalty of law, that all in- ein or referred to in this report, has been examined by him and is, to the best of his
	Signed: Chairman/	CEO Signed: Oranne M. Werhert Secretary/

Date

on: 7-24-01

State

Arizona

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

City

Scottsdale

U.S. Department chlabor

Office of Labor-Management ____idards



This report is mandatory under P.L. 86-257 as amended. Fallure 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			
 Name and mailing address (include ZIP code): 	2. Any other address where records necessary to verify this report are kept:		
Sunbelt Organization Services, Inc. 8711 East Pinnacle Peak Road, #287			
Suite F-110 ·			
Scottsdale, Arizona 85255			
Date fiscal year ends:			
a. Individual b. Part	nership c. 🛣 Corporation d. 🗆 Other (Specify):		
12-01			
B. Nature of Agreement or Arrangement			
Full name and address of employer with whom made (include ZIP code)	6. Date entered into: 7-3-01		
Grand Central Sanitary Landfill/Wast 1963 Pen Argyl Road	7. Names of persons through whom made.		
Pen Argyl, PA 18072	Ed Ward, District Manager		
8. Check the appropriate box to indicate whether an object of the activities	s undertaken, is directly or indirectly:		

- a. Yo 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:	c. Extent performed:		In B	GEI	WB	
7-01/8-01		7-01	135	5 0	U 15	711
d. Names and addresses of persons through whom performed:			JUN 2 7	2001	11	
M. G. Gibbons (Address as	in #1 above)		L	USDOL/E	SA	

- a) All FT & reg. PT operators, mechanics, weighmasters, spotters, laborers, water truck drivers & tanker truck drivers
- b) Operating Engineers, Local 542

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.

Signe	di /	M Cha	airman/CEO	Signed: M.	Herhert	Secretary/
(If oth	ner title, cross out and wri	te in correct title above.)	AAAAA	(If other title, cross out and write in	n correct title above.)	
	City	State	Date	City	State	Date
at:	Scottsdale	Arizona	on: 7-9-01	at: Scottsdale	Arizona	on: ₇₋₉₋₀₁