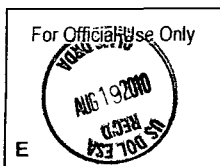


FORM LM-20

AGREEMENT AND ACTIVITIES REPORT

Form approved
Office of Management
and Budget
No. 1215-0188
Expires 09-30-2011



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.

433,335

1. File Number: c- 428

Person Filing

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

Name Sal Duarte
Title Sole Proprietor
Organization Agri-labor Relations
P.O. Box, Bldg., Room No., if any
Street P.O. Box 498
City San Luis Rey
State Ca. ZIP Code + 4 92068

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

Name Same
Title Same
Organization Same
P.O. Box, Bldg., Room No., if any
Street 2340 Littler Lane
City Oceanside
State Ca. ZIP Code + 4 92056

4. Date fiscal year ends:

Dec. 31 / 2007

5. Type of person:

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

Nature of Agreement or Arrangement

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

Name Waste Management of New Mexico
Organization Waste Management
Trade Name, if any
P.O. Box, Bldg., Room No., if any
Street 402 Industrial Park Loop
City Rio Rancho
State New Mexico ZIP Code + 4 87124

7. Date entered into:

Jan. / 01 / 2007

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

Name Calvin Ivey
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

Title

President Owner

~~President~~

(If other title, see instructions)

14. Signed

N/A

Title

Treasurer

Treasurer

(If other title, see instructions)

On

7-28-10

Date

760-518-6829

Telephone Number

On

Date

Telephone Number

Filer:

Sal Duarte

File Number C-

428

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.):

Letter attached ^{regarding} my visit

Specific Activities to be Performed

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

a. Nature of activity:

See attachment

11.b. Period during which performed:

May 7, 8, & 9, 2007

11.c. Extent performed:

11.d. Name and address through whom performed:

Name

Sal Duarte

Organization

Agri-Labor Relations

P.O. Box, Bldg., Room No., if any

P.O. Box 498

Street

City

San Luis Rey, Ca

State

Ca.

ZIP Code + 4

92068

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:

Various employees, supervisors
and managers

12.b. Identify subject labor organizations:

non-union site
n/a

SAL DUARTE/ AGRI-LABOR RELATIONS

**P.O. Box 498
San Luis Rey, CA 92068
760-518-6829**

July 26, 2010

**U.S. Department of Labor
ATTN: Investigator Phoenix Beausoleil
915 Wishire Blvd. Suite 910
Los Angeles, CA 90017**

Sent Via Facsimile: (213) 534-6413

Investigator Beausoleil:

As per your request, I am writing this response regarding my visit to Waste Management of New Mexico at Rio Rancho. The primary purpose of my visit was more of an employee survey because of some recent management changes in personnel. I did not conduct any captive meetings with individuals or groups to discuss their right to join or not join a union or to be represented by a union as a bargaining agent.

During my visit, there was not any organizing activity nor was there a filing for an election. In my one-on-one conversations with drivers, mechanics, and supervisors, we spoke about expectations from each other and possible adjustments in supervisory people skills and communication. Mr. Calvin Ivey, District Management, was my contact for this visit, which was conducted on May 7, 8, and 9 of 2007.

If you have any additional questions or if I can be of any further assistance, please feel free to call me at the number listed above.

Respectfully,

A handwritten signature in black ink, appearing to read 'Sal Duarte', with a stylized, flowing script.

Sal Duarte