

FORM LM-20

AGREEMENT AND ACTIVITIES REPORT

Form approved
Office of Management
and Budget
No. 1245-0003
Expires 10-31-2013



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.

501287

1. File Number: C- 740

Person Filing	
2. Name and mailing address (include ZIP Code): Name John M Payne Title Attorney Organization Davis Grimm Payne & Marra P.O. Box, Bldg., Room No., if any Suite 4040 Street 701 Fifth Avenue City Seattle State Washington ZIP Code + 4 98104	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: Dec / 12	5. 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):

Nature of Agreement or Arrangement	
6. Full name and address of employer with whom made (include ZIP Code): Name Organization Harkness Furniture Trade Name, if any P.O. Box, Bldg., Room No., if any Street 6612 South Tacoma Way City Tacoma State Washington ZIP Code + 4 98409	7. Date entered into: 7 / 13 / 2012 8. Name of person(s) through whom made: Name Dave Harkness 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 William D.

Title President

President
(If other title, see instructions)

14. Signed J.M. P.

Title Treasurer

Treasurer
(If other title, see instructions)

On 7/17/12 (206) 447-0182
Date Telephone Number

On 7/17/12 (206) 447-0182
Date Telephone Number

Filer: John Payne Davis Grimm Payne & Marra

File Number C-

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.):

Assist in election campaign - written materials and speeches

Specific Activities to be Performed

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

a. Nature of activity:

Persuade employees to vote "No" and explain disadvantages of union representation.

11.b. Period during which performed:

July 13, 2012 - August 31, 2012

11.c. Extent performed:

Partial

11.d. Name and address through whom performed:

Name John M Payne
Organization Davis Grimm Payne & Marra
P.O. Box, Bldg., Room No., if any Suite 4040
Street 701 Fifth Avenue
City Seattle
State Washington ZIP Code + 4 98104

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:

Sales Persons

12.b. Identify subject labor organizations:

UFCW Local 367