

FORM LM-20

AGREEMENT AND ACTIVITIES REPORT

Form approved
Office of Management
and Budget
No. 1245-0003
Expires 07-31-2019

For Official Use Only

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NOV 13 2017

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1. File Number:

c- 67787

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.

657894

Person Filing	
2. Name and mailing address (include ZIP Code):	
Name	JOHN A. ANTHONY
Title	
Organization	
P.O. Box, Bldg., Room No., if any	
Street	94 ROTHENBURG LANE
City	ARAB
State	AL
ZIP Code + 4	35016
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:	5. Type of person:
Dec 31 / 2017	a. <input checked="" type="checkbox"/> Individual b. <input type="checkbox"/> Partnership c. <input 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	AIR FLOW EQUIPMENT INC.
Organization	MANUFACTURING
Trade Name, if any	
P.O. Box, Bldg., Room No., if any	
Street	2676 S. 26TH STREET
City	KALAMAZOO
State	MI
ZIP Code + 4	49048-9610
7. Date entered into:	
Oct / 3 / 2017	
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

[Signature]

President
(If other title, see
instructions)

Title President

14. Signed

Treasurer
(If other title, see
instructions)

Title

On

Oct 31, 2017

Date

256-558-0897

Telephone Number

On

Date

Telephone Number

Filer:

File Number C- 67787

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.):

CONSULTING SERVICES SUPPLIED IN CONNECTION WITH NLRB UNION ELECTION CAMPAIGN. NO FORMAL WRITTEN AGREEMENT. SERVICES PROVIDED INCLUDED COMMUNICATIONS WITH EMPLOYEES.

Specific Activities to be Performed

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

a. Nature of activity:

COMMUNICATIONS TO PERSUADE EMPLOYEES ON EXERCISING THEIR RIGHTS DURING THE UNION ELECTION CAMPAIGN. THIS INCLUDED SUPPORTING THE EMPLOYERS POSITION THAT THE EMPLOYEES VOTE NO. INDIVIDUAL COMMUNICATION AND PASSING OUT MATERIAL.

11.b. Period during which performed:

OCT 3, 2017 TO OCT 17, 2017

11.c. Extent performed:

COMPLETED

11.d. Name and address through whom performed:

Name DICK DEYOUNG
 Organization AIR FLOW EQUIPMENT INC.
 P.O. Box, Bldg., Room No., if any
 Street 2676 S. 26TH STREET
 City KALAMAZOO
 State MI ZIP Code + 4 49048-9619

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:

AIR FLOW EQUIPMENT HOURLY EMPLOYEES WITHIN THE VOTING UNIT AS DESCRIBED BY THE STIPULATED ELECTION AGREEMENT WITH THE NLRB.

12.b. Identify subject labor organizations:

SMART LOCAL 7