

AGREEMENT AND ACTIVITIES REPORT

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For Official Use Only

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MAR 30 2019

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)

Group

READ THE INSTRUCTIONS CAREFULLY BEFORE PREPARING THIS REPORT.

700982

1. File Number: C- 00483

Person Filing

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

Name

Title

Organization Cruz and Associates, Inc.

P.O. Box, Bldg., Room No., if any 1831

Street

City Upland

State California ZIP Code + 4 91785

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

Name NA

Title

Organization

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

Street

City

State ZIP Code + 4

4. Date fiscal year ends:

Dec / 31

5. Type of person:

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

Nature of Agreement or Arrangement

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

Name Michael Fleming

Organization GFL Enviornmental USA, Inc.

Trade Name, if any

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

Street 6200 Elmridge Drive

City Sterling Heights

State Michigan ZIP Code + 4 48313

7. Date entered into:

1 / 18 / 2018

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 *Lupe Cruz* SIGN HERE

Title Other (Specify)

CEO

President
(If other title, see
instructions)

14. Signed SIGN HERE

Title

Treasurer
(If other title, see
instructions)

Stamp

Delete

On 03/01/2018 909-980-8736

Date

Telephone Number

On

Date

Telephone Number

Clear Signatures

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.):

Hourly Rate Plus Expenses

Specific Activities to be Performed

Add Additional Activity (Item 11)

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

TEST PG CNT

a. Nature of activity:

Held employee meetings to inform employees of their Section 7 Rights and answer questions using the NLRB documents.

11.b. Period during which performed:

Ongoing

11.c. Extent performed:

Ongoing

11.d. Name and address through whom performed:

Name Dan Block

Organization Cruz and Associates, Inc.

P.O. Box, Bldg., Room No., if any 1831

Street

City Upland

State California ZIP Code + 4 91785

Additional Name and address through whom performed, if any:

Name Rich Waters

Organization

P.O. Box, Bldg., Room No., if any 152

Street

City Mountain Center

State California ZIP Code + 4 92561

Add More Names (Item 11.d.)

12.a. Identify subject groups of employees:

Drivers, Warehousemen

12.b. Identify subject labor organizations:

International Brotherhood of Teamsters, IBT Local 247