# U.S. Departmen of Labor

Office of Labor-Managems. ... Standards



This report is mandatory under P.L. 86-257 as amended. Failure to comply may result in criminal prosecution, lines and civil penalties as provided by 29 U.S.C. 439, 440.

OMB No. 1214-000:

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 1969, as amended (LMRDA). File No. C. 483

A. Person Filling Name and mailing address (include ZIP code): Any other address where records necessary to verily this report are kept: CRUZ & ASSOCIATES, INC. 10201 TRADEMARK, #C RANCHO CUCAMONGA, CA 91730 3. Date fiscal year ends: Type of person. d. 

Other (Specify): 12-31-00 a. 

Individual b. D Partnership Corporation B. Nature of Agreement or Arrangement Full name and address of employer with whom made (include ZIP code): Date entered into: 08/13/00 VALLEY MANOR CONVALESCENT HOSPITAL 6120 N. VINELAND Names of persons through whom made: NORTH HOLLYWOOD, CA 91606 RAFAEL REYES

- 8. Check the appropriate box to indicate whether an object of the activities undertaken, is directly or indirectly
  - IX 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.
  - 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 8-9 of instructions)

HOLD EMPLOYEE MEETINGS TO INFORM THEM OF THEIR SECTION (7) RIGHTS AND TO ANSWER QUESTIONS PERTAINING TO THE UNIONS, USING NLRB DOCUMENTS AND UNION DOCUMENTS FOR QUESTION AND ANSWER.

#### 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:

HELD EMPLOYEE MEETINGS IN SMALL GROUPS TO INFORM THEM ON UNIONS,

b. Period during which performed

Extent performed:

ON GOING

HELD MEETINGS WITH EMPLOYEES

d. Names and addresses of persons through whom performed:

#### JUDY CASTILLO

11 Identify (a) Subject employees, groups of employees, and (b) labor organizations:

## SERVICE EMPLOYEES INTERNATIONAL UNION (SEIU)



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D. Verification and Signature. The person in item 1 above and each of his undersigned authorized officers declares, under penalty of law, that at a committee 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.

Signi	June	Cry	CEO President	Signed:		Treasurer
(Heather title, cross out and write in copyect title above.)			(If other title, cross out and write in correct title above.)			
-	City	State	Date	City	State	Date
àt.	RANCHO CUC	AMONGA, CA	on: 9/7/00	at:		on:

## U.S. Departmer of Labor

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OMB No. 1214-0001

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File No. C. 483

۹.	Person Filling		indicate plant in a second control of the se						
1.	Name and mailing address (inclu-	Any other address where records necessary to verily this report are kept:							
	CRUZ & ASSOCIATES,	INC.							
	10201 TRADEMARK, #C								
	RANCHO CUCAMONO	GA, CA 91730	and the state of t						
5.	Date fiscal year ends:	Type of person:	-						
	12-31-00	a 🗆 Individual - b. 🗆 Parti	nership c.	CXCorporation d.	☐ Other (Specify):				
3.	Nature of Agreement or Arran	gement .							
	-	er with whom made (include ZIP code)	: 1	6. Date entered into:	27. N. C.				
	ROSECRANS CENTER			08/10/00					
	1140 W. ROSECRANS	4.3/E		7. Names of persons the					
	GARDENA, CA 90247	AVE.		EVELYN DEL R					
					NO MINIO				
		cate whether an object of the activities							
	<ul> <li>a. EXTo persuade employees to collectively through repres</li> </ul>	exercise or not to exercise, or persua sentatives of their own choosing.	ide employees	as to the manner of exerc	cising, the right to organize and bargain				
	<ul> <li>To supply an employer wifing such employer, except ceeding.</li> </ul>	h information concerning the activities i information for use salely in conjuncti	of employees on with an adm	or a labor organization in hinistrative or arbitral proc	connection with a labor dispute involv- seeding or a criminal or civil judicial pro-				
	Terms and conditions (Explain in o	detail; see Part 8-9 of instructions):							
	HOLD EMBLOYEE AD	SETTINGS TWO INTERNAL PRINTS	* 0 * ****						
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	DOCUMENTS FOR O	S PERTAINING TO THE UNI UESTION AND ANSWER,	IONS, USI	NG NLRB DOCUN	MENTS AND UNION				
	DOCUMENTS FOR QU	CESTION AND ANSWER,							
	Specific Activities to be Perfor	bam			A CONTRACTOR OF THE CONTRACTOR				
_		in detail the information required (See	Part C-10 of in	structions):					
	a. Nature of activity:	****		,					
	*	•							
	HELD EMPLOYEE ME	HELD EMPLOYEE MEETINGS IN SMALL GROUPS TO INFORM THEM ON UNIONS.							
	b. Period during which performe	c Extent perfo.	med						
	ON GOING	HELD N	AEEHNGS	WITH EMPLOYER	S				
	d. Names and addresses of pers	sons through whom performed:							
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	BILL LEO PAR	BILL LEO PARDI, JUDY CASTILLO			DEGEOVE				
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1	Identify (a) Subject employees, groups of employees, and (b) labor organizations				UU  SEP 2 2 2000   U				
	O PRINCIPAL PRIN	SERVICE EMPLOYEES INTERNATIONAL UNION (SEI			land land				
	S ER VICE EMPLO Y EF				USDOL/ESA				
					OLMS/DOE/SRD				
	Verification and Signature. The	person in item 1 above and each of	his undersigne	d authorized officers dec	Jares, under penalty of law, that all in-				
	the state of the s	and the second s							

tormation 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.

Signed:

Signed:

oigr (	Linge	Crix	CEO President	Signed:		Treasure
(If o	other title, cross out and	write in correct title above.)		(If other title, cross out and write	in correct title above.)	
	City	State	Date	City	State	Date
ät.	RANCHO CUC	AMONGA, CA	on 09/05/00	at:		on:
					D-	-T X C 20 of L 100 /

# U.S. Departmer of Labor



This report is mandatory under P.L. 86-257 as amended. Failure to comply may result in criminal prosecution, tines and civil penalties as provided by 29 U.S.C. 439, 440.

OMB No. 1214-0001 12/31/96

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 1969, as amended (LMRDA) File No. C. 483

A. Person Filling						
Name and mailing address (include CRUZ & ASSOCIATES, IN 10201 TRADEMARK, #C RANCHO CUCAMONGA	NC.	Any other address where records necessary to verily this report are kept;				
Date fiscal year ends: 4     12-31-00	Type of person:  a.   Individual b.  Partn	nership c. (X Corporation d. () Other (Specify):	Autorities and the second			
B. Nature of Agreement or Arrange	ment .					
Full name and address of employer with whom made (include 2IP code):		6. Date entered into:				
WASTE MANAGEMENT		08/1/00				
76554 HAWAII CIRCLE		<ol><li>Names of persons through whom made:</li></ol>				
PALM DESERT, CA 92211		FRANK BARBERA				
<ol> <li>Check the appropriate box to indicat</li> </ol>	back the appropriate box to indicate whether an object of the activities undertaken, is directly or indirectly:					
<ul> <li>a. TX To persuade employees to ex- collectively through represent</li> </ul>	<ol> <li>IXTo 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.</li> </ol>					
<ul> <li>To supply an employer with in ing such employer, except infoceeding.</li> </ul>	formation concerning the activities ormation for use solely in conjunction	of employees or a labor organization in connection with a labor dis on with an administrative or arbitral proceeding or a criminal or civil	ipute involv- judicial pro-			
Terms and conditions (Explain in del-	ail; see Part B-9 of instructions):					

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:

HELD EMPLOYEE MEETINGS IN SMALL GROUPS TO INFORM THEM ON UNIONS

b. Period during which performed

c Extent performed:

ANSWER QUESTIONS PERTAINING TO THE UNIONS, USING NLRB DOCUMENTS AND UNION

ON GOING

HELD MEETINGS WITH EMPLOYEES

d. Names and addresses of persons through whom performed:

DOCUMENTS FOR QUESTION AND ANSWER.

JAMES MCEWAN

11 Identify (a) Subject employees, groups of employees, and (b) labor organizations:

INTERNATIONAL BROTHERHOOD OF TEAMSTERS (IBT)



D. Verification and Signature. The person in item 1 above and each of his undersigned authorized officers declares, under penalty of law, that all intermedian 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.

Sign	15d:		CEO	Signed:			
1	Tupe Crus		President			Treasurer	
(If other title, cross out and write in correct title above.)				(If other title, cross out and write in correct title above.)			
	City	State	Date	City	State	Date	
àt.	RANCHO CUCAMON	GA, CA	on. 8/30/00	at:		on:	

FormLM-20 (&b. 1986