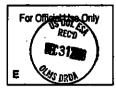
U.S. Department of Labor Office of Labor-Management Standards Washington, DC 20210

## FORM LM-20 AGREEMENT AND ACTIVITIES REPORT

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



C- 00483

1. File Number:

This report is mandatory under P.L. 86-257, as amended. Failure to comply may result in criminal prosecution, fines, or civ8 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.

Person Filing	
Name and mailing address (include ZIP Code):	3. Any other address where records necessary to verify this report are kept:
Name Lupe Cruz	Name
Title CEO	Title
Organization Cruz & Associates, Inc.	Organization
P.O. Box, Bidg., Room No., if any	P.O. Box, Bldg., Room No., if any
Street 10201 Trademark Street, #C	Street
City Rancho Cucamonga	City
State California ZIP Code + 4 91730	State ZIP Code + 4
4. Date fiscal year ends: 5. Type of person:	
Dec / 8 a. Individual b. Partnersh	ip c. Corporation d Other (Specify):
Nature of Agreement or Arrangement	
6. Full name and address of employer with whom made (Include ZIP Code):	7. Date entered into:
Name Dean Burrell	11 / 10 / 2008
Organization Allied Waste Industries, Inc.	8. Name of person(s) through whom made:
Trade Name, If any The Recyclery @ Newby Island	Name
P.O. Box, Bldg., Room No., if any	Name
Street 18500 N. Allied Way	Name .
City Phoenix	Name
State Arizona ZIP Code + 4 85054	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 President (If other title, see instructions)	14. Signed Treasurer (If other title, see instructions)
Title Other (Specify) - (Specify) CEO	Title Treasurer
On 12/09/2008 909-980-8736	On Telephone Number
Date Telephone Number	Cate ( exprise runner

*		
Filer Lupe Cruz Cruz & Associates, Inc.	File Number C- 00483	
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 arbiful proceeding or a criminal or civil judicial proceeding.		
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10. Terms and conditions (Explain in detail; see Instructions. Written agreements must be attached.):		
Hold employee meetings to inform their section (7) rights and to answer questions pertaining to the union using NLRB documents and union documents for questions and answers.		
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Specific Activities to be Performed		
11. For each activity, separately list in detail the information required (See instructions):		
a. Nature of activity:  Held employee meetings in small groups to inform them on unions		
nerd employee meetings in small groups to intolin them on unions		
11.b. Period during which performed: On going	11.c. Extent performe::  Held meetings with employees	
11.d. Name and address through whom performed:	Additional Name and address through whom performed, if any:	
Name Daryl Valdez	Name	
Organization Mid Valley Labor Consulting Associates	Organization .	
P.O. Box, Bldg., Room No., if any	P.O. Box, Bidg., Rooth No., if any	
Street 15908 Clarisse Street	Street	
City Bakersfield	City	
State California ZIP Code + 4 93314	State ZiP Code + 4	
12.a. Identify subject groups of employees:	12.b. Identify subject abor organizations:	
Employees in potential bargaining unit	Teamsters Local 350	
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