Agreement and Activities Rer

U.S. Department of Labor

Office of Labor-Managem.

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

OMB No. 1214-0001 12/31/86

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).

File No. C. -0322

A Person Filing			
A. Person Filing	2 Any other ac	dross where records need	essary to verify this report are kept:
Name and mailing address (include ZIP code): County of the control of the code of th		dress where records nece	essary to verify this report are kept:
Sunbelt Organization Services,			
8711 East Pinnacle Peak Road, Suite F-110	#28/		
Scottsdale, Arizona 85255			
Date fiscal year ends:	V	, .	
12-00	b. Dertnership c. A	Corporation d.	Other (Specify):
B. Nature of Agreement or Arrangement			
5. Full name and address of employer with whom made (includ	e ZIP code): 6.	Date entered into: 5-12-00	
Casella Waste Systems, Inc.	V2	5 12 00	
150 St. Charles Street	7.	Names of persons throug	h whom made:
Newark, New Jersey 07105		•	on, Plant Manager
Check the appropriate box to indicate whether an object of the second seco	the activities undertaken is d		on, rranc hanager
V			
 a. X To persuade employees to exercise or not to exercise collectively through representatives of their own chooses. 	e, or persuade employees as osing.	to the manner of exercisin	ig, the right to organize and bargain
 To supply an employer with information concerning the ing such employer, except information for use solely ceeding. 	ne activities of employees or in conjunction with an admini	a labor organization in con strative or arbitral proceed	nection with a labor dispute involv- ling or a criminal or civil judicial pro-
Company was employed on a per relative to duration or amount on a per hour rate.			
C. Specific Activities to be Performed	-		
10. For each activity, separately list in detail the information re-	quired (See Part C-10 of instr	uctions):	
a. Nature of activity:			
Presented informational meeting	re to company e	mnlowees rela	tive to the process
of unionization, the role of t			
b. Period during which performed: c. E	Extent performed:		
5-00/5-00		5-00	
		3-00	
d. Names and addresses of persons through whom perform	med:		
G. Fernandez (Address as in #1	above)		O E G E I V E
11. Identify (a) Subject employees, groups of employees, and (b) labor organizations:		JUN 1 6 2000
a) All regular full and part-t		1	JUN 1 0 2000
b) Laborers, Local 108			USDOL/ESA OLMS/DOE/SRD

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

Signe	3. N. Um	hee, Ch	nairman/CEO Resident		unne M.	Herhert	Secretary/ Treasurer
(If ot	her title, cross out and write	e in correct title above	e.)	(If other	r title, cross out and write	e in correct title above.)	
	City	State	Date		City	State	Date
at:	Scottsdale	Arizona	on: 5-26-00	at:	Scottsdale	Arizona	on: 5-26-00

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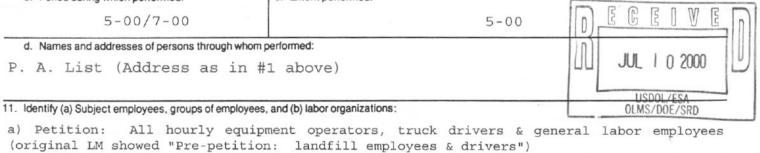
OMB No. 1214-0001

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).

File No. C. -0322

 Name and mailing address (include ZIP code): 	2. /	2. Any other address where records necessary to verify this report are kept:				
Sunbelt Organization Servi 8711 East Pinnacle Peak Ro Suite F-110		This is an addendum to the LM-20 originally filed on 5-24-00				
Scottsdale, Arizona 85255						
Date fiscal year ends: 4. Type of person:						
12-00 a. 🗆 Individu	al b. 🗆 Partnersh	ip c. A Corporation d. Other (Specify):				
3. Nature of Agreement or Arrangement						
 Full name and address of employer with whom made Waste Management, Inc. 	(include ZIP code):	6. Date entered into: 5 - 4 - 0 0				
Route 2, Box 68		Names of persons through whom made:				
Bridgeport, West Virginia	26330	Ron Levine, District Manager				
ing such employer, except information for use	solely in conjunction wi	nployees or a labor organization in connection with a labor dispute involv- th an administrative or arbitral proceeding or a criminal or civil judicial pro-				
ing such employer, except information for use ceeding.	solely in conjunction wi	th an administrative or arbitral proceeding or a criminal or civil judicial pro-				
ing such employer, except information for use ceeding.	solely in conjunction wi	th an administrative or arbitral proceeding or a criminal or civil judicial pro-				
ing such employer, except information for use	solely in conjunction wi	th an administrative or arbitral proceeding or a criminal or civil judicial pro-				
ing such employer, except information for use ceeding. Terms and conditions (Explain in detail; see Part B-9 Company was employed on a relative to duration or amo	of instructions): per hour bas	th an administrative or arbitral proceeding or a criminal or civil judicial pro-				
ing such employer, except information for use ceeding. Terms and conditions (Explain in detail; see Part B-9 Company was employed on a relative to duration or amount on a per hour rate.	of instructions): per hour bas	th an administrative or arbitral proceeding or a criminal or civil judicial pro-				
ing such employer, except information for use ceeding. Terms and conditions (Explain in detail; see Part B-9 Company was employed on a relative to duration or amoon a per hour rate. Specific Activities to be Performed	of instructions): per hour base bunt of hours	th an administrative or arbitral proceeding or a criminal or civil judicial pro-				
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ing such employer, except information for use ceeding. 7. Terms and conditions (Explain in detail; see Part B-9) Company was employed on a relative to duration or amount on a per hour rate. 7. Specific Activities to be Performed 8. Specific Activities to be Performed 9. For each activity, separately list in detail the information a. Nature of activity: Presented informational meetings.	per hour base bunt of hours	th an administrative or arbitral proceeding or a criminal or civil judicial pro-				
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Local 789 merged into Local 175)

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

b) Petition: Teamsters, Local 175 (original LM showed "Pre-petition: Teamsters, Local 789")

Signe	d: 1. (In the Cha	airman/CEC	Signed: June	M. Kerhest	Secretary/ Treasurer
(If oth	ner title, cross out and	write in correct title above.)		(If other title, cross out and wri	te in correct title above.)	
	City	State	Date	City	State	Date
at:	Scottsdale	Arizona	on : 6-21-00	at: Scottsdal	e Arizona	on: 6-21-00

Agreement and Activities Report

knowledge and belief, true, correct, and complete.

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OMB No. 1214-0001

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File No. C. -0322

Under Section 203(b) of the Labor-Management Reporting and Disclosur	ure Act of 1959, as amended (LMRDA).
A. Person Filing	
Name and mailing address (include ZIP code):	2. Any other address where records necessary to verify this report are kept:
Sunbelt Organization Services, Ir	
8711 East Pinnacle Peak Road, #28	87
Suite F-110 Scottsdale, Arizona 85255	
	Partnership c. ⊠ Corporation d. □ Other (Specify):
12-00 a. Individual b.	Partnership c. △ Corporation d. □ Other (Specify):
B. Nature of Agreement or Arrangement	
5. Full name and address of employer with whom made (include ZIP	code): 6. Date entered into: 5 - 4 - 0 0
Waste Management, Inc.	
Route 2, Box 68	7. Names of persons through whom made:
Bridgeport, West Virginia 26330	Ron Levine, District Manager
8. Check the appropriate box to indicate whether an object of the act	tivities undertaken, is directly or indirectly:
 To persuade employees to exercise or not to exercise, or p collectively through representatives of their own choosing. 	persuade employees as to the manner of exercising, the right to organize and bargain
	tivities of employees or a labor organization in connection with a labor dispute involv-
	njunction with an administrative or arbitral proceeding or a criminal or civil judicial pro-
ceeding.	
ceeding.	rs):
	s):
9. Terms and conditions (Explain in detail; see Part B-9 of instructions)	
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Sion	tich. Im	ple C	nairman/CEC Resident	Signed:	onne m	. Herbert	Secretary/ Treasurer
(If oti	ner title, cross out and wri	te in correct title above	.)	(If other titl	le, cross out and wri	te in correct title above.)	
	City	State	Date		City	State	Date
at:	Scottsdale	Arizona	on: 5-24-00	at:	Scottsdal	e Arizona	on: 5-24-00