

# U.S. Department of Labor

Office of Labor-Management Standards

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 Consultar	its and Other in	idividualis an	nd Organizations,	
Inder Section 203(b)						

File No. C. 0322

A. Person Filing		
Name and mailing address (include ZIP code):		2. Any other address where records necessary to verify this report are kept
Sunbelt Organiza 759 Bloomfield <i>P</i> Vest Caldwell, N		
3. Date fiscal year ends:	4. Type of person:	- 1.0 to Value and Value a
12-03	a. 🗆 Individual b. 🗅 Pari	norship c. XXX Corporation d. D Other (Specify):
B. Nature of Agreement or i	Arrangement	
	nployer with whom made (include ZIP code	): · B. Date entered into:
Kulp's Sheet M		8-18-03
161 Zooks Mill Road Brownstown, PA 17508		7. Names of persons through whom made: Barry Kulp, President
8. Check the appropriate box t	o indicate whether an object of the activitie	s undertaken, is directly or indirectly:
a. M To persuade employ		ade employees as to the manner of exercising, the right to organize and bargei
h I'l To euroby an amploy	ar with information concerning the sciluttic	k of amployaes or a lithor organization in connection with a labor discuste involved

9. Terms and conditions (Explain in detail; see Part 8-9 of instructions):

Company was employed on a per hour basis with no formal written agreements relative to duration or amount of hours to be performed. Fee schedule based on a per hour rate.

ing such employer, except information for use solely in conjunction with an administrative or arbitral proceeding or a criminal or civil judiciel pro-

#### 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:
Presented informational meetings to company employees relative to the
process of unionization, the role of the NLRB, and collective bargaining.

b. Period during which performed:	c. Extent performed:	
8-03/9-03	8-03	
d. Names and addresses of persons through who	m performed:	Rud

B.A. Housel and S.B. Walkes (Address as in #1 above)

SF24288

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

- a) All full-time sheet metal workers, fabricators, and installers.
- b) Sheet Metal Workers International Association, Local 19

ton		il ajtachments incor		is undersigned authorized officers decl elerrad to in this report, has been exam		
_	ned: other tille, cross out and write in		President	Signed: 1 Signed: 1 (II other title, cross out and write in corr		retary/ <sub>freesurer</sub>
<u>al:</u>	Wort Caldwall	State NJ	Date on: 9-16-0	City	State NJ	Date 9-16-03
					-	orm LM-20 (Feb. 1986)

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Required of Persons, including Labor Relations Consultants and Other Individuals and Organizations,

0322

Under Section 203(b) of the Labo	r-Management Reporting and	1 Disclosure Act of 1959,	, as amended (LMRDA).	
A. Person Filling				
1. Name and mailing address (I	nclude ZIP code):	2. Any	other address where records necessary to verify this report are kept:	
Sunbelt Organizat 759 Bloomfield Av West Caldwell, No	/enue, No. 142			
3. Date fiscal year ends:	4. Type of person:			
12-03	a. 🗆 Individual	b. 🗆 Partnership	c.XIX Corporation d. [] Other (Specify):	
B. Nature of Agreement or A	rrangement	**************************************		
5. Full name and address of em	ployer with whom made (inc	clude ZIP code):	6. Date entered into:	
A-del Construct	tion Company.	Inc.	8-13-03	
10 A-del Drive	<b>_</b>		7. Names of persons through whom made:	
Newark, DE 1970	02		Barry Baker, President	
ceeding.			n administrative or arbitral proceeding or a criminal or civil judicial pro	
9. Terms and conditions (Explain				
	tion or amount		with no formal written agreements o be pefformed. Fee schedule base	
C. Specific Activities to be P				
	ormational mee	tings to con	Dofinstructions): mpany employees relative to the he NLRB, and collective bargaining	
b. Period during which peri	omed: c	c. Extent performed:		
8-03/9-03	•	8-03		

d. Names and addresses of persons through whom performed: J. Hulsizer (Address as in #1 above)

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

a) All full time sheet metal workers, fabricators, and installers

b) Sheet Metal Workers International Union, Local 19

	and belief, tiple, corre		Marca morest or	idibilido to in una supost, tida ociati ozizita	ingo o'i intirentire	, to the obst of his
Signed:	11/10	7	President	Stored Michaelle Bullion	Secr	etary/Treasurer
(If other title	e cuoss out and write	in correct title above.)	CO	(If other little, cross out and write in corre	ct title above.)	
West	Caldwell	State NJ	Date 9-3-03	CHy at:West Caldwell	State NJ	<b>Date</b> 9-3-03
at: True	CUTMMCTT	-1-W	Dn: 3 2 2 2	lat:		on:

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

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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		
<ol> <li>Name and mailing address (</li> </ol>	nclude ZIP code):	2. Any other address where records necessary to verify this report are kept:
Sunbelt Organiza 759 Bloomfield . West Caldwell, 1		
3. Date liscal year ends: 1.2-03	4. Type of person:  a.   Individual   b.   Partr	nership c. Ø Corporation d. 🗆 Other (Specify):
B. Nature of Agreement or A	rrángement	
5. Full name and address of employer with whom made (include ZIP code):  Alcoa Engineered Products 1418 Walnut Grove Road		6. Date entered into: 8-4-03
		7. Names of persons through whom made:  Kerri Baxter, HR Manager

- Jonesborough, TN 37659

  8. Check the appropriate box to indicate whether an object of the activities undertaken, is directly or indirectly:
  - a. XI 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 B-9 of Instructions):

Company was employed on a per hour basis with no formal written agreements relative to duration or amount of hours to be performed. Fee schedule based on a per hour rate.

#### 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:

Presented informational meetings to company employees relative to the process of unionization, the role of the NLRB, and collective bargaining.

b. Period during which performed:	c. Extent performed:
8-03/9-03	8-03
d Names at 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	

d. Names and addresses of persons through whom performed:

B.A. Housel, P.A. List

(Address as in #1 above)

- 11. Identify (a) Subject employees, groups of employees, and (b) labor organizations:
- a) Production and maintenance workers
- b) International Union of Electronic Workers



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 ballet, true, correct, and complete.

Signed:	,	President	Signed Mille Burn	Secre	etary/ Treasurer
(If other title, cross out and write in co	rrect title above.	COO	(If other lifle, cross out and write in correct	title above.)	
7—Giy	State	Date	City	State	Date
at: West Caldwell	NJ	on:8-14-03	at: West Caldwell	NJ	on: 8-14-03

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12/31/AR

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c. 0322

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).

A. Person Filing		
Name and mailing address (include ZIP code): Sunbelt Organization Services, Inc. 759 Bloomfield Avenue, No. 142 Vest Caldwell, NJ 07006	2. Any other address where records necessary to verify this report are kep	
3. Date fiscal year ends:  4. Type of person:  a.  individual b.  Part	nership c. & Corporation d. 🗆 Other (Specify):	
12-03		
B. Nature of Agreement or Arrangement	): 6. Date entered into:	
B. Nature of Agreement or Arrangement  5. Full name and address of employer with whom made (include ZIP code)  Casella Waste Systems	6. Date entered into: 7-28-03	

- Check the appropriate box to indicate whether an object of the activities undertaken, is directly or indirectly;
  - a. (3) 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 pro-
- 9. Terms and conditions (Explain in detail; see Part B-9 of instructions):

Company was employed on a per hour basis with no formal written agreements relative to duration or amount of hours to be performed. Fee schedule based on a per hour rate.

#### C. Specific Activities to be Performed

- 10. For each activity, separately list in detail the information required (See Part C-10 of Instructions):
  - Presented informational meetings to company employees relative to the process of unionization, the role of the NLRB, and collective bargaining.

b. Period during which performed:	c. Extent performed:			
7-03/8-03	8-03			
d. Names and addresses of persons through whom performed:				

Juan Cruz, Luz Ceballos (Address as in #1 above)

- 11. identify (a) Subject employees, groups of employees, and (b) labor organizations:
- All full-time and regular part-time employees employed by the employer at it's Charlestown, Massachusetts, facility.
- United Food and Commercial Workers Union, Local 1445 b)
- 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.

Signed 1		President/			retary/reasurer
(If other title, cross out and write in co	prrect title above.)	COCIff other title, cross out and write in correct title		rrect title above.)	
City	State	Date	City	State	Date
at: West Caldwell	NJ	on: 8-14-01	Mest Caldwell	NJ	on: 8-14-03



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Under Section 203(b) of the Labor-Management Reporting and Disclosure Act of 1959, as amended (LMRDA).

OMB No. 1214-000 12/31/86

c. 0322

File No.

A. Person Filing				
Name and mailing address (include ZIP code):		2. Any other address where records necessary to verify this report are kept.		
	ation Services, Inc. Avenue, No. 142 NJ 07006			
Date fiscal year ends:	4. Type of person:	······································		
12-03	· a. 🗆 Individual · b. 🗅 Part	nership c. XD Corporation d. D Other (Specify);		
. Nature of Agreement or A	rrangement			
5. Full name and address of employer with whom made (include ZIP code):		): 6. Date entered into:		
<b>T</b>		10-15-03		
Bergen Transpo 348 Railroad A Hackensack, NJ	venue	7. Names of persons through whom made: Lynn Yablon, President/Owner		
. Check the appropriate box to	indicate whether an object of the activities	s undertaken, is directly or indirectly:		
	es to exercise or not to exercise, or persua apresentatives of their own choosing.	ade employees as to the manner of exercising, the right to organize and bargai		

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 pro-

Company was employed on a per hour basis with no formal written agreements relative to duration or amount of hours to be performed. Fee schedule

C. Specific Activities to be Performed

based on a per hour rate.

10. For each activity, separately list in detail the information required (See Part C-10 of instructions):

a. Nature of activity:

ceeding.

Presented informational meetings to company employees relative to the process of unionization, the role of the NLRB, and collective bargaining.

b. Period during which performed: c. Extent performed: 10-03/11-03 10 - 03

d. Names and addresses of persons through whom performed:

9. Terms and conditions (Explain in detail: See Part 8-9 of instructions):

B. Housel, J. Hulsizer (Address as in #1 Above)

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

All full-time and part-time EMT's, PAT's, and Dispatchers at Hackensack, New Jersey location.

International Brotherhood of Teamsters, Local 810 b)

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.

Signed:		President/	Signed: Michille Signer		etary/Tre <b>as</b> urer
(If other little, cross out and write in co	rrect title above.)	CUI	(If other title, cross out and write in corre	ct (Itle above.)	
City	State	Dale	City	State	Date
at: West Caldwell	NJ	_on: 11-6-01	at West Caldwell	NJ	on: 11-6-03