

FORM LM-20 AGREEMENT AND ACTIVITIES REPORT

For Official Use Only



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)

READ THE INSTRUCTIONS CAREFULLY BEFORE PREPARING THIS REPORT.

371216

1 File Number: C- 00323

Person Filing

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

Name **ROBERT L. MONSON**
Title **PRESIDENT**
Organization **PRODUCTIVITY IMPROVEMENT, INC**
P.O. Box, Bldg., Room No., if any **N/A**
Street **15678 CICERONE PATH**
City **ROSEMOUNT**
State **MINNESOTA** ZIP Code + 4 **55068**

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

Name **NONE**
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)

CALENDAR YEAR

Nature of Agreement or Arrangement

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

Name **WILLIAM BOWMAN**
Organization **BOWMAN TOOL & MACHINE, INC**
Trade Name, if any **N/A**
P.O. Box, Bldg., Room No., if any **N/A**
Street **1310 VALLEY HIGH DRIVE N.W.**
City **ROCHESTER**
State **MINNESOTA** ZIP Code + 4 **55901**

7. Date entered into

1 / 1 / 2008

8. Name of person(s) through whom made:

Name **WILLIAM BOWMAN**
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

Robert L. Monson

President
(If other title, see instructions)

Title **President**

14. Signed

N/A

Title **Treasurer**

Treasurer
(If other title, see instructions)

On

8-29-08

Date

651-423-3911
Telephone Number

On

Date

Telephone Number

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.):

FEEES RELATED TO A REPRESENTATION ELECTION -
NLRB RELATED. TOTAL FEES - \$3500. SEE
NEXT PAGES-3

Specific Activities to be Performed

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

a. Nature of activity:

INFORM EMPLOYEES AS TO THEIR RIGHTS UNDER
THE NLRA.

11.b. Period during which performed:

1-28-2004

11.c. Extent performed:

2-1.5 HOUR MEETINGS

11.d. Name and address through whom performed:

Name ROBERT L. MONSON

Organization PRODUCTIVITY IMPROVEMENT, INC

P.O. Box, Bldg., Room No., if any N/A

Street 15678 CICERO NE PATH

City ROSE MOUNT

State MINNESOTA

ZIP Code + 4 55068

Additional Name and address through whom performed, if any:

Name

N/A

Organization

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

Street

City

State

ZIP Code + 4

12.a. Identify subject groups of employees:

MACHINISTS

22

12.b. Identify subject labor organizations:

UNITED AUTO WORKERS
UNION

REGION 4

**PRODUCTIVITY
IMPROVEMENT,
INC.**

Consultants to Management

15678 Cicerone Path

Rosemount, MN 55068

Phone: 800-766-0743

www.productivity-improvement.com

January 22, 2004

To: Mr. William D. Bowman – President
Bowman Tool & Machine, Inc.
1310 Valley High Drive N.W.
Rochester, MN 55901

From: Robert L. Monson

Subject: Statement of Understanding

\$	7,000.00	Election consulting – Bowman & UAW
-	3,500.00	Retainer.
\$	3,500.00	Balance due on election date providing the company wins the election or on union withdrawal date.

Note: Above costs do not include work for charges filed by the union if any or objections to the election filed by the union if any.
Mileage expense is billed at .40 per mile.

Robert L. Monson

BILLING SUMMARY

Amount	Description
\$ 3,500.00	Balance – See attached Statement of Understanding 1-22-2004
2,625.00	Consulting related to objections to election 18-RC-17208
52.00	Mileage 1-28-2004 130 mi. x .40
24.00	Mileage 3-16-2004 60 mi. x .40
\$ 6,201.00	Balance Due

NOT
PAID

**PRODUCTIVITY
IMPROVEMENT,
INC.**

Consultants to Management

15678 Cicerone Path

Rosemount, MN 55068

Phone: 800-766-0743

www.productivity-improvement.com

October 1, 2004

Mr. William D. Bowman – President
Bowman Tool & Machine, Inc.
1310 Valley High Drive N.W.
Rochester, MN 55901

BILLING SUMMARY

Amount	Description
\$ 6,201.00	Previous Balance Since 4-15-2004
- 6,201.00	Bad Debt Write Off
None	Balance Due

NOTE:

Bill Bowman:

I thought you had the decency and courage to answer or return my telephone calls, but I guess I was wrong.

Bob Monson