

OMB No. 1214-0001  
02/29/93

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.

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. 469

**A. Person Filing**

1. Name and mailing address (Include ZIP code):

Peter R. Kraft, Esq.  
Kraft & Bates  
10 Moulton St., Portland, ME 04101

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

N/A

3. Date fiscal year ends:

12-31-01

4. Type of person:

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):

Hudson RPM  
10 Southgate Road  
Scarborough, ME 04074

6. Date entered into:

03/30/01

7. Names of persons through whom made:

Ralph Bartholomew

8. 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 or exercising, the right to organize collectively through representatives of their own choosing.
- b. ☐ To supply and 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):

A verbal agreement to help management explain to employees their Section 7(a) rights to either join and maintain their union membership - representation, or choose to refrain from doing so.

**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 one or more meetings with employees, both mandatory and voluntary, to discuss more specifically employees' Section 7(a) rights consistent with response to #9 above.

b. Period during which performed:

03/30/01 through 10/11/01

c. Extent performed:

Held meetings with employees.

d. Names and addresses of persons through whom performed:

Peter R. Kraft, Esq.  
Kraft & Bates, 10 Moulton St., Portland, ME 04101

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

A) All full-time and regular part-time drivers and mechanics who work at least 2 days per week and at least 16 hours per week employed by the Employer at its 10 Southgate Road, Scarborough, Maine premises who were employed during the payroll period ending September 1, 2001, but excluding office clerical employees, (over)

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:

Peter R. Kraft, Esq.

President

Signed:

Ralph Bartholomew

Treasurer

(If other title, cross out and write in correct title above.)

(If other title, cross out and write in correct title above.)

City  
at: PortlandState  
MEDate  
on: 9/24/01

City

State

Date

at:

on:

Public reporting burden for this collection of information is estimated to average 20 minutes per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing this burden, to the Office of Labor Management Standards, Department of Labor, Room N5625, 200 Constitution Avenue, N.W., Wash., D.C. 20210; and to the Office of Management and Budget, Paperwork Reduction Project (1214-0001), Wash., D.C. 20503.

Form LM-20  
(Feb. 1990)

# Agreement and Activities Report

## U.S. Department of Labor Office of Labor-Management Standards



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OMB No. 1214-0001  
02/29/93

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File No.

C. 469

### A. Person Filing

1. Name and mailing address (Include ZIP code):

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

Peter R. Kraft, Esq.

N/A

Kraft & Bates

10 Moulton St., Portland, ME 04101

3. Date fiscal year ends:

4. Type of person:

12-31-01

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:

UniFirst Corporation

07/25/01

68 Jonspin Road

Wilmington, MA 01887

7. Names of persons through whom made:

Ronald D. Croatti

8. 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 or exercising, the right to organize collectively through representatives of their own choosing.

b. ☐ To supply and 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):

A verbal agreement to help management explain to employees their Section 7(a) rights to either join and maintain their union membership - representation, or choose to refrain from doing so.

### 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 one or more meetings with employees, both mandatory and voluntary, to discuss more specifically employees' Section 7(a) rights consistent with response to #9 above.

b. Period during which performed:

07/25/01 through (not yet scheduled)

c. Extent performed:

Held meetings with employees.

d. Names and addresses of persons through whom performed:

Peter R. Kraft, Esq.

Kraft & Bates, 10 Moulton St., Portland, ME 04101

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

A) All production and maintenance employees employed by UniFirst Corporation at its 200 North Sam Houston Road, Mesquite, Texas facility, but excluding all other employees including office clericals, plant clericals, professional and technical employees, salesperson, guards, and supervisors, as defined by the Act.

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:

Peter R. Kraft, Esq.

President

Signed:

Ronald D. Croatti

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  
at: Portland ME 9/24/01

City State Date  
at: 01

Public reporting burden for this collection of information is estimated to average 20 minutes per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing this burden, to the Office of Labor Management Standards, Department of Labor, Room N5625, 200 Constitution Avenue, N.W., Wash., D.C. 20210; and to the Office of Management and Budget, Paperwork Reduction Project (1214-0001), Wash., D.C. 20503.

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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. 469

### A. Person Filing

1. Name and mailing address (Include ZIP code): Peter R. Kraft, Esq. Kraft & Bates 10 Moulton St., Portland, ME 04101	2. Any other address where records necessary to verify this report are kept  N/A
3. Date fiscal year ends: 12-31-01	4. Type of person: a. <input type="checkbox"/> Individual b. <input type="checkbox"/> Partnership c. <input checked="" type="checkbox"/> Corporation d. <input type="checkbox"/> Other (Specify):

### B. Nature of Agreement or Arrangement

5. Full name and address of employer with whom made (Include ZIP code): Hudson RPM 10 Southgate Road Scarborough, ME 04074	6. Date entered into: 3/13/01
7. Names of persons through whom made: Ralph Bartholomew	

### 8. 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 or exercising, the right to organize collectively through representatives of their own choosing.
- b. ☐ To supply and 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):

A verbal agreement to help management explain to employees their Section 7(a) rights to either join and maintain their union membership - representation, or choose to refrain from doing so.

### 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 one or more meetings with employees, both mandatory and voluntary, to discuss more specifically employees' Section 7(a) rights consistent with response to #9 above.

b. Period during which performed: 3/13/01 thru (not yet scheduled)	c. Extent performed: Held meetings with employees.
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d. Names and addresses of persons through whom performed:  
Peter R. Kraft, Esq.  
Kraft & Bates, 10 Moulton St., Portland, ME 04101



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

A) All full-time and part-time employees in the following classifications: drivers and mechanics, employed by the Employer at its Scarborough, Maine facility and excluding office clerical, supervisors, and guards as defined in the Act.

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: <i>Peter R. Kraft</i> Peter R. Kraft President	Signed: _____ Treasurer
(If other title, cross out and write in correct title above.)	(If other title, cross out and write in correct title above.)
City: Portland State: ME Date: 3-20-01	City: _____ State: _____ Date: _____

Public reporting burden for this collection of information is estimated to average 20 minutes per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing this burden, to the Office of Labor Management Standards, Department of Labor, Room N5625, 200 Constitution Avenue, N.W., Wash., D.C. 20210; and to the Office of Management and Budget, Paperwork Reduction Project (1214-0001), Wash., D.C. 20503.



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File No. C. 469

### A. Person Filing

1. Name and mailing address (Include ZIP code): Peter R. Kraft, Esq. Kraft & Bates 10 Moulton St., Portland, ME 04101	2. Any other address where records necessary to verify this report are kept N/A
3. Date fiscal year ends: 12-31-01	4. Type of person: a. <input type="checkbox"/> Individual b. <input type="checkbox"/> Partnership c. <input checked="" type="checkbox"/> Corporation d. <input type="checkbox"/> Other (Specify):

### B. Nature of Agreement or Arrangement

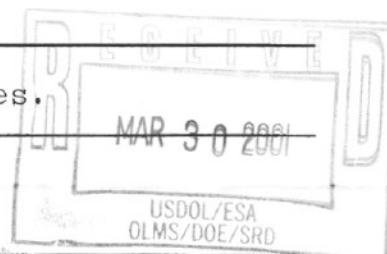
5. Full name and address of employer with whom made (Include ZIP code): UniFirst Corporation 68 Jonspin Road Wilmington, MA 01887	6. Date entered into: 1/11/01
7. Names of persons through whom made: Ronald D. Croatti	
8. Check the appropriate box to indicate whether an object of the activities undertaken, is directly or indirectly: a. <input checked="" type="checkbox"/> To persuade employees to exercise or not to exercise, or persuade employees as to the manner or exercising, the right to organize collectively through representatives of their own choosing. b. <input type="checkbox"/> To supply and 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):

A verbal agreement to help management explain to employees their Section 7(a) rights to either join and maintain their union membership - representation, or choose to refrain from doing so.

### 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 one or more meetings with employees, both mandatory and voluntary, to discuss more specifically employees' Section 7(a) rights consistent with response to #9 above.	
b. Period during which performed: 1/11/01 thru 3/8/01 (petition withdrawn)	c. Extent performed: Held meetings with employees.
d. Names and addresses of persons through whom performed: Peter R. Kraft, Esq. Kraft & Bates, 10 Moulton St., Portland, ME 04101	



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

A) All production and maintenance employees employed by UniFirst at its Mesquite, Texas facility and excluding all other employees, including office clericals, plant clericals, professional and technical employees, salespersons and guards and supervisors as defined in the Act.

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: <i>Peter R. Kraft</i> Peter R. Kraft President	Signed: _____ Treasurer
(If other title, cross out and write in correct title above.)	(If other title, cross out and write in correct title above.)
City: Portland State: ME Date: 3-20-01	City: _____ State: _____ Date: _____

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### A. Person Filing

1. Name and mailing address (Include ZIP code): Peter R. Kraft, Esq. Kraft & Bates 10 Moulton St., Portland ME 04101	2. Any other address where records necessary to verify this report are kept:  N/A
3. Date fiscal year ends: 12-31-01	4. Type of person: a. <input type="checkbox"/> Individual b. <input type="checkbox"/> Partnership c. <input checked="" type="checkbox"/> Corporation d. <input type="checkbox"/> Other (Specify):

### B. Nature of Agreement or Arrangement

5. Full name and address of employer with whom made (Include ZIP code): UniFirst Corporation 68 Jonspin Rd. Wilmington, MA 01887	6. Date entered into: 3/7/01
7. Names of persons through whom made: Ronald D. Croatti	
8. Check the appropriate box to indicate whether an object of the activities undertaken, is directly or indirectly: a. <input checked="" type="checkbox"/> To persuade employees to exercise or not to exercise, or persuade employees as to the manner or exercising, the right to organize collectively through representatives of their own choosing. b. <input type="checkbox"/> To supply and 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): A verbal agreement to help management explain to employees their Section 7(a) rights to either join and maintain their union membership - representation, or choose to refrain from doing so.	

### 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 one or more meetings with employees, both mandatory and voluntary, to discuss more specifically employees' Section 7(a) rights consistent with response to #9 above.

b. Period during which performed: 3-7-01 thru (not yet scheduled)	c. Extent performed: Held meetings with employees.
d. Names and addresses of persons through whom performed: Peter R. Kraft, Esq. Kraft & Bates, 10 Moulton St., Portland, ME 04101	



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

A) All full-time and regular part-time route sales representatives, drivers, shuttle driver and route supervisor employed by the Employer at its E. Providence, Rhode Island facility, but excluding all other employees, professional sales employees, warehouse employees, maintenance employees,

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: Peter R. Kraft President	Signed: <i>[Signature]</i> Treasurer
(If other title, cross out and write in correct title above.)	(If other title, cross out and write in correct title above.)
City: Portland State: ME Date: 3/20/01	City: State: Date:

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