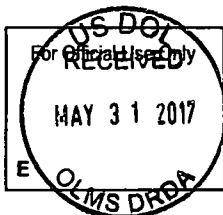


FORM LM-20

AGREEMENT AND ACTIVITIES REPORT

Form approved
Office of Management
and Budget
No. 1245-0003
Expires 03-31-2019



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.

649364

1. File Number:

C-

67719

Person Filing

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

Name
Title
Organization
P.O. Box, Bldg., Room No., if any
Street
City
State

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

Name
Title
Organization
P.O. Box, Bldg., Room No., if any
Street
City
State ZIP Code + 4

4. Date fiscal year ends:

/

5. Type of person:

a. ☐ Individual b. ☐ Partnership c. ☒ Corporation d. ☐ Other (Specify):

Nature of Agreement or Arrangement

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

Name
Organization
Trade Name, if any
P.O. Box, Bldg., Room No., if any
Street
City
State

7. Date entered into:

/ /

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

Name
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

President
(If other title, see
instructions)

Title

On

Date

Telephone Number

14. Signed

Treasurer
(If other title, see
instructions)

Title

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.):

Per letter agreement dated May 1, 2017, a copy of which is attached, Laurel Labor Advisors was retained for the purpose of conducting three information meetings with the staff of the Vida Charter School. The meetings were held on the premises of the school in Gettysburg, PA. The fee was \$10,000.

Specific Activities to be Performed

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

a. Nature of activity:

Laurel Labor Advisors was retained to conduct three one hour information meetings with the staff of the Vida Charter School for the purpose of persuading the staff not to vote for the union.

11.b. Period during which performed:

May 3, May 10 and May 17, 2017

11.c. Extent performed:

Completed

11.d. Name and address through whom performed:

Name Martha Davis

Organization Vida Charter School

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

Street 120 East Broadway

City Gettysburg

State Pennsylvania ZIP Code + 4 17325-1512

Additional Name and address through whom performed, if any:

Name

Organization

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

Street

City

State

ZIP Code + 4

12.a. Identify subject groups of employees:

Staff including teachers, teaching assistants, nurse and clerical.

12.b. Identify subject labor organizations:

Vida Education Association & Support Professional, PSEA/NEA

Laurel Labor Advisors LLC

Advisors to Management in Labor Relations Matters

May 1, 2017

Ms. Martha Davis
Executive Director
Vida Charter School
120 East Broadway
Gettysburg, PA 17325-1512

Re: National Labor Relations Board (NLRB) Petition Number 05-RC-197557 filed April 26, 2017
by the Vida Education and Support Professionals PSEA/NEA

Dear Ms. Davis,

I am writing in follow up to our recent conversations and exchange of emails about the above petition and your invitation to Laurel Labor Advisors (Laurel) to submit a proposal to assist you and your labor counsel to respond to this petition. Please accept this letter as our proposal to outline how we may be of assistance.

BACKGROUND

As we discussed, once a formal election date is set by the NLRB, Vida Charter School (Vida) will have a finite amount of time to create and implement a campaign to inform Vida's professionals about the consequences of joining a union. We recognize that the formal voting unit has yet to be defined but for the purposes of this letter we are using the term "professionals" to mean the final voting unit however that is ultimately constituted given that it will most include teaching professionals.

Procedural changes in 2015 to the NLRB's rules governing the process by which union elections take place have had the effect of considerably shortening the time between the filing of a petition by a union to the actual election date. As a consequence, any information campaign must proceed with urgency.

WHAT WE WILL PROVIDE

We agreed for a variety of reasons that it will only be possible to conduct three information meetings each of which is to be attended by all professionals. An additional constraint on the meeting structure is that the contract terms between Vida and each professional will only permit mandatory attendance at a one hour meeting as a part of your usual Wednesday meetings.

The topics we will cover in these three meetings will include but not be limited to the following:

- The background and history of the National Labor Relations Act
- The function of the NLRB
- The date of the election, balloting process, importance of voting and how voted are counted
- What happens when unions are voted in and the changed relationship between employer and employees
- How unions work, how are they financed, how they spend their money, how they operate during a campaign and specific information about the union seeking to represent Vida's professional
- What does a union election actually decide
- The collective bargain process
- Strikes, lockouts, impasses and replacement workers

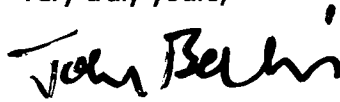
Attending each meeting will be at least two Laurel consultants. In our usual practice one consultant makes the formal presentation while the other takes notes and makes observations about how the presentation is being received. This permits us to provide you with a climate survey in real time. In addition we provide you with a daily written summary of the day's activities including concerns articulated by the professionals as well as issues that need to be addressed. Of course, we respond to questions and requests for additional information.

PROFESSIONAL FEE AND EXPENSES

We propose a fee of \$10,000 for the services outlined above. In addition we request that our reasonable expenses be reimbursed at cost as incurred. We also adhere to the expense reimbursement guidelines of our clients. Finally, we understand that your budget cycle precludes Vida from paying our professional fees until after June 1, 2017. We will submit an invoice at that time.

Thank you for the opportunity to work with you on this critical initiative. We appreciate your confidence in us.

Very truly yours,



John Bellis
Principal

Accepted by:

Date:



Martha Davis
Executive Director

5/3/2017