b) Teamsters, Local 107

U.S. Department of Labor

Office of Labor-Manageme



12/31/86

OMB No. 1214-0001 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. File No. C. Under Section 203(b) of the Labor-Management Reporting and Disclosure Act of 1959, as amended (LMRDA). -0322SOOL A. Person Filing Received Name and mailing address (include ZIP code): Any other address where records necessary to verify this report are kept: UCT 17 '00 Sunbelt Organization Services, Inc. 8711 East Pinnacle Peak Road, #287 Suite F-110 Scottsdale, Arizona 85255 Date fiscal year ends: c. & Corporation a.

Individual b. D Partnership d. Other (Specify): 12-00 B. Nature of Agreement or Arrangement 5. Full name and address of employer with whom made (include ZIP code): Date entered into: 9-20-00 Waste Management 7. Names of persons through whom made: 1224 Hayes Boulevard Bristol, PA 19007 Bernie McHugh 8. Check the appropriate box to indicate whether an object of the activities undertaken, is directly or indirectly: 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. 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: 9-00/10-00 9-00 d. Names and addresses of persons through whom performed: M. G. Gibbons (Address as in #1 above) 11. Identify (a) Subject employees, groups of employees, and (b) labor organizations: a) All commercial trash haulers/full time 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	di de Ch	W/ CH	nairman/CEO	Signed: Jane M. 10	Verheit	Secretary/ 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	City	State	Date
at:	Scottsdale	Arizona	on: 10-6-00	at: Scottsdale	Arizona	on: 10-6-00

Agreement and Activities Rep

U.S. Department of Labor

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Required of Persons, including Labor Relations Consultants and Other Individuals and Organizations. File No. C. -0322Under Section 203(b) of the Labor-Management Reporting and Disclosure Act of 1959, as amended (LMRDA). A. Person Filing 1. Name and mailing address (include ZIP code): 2. Any other address where records necessary to verify this report are kept: Sunbelt Organization Services, Inc. 8711 East Pinnacle Peak Road, #287 Suite F-110 Scottsdale, Arizona 85255 3. Date fiscal year ends: 4. Type of person: c. A Corporation b. D Partnership d.

Other (Specify): a.

Individual 12-00 B. Nature of Agreement or Arrangement 5. Full name and address of employer with whom made (include ZIP code): 6. Date entered into: 9-25-00 Waste Management, c/o 7. Names of persons through whom made: 1224 Hayes Boulevard Bristol, PA 19007 Bernie McHugh 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 of exercising, the right to organize and bargain collectively through representatives of their own choosing. b. \Box 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 only regarding NLRA and the process for groups of employees where a petition has not been filed; no evidence of card signing.

b. Period during which performed: c. Extent performed: 9-00/10-00 9-00 d. Names and addresses of persons through whom performed: 3 0 2000 M. G. Gibbons (Address as in #1 above) USDOL/ESA 11. Identify (a) Subject employees, groups of employees, and (b) labor organizations:

- a) Employees at 3 Waste Management facility locations: The Forge @ Phil., PA; Delaware Valley-South @ Primos, PA; and Philadelphia Transfer @ Phil., PA b) No union(s)

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.

Sign	de Maria	elle C	hairman/CEO President	Signed: June M.	Herhert	Secretary/	
(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	City	State	Date	
at:	Scottsdale	Arizona	on: 10-23-00	at: Scottsdale	Arizona	on: 10-23-00	

Ageement and Activities Report

City

Scottsdale

State

Arizona

Date

on: 10-6-00 at:

City

Scottsdale

U.S. Department of Labor

Office of Labor-Manageme



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 Under Section 203(b) of the Labor-Ma	Relations Consultants and Other Indivi- inagement Reporting and Disclosure A	duals and Organizations, act of 1959, as amended (LMRDA	File No.	c. -0322
A. Person Filing		2001/	23	
1. Name and mailing address (inclu	de ZIP code):	2. Any other address where	records necessary to	verify this report are kept:
Sunbelt Organizat	ion Services, Inc.			
8711 East Pinnacl	e Peak Road, #287	OCT 1.7	:00	
Suite F-110		\	/	
Scottsdale, Arizo		Q P-8	1989/	
Date fiscal year ends:	4. Type of person:	20000	and the second	
12-00	a. 🗆 Individual b. 🗆 Par	rtnership c. 🟝 Corporatio	on d. 🗆 Other (Specify):
B. Nature of Agreement or Arran				
5. Full name and address of employ	er with whom made (include ZIP code	e): 6. Date entered	d into: 9-25-00	
Catelli Brothers				
50 Ferry Avenue		Names of pe	ersons through whom	made:
Collingswood, NJ	08108	Antho	ny Catelli	, Jr.
8. Check the appropriate box to ind	cate whether an object of the activiti	es undertaken, is directly or indir	rectly:	
	o exercise or not to exercise, or person sentatives of their own choosing.	uade employees as to the manne	er of exercising, the ri	ght to organize and bargain
 To supply an employer with ing such employer, excepting. 	th information concerning the activitient information for use solely in conjunc	es of employees or a labor organ tion with an administrative or art	ization in connection bitral proceeding or a	with a labor dispute involv- criminal or civil judicial pro-
9. Terms and conditions (Explain in	detail: see Part R-9 of instructions):			
Company was employed relative to durat on a per hour rat	oyed on a per hour ion or amount of ho	basis with no sours to be perfo	formal writ ormed. Fee	tten agreements schedule based
C. Specific Activities to be Perfo		- D- + O +O - +(i+)		
	t in detail the information required (Se	e Part C-10 of instructions).		
a. Nature of activity:				
Presented informa of unionization,	tional meetings to the role of the NL	company employed RB, and collect	es relative ive bargai:	to the process
 b. Period during which perform 	ed: c. Extent perf	formed:		
9-00/10	-00		9-00	
			prantice C C	A 100 12 100 1
d. Names and addresses of per	sons through whom performed:		0 8 6	UVBINI
P. A. List & M. G	. Gibbons (Address	es as in #1 abo	OCT 3 (2000
11. Identify (a) Subject employees,	groups of employees, and (b) labor or	roanizations:	TITI 001 0 (7 2000
	t-time production		USDOL/ OLMS/DO	
b) Teamsters, Loc	al 676		ordeniserability of approximate and a second department of the second d	
D. Verification and Signature. The termation in this report, including all knowledge and belief, true, correct,				
Signed:	Chairman/CE		n. Kecher	æ Secretary,
(If other title, cross out and write in o		(If other title, cross out and w	rite in correct title abo	

Date

on: 10-6-00

State