




This report is mandatory under P.L. 95-257 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  
12/31/06

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. 483

**A. Person Filing**

1. Name and mailing address (include ZIP code):  <b>CRUZ &amp; ASSOCIATES, INC. 10001 TRADEMARK #C RANCHO CUCAMONGA, CA 91730</b>		2. Any other address where records necessary to verify this report are kept:  	
3. Date fiscal year ends: <b>12/31/03</b>	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): <b>Goodman Cooling Plant 6900 Overmayer Houston, TX 77008</b>		6. Date entered into: <b>03/04/03</b>
		7. Names of persons through whom made: <b>Donald King</b>
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 of exercising, the right to organize and bargain collectively through representatives of their own choosing. b. <input type="checkbox"/> 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):  <b>Hold employee meetings to inform their section (7) rights and to answer questions pertaining to the union, using NLRB Documents and Union Documents for questions and answers.</b>		

**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: <b>Hold employee meetings in small groups to inform them on Unions.</b>		
b. Period during which performed: <b>On going</b>	c. Extent performed: <b>Held meetings with employees</b>	
d. Names and addresses of persons through whom performed:  <b>L. Cruz, F. Rivera, J. Castillo, N. Troung, J. Henderson, D. Valdez, J. Negroni, J. Cruz</b>		

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

**Sheet Metal Workers Local 54**



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: 	CEO 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	State	Date	City    State    Date
<b>RANCHO CUCAMONGA, CA</b>		on: <b>4/03/03</b>	at: _____ on: _____



This report is mandatory under P.L. 86-237 as amended. Failure to comply may result in criminal prosecution, fines and civil penalties as provided by 29 U.S.C. 436, 440.

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. 483

A. Person Filing

1. Name and mailing address (include ZIP code):  <b>CRUZ &amp; ASSOCIATES, INC. 10201 TRADEMARK #C RANCHO CUCAMONGA, CA 91730</b>		2. Any other address where records necessary to verify this report are kept:	
3. Data fiscal year ends: <b>12/31/03</b>	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): <b>Waste Management - Napa 1001 Farris Suite 4000 Houston, TX 77001</b>		6. Date entered into: <b>04/22/2003</b>
		7. Names of persons through whom made: <b>Mark Schwartz</b>

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.  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):

**Hold employee meetings to inform their section (7) rights and to answer questions pertaining to the union, using NLRB Documents and Union Documents for questions and answers.**

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:  
**Hold employee meetings in small groups to inform them on Unions.**

b. Period during which performed: <b>On going</b>	c. Extent performed: <b>Held meetings with employees.</b>
d. Names and addresses of persons through whom performed: <b>Billy Medrano</b>	

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

**IBT Local 490**



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>[Signature]</i> CEO 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: _____ State: _____ Date: <b>05/23/03</b>	City: _____ State: _____ Date: _____
a. <b>RANCHO CUCAMONGA, CA</b>	at: _____

Agreement and Activities Report

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



This report is mandatory under P.L. 85-257 as amended. Failure to comply may result in criminal prosecution, fines and civil penalties as provided by 29 U.S.C. 435, 440.

OMB No. 1214-0051  
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. 0483
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A. Person Filing

1. Name and mailing address (include ZIP code):  <b>CRUZ &amp; ASSOCIATES, INC. 10201 TRADEMARK, INC RANCHO CUCAMONGA, CA 91730</b>	2. Any other address where records necessary to verify this report are kept:
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3. Date fiscal year ends: <b>12/31/03</b>	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):
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B. Nature of Agreement or Arrangement

5. Full name and address of employer with whom made (include ZIP code): <b>Browning-Ferris Industries - Sylmar, CA 15880 N. Greenway-Hayden Loop, Suite 100 Phoenix, AZ 85260</b>	6. Date entered into: <b>06/20/03</b>
	7. Names of persons through whom made: <b>Frank Kiesler</b>

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.  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):

**Hold employee meetings to inform their section (7) rights and to answer questions pertaining to the union, using NLRB Documents and Union Documents for questions and answers.**

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:  
**Hold employee meetings in small groups to inform them on Unions.**

b. Period during which performed: <b>On going</b>	c. Extent performed: <b>Held meetings with employees.</b>
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d. Names and addresses of persons through whom performed:

**Daryl Valdez**

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

**Operating Engineers Local 12**



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>Jorge Cruz</i> (If other title, cross out and write in correct title above.) City State Date at: RANCHO CUCAMONGA, CA on: 07/21/03	CEO President	Signed: _____ (If other title, cross out and write in correct title above.) City State Date on:	Treasurer
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Agreement and Activities Report

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. 459, 449.

OMB No. 1214-0001  
12/31/96

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. 483

A. Person Filing

1. Name and mailing address (include ZIP code):  <b>CRUZ &amp; ASSOCIATES, INC. 10001 TRADEMARK #C RANCHO CUCAMONGA, CA 91730</b>	2. Any other address where records necessary to verify this report are kept:
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3. Date fiscal year ends: <b>12/31/03</b>	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):
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B. Nature of Agreement or Arrangement

5. Full name and address of employer with whom made (include ZIP code): <b>Gardner Rail Services One Centerpointe Drive, Suite 200 Lake Oswego, OR 97035</b>	6. Date entered into: <b>04/24/2003</b>
	7. Names of persons through whom made: <b>Tim Stockey</b>

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.  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 8-9 of instructions):

**Hold employee meetings to inform their section (7) rights and to answer questions pertaining to the union, using NLRB Documents and Union Documents for questions and answers.**

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:  
**Hold employee meetings in small groups to inform them on Unions.**

b. Period during which performed: <b>On going</b>	c. Extent performed: <b>Held meetings with employees.</b>
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d. Names and addresses of persons through whom performed:  
**Daryl Valdez**

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

**IAM**



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>[Signature]</i> CEO President	Signed:  Treasurer
(If other title, cross out and write in correct title above.) City State Date at: <b>RANCHO CUCAMONGA, CA on 05/23/03 at:</b>	(If other title, cross out and write in correct title above.) City State Date on:

Agreement and Activities Report

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. 436, 446.

OMB No. 1214-0001 12-31-88

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. 483

A. Person Filing

1. Name and mailing address (include ZIP code): CRUZ & ASSOCIATES, INC. 10201 TRADEMARK, INC. RANCHO CUCAMONGA, CA. 91730

3. Date fiscal year ends: 12/31/03 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): Bend Cable 63090 Sherman Road Bend, Oregon 97701 6. Date entered into: 04/14/03 7. Names of persons through whom made: William P. Morton

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. 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): Hold employee meetings to inform their section (7) rights and to answer questions pertaining to the union, using NLRB Documents and Union Documents for questions and answers.

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: Hold employee meetings in small groups to inform them on Unions. b. Period during which performed: On going c. Extent performed: Held meetings with employees.

d. Names and addresses of persons through whom performed: Daryl Valdez



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

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: [Signature] CEO President Signed: [Signature] Treasurer City: RANCHO CUCAMONGA, CA State: CA Date: 05/14/03 at: on. Form 1214-0001 12-31-88