

Agreement and Activities Report

U.S. Department of Labor

Office of Labor-Management Standards



This report is mandatory under P.L. 86-287 as amended. Failure to comply may result in criminal prosecution, fines and civil penalties as provided by 29 U.S.C. 436, 449.

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): CRUZ & ASSOCIATES, INC. 10201 TRADEMARK, #C RANCHO CUCAMONGA, CA 91730	2. Any other address where records necessary to verify this report are kept:
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3. Data fiscal year ends: 12/31/03	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): Hunting Hilton 598 Broadhollow Road Melville, N.Y. 11747	6. Date entered into: 01/13/03
	7. Names of persons through whom made: Barbara Cook

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 THEM OF THEIR SECTION (7) RIGHTS AND TO ANSWER QUESTIONS PERTAINING TO THE UNIONS, USING NLRB DOCUMENTS AND UNION DOCUMENTS FOR QUESTION AND ANSWER.

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 EMPLOYEE MEETINGS IN SMALL GROUPS TO INFORM THEM ON UNIONS.

b. Period during which performed:
1/13/03

c. Extent performed:
BY PHONE MEETING WITH EMPLOYEES

d. Names and addresses of persons through whom performed:
Lupe Cruz, Luz Ceballos, Judy Castillo, John Negroni

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

RWDSU, UPCW, Local 1102



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: RANCHO CUCAMONGA, CA State: CA Date: 1/13/03	(If other title, cross out and write in correct title above.) City: _____ State: _____ Date: _____

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, 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 1969, as amended (LMRDA).

File No.	C. 0483
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A. Person Filing

1. Name and mailing address (include ZIP code): CRUZ & ASSOCIATES, INC. 10201 TRADEMARK, #C RANCHO CUCAMONGA, CA 91730	2. Any other address where records necessary to verify this report are kept:
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3. Date fiscal year ends: 12-31-03	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): Quietflex Manufacturing Company 4518 Britmore Houston TX 77041	6. Date entered into: 02/1/03
	7. Names of persons through whom made: Dan Daniel

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.
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d. Names and addresses of persons through whom performed:
Carlos Ortiz, Tim Lee, Lupe Cruz, John Henderson, Luz Ceballos, Rafael Igoa

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

Sheet Metal Workers Union Local 54



D. Verification and Signatures. 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>Lupe Cruz</i> (If other title, cross out and write in correct title above.) City: _____ State: _____ Date: _____	CEO President Signed: _____ (If other title, cross out and write in correct title above.) City: _____ State: _____ Date: _____	Treasurer: _____ (If other title, cross out and write in correct title above.) City: _____ State: _____ Date: _____
a. RANCHO CUCAMONGA, CA	on 3/18/03	at _____

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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): CRUZ & ASSOCIATES, INC. 10201 TRADEMARK, #C RANCHO CUCAMONGA, CA 91730		2. Any other address where records necessary to verify this report are kept:	
3. Date fiscal year ends: 12-31-03	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): Firth-Robson Viking 1 Erik Circle Verdi, NV 89439		6. Date entered into: 02-27-03
		7. Names of persons through whom made: Bill Cotton

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 THEM OF THEIR SECTION (7) RIGHTS AND TO ANSWER QUESTIONS PERTAINING TO THE UNIONS, USING NLRB DOCUMENTS AND UNION DOCUMENTS FOR QUESTION AND ANSWER.

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 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:

Greg Passant

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

Iron Workers Local 790

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: 03-28-03		(If other title, cross out and write in correct title above.) City: _____ State: _____ Date: _____	
at: RANCHO CUCAMONGA, CA		on: _____	

