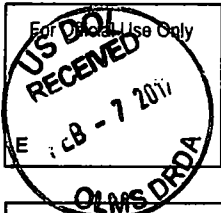


# FORM LM-20 AGREEMENT AND ACTIVITIES REPORT



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)

632557  
**READ THE INSTRUCTIONS CAREFULLY BEFORE PREPARING THIS REPORT.**

1. File Number: C- 00483

<b>Person Filing</b>	
2. Name and mailing address (include ZIP Code): Name [ ] [ ] [ ] Title [ ] Organization Cruz & Associates P.O. Box, Bldg., Room No., if any 1831 Street [ ] City Upland State California ZIP Code + 4 91785	3. Any other address where records necessary to verify this report are kept: Name N/A [ ] [ ] [ ] Title [ ] Organization [ ] P.O. Box, Bldg., Room No., if any [ ] Street [ ] City [ ] State [ ] ZIP Code + 4 [ ]
4. Date fiscal year ends: Dec / 31	5. 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</b>	
6. Full name and address of employer with whom made (include ZIP Code): Name Oscar Garcia Organization Norcal Beverage Trade Name, if any [ ] P.O. Box, Bldg., Room No., if any [ ] Street 1226 N Olive St City Anaheim State California ZIP Code + 4 92801	7. Date entered into: 6 / 13 / 2016 8. Name of person(s) through whom made: Name NA [ ] [ ] [ ] 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 <u>Lupe Cob</u> Title President On 1-9-2017 Date 909-980-8736 Telephone Number	14. Signed _____ 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.):

Hourly rate plus reimbursed expenses.

**Specific Activities to be Performed**

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

a. Nature of activity:

Held employee meetings to inform employees of their Section 7 rights and answer questions using the NLRB documents.

<p>11.b. Period during which performed:</p> <p>Ongoing</p>	<p>11.c. Extent performed:</p> <p>NA</p>
<p>11.d. Name and address through whom performed:</p> <p>Name Greg <input type="checkbox"/> Passant</p> <p>Organization Cruz &amp; Associates</p> <p>P.O. Box, Bldg., Room No., if any 1831</p> <p>Street</p> <p>City Upland</p> <p>State California <input type="checkbox"/> ZIP Code + 4 91785</p>	<p>Additional Name and address through whom performed, if any:</p> <p>Name Juan <input type="checkbox"/> Cruz</p> <p>Organization Reconnect Consulting</p> <p>P.O. Box, Bldg., Room No., if any</p> <p>Street 29450 Highland Blvd</p> <p>City Moreno</p> <p>State California <input type="checkbox"/> ZIP Code + 4 92555</p>

<p>12.a. Identify subject groups of employees:</p> <p>IAMAW district lodge W24</p>	<p>12.b. Identify subject labor organizations:</p> <p>Warehouse workers</p>
--	---

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.):

Hourly rate plus reimbursed expenses.

**Specific Activities to be Performed**

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

a. Nature of activity:

Held employee meetings to inform employees of their Section 7 rights and answer questions using the NLRB documents.

<p>11.b. Period during which performed:</p> <p>Ongoing</p>	<p>11.c. Extent performed:</p> <p>NA</p>
<p>11.d. Name and address through whom performed:</p> <p>Name Jose Palacios</p> <p>Organization Trident Labor Solutions</p> <p>P.O. Box, Bldg., Room No., if any</p> <p>Street 5655 Vineland Ave</p> <p>City North Hollywood</p> <p>State California ZIP Code + 4 91601</p>	<p>Additional Name and address through whom performed, if any:</p> <p>Name Luis Camarena</p> <p>Organization LKLS Consulting</p> <p>P.O. Box, Bldg., Room No., if any</p> <p>Street 1975 Alderbrooke Ave</p> <p>City chula Vista</p> <p>State California ZIP Code + 4 91913</p>

<p>12.a. Identify subject groups of employees:</p> <p>IAMAW district lodge W24</p>	<p>12.b. Identify subject labor organizations:</p> <p>Warehouse workers</p>
--	---

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.):

Hourly rate plus reimbursed expenses.

**Specific Activities to be Performed**

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

a. Nature of activity:

Held employee meetings to inform employees of their Section 7 rights and answer questions using the NLRB documents.

<p>11.b. Period during which performed:</p> <p>Ongoing</p>	<p>11.c. Extent performed:</p> <p>NA</p>
<p>11.d. Name and address through whom performed:</p> <p>Name Ignacio <input type="checkbox"/> Fresan</p> <p>Organization LKLS Consulting</p> <p>P.O. Box, Bldg., Room No., if any</p> <p>Street 1975 Alderbrooke Ave</p> <p>City Chula Vista</p> <p>State California <input type="checkbox"/> ZIP Code + 4 91913</p>	<p>Additional Name and address through whom performed, if any:</p> <p>Name NA <input type="checkbox"/></p> <p>Organization</p> <p>P.O. Box, Bldg., Room No., if any</p> <p>Street</p> <p>City</p> <p>State California <input type="checkbox"/> ZIP Code + 4</p>

<p>12.a. Identify subject groups of employees:</p> <p>IAMAW district lodge W24</p>	<p>12.b. Identify subject labor organizations:</p> <p>Warehouse workers</p>
--	---