Employer Report—Part A
The Labor-Management Reporting
and Disclosure Act of 1959, As Amended (LMRDA)

U.S. Department of Labor

Office of Labor-Management Standards
Washington, D.C. 20210
(Rev. 1986)

Form approved. — OMB No. 1214-0001
12/31/86

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.

File two copies.

Refer to instructions on page 3.

File No.	E- 4183

(To be assigned by U.S. Dept. of Labor)

1. Full Name of Reporting Employer (including trade name, if any) and mailing address (Street Number, City, State, ZIP Code).

Waste Management
1224 Hayes Boulevard
Bristol, PA 19007

2. Address of Principal Office, if different from address in Item 1.

SAME AS ABOVE

3. Any other address or addresses at which records necessary to verify this report will be available for examination.

SAME AS ABOVE

4. Report relating to fiscal period:

Beginning 8 (Mo.) 00 (Day) and Ending 11 (Mo.) 30 (Day) 00 (Yr.)

5. Indicate by checking appropriate box where records necessary to vertify this report will be available for examination.

☒ Address in Item 1
☐ Address in Item 2
☐ Address in Item 3

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6. Type of organization.

☒ Corporation ☐ Partnership ☐ Individual ☐ Other ..... (Specify)

7. Industrial Classification (Check appropriate box(es)):

Manufacturing	Mining	Construction	Transportation	Communication and Utilities	Wholesale and Retail Trade	Finance, Insurance and Real Estate	Services	Other (Specify)
A ☐	B ☐	C ☐	D ☐	E ☐	F ☐	G ☐	H ☐	☒ WASTE REMOVAL

8. READ CAREFULLY THE FOLLOWING QUESTIONS, TAKING INTO CONSIDERATION THE EXCLUSIONS LISTED FOR ITEMS 8A THROUGH 8F OF THE INSTRUCTIONS (SEE PAGE 3). IF YOUR ANSWER TO ANY OF THE QUESTIONS IS "YES," CHECK THE BOX IMMEDIATELY FOLLOWING THE QUESTION AND COMPLETE PART B, A COPY OF WHICH APPEARS ON THE REVERSE SIDE. COMPLETE A SEPARATE PART B FOR EACH "YES" ANSWER TO ANY OF THE QUESTIONS NUMBERED 8A THROUGH 8F. IF THE ANSWER IS "YES" TO MORE THAN ONE PART OF THE SINGLE QUESTION OR FOR MORE THAN ONE PERSON OR ORGANIZATION, COMPLETE A SEPARATE PART B FOR EACH "YES" ANSWER TO THAT QUESTION.

A. *QUESTION.*—During the past fiscal year did you make or promise or agree to make, directly or indirectly, any payment or loan of money or other thing of value (including reimbursed expenses) to any labor organization or to any officer, agent, shop steward, or other representative or employee of any labor organization?

☒ No ☐ Yes. If "Yes," enter the number of Part B's required for this question .....

B. *QUESTION.*—During the past fiscal year did you make, directly or indirectly, any payment (including reimbursed expenses) to any of your employees, or to any group or committee of your employees, for the purpose of causing them to persuade other employees to exercise or not to exercise, or as to the manner of exercising, the right to organize and bargain collectively through representatives of their own choosing without previously or at the same time disclosing such payment to all such other employees?

☒ No ☐ Yes. If "Yes," enter the number of Part B's required for this question .....

C. *QUESTION.*—During the past fiscal year did you make any expenditures where an object thereof, directly or indirectly, was to interfere with, restrain, or coerce employees in the right to organize and bargain collectively through representatives of their own choosing?

☒ No ☐ Yes. If "Yes," enter the number of Part B's required for this question .....

D. *QUESTION.*—During the past fiscal year did you make any expenditure where an object thereof, directly or indirectly, was to obtain information concerning the activities of employees or of a labor organization in connection with a labor dispute in which you were involved?

☒ No ☐ Yes. If "Yes," enter the number of Part B's required for this question .....

E. *QUESTION.*—During the past fiscal year did you make any agreement or arrangement with a labor relations consultant or other independent contractor or organization pursuant to which such person undertook activities where an object thereof, directly or indirectly, was to persuade employees to exercise or not to exercise, or as to the manner of exercising, the right to organize and bargain collectively through representatives of their own choosing; or did you make any payment (including reimbursed expenses) pursuant to such an agreement or arrangement?

☐ No ☒ Yes. If "Yes," enter the number of Part B's required for this question .....1.....

F. *QUESTION.*—During the past fiscal year did you make any agreement or arrangement with a labor relations consultant or other independent contractor or organization pursuant to which such person undertook activities where an object thereof, directly or indirectly, was to furnish you with information concerning activities of employees or of a labor organization in connection with a labor dispute in which you were involved; or did you make any payment pursuant to such agreement or arrangement?

☒ No ☐ Yes. If "Yes," enter the number of Part B's required for this question .....

TOTAL NUMBER OF PART B'S REQUIRED FOR THIS REPORT IS .....1.....

U.S. Department of Labor

Name and Address of Reporting Employer

Waste Management
1224 Mayes Boulevard
Bristol, PA 19007

File No.	E–

(To be assigned by U.S. Dept. of Labor)

Refer to Instructions on Page 3

E 1 Indicate in blocks at left, question number to which this Part B relates and the consecutive number of this Part B with respect to that question. (See example on page 2, 3d paragraph under "What Must Be Filed.")

9. PROVIDE THE FOLLOWING INFORMATION: ☐ Agreement ☐ Payment ☒ Both.

a. Name and address of person, committee, group or organization with whom or through whom a separate agreement was made or to whom payments or expenditures were made.

Sunbelt Organization Services, Inc.
8711 E. Pinnacle Peak Rd., #287, Suite F-110
Scottsdale, Arizona 85255

b. Position in labor organization or with employer (if an independent labor consultant, so state).

N/A

c. Name and address of firm or labor organization with whom employed or affiliated.

N/A

10. Date of the promise, agreement or arrangement pursuant to which payments or expenditures were agreed to or made.

September, 2000 (Mo. Day Yr.) ☒ Oral ☒ Written

11. a. Date of each payment or expenditure	b. Amount of each payment or expenditure	c. Kind of each payment or expenditure (Specify whether payment or loan, and whether in cash or property)
(1) 10-27-00	(1) $17,081.76	(1) Cash
(2)	(2)	(2)
(3)	(3)	(3)

12. Explain fully the circumstances of all payments, including the terms of any oral agreement or understanding pursuant to which they were made. Attach any additional narrative sheets that are necessary to fully explain the required information.

See attached

SIGNATURE AND VERIFICATION

The above employer and each of his undersigned duly authorized officers, declares, under the applicable penalties of law, that all of the information in this report, including all documents referred to therein and attached hereto, has been examined by him and is, to the best of his knowledge and belief, true, correct, and complete.

SIGNED Bernard J. McHugh, Jr. ~~PRESIDENT~~ District Manager

At Bristol (City) PA (State) On 12/18/00 (Date) (If other title, cross out and write in correct title above.)

SIGNED ....., TREASURER

At ..... (City) ..... (State) On ..... (Date) (If other title, cross out and write in correct title above.)

NOTE.—Only one Part B of an LM–10 report need be signed and verified since the Part B so executed will be deemed to cover and include all Part B's filed with the report.

E-4183

Attachment to LM-10 Report, Item 12:

Payments made for industrial relations advice regarding an organizational effort by the Teamsters, Local 107 pursuant to a "Representation Petition." Charges incurred were on an hourly basis plus reasonable and ordinary expenses such as travel, lodging, and food. Assistance was necessary because of complexities involved in the organizational effort to ensure that no unfair practices were committed and to ensure that the corporation legally presented its side of the issues in accordance with the National Labor Relations Act (NLRA). Specific assistance required included the determination of the organizational issues; advising management and first line supervisors to ensure compliance with legal obligations under the NLRA, and the gathering of relevant data and preparation of campaign literature for company use to properly inform employees on the issues; plus coordination of procedural matters required by the NLRB (Excelsior List, notice postings, pre-election conference, etc.).

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Refer to instructions on page 3.

1. Full Name of Reporting Employer (including trade name, if any) and mailing address (Street Number, City, State, ZIP Code).

Waste Management - For locations at The Forge/Phil. c/o 1224 Hayes Boulevard PA; Delaware Valley-South/ Bristol, PA 19007 Primos, PA; & Phil. Transfer/ Phil., PA

2. Address of Principal Office, if different from address in Item 1.

SAME AS ABOVE

3. Any other address or addresses at which records necessary to verify this report will be available for examination.

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☒ Corporation ☐ Partnership ☐ Individual ☐ Other ..... (Specify)

7. Industrial Classification (Check appropriate box(es)):

Manufacturing	Mining	Construction	Transportation	Communication and Utilities	Wholesale and Retail Trade	Finance, Insurance and Real Estate	Services	Other (Specify)
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E. *QUESTION.*—During the past fiscal year did you make any agreement or arrangement with a labor relations consultant or other independent contractor or organization pursuant to which such person undertook activities where an object thereof, directly or indirectly, was to persuade employees to exercise or not to exercise, or as to the manner of exercising, the right to organize and bargain collectively through representatives of their own choosing; or did you make any payment (including reimbursed expenses) pursuant to such an agreement or arrangement?

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F. *QUESTION.*—During the past fiscal year did you make any agreement or arrangement with a labor relations consultant or other independent contractor or organization pursuant to which such person undertook activities where an object thereof, directly or indirectly, was to furnish you with information concerning activities of employees or of a labor organization in connection with a labor dispute in which you were involved; or did you make any payment pursuant to such agreement or arrangement?

☒ No ☐ Yes. If "Yes," enter the number of Part B's required for this question .....

TOTAL NUMBER OF PART B'S REQUIRED FOR THIS REPORT IS ....1....

U.S. Department of Labor

Name and Address of Reporting Employer

Waste Management
c/o 1224 Hayes Boulevard
Bristol, PA 19007

- For locations at The Forge/ Phil., PA; Delaware Valley-South/Primos, PA; & Phil. Transfer/Phil., PA

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a. Name and address of person, committee, group or organization with whom or through whom a separate agreement was made or to whom payments or expenditures were made.

Sunbelt Organization Services, Inc.
8711 E. Pinnacle Peak Rd., #287, Suite F-110
Scottsdale, Arizona 85255

b. Position in labor organization or with employer (if an independent labor consultant, so state).

N/A

c. Name and address of firm or labor organization with whom employed or affiliated.

N/A

10. Date of the promise, agreement or arrangement pursuant to which payments or expenditures were agreed to or made.

September, 2000 (Mo. Day Yr.) ☒ Oral ☒ Written

11. a. Date of each payment or expenditure	b. Amount of each payment or expenditure	c. Kind of each payment or expenditure (Specify whether payment or loan, and whether in cash or property)
(1) 10-27-00	(1) $3,608.51	(1) Cash
(2)	(2)	(2)
(3)	(3)	(3)

12. Explain fully the circumstances of all payments, including the terms of any oral agreement or understanding pursuant to which they were made. Attach any additional narrative sheets that are necessary to fully explain the required information.

See attached

SIGNATURE AND VERIFICATION

The above employer and each of his undersigned duly authorized officers, declares, under the applicable penalties of law, that all of the information in this report, including all documents referred to therein and attached hereto, has been examined by him and is, to the best of his knowledge and belief, true, correct, and complete.

SIGNED Bernard J. McHugh, Jr. District Manager ~~, PRESIDENT~~ SIGNED ....., TREASURER

At Bristol (City) PA (State) On 12/18/00 (Date) (If other title, cross out and write in correct title above.) At ..... (City) ..... (State) On ..... (Date) (If other title, cross out and write in correct title above.)

NOTE.—Only one Part B of an LM-10 report need be signed and verified since the Part B so executed will be deemed to cover and include all Part B's filed with the report.

E-4183

Attachment to LM-10 Report, Item 12:

Payments made for industrial relations advice pertaining to three (3) Waste Management facility locations: The Forge at Philadelphia, PA; Delaware Valley-South at Primos, PA; and Philadelphia Transfer at Philadelphia, PA, where there was no evidence of card signing and no "Representation Petition" was filed. Charges incurred were on an hourly basis plus reasonable and ordinary expenses such as travel, lodging, and food. Assistance was necessary to ensure that no unfair practices were committed and to ensure that the corporation was in legal compliance with the National Labor Relations Act (NLRA).

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