

APPENDIX U

Labor Transition Plan (LTP)
And
Labor Transition Plan
Certification

Labor Transition Plan (LTP)

In compliance with the requirements of Section 43501.5 (Section A) and the additional requirements under section 21780 of Title 27 of the California Code of Regulations, Waste Management Disposal and Recycling Services of California, Inc. submits the following labor transitional Plan.

1. In the event of the closure of its Bradley Landfill, Waste Management Disposal and Recycling Services of California, Inc. will provide job opportunities within in the Company for impacted employees at the landfill with positions that they are qualified for and are available.
2. In the event positions are not available, the Company will work with other Companies in the geographical area to try to find employment opportunities with other Companies and the California Employment Development Department that are comparable to their current positions. In addition the company will provide outplacement assistance by providing resume preparation and interviewing skills training.
3. The Company will assure compliance with all applicable provisions of Chapter 4 (commencing with Section 1400) of Part of 4 of Division 2 of the Labor Code.

Waste Management Disposal and Recycling Services of California, Inc.

Doug Corcoran
Director of Operations

Date

CERTIFICATION

Labor Transition Plan

The undersigned certifies as follows:

1. I am the operator of Waste Management Disposal and Recycling Services of California, Inc. On this date, I have filed or caused to be filed a Labor Transition Plan pursuant to Section 43501.5(a) of the Public Resources Code with the Enforcement Agency for said landfill.
2. The Labor Transition Plan includes:
 - a. Provisions that ensure, subject to any requirements already established pursuant to a collective bargaining agreement(s), preferential reemployment and transfer rights of displaced employees to comparable available employment with the same employer for a period of no less than one year following closure of the solid waste facility. "Comparable employment" means the same or a substantially similar job classification at equal or greater wage and benefit levels in the same geographic region of the state.
 - b. Provisions to provide displaced employees assistance in finding comparable employment with other employers.
 - c. Provisions to ensure compliance with all applicable provisions of Chapter 4 (commencing with Section 1400) of Part 4 of Division 2 of the Labor Code.
3. The provisions of paragraph 2 above will be implemented subject to any requirements already established under a collective bargaining agreement(s).

I certify under penalty of perjury that the above information is true and accurate.

Waste Management Disposal and Recycling Services of California, Inc.

Doug Corcoran
Director of Operations

Date