

Form 3110-2
(January 1978)

UNITED STATES
DEPARTMENT OF THE INTERIOR
BUREAU OF LAND MANAGEMENT

LEASE FOR OIL AND GAS
(Sec. 17 Noncompetitive Public Domain Lease)
Act of February 25, 1920 (41 Stat. 437), as amended (30 U.S.C. 181-263)

Name: T. F. Hodge
Street: 1406 Fr. Worth Natl. Bk. Bldg.
City: Fort Worth, Texas
State: 76102
Zip Code: 76102

NM 55886
(Serial Number)

This oil and gas lease is issued for a period of ten (10) years to the above-named lessee pursuant and subject to the provisions of the Mineral Leasing Act and subject to all rules and regulations of the Secretary of the Interior now or hereafter in force, when not inconsistent with any express and specific provisions herein, which are made a part hereof.

Lands included in the lease: State: New Mexico County: Eddy

T. 24 S., R. 23 E.,

Sec. 1: Lots 1 Thru 4: Incl.,
S¹/₂NE¹/₄, N¹/₂NE¹/₄, S¹/₂SW¹/₄, SW¹/₄SE¹/₄

Containing a total of 600.000 acres (Regs. CFR 3103.3-2 Amended 2/19/82)
Annual Rental-\$1. Per acre \$ 600.00
for first 5 years, \$3 per acre thereafter

This lease is issued to the successful drawee pursuant to his "Simultaneous Oil and Gas Entry Card" application filed under 43 CFR 3112, and is subject to the provisions of that application and those specified on the reverse side hereof.

MAY 1 1983

Effective date of lease: _____

THE UNITED STATES OF AMERICA

By Ruth A. Rivera
(Signature of Signing Officer)

Chief, Mineral Leasing Unit 1
(Title)

T. F. Hodge
Lessee's Signature

APR 13 1983

Date 3/21/83

(Date)

ANNUAL RENTALS AND OTHER DOCUMENTS
WITH REMITTANCES ARE TO BE MAILED
BY CERTIFIED MAIL TO: CASHIER UNIT,
BUREAU OF LAND MANAGEMENT, P.O. BOX
1449, SANTA FE, NEW MEXICO 87501

1-327X6-3017578/3017578

Section 1. Rights of labor.—The purpose of this Act is to protect the rights of labor in the production of goods and services, and to provide for the fair and equitable distribution of the fruits of the production process.

(a) **Right of collective bargaining.**—Every employee shall have the right to organize and join a labor organization of his own choosing for the purpose of collective bargaining with his employer for the purpose of securing better terms and conditions of employment.

(b) **Right of representation.**—If the employees of an employer are represented by a labor organization, the employer shall bargain in good faith with the labor organization for the purpose of reaching a collective bargaining agreement.

(c) **Right of strike.**—Every employee shall have the right to strike in support of his collective bargaining objectives, and the employer shall not discriminate against any employee for participating in a lawful strike.

(d) **Right of picketing.**—Every employee shall have the right to picket in support of his collective bargaining objectives, and the employer shall not discriminate against any employee for participating in a lawful picket.

(e) **Right of free speech.**—Every employee shall have the right to free speech in connection with his collective bargaining activities, and the employer shall not discriminate against any employee for exercising this right.

(f) **Right of equal pay.**—Every employee shall have the right to equal pay for equal work, and the employer shall not discriminate against any employee on the basis of sex or race in determining wages.

(g) **Right of safe and healthful conditions.**—Every employee shall have the right to safe and healthful working conditions, and the employer shall take all necessary steps to ensure the safety and health of his employees.

(h) **Right of training.**—Every employee shall have the right to training and advancement opportunities, and the employer shall provide such opportunities to all employees.

(i) **Right of participation.**—Every employee shall have the right to participate in the management of the enterprise, and the employer shall take all necessary steps to ensure the participation of his employees.

(j) **Right of information.**—Every employee shall have the right to information concerning the operations of the enterprise, and the employer shall provide such information to all employees.

(k) **Right of consultation.**—Every employee shall have the right to consultation with his employer in connection with his collective bargaining activities, and the employer shall take all necessary steps to ensure the consultation of his employees.

(l) **Right of representation.**—If the employees of an employer are represented by a labor organization, the employer shall bargain in good faith with the labor organization for the purpose of reaching a collective bargaining agreement.

(m) **Right of strike.**—Every employee shall have the right to strike in support of his collective bargaining objectives, and the employer shall not discriminate against any employee for participating in a lawful strike.

(n) **Right of picketing.**—Every employee shall have the right to picket in support of his collective bargaining objectives, and the employer shall not discriminate against any employee for participating in a lawful picket.

(o) **Right of free speech.**—Every employee shall have the right to free speech in connection with his collective bargaining activities, and the employer shall not discriminate against any employee for exercising this right.

(p) **Right of equal pay.**—Every employee shall have the right to equal pay for equal work, and the employer shall not discriminate against any employee on the basis of sex or race in determining wages.

(q) **Right of safe and healthful conditions.**—Every employee shall have the right to safe and healthful working conditions, and the employer shall take all necessary steps to ensure the safety and health of his employees.

(r) **Right of training.**—Every employee shall have the right to training and advancement opportunities, and the employer shall provide such opportunities to all employees.

(s) **Right of participation.**—Every employee shall have the right to participate in the management of the enterprise, and the employer shall take all necessary steps to ensure the participation of his employees.

(t) **Right of information.**—Every employee shall have the right to information concerning the operations of the enterprise, and the employer shall provide such information to all employees.

(u) **Right of consultation.**—Every employee shall have the right to consultation with his employer in connection with his collective bargaining activities, and the employer shall take all necessary steps to ensure the consultation of his employees.

Section 2. Definitions.—In this Act, the following definitions shall apply:

(a) **Employee.**—Every individual who is employed by an employer, whether full-time or part-time, and whether on a permanent or temporary basis.

(b) **Employer.**—Every individual, partnership, firm, corporation, or other legal entity that employs one or more employees.

(c) **Collective bargaining.**—The process of negotiation between an employer and a labor organization for the purpose of reaching a collective bargaining agreement.

(d) **Collective bargaining agreement.**—A written agreement between an employer and a labor organization that sets forth the terms and conditions of employment for the employees covered by the agreement.

(e) **Strike.**—A concerted refusal by employees to work for their employer in support of their collective bargaining objectives.

(f) **Picketing.**—The act of picketing in support of collective bargaining objectives.

(g) **Free speech.**—The right to express one's views on matters of public concern, including collective bargaining activities.

(h) **Equal pay.**—The right to equal pay for equal work, regardless of sex or race.

(i) **Safe and healthful conditions.**—The right to a working environment that is free from recognized hazards that are likely to cause death or serious physical harm.

(j) **Training and advancement opportunities.**—The right to receive training and advancement opportunities that are necessary for the employee to perform his job and to advance in his career.

(k) **Participation in management.**—The right to participate in the management of the enterprise, including the right to be consulted on matters of importance to the enterprise.

(l) **Information concerning operations.**—The right to receive information concerning the operations of the enterprise, including information concerning the financial condition of the enterprise.

(m) **Consultation.**—The right to be consulted by the employer in connection with collective bargaining activities.

(n) **Representation.**—The right to be represented by a labor organization for the purpose of collective bargaining.

(o) **Discrimination.**—The act of treating an employee differently than other employees on the basis of sex or race.

(p) **Discriminate.**—To treat an employee differently than other employees on the basis of sex or race.

(q) **Discriminatory.**—Having the effect of discriminating against an employee on the basis of sex or race.

(r) **Discrimination against an employee.**—The act of discriminating against an employee on the basis of sex or race.

(s) **Discriminate against an employee.**—To treat an employee differently than other employees on the basis of sex or race.

(t) **Discriminatory.**—Having the effect of discriminating against an employee on the basis of sex or race.

(u) **Discrimination against an employee.**—The act of discriminating against an employee on the basis of sex or race.

(v) **Discriminate against an employee.**—To treat an employee differently than other employees on the basis of sex or race.

(w) **Discriminatory.**—Having the effect of discriminating against an employee on the basis of sex or race.

(x) **Discrimination against an employee.**—The act of discriminating against an employee on the basis of sex or race.

(y) **Discriminate against an employee.**—To treat an employee differently than other employees on the basis of sex or race.

(z) **Discriminatory.**—Having the effect of discriminating against an employee on the basis of sex or race.

Section 3. Enforcement.—The following provisions shall apply to the enforcement of this Act:

(a) **Complaints.**—Any employee who believes that his rights under this Act have been violated may file a complaint with the appropriate authority.

(b) **Investigation.**—The appropriate authority shall investigate the complaint and determine whether there is cause to believe that a violation of this Act has occurred.

(c) **Remedial action.**—If a violation of this Act is found, the appropriate authority shall take all necessary steps to ensure that the employee's rights are restored and that the employer is held accountable.

(d) **Penalties.**—Any employer who violates this Act shall be liable for the payment of damages to the affected employee, including back pay and benefits.

(e) **Attorney's fees.**—The prevailing party in any action brought under this Act shall be entitled to recover reasonable attorney's fees and costs.

(f) **Private suits.**—Any employee who has been discriminated against on the basis of sex or race may bring a private suit in Federal court to enforce his rights under this Act.

(g) **Remedial action.**—If a violation of this Act is found, the appropriate authority shall take all necessary steps to ensure that the employee's rights are restored and that the employer is held accountable.

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