

UNITEDCONTRACTORS.ORG

2020

PROFESSIONAL DEVELOPMENT

ENGAGE | GROW | INSPIRE | LEAD





**2021 PROGRAMS—
NO COST TO UCON MEMBERS!**

UNITEDCONTRACTORS.ORG



**EXCLUSIVE
MEMBER
BENEFIT!**

PROFESSIONAL DEVELOPMENT

2021

The UCON Board of Directors invites you to invest in your people. Professional Development Programs **FREE to members in 2021**: good for field, office, shop, safety, finance, and senior leadership. Encourage your teams to sign up and take advantage of this valuable UCON member benefit.

- **45+ classes**: Leadership, Continuing Education, and Industry Specific courses to give your team the advantage
- **FREE to members in 2021**
- **Inspiring Leadership Speaker Series** rated 4.8 out of 5 (in 2020)
- **Over 2,500 individuals** from **over 150 companies** attended in 2020

Stay on top of additional classes and seminars—visit **[UNITEDCONTRACTORS.ORG/CALENDAR](https://unitedcontractors.org/calendar)** for the very latest. For any questions regarding UCON's programs, contact Angelica Gouig, Senior Event Coordinator, via email at agouig@unitedcontractors.org or (925) 362-7309.





UCON's 2021 INSPIRING LEADERSHIP SERIES

UCON's popular series returns! This high-impact program inspires your leaders—whether they are working in the field or the office, answering phones, managing a project, running a department, or the overall business, everyone will gain new insights—uplifting themselves and their organizations. **The Inspiring Leadership Series** gathers nationally recognized experts who provide actionable strategies and inspire leadership. **This series is FREE** to both Contractor and Associate members, as well as industry professionals, and is sponsored by **UCON's 2021 Annual Sponsors** (see page 23).

The Power of ONE: How One Attitude, One Action and One Person Can Change the World

Speaker: John O'Leary,
Burn Victim Survivor

WEDNESDAY, JUNE 16; 2:30pm-3:30pm

Expected to die, John O'Leary now teaches others how to truly live. In 1987, John was a curious nine-year-old boy. Playing with fire and gasoline, he created a massive explosion in his garage and was burned on 100% of his body. Given less than 1% chance of survival, John is proof of the power of the human spirit. Be inspired for lessons of life and taking action for yourself.



Mastering the Art of Feedback

Speaker: Julie Zhuo,
Former VP of Product Design, Facebook

WEDNESDAY, JULY 21; 2:30pm-3:30pm

Feedback makes all the difference. Engagement. Retention. Performance. But for many leaders, managers and employees, one of the most stressful situations can be the giving and receiving of feedback. When done well, feedback can help people improve and thrive in a position. When done poorly, feedback can create a culture of tension or defensiveness. Using stories from her experience in Senior Leadership at Facebook, she provides actionable takeaways that can improve the experience for both parties.

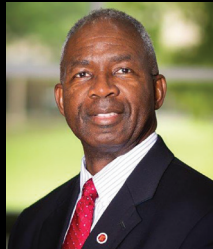


From Battlefield to Boardroom

Speaker: Lieutenant General
Ronald L. Bailey, USMC;
First African American to Command
the 1st Marine Division

WEDNESDAY, AUGUST 18; 2:30pm-3:30pm

Ron will talk about a combat philosophy and its applicability in today's boardroom. You will learn how to reshape your organization based on the following eight guiding principles: Intellectual Innovation, Boldness, Trust, Integrity, Teamwork, and Surprise, and how it can improve your organization. You will leave with a different model of thinking in an uncertain environment.



Countdown to Teamwork: Guarding Against a “Normalization of Deviance”

Speaker: Mike Mullane, Astronaut

WEDNESDAY, SEPTEMBER 15; 2:30pm-3:30pm

Insights from the heavens comes with Mike's story as an Astronaut. His lessons from space exploration and the Challenger explosion will motivate you; push your practice of teamwork: guard against a “normalization of deviance,” and enhance responsibility, trust, self-leadership, and courageous team leadership.



Inspiring Speaker Series Rated 4.8 out of 5* ””

“As an organizational leadership major I appreciate the message of winning under pressure, overcoming obstacles to help our team triumph in a high-risk construction trade. Great Leadership speaker!”
— Duran Construction Group

“Great training! I have already invited others in our company to sign on for the next one. Thank you.”
— DMZ Builders

“Very informative, engaging and lively.”
— Pavement Recycling Systems, Inc.

**Rating and quotes from the 2020 Inspiring Leadership Speaker Series*

SPEAKER SERIES

MARCH 11

Effective Virtual Leadership

Thursday, March 11; 2:30pm-4:00pm

Instructor: Salvatore Manzi

Class Style: Interactive | Class Limit: 45

SOLD OUT

Transplanting an in-person meeting or teaching approach to the virtual world may fall flat. Effective techniques will give you simple, actionable tools that will help you lead online groups.



Who Should Attend: Anyone who leads or participates in virtual engagements.

MARCH 18

Influence: Leading Others Even When You're Not the Boss!

Thursday, March 18; 2:30pm-4:30pm

Instructor: Bill Treasurer, Giant Leap Consulting

Class Style: Webinar | Class Limit: Unlimited

This workshop will draw on scientific research around what makes a person influential. Learn how you can lead others regardless of your title.



Who Should Attend: People who aim to lead and aspire to add more value to their companies.

MARCH 22

Jobsite Safety Leadership:

Session I: Safety Leadership Basics

Tuesday, March 23; 8:30am-9:30am

Instructor: Myron Brown, OSHA Training

Institute Education Center

Class Style: Interactive | Class Limit: 49

SOLD OUT

MARCH 30

Jobsite Safety Leadership:

Session 2: The Cost of Workplace Accidents

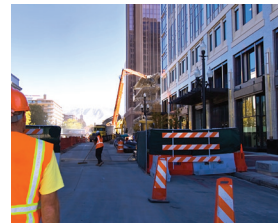
Tuesday, March 30; 8:30am-9:30am

Instructor: Myron Brown, OSHA Training

Institute Education Center

Class Style: Interactive | Class Limit: 49

This 2-part series will provide you a glimpse into the effects of jobsite safety from a high-level. As a leader in your company, you need to have a more holistic view of how workplace safety and health affect the entire organization.



Who Should Attend: Construction industry foremen and superintendents, or those who have some jobsite responsibility and oversight.

MAY 6

Boldly Go: Goal-Getting and Accountability

Thursday, May 6; 2:30pm-4:30pm

Instructor: Bill Treasurer, Giant Leap Consulting

Class Style: Webinar | Class Limit: Unlimited

People who write down clear, compelling, and worthwhile goals make more money than those who don't. Goals tee you up for a higher income, and they also give you purpose, energy, and focus. But let's be clear, it's not enough to have goals; you've got to achieve those goals for them to make a difference in your life. This webinar will do more than help you set goals; it will help you get the goals you set.



- Why having goals is critical to life and career success
- Five characteristics of strong goals that lead to strong results
- Vilfredo Pareto and the 80/20 principle
- SMART targets and metrics, versus those that are bull\$%#!
- The differences between “good” employees and “great” ones
- Tips for holding yourself and others accountable

Who Should Attend: Anyone who aims to be more successful.

JUNE 17

Project Manager to Business Manager: Session 1 (of 3)

Thursday, June 17; 2:30pm-4:30pm

Instructor: Luke Matelan, FMI

Class Style: Webinar | Class Limit: Unlimited

Session 1: Productivity in Construction

- The key differences between production and productivity
- How productivity relates to profitability
- How improving productivity can boost both project and company profitability

Session I of this series will help you understand the opportunity that improving productivity presents at both the project and enterprise levels.



For complete course information and to register, visit us online:
UNITEDCONTRACTORS.ORG
(click on “Calendar” on the homepage).

LEADERSHIP

JUNE 24

Project Manager to Business Manager: Session 2 (of 3)

Thursday, June 24; 2:30pm-4:30pm

Instructor: Luke Matelan, FMI

Class Style: Webinar | Class Limit: Unlimited

Session 2: Change Order Resolution Strategies

- Reasons why change orders exist and the common challenges associated with change orders
- Resolving change orders before they become claims
- Effective strategies for negotiating change orders



Session 2 focuses on approaches to resolve change orders and create a “win/win” scenario for the client and your company.

JULY 1

Project Manager to Business Manager: Session 3 (of 3)

Thursday, July 1; 2:30pm-4:30pm

Instructor: Luke Matelan, FMI

Class Style: Webinar | Class Limit: Unlimited

Session 3: Client Management for Construction Personnel

- The relationship between marketing, sales, and execution in a construction organization
- The role Operations plays in client development and management

Session 3 helps you better understand why your customers “buy” and how to leverage your customers’ motivations to drive value and generate repeat business.



Who Should Attend: Foremen, Superintendents, Project Engineers, Assistant Project Managers, PMs, SPMs, PXs, Division/Branch Managers, Executive Level.

JULY 27

No BS Leadership

Tuesday, July 27; 2:30pm-4:30pm

Instructor: Mark Breslin, United Contractors

Class Style: Webinar | Class Limit: Unlimited

This class will teach you how to be an effective leader with a no BS approach as you; take a hard look at your own performance and behaviors; assess what strengths you can lead from and what issues you need to address now; focus on how to be a change-leader to advance your career and organization; obtain resources and ideas on taking ownership of your own development and advancement.



- Define performance criteria for yourself and others
- Embrace a real-life self-assessment reality check
- Examine the defining characteristics of outstanding leaders and companies
- Develop strategies to improve your company's market position

Who Should Attend: Project Engineers, Project Managers, Superintendents, Contract Administrators. All Management Career Advancement Candidates.

AUGUST 19

Taste Great—Less Filling: The Confusion Between Leadership and Management

Thursday, August 19; 2:30pm-4:30pm

Instructor: Wally Adamchik, Fire Starter Speaking/
Consulting

Class Style: Webinar | Class Limit: Unlimited

Leadership and management are very different but equally important for project and business success. The problem is we never talk about the distinctions and end up doing both poorly.

This session will explain the differences and give you simple to use steps to ensure successful implementation.

- Explain the difference between leading and managing
- Choose the right technique when given a choice
- Combine leadership and management to be more successful on the job
- Develop a more effective leadership style

Who Should Attend: Emerging and mid-level leaders in operations.



LEADERSHIP

SEPTEMBER 9

Creating a Magnetic Employee Experience in Construction

Tuesday, September 28; 1:00pm-2:00pm

Instructor: Christi Pilutik, ALTA Consulting, LLC

Class Style: Webinar | Class Limit: Unlimited

Employee Experience (EX) can be confusing, overwhelming, and complex. That said, companies that are investing in EX outperform those that do not. Not only are they able to attract and retain great talent, but they also experience fewer safety incidents, decreased absenteeism, and an increase in customer loyalty and profit. At the end of this session, attendees will:



- Know what employee experience is
- Understand how to measure their employee experience
- Have several actions that can be implemented tomorrow to improve their employee experience

Who Should Attend: Presidents, General Managers, Account Managers, Project Executives, Senior Project Managers, Project Managers, Department Managers, and Human Resources professionals.

OCTOBER 19

Fearless Field Leader*

Tuesday, October 19; 2:30pm-4:30pm

Instructor: Mark Breslin, United Contractors

Class Style: Webinar | Class Limit: Unlimited

Do you want to be recognized as a Professional Field Leader, and Manager? Take the next steps and register for this seminar that focuses on key



strategies and techniques to emerge as leaders, mentors, and innovators on the jobsite. There is no other construction industry program that provides a more comprehensive, uniquely focused people skills training specifically for construction field leaders. Over 15,000 leaders have graduated from this class across the U.S. This class includes access to the PCL video series.

- Improve productivity, accountability, motivation, and performance
- Communicate and connect with your team
- Increase buy-in and loyalty for the crew and company
- Present yourself as a Leader
- Motivate with positive reinforcement
- Learn to identify qualities of team performance
- Kill status quo obstacles to change
- Elevate your potential as a true professional, not just a craft person in charge

Who Should Attend: Foreman, General Foremen, Superintendents, and upcoming future field leaders.

* Formerly Fearless Foreman

MARCH 25**Basic Business Writing for Professionals**

Thursday, March 25; 2:30pm-4:30pm

Instructor: Rae Ann Ianniello,
Chabot-Las Positas Community College
Class Style: Interactive |
Class Limit: 25 (2 tickets per company)

Do you struggle with putting your ideas into writing? Sharpen your skills in this practical, interactive course. You'll review the basics AND get feedback on your writing style.



Who Should Attend: Anyone who wants to improve their writing.

APRIL 1**Advanced Business Writing for Professionals**

Thursday, April 1; 2:30pm-4:30pm

Instructor: Rae Ann Ianniello,
Chabot-Las Positas Community College
Class Style: Interactive | Class Limit: 25
(2 tickets per company)

If you write frequently, you already know the basics. But could you write more clearly and

concisely? Would you like to use fewer words to get better results? If so, then this interactive workshop is for you.

Who Should Attend: Anyone who knows the basics of writing but wants to learn how to be clearer and concise.

APRIL 8**Writing Effective Email**

Thursday, April 8; 2:30pm-4:30pm

Instructor: Rae Ann Ianniello,
Chabot-Las Positas Community College
Class Style: Interactive | Class Limit: 25
(2 tickets per company)

Do you spend too much time writing and responding to emails? Could you write more clearly and concisely? Learn how to plan, organize, write, and edit messages to get the results you want.

Who Should Attend: Anyone who wants to improve their email writing.



APRIL 15

Writing Effective Reports & Proposals

Thursday, April 15; 2:30pm-4:30pm

Instructor: Rae Ann Ianniello

Chabot-Las Positas Community College

Class Style: Interactive | Class Limit: 25

(2 tickets per company)

SOLD OUT

Do you find writing reports or proposals time-consuming or frustrating? Learn how to organize information to make your documents easier to write AND read.



Who Should Attend: Anyone who writes reports and proposals.



JULY 8

Cybersecurity and Insurance

Thursday, July 8; 1:00pm-2:00pm

Instructors: Dan Burke, Woodruff-Sawyer & Co.,

and Nicole Laurence, Graniterock

Class Style: Webinar | Class Limit: Unlimited

Every company faces increased cyber risk in today's modern world—and contractors are no exception. The rise of ransomware and social engineering attacks has led many contractors



to face crippling financial losses throughout the past few years. Join UCON to learn from cybersecurity and cyber liability insurance experts on best practices required to protect your company and how cyber insurance can support your business when an attack occurs.

- Understand the cyber risks facing contractor companies of all sizes
- Discover the best practice security controls to protect your organization
- Learn the nuances of cyber liability insurance and how it can support you before, during, and after a cyber attack

Who Should Attend: UCON members.

AUGUST 24

Communications for Construction Professionals

Tuesday, August 24; 2:30pm-4:30pm

Instructor: Eric Herdman, Speaker

Class Style: Webinar | Class Limit: Unlimited

After completing this course, you will walk away with powerful techniques, tools, and strategies that will significantly impact your communication skills in the office, jobsite, or out in the field, including strategies for remote and hybrid workers. This training offers the easiest, most effective way to build essential communication skills and rapport that solid communication is built upon.



- Discover why body language and micro-expressions are crucial for critical discussions
- Discover the one tactic to do when you hear someone mention feelings and emotions
- Learn how to avoid jumping to conclusions and judging when listening
- How to respond to over-generalizations like “you always”
- How to resolve conflict and disagreements
- Develop critical rapport builders that help you connect with others within seconds of meeting them

Who Should Attend: Project managers, Job site supervisors, Emerging leaders and Foremen, Admin, and support staff.

OCTOBER 5

Basic Conflict-Resolution in the Construction Industry

Tuesday, October 5; 2:30pm-4:30pm

Instructor: Wally Adamchik, Fire Starter

Speaking/Consulting

Class Style: Webinar | Class Limit: Unlimited

Wouldn't it be great if we could all just get along? This fast-moving session will teach you key tools, tips, and techniques to communicate more effectively. If THEY don't get it, YOU might have been part of the problem!



- Understand the process of communication
- Recognize elements of Momma's house in conflict
- Apply proven principles for resolving conflict
- Communicate more effectively

Who Should Attend: Anyone who works in the construction industry.

OCTOBER 12

Time, Energy and Focus in Construction

Tuesday, October 12; 2:30pm-4:30pm

Instructor: Eric Herdman, Speaker

Class Style: Webinar | Class Limit: Unlimited

Productivity Isn't About Time Management, it's about Attention and Energy Management. Constantly reacting to fires and crises is causing people to feel overwhelmed. Trying to ignore distractions is not working. Decision fatigue is real and avoidable. By the end of this virtual seminar, you will know how to squeeze every ounce of productivity out of yourself, make quality decisions, do meaningful work, and have a definitive plan for getting things done.



- What the two most important items to put on your task list or calendar every day are
- How to find your high energy cycles - you have three of them
- How to use your personal energy to get things done and overcome procrastination
- How to develop the muscles of focus and prolonged attention
- How to get yourself into deep focused work
- Some of the top causes of procrastination
- The best time of day to make decisions and plan

Who Should Attend: Project managers, Job site supervisors, Emerging leaders, and Foremen, Admin and support staff.

NOVEMBER 9

Harassment Prevention Training

Tuesday, November 9; 2:30pm-4:30pm

Instructor: Rachael Brown, Esq, Sweeney Mason LLP

Class Style: Webinar | Class Limit: Unlimited

Under SB 1343, all California companies with 5 or more employees must provide sexual harassment training to all employees. Non-supervisory employees must receive at least one hour of sexual harassment training, and supervisors must receive at least two hours of sexual harassment training. This training must be renewed every two years and be provided to any new hire within six months of their hire date or promotion to a supervisory position. This course meets the state-mandated requirements. The first hour is designed for all employees, and the second hour contains information specifically for supervisors.

- How state and federal laws define “sexual harassment” and how to identify it in the workplace
- What to do if you experience sexual harassment
- How to develop a sexual harassment policy
- How to respond to a complaint of harassment and discrimination
- How to conduct an internal sexual harassment investigation to avoid liability

Who Should Attend: Employees of companies with 5 or more employees. Non-Supervisory and Supervisory employees.

APRIL 22

Winning Work

Thursday, April 22; 2:30pm-5:00pm

Instructor: Craig Atkinson, The Walsh Group

Class Style: Webinar | Class Limit: Unlimited

When it comes to pitching to a customer on complex construction projects, WHAT DOES IT TAKE TO WIN? This workshop focuses on the key strategies to win work in an interview setting as a construction service provider.

Who Should Attend: Those who regularly participate in client-facing interviews in pursuit of new work.

APRIL 27

Who is Required to Comply with Federal Motor Carrier Safety Regulations

Tuesday, April 27; 1:00pm-2:00pm

Instructor: Dave Helge, Idealease

Class Style: Webinar | Class Limit: Unlimited

By attending this class, you will be able to determine if your fleet operations are subject to INTERstate or INTRASTate motor carrier safety regulations.



Who Should Attend: Managers of drivers who operate commercial motor vehicles.

MAY 4

Qualifying a Driver of a Commercial Motor Vehicle

Tuesday, May 4; 1:00pm-2:00pm

Instructor: Dave Helge, Idealease

Class Style: Webinar | Class Limit: Unlimited

In this course, you will learn the regulations that apply to hiring and qualifying a commercial motor vehicle driver, including application and background investigation, road testing, and more.

Who Should Attend: Managers of drivers who operate commercial motor vehicles.

MAY 11

Keeping Your Driver Safe During A Pandemic

Tuesday, May 11; 1:00pm-2:00pm

Instructor: Dave Helge, Idealease

Class Style: Webinar | Class Limit: Unlimited

You will learn how to protect a commercial motor vehicle driver during a pandemic, including COVID-19 employee policy and protecting the driver during operation.



Who Should Attend: Managers of drivers who operate commercial motor vehicles.

MAY 18**How to Survive a BIT Inspection****Tuesday, May 18; 1:00pm-2:00pm**

Instructor: Simon DeCasas, CHP Motor Carrier Specialist 1

Class Style: Webinar | Class Limit: Unlimited

This overview of the Basic Inspection of Terminal (BIT) Inspection program explains how it has evolved into what it is now—gain and retain compliance with the California BIT Program.

Who Should Attend: Anyone who operates a vehicle or vehicles with a GVWR of 10000 lbs. or more and or requires a commercial license or a Hazardous material permit.

MAY 25**What We Look for at the Scales****Tuesday, May 25; 1:00pm-2:00pm**

Instructors: Mark Fisher, CHP Officer, Simon DeCasas, CHP Motor Carrier Specialist 1

Class Style: Webinar | Class Limit: Unlimited

This course will review the Basic Level 1 Inspection criteria for a roadside inspection and the purpose of the Scales to inspect the size, weight, equipment, and emissions of the vehicles. You will learn what triggers a Level I Inspection and how PrePass works at the scales..

Who Should Attend: Anyone who operates regulated vehicles.

JUNE 1**New Hours of Service Regulation Changes and the ELD****Tuesday, June 1; 1:00pm-2:00pm**

Instructor: Dave Helge, Idealease

Class Style: Webinar | Class Limit: Unlimited

This course will review the new Federal Motor Carrier Safety Administration (FMCSA) Hours of Service changes that went into effect on September 29, 2020.



Who Should Attend: Managers of drivers who operate commercial motor vehicles.

JUNE 8**How the Drug and Alcohol Testing Regulations Apply to You a Motor Carrier****Tuesday, June 8; 1:00pm-2:00pm**

Instructor: Dave Helge, Idealease

Class Style: Webinar | Class Limit: Unlimited

This course will review the Federal Motor Carrier Safety Administration drug and alcohol testing regulations that apply to drivers with a CDL.



Who Should Attend: Managers of drivers who operate commercial motor vehicles.

JUNE 15

Developing a Proactive Safety and Loss Control Program

Tuesday, June 15; 1:00pm-2:00pm

Instructor: Dave Helge, Idealease

Class Style: Webinar | Class Limit: Unlimited

In this course, you will learn what the top 10% of motor carriers are doing to operate safely while reducing their losses and exposure.



Who Should Attend: Managers of drivers who operate commercial motor vehicles.

JULY 13

WIP It! Upgrading the WIP Schedule to a Management Tool

Tuesday, July 13; 1:00pm-2:00pm

Instructor: Matthew Hennagin, Petrinovich

Pugh & Company, LLP

Class Style: Webinar | Class Limit: Unlimited

The class takes a deep dive in preparing the work-in-process schedule and how these schedules can be used to provide value to many segments of the Contractor's business—creating a tool that expands further than just financial reporting to include forecasting and cash management procedures.

Who Should Attend: Project Managers, Estimators, Management, and Accounting.

JULY 22

CARB Regulation Overview

Thursday, July 22; 2:30pm-4:30pm

Instructors: Beth White and Johanna Levine, California Air Resources Board (CARB)

Class Style: Webinar | Class Limit: Unlimited

CARB staff will give an overview of the In-Use Off-Road Diesel-Fueled Fleets Regulation (Off-Road Regulation), which applies to all self-propelled off-road diesel vehicles 25 horsepower or greater used in California and most two-engine vehicles (except on-road two-engine sweepers). An overview of the Solid Waste Collection Vehicle (SWCV) regulation, which was amended in 2019 to include Heavy Cranes, and the Truck and Bus regulation, will also be provided. These on-road vehicle overviews will include frequently asked questions, TRUCRS reporting, the impact of Senate Bill 1, and funding/loan opportunities.



- Review of current requirements and deadlines for Off-Road equipment and On-Road Trucks and Buses, including Heavy Cranes
- Provide an overview of reporting using the on-line reporting tools
 - DOORS (Off-Road)
 - TRUCRS (On-Road)
- Provide resources for compliance and funding assistance
- Ensure there are no delays with DMV registration
- CARB regulatory staff will answer questions

Who Should Attend: Any company that hires/contracts with a company that owns and operates this equipment.

AUGUST 10

Construction Finance

Tuesday, August 10; 2:30pm-4:30pm

Instructors: Mark Daines and Russ Rigler,
CliftonLarsonAllen LLP

Class Style: Interactive | Class Limit: 50

This class covers detailed topics and best practices for construction accounting and finance.

- The basics of construction revenue recognition and WIP schedule
- Understanding key cash flow issues
- Being familiar with financial issues related to unapproved change orders/claims
- Understanding the importance of job cost control and estimated costs to complete

Who Should Attend: Construction accounting managers, project accountants, project management.



AUGUST 12

How to Get Paid/Prompt Payment

Thursday, August 12; 2:30pm-4:30pm

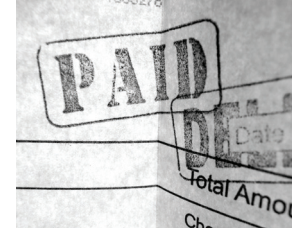
Instructor: Janette Leonidou, Leonidou & Rosin
Professional Corp.

Class Style: Webinar | Class Limit: Unlimited

This class will cover mechanic's liens, stop payment notices, and bond claims. You will learn practical tips to get paid!

- Mechanic's liens
- Stop payment notices
- Bond claims
- Practical tips

Who Should Attend: Everyone: even if you are not responsible for collections in the company, it is good to have a basic understanding of time frames and requirements.



AUGUST 26

Construction Insurance & Bonding

Thursday, August 26; 2:30pm-4:30pm

Instructors: Tyler Kannon and Kevin Re,

Arthur J. Gallagher & Co.

Class Style: Interactive | Class Limit: 40

This course is designed to introduce the concepts of insurance, surety, and risk management for construction companies and projects. We will dive into specific insurance coverages, types of surety bonds contractors can expect to see in their contracts, establishing and enhancing safety programs, ways to mitigate risk, and how to turn your insurance program into a profit center.



- Insurance and how it relates to the project
- Claims management
- Bidding wrap-up projects and what to watch for
- Safety-Loss prevention tactics
- Surety bonding 101

Who Should Attend: Project managers and office staff for contractors/anyone who deals with insurance or bonds on construction projects.

SEPTEMBER 16

Construction Contracts

Thursday, September 16; 2:30pm-4:30pm

Instructor: Janette Leonidou, Leonidou & Rosin

Professional Corp.

Class Style: Webinar | Class Limit: Unlimited

This course will teach you how to become familiar with what clauses you should include in your contracts, and more importantly, which clauses to avoid and why. Also, gain valuable tips on how to modify contract language and the impact those changes may have.



- Which clauses you should have in your contracts
- Which clauses to avoid and why
- Valuable tips on how to modify contract language and the impact those changes may have

Who Should Attend: People responsible for reviewing contracts and PMs, superintendents, etc., so they know what governs their change orders, claims, and other project issues.

INDUSTRY
SPECIFIC

SEPTEMBER 23

USA-CYA!

Thursday, September 23; 2:30pm-4:30pm

Instructors: Logan Downer and Jordan Thomas,
Preston Pipelines, Inc.

Class Style: Webinar | Class Limit: Unlimited

This class is an overview of CA Code 4216 and how to apply it in your USA Ticket Management. As an industry, it benefits all of us to master this and apply it so that

our interactions with utility operators are more productive and less contentious. Each party's obligations will be less a matter of opinion and more the execution and conformance to the designated standard, the law. As excavators, the end goal is to work together to hold utility operators to the same standard as we are.

- Build an understanding of CA Code 4216 and how to apply it
- Best management practices
- Work together as an industry to institute change and work toward easier communications with utility operators in the future

Who Should Attend: Any contractor who has to call in USA tickets.



SEPTEMBER 30

Certified Payroll

Thursday, September 30; 2:30pm-4:00pm

Instructors: Darbi Griffin and Jesse Jimenez,
Foundation for Fair Contracting (FFC)

Class Style: Webinar | Class Limit: Unlimited

This class will cover UCON members' most frequently asked certified payroll questions and common pitfalls. Including: Compliance

requirements of Labor Code 1776; who is covered by certified payroll and contractor registration; apprenticeship requirements. FFC will walk attendees through how to find prevailing wage determinations, complete necessary forms, and access other resources. The last 30 minutes of the meeting will be a moderated Q&A with Ruby Varnadore. Attendees can pre-submit their questions or ask during the session.

Bullet List of Class Objectives:

- How to avoid common compliance-related pitfalls
- Overview of compliance documents and how to complete them properly
- Apprenticeship compliance

Who Should Attend: Construction Employers on Public Works Projects



OCTOBER 14

Claims Documentation and Change Orders

Thursday, October 14; 2:30pm-4:30pm

Instructor: Janette Leonidou, Leonidou & Rosin Professional Corp.

Class Style: Webinar | Class Limit: Unlimited

Learn how to identify the warning signs of a claim and processes for recovering appropriate losses, including using the change order method to present claims. This class will discuss key differences between public and private, general causes of claims, and basic procedures to follow. Learn how to identify, preserve, document, perfect and quantify your delay damages.



- Entitlement (contract, case law, statutes)
- Risk Shifting Provisions (statutes and contract provisions)
- Notice (purpose, types, content, tips)
- Documentation (correspondence, change order log, meeting minutes, problem log, etc.)
- Scheduling and Scheduling Problems for Contractors
- Common Contract Requirements
- Quantifying Claims

Who Should Attend: PMs, superintendents, PEs, and others should have at least a sense of how claims work.

DECEMBER 2

New Industry Laws

Thursday, December 2; 2:30pm-4:30pm

Instructor: Roger Mason, Esq, Sweeney Mason LLP

Class Style: Webinar | Class Limit: Unlimited

Get up to date with new construction industry employment laws affecting your organization's policies and practices. This program will discuss new laws and court decisions and provide strategies for implementing new requirements at your company.



- Review the labor & employment laws that were passed in 2021 that will affect the Construction Industry
- Discuss what the new laws mean for you.
- Discuss implementation of the new requirements

Who Should Attend: UCON Members.

INDUSTRY SPECIFIC

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their dedication and investment in professional development!*

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What Our Attendees Had to Say*:



"A lot of people can build shit, but true leadership has the privilege to build People. These programs provide tools for that task (borrowed a bit of your language there Mark Breslin). As a footnote, I'm 68 and passionate about this business and the people we're building. Your program helps tune me as well. Thank you."

— Dan Fink, The Conco Companies

"No BS Leadership is one of the most informative and eye-opening trainings I have attended. I left significantly pondering how to challenge myself to achieve everything I am capable of."

— Kim Carone, McGuire and Hester

"Amidst the pandemic restrictions and working remotely, these UCON Virtual Programs have provided such a wonderful opportunity for organizations to offer incredibly useful and relevant trainings to employees of multiple levels. Much gratitude and appreciation, it's been great!"

— Lindsay Cambra, Preston Pipelines Infrastructure, LLC

"Another great learning opportunity. Even for a Gen X'er, leadership is an amazing subject and is a great platform to anchor growth."

— Jesse Rivas, Brosamer & Wall, Inc.

"Elevate yourself, and you'll elevate others."

— Mike Morrissey, Doyle's Work Company, Inc.

**Quotes from 2020 programs*