



# UNITED CONTRACTORS



EMPOWERING  
CALIFORNIA'S  
UNION  
CONSTRUCTION  
INDUSTRY





# OUR MEMBERS ARE OUR MISSION

United Contractors (UCON) empowers, advocates for, and supports California's union contractors. We are relentlessly committed to serving the needs of our members while building the next generation of industry leaders.

UCON was founded by union contractors for union contractors — large and small. Our values are simple, and guide our work: Integrity, Innovation, Leadership, Unity, Teamwork, Enthusiasm, Trust, and Care.



# ABOUT UNITED CONTRACTORS

## **MORE THAN 50 YEARS OF INDUSTRY LEADERSHIP**

Founded in 1970, UCON is California's premier construction trade association. We collectively represent over 550 union-affiliated contractors and associate firms across the state who employ more than 30 million man-hours and \$50 billion in construction revenue annually.

UCON is a member-driven organization that empowers, advocates for, and serves California's union contractors

with labor relations, political advocacy, HR support, safety and regulatory services, professional and leadership development, and industry networking.

We are passionate about giving our members value, benefits, and a high return on their investment.

It is our privilege to serve the interests of our members and elevate the industry in the process.

**UCON: A CONTRACTOR DRIVEN ORGANIZATION  
FOUNDED BY UNION CONTRACTORS.**



# MEMBER DRIVEN

## UCON Labor Relations

**Labor Relations & HR Solutions are the foundation of United Contractors, and more than 350 union-affiliated contractors turn to us for results.**

UCON's Labor Relations & Member Services experts are second to none. With more than 100 years of experience between them, our dedicated labor

relations team provides direct support and problem-solving to our contractors, large and small, on a daily basis—one of the main benefits of being a member.

We work with the major construction crafts across California including the Laborers, Operating Engineers, Carpenters/Pile Drivers, Cement Masons, Teamsters and Iron Workers.



### **OFFERING EXPERT ON-CALL HELP**

Have a question? Call or email us. We take pride in our rapid response rate to our members—it is one of our core values. Our members' needs come first. We are here to help you.



### **RESOLVING GRIEVANCES & LABOR DISPUTES**

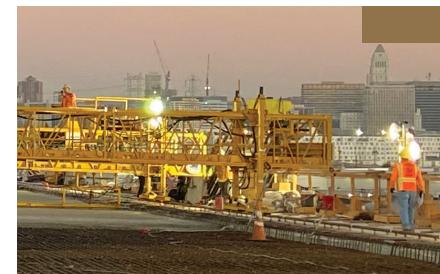
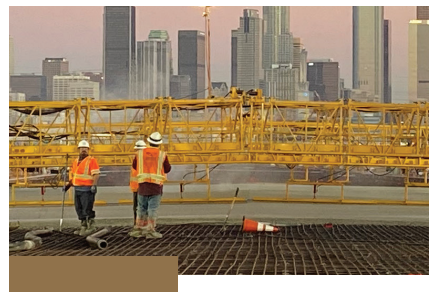
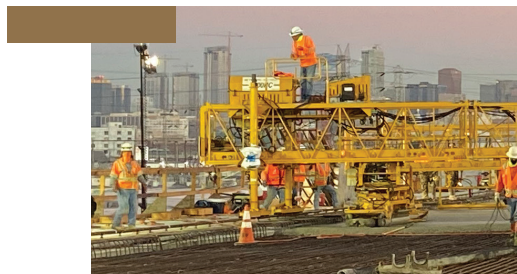
Looking for an advocate? We will always first try to settle any grievance, and are often able to facilitate this result through informal meetings. We will represent you.



### **NEGOTIATING COLLECTIVE BARGAINING AGREEMENTS**

Contractors are stronger together. UCON's Labor Executive Committee (LEC) is our strategic planning group for all of our labor-related policies. At UCON, contractor leaders collaborate to negotiate for our industry.





## NAVIGATING PAYROLL & PREVAILING WAGE COMPLIANCE

Have payroll or prevailing wage questions? United Contractors provides expert advice and best practices to navigate union payroll procedures and prevailing wage issues.

***“When dealing with multiple crafts, interpreting some complex labor union rules can be overwhelming. UCON’s guidance is priceless.”***  
— Power Engineering Construction Co.

***“It’s unbelievable how productive and transparent our recent labor negotiations have become. Truly a testament to UCON’s commitment as stewards of the industry.”***  
— Ghilotti Bros., Inc.

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UCON’S LABOR RELATIONS & MEMBER SERVICES TEAM  
ASSISTS WITH HUNDREDS OF UNIQUE MEMBER ISSUES  
ANNUALLY—OVER **10,000** CALLS/EMAILS—ADVISING  
MEMBERS ON HR, LEGAL AND PAYROLL ISSUES, PUBLIC  
WORKS AND PREVAILING WAGE COMPLIANCE, CONTRACT  
INTERPRETATION, LABOR DISPUTES, AND MORE.

## DEVELOPING YOUR WORKFORCE

Have you struggled with growing and retaining your workforce? United Contractors provides expert tailored guidance on dispatching, apprenticeship, talent acquisition, and field operations support.

## ADVOCATING FOR YOU IN TRUST FUND AUDITS

Is your trust fund audit costing you more than it should? United Contractors provides union contractors with tools, language, best practices, and more to reduce liability and effectively respond during the trust fund audit process.



WE ARE

# ELEVATING THE INDUSTRY

## UCON Political Advocacy

Over the last decade, UCON has helped secure more than \$90B in public works infrastructure funding in California.



### **ADVOCATING FOR YOU**

UCON's Political Advocacy team protects union contractors' interests at all levels of government. UCON delivers results for CA union contractors by:

- Providing powerful political advocacy on behalf of California's union contractors
- Building effective and influential coalitions
- Leading local and state ballot measures for infrastructure funding
- Ensuring regulatory fairness
- Fostering agency relations
- Assisting with complex compliance requirements

### **DIRECT MEMBER SUPPORT WITH:**

- CSLB Licensing Issues
- Caltrans Issues
- CARB Regulatory Support
- Cal/OSHA and Safety Compliance Support
- Crisis Management
- State Water Resources Control Board (SWRCB) Advocacy and SWPPP Issues
- Local and State Agency Relations and Advocacy



(Above) UCON members visit the Capitol Building before UCON's Legislative Summit begins, 2018





## A POWERFUL VOICE

UCON is the most powerful and effective voice for California union contractors, elevating our members and the greater industry through our advocacy work.

*“UCON is a powerful, unified political voice for union contractors. They get results for the entire industry.”*

— Wahid Tadros, CEO  
California Engineering Contractors

*“UCON’s political team is second to none. They know the issues, and advocate for us. They deliver real results.”*

— Mary Teichert, President  
Teichert Inc.



## UCON’S POLITICAL ACTION COMMITTEE (PAC)

- Helps your political donations go further
- Strengthens the industry’s voice
- Expands the union construction marketshare in California
- Builds critical relationships and support for legislators who share our (your) mission

*“Before I was with UCON, we felt like we had no voice at the county or state level. Now, we have a seat at the most important tables.”*

— Bryn Burke, President  
Dees Burke Engineering Constructors, LLC

*“UCON’s advocacy work has improved the business and regulatory climate for contractors across the state.”*

— Steve Concannon, President  
Pavement Recycling Systems, Inc.



UCON’S POLITICAL ADVOCACY TEAM SECURED  
TENS OF BILLIONS IN NEW LOCAL WATER AND  
TRANSPORTATION INFRASTRUCTURE FUNDING.  
IN 2020, 17/20 UCON SUPPORTED BILLS PASSED,  
AND 12/14 UCON-OPPOSED BILLS WERE DEFEATED.

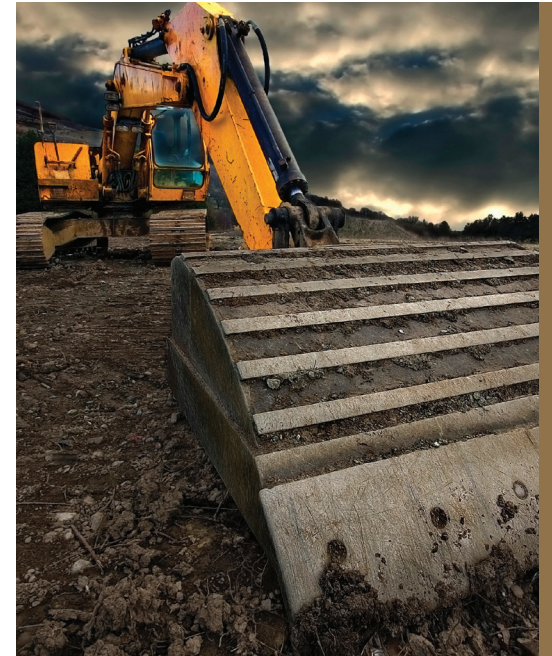
# INFORMING & ADVOCATING

## Regulatory Tracking

**UCON offers free regulatory compliance assistance and promotes and advocates for fair specifications with public agencies.**

- CARB support and assistance
- New and changing regulation tracking
- Updates and alerts on important compliance issues

A leading industry voice in the fight for a fair and reasonable regulatory environment, UCON works on your behalf or can connect you directly to local and state agencies, including: Caltrans leadership, the California State Licensing Board (CSLB), State Water Resources Board (SWRCB), CARB staff, Cal/OSHA, the Department of Industrial Relations (DIR), local city leaders and more.



### LEADING THE INDUSTRY

Our online COVID-19 Safety Resources received over 20,000 unique views. We provide essential tools and resources for our members and their businesses, helping them navigate complex issues with confidence.

## EXPERT GUIDANCE

### Safety

**UCON Safety Services support members directly, providing a full range of services that will ensure your company and employees are in compliance with all safety rules.**

In addition, UCON provides direct support and advocacy for members on safety issues ranging from underground and utility to Cal/OSHA and more.

Members receive expert guidance, tools and templates to stay in compliance:

- Cal/OSHA support and assistance—questions, problems, citations
- Advocacy on pending regulations
- Urgent safety alerts
- 1-1 consulting
- Safety products—member direct access to UCON's Safety Handbook and more
- Member safety success celebrated through annual recognition and awards



# CULTIVATING FUTURE LEADERS

## UCON Professional & Leadership Development

United Contractors provides first-class professional & leadership development to enhance industry growth at all levels. UCON is committed to serving as the statewide leader in delivering professional,

technical, and leadership development content that invests in your people, because:

- 94% of employees would stay at a company longer if it simply invested in helping them learn.
- 74% of employees think they have a lot of untapped potential and want more training.
- Companies that invest in employee training gain 21% more profit.

UCON members receive outstanding, extensive training and professional development courses for their teams in 2021. These courses are offered at no additional cost and benefit a broad range of employees, from top management to PMs, superintendents, forepersons, and more.

### UCON: MAKING PEOPLE DEVELOPMENT A PRIORITY

- **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 4.8/5 (in 2020)



**ENGAGE | GROW | INSPIRE | LEAD**

*"The training offered through UCON is a valid and crucial reminder—we all still have room for improvement."*  
— Super Seal & Stripe

*"UCON goes out of its way to bring in industry professionals that know what they are talking about."*  
— Smith, Currie & Hancock, LLP

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IN THE FIRST HALF OF 2021,  
OVER 1,900 INDIVIDUALS FROM  
160+ COMPANIES REGISTERED FOR  
UCON DEVELOPMENT COURSES.



# EFFECTIVE TOGETHER

## Highly Engaged Members

UCON members get involved and lead the industry forward.

United Contractors has a variety of forums and committees ranging from Labor Relations, Legislative, Public Works, Safety and Regulatory, to Political Action, Small Business and Caltrans. There is a place for everyone to push change and better the industry.



### GETTING INVOLVED

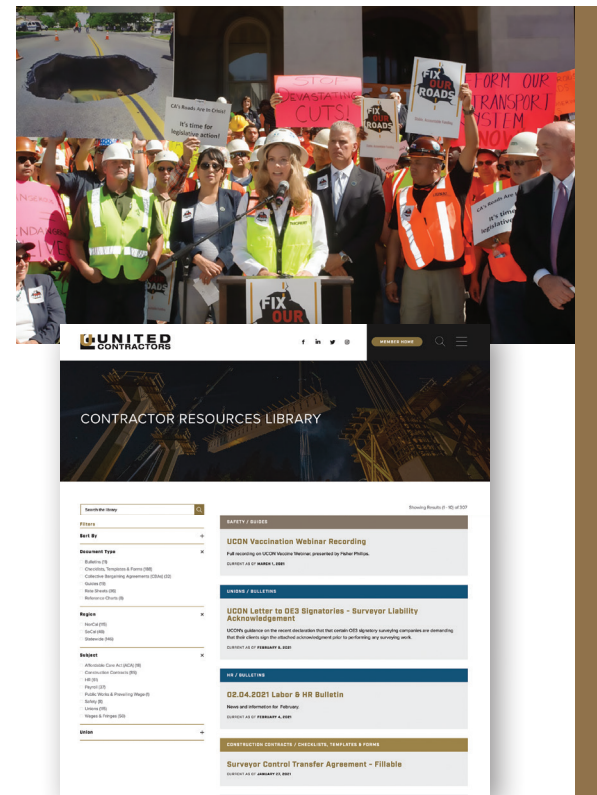
We get work done together. As a contractor-driven member services organization, UCON lives to place its members in positions where they are heard. Committees and Member Forums are diverse, engaging, and a fantastic way to connect and drive progress. Bring your experience, and talent, together we can elevate our industry.

### CONSTANTLY EVOLVING

UCON teams are continuously surveying the landscape in order to develop essential tools for members.

- **Critical Resources:** Our Contractor Resources Library (CRL) online is continuously updated, filled with forms, templates, advisories and checklists to help keep members updated and in compliance.
- **Updates:** Members are kept current with email bulletins and alerts. With any new developments affecting your business, you can count on UCON to provide you with what you need.
- **On-Demand:** UCON experts are here for you when you need them—Labor, HR, Professional Development, Advocacy, and more. You have support, and you have a voice.

98%+ RETENTION RATE: REFLECTING  
THE LEVEL OF RETURN ON  
INVESTMENT MEMBERS RECEIVE  
AND OUR ABILITY TO PROVIDE A  
COMPETITIVE EDGE IN THE INDUSTRY.



*“UCON helps with connecting members to resources and building strong relationships in the construction industry.”*  
— HSG Safety Supplies, Inc.

*“The opportunity to be involved on behalf of our contractors on important issues that affect all our members is extremely rewarding. Get involved, be a voice in our industry; the gains are immeasurable.”*  
— Graniterock



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# BUILDING RELATIONSHIPS

## Connecting the Industry

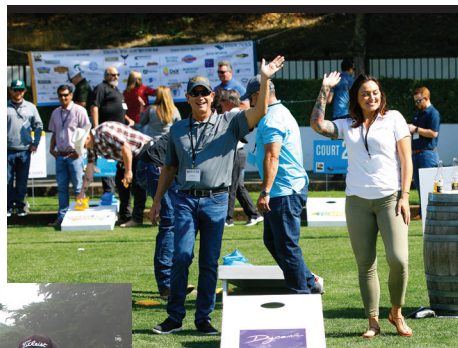
Building meaningful business relationships strengthens the industry and the connection and collaboration with fellow UCON members.

Through our events—Membership L.I.V.E., Crab Feed, Scholarship ThrowDown for Education, BBQ, Sal Rubino Golf Classic and our Advocacy Auction—no one brings the industry together like UCON.



### FUN WITH A PURPOSE

Bringing people together, UCON's Scholarship ThrowDown Cornhole Tournament has raised more than \$500,000 for education (left). Our Annual BBQ (above) boasts a crowd of more than 1,500 of industry's finest. Join us.



*"UCON is an exceptional association. I look forward to attending all of the future events and capitalizing on all the opportunities it affords me." — BigRentz*

*"It seems like the next generation of leaders are all about UCON and the networking events are nothing short of a blast! I am happy to be a part of it." — ILB Electric*

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BE A PART OF SOMETHING BIG—THROUGHOUT THE PAST FIVE YEARS, OVER 18,000 PEOPLE HAVE ATTENDED UCON EVENTS, REPRESENTING MORE THAN 1,200 COMPANIES, COVERING ALL ASPECTS OF THE INDUSTRY.





WE ARE

# HERE FOR YOU

**UCON IS RELENTLESSLY  
COMMITTED TO OUR  
MEMBERS AND THE  
INDUSTRY.**

Let us help you with: Labor Relations,  
HR Questions, Political Advocacy,  
Trust Fund Audits, Agency Relations,  
Safety & Regulatory Assistance,  
Government Relations, Industry  
Networking & Relationship Building,  
Professional Development &  
Leadership Training, and more.

Every year, 98 percent of our  
members renew, and 99 percent of  
our members would recommend us  
to their peers. Find out why.



**WWW.UNITEDCONTRACTORS.ORG**

**(925) 855-7900**

Project photos courtesy of UCON Members.