

From: ericdchristen@gmail.com
To: [James Kyriaco](#); [Roger Aceves](#); [Stuart Kasdin](#); [Kyle Richards](#); [City Clerk Group](#); [Paula Perotte](#)
Cc: [Michelle Greene](#); [Michael Jenkins](#); gmccormick@newspress.com
Subject: A reminder who you're about to hand another \$45,000 to so as to "advise" the City on Project Labor Agreements (PLAs)
Date: Monday, October 4, 2021 6:46:45 PM
Attachments: [Untitled attachment 01723.pdf](#)
[Untitled attachment 01726.html](#)
[Exhibit B - 2015 Industrial Contractors UMIC 990.pdf](#)
[Untitled attachment 01729.html](#)
[Untitled attachment 01732.pdf](#)
[Untitled attachment 01735.html](#)
[Exhibit D - Iron Workers, Local 378 2014 - 2017.pdf](#)
[Untitled attachment 01738.html](#)
[Untitled attachment 01741.pdf](#)
[Untitled attachment 01744.html](#)
[Exhibit F - Ironworkers Prevailing Wage Determination.pdf](#)
[Untitled attachment 01747.html](#)
[Organized Labor - March 2018 - Vlaming Reference.pdf](#)
[TRUSTEE LIST.pdf](#)
Importance: High

Good Evening.

I sent this to you in May when I saw that Mr. Vlaming had "randomly" been selected to "advise" the city on a PLA.

A reminder what this compromised individual gets you for \$50,000 when you consider wasting more taxpayer money tomorrow for no reason.

EC



Councilmembers:

[Today at 1:30pm the City's Ordinance Review Standing Subcommittee](#) will be taking up the issue of Project Labor Agreements (PLAs). The person the City hired to "advise" you on this issue is Mike Vlaming.

Questions: Who is Mike Vlaming? Who authorized the City to hire him? How much has it cost Goleta taxpayers?

These are all questions we will include in a Public Records Act request soon to follow.

We were shocked to read that this man had been hired by you and throws into question everything the City has done to date regarding this issue. Clearly a man with such a conflict of interest CANNOT bring any objectivity to the table. Again, WHO authorized this hire?

Mike Vlaming not only works with the same union special interests who would benefit from the PLA but he himself almost certainly financially benefits from every PLA he has worked on!

Michael Vlaming of Vlaming and Associates is the executive director of a few associations that are signatory to union Master Labor Agreements, including an organization called "Industrial Contractors, UMIC, Inc". He is also involved in some way with a labor-management cooperation committee called "Ironworker Management Progressive Action Cooperative Trust" or "IMPACT". He also is a trustee on the California Field Ironworkers trust fund. (See attached)

If a contractor that employs Ironworkers signs a Project Labor Agreement, that contractor must make payments on behalf of journeymen and apprentices to the Ironworker Management Progressive Action Cooperative Trust (IMPACT), which then disburses the money to a variety of activities throughout the country. If a contractor was not mandated to sign a Project Labor Agreement, it would not have to make employer payments to the Ironworker Management Progressive Action Cooperative Trust (IMPACT).

Industrial Contractors, UMIC, Inc. obtains dues and assessments from an unknown source and then contracts out to an unknown party for management and consulting. Industrial Contractors, UMIC, Inc. claims it is not compensating its executive director Michael Vlaming despite his work representing Industrial Contractors, UMIC, Inc. in negotiating its Master Labor Agreement.

We suspect the Ironworker Management Progressive Action Cooperative Trust (IMPACT) may be making payments to Industrial Contractors, UMIC, Inc. (which then pays Vlaming & Associates as a contractor) or to Vlaming and Associates. If so, this means that a Project Labor Agreement contractually obligates a company to make payments to an organization that directly or indirectly compensates him.

See the attached exhibits.

Exhibit A - First two pages of the IRS Form 990 for Ironworker Management Progressive Action Cooperative Trust (IMPACT).

Exhibit B - IRS Form 990 for Industrial Contractors, UMIC, Inc. It indicates \$146,170 in "membership dues and assessments" and \$81,220 in expenses for Management & Consulting.

Michael Vlaming is indicated as Executive Director and Secretary, with no direct income from the organization. The address of 447 Georgia Street in Vallejo is the same address as Vlaming & Associates.

Exhibit C - Mike Vlaming is identified on the Ironworker Management Progressive Action Cooperative Trust (IMPACT) website as the executive director of Industrial Contractors, UMIC, Inc., which is identified on the website as part of Regional Advisory Board 9.

Exhibit D - The current Master Labor Agreement for Ironworkers Union locals in California. It indicates that Industrial Contractors, UMIC, Inc. is signatory, with Michael Vlaming as the representative. It also indicates that employers signatory to the agreement must make payments to the Ironworker Management Progressive Action Cooperative Trust (IMPACT). That amount was set at a certain amount per hour worked by an employee represented by the Ironworkers Union locals in California.

Exhibit E - Industrial Contractors, UMIC, Inc. has been involved with the Ironworker Management Progressive Action Cooperative Trust since its establishment. This IMPACT Market Share Strategy report provides some insight into how IMPACT funds are used to provide a competitive advantage to union contractors and their union employees.

Exhibit F - The current California Department of Industrial Relations prevailing wage determination for Ironworkers in California. It is likely that the "Other Payments" amount incorporates the employer payments designated in the current Master Labor Agreement for Ironworkers Union locals in California for the Ironworker Management Progressive Action Cooperative Trust (IMPACT).

Exhibit G - Mike Vlaming speaking to Bay Area unions about the need to get PLAs put into place.

Exhibit H – Field Ironworkers Trust Fund Board of Trustees

In conclusion:

You are now paying someone with taxpayer dollars to do something that would not need to be done if you simply maintained your current bid practices. How much would the PLA cost to administer once it is agreed to? As we will show you shortly the Fremont Unified School District **paid it's PLA administrator \$500,000 just to administer ONE PLA.**

This process has been deeply compromised with this hire and has put the City at legal risk. This process needs to be reconstituted with an objective third party brought in to provide non-prejudicial input.

Eric Christen
Executive Director
Coalition for Fair Employment in Construction
www.opencompca.com

EXTENDED TO AUGUST 17, 2015

OMB No 1545-0047

Form **990****Return of Organization Exempt From Income Tax****2014**Department of the Treasury
Internal Revenue Service

Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except private foundations)

Do not enter social security numbers on this form as it may be made public.

Information about Form 990 and its instructions is at www.irs.gov/form990.Open to Public
Inspection

A For the 2014 calendar year, or tax year beginning

and ending

B Check if applicable

- ☐ Address change
☐ Name change
☐ Initial return
☐ Final return/terminated
☐ Amended return
☐ Application pending

C Name of organization

**IRONWORKER MANAGEMENT PROGRESSIVE ACTION
COOPERATIVE TRUST**

Doing business as

Number and street (or P.O. box if mail is not delivered to street address)

1750 NEW YORK AVENUE, N.W.

Room/suite

4TH FL

City or town, state or province, country, and ZIP or foreign postal code

WASHINGTON, DC 20006F Name and address of principal officer: **KEVIN HILTON****1750 NEW YORK AVE, WASHINGTON, DC 20006**

D Employer identification number

75-3054646

E Telephone number

2023931147

G Gross receipts \$

22,873,639.

H(a) Is this a group return

for subordinates? ☐ Yes ☒ NoH(b) Are all subordinates included? ☐ Yes ☐ No

If "No," attach a list. (see instructions)

H(c) Group exemption number ▶

I Tax-exempt status: ☐ 501(c)(3) ☒ 501(c)(5) (insert no.) ☐ 4947(a)(1) or ☐ 527J Website: **WWW.IMPACT-NET.ORG**

K Form of organization:

☐ Corporation☐ Trust☐ Association☒ Other**NON-P**L Year of formation: **2003**M State of legal domicile: **DC****Part I Summary**

1 Briefly describe the organization's mission or most significant activities: TO PROMOTE THE UNION IRONWORKERS INDUSTRY AND INCREASE MARKET SHARE	
2 Check this box <input type="checkbox"/> if the organization discontinued its operations or disposed of more than 25% of its net assets.	
3 Number of voting members of the governing body (Part VI, line 1a)	3 32
4 Number of independent voting members of the governing body (Part VI, line 1b)	4 32
5 Total number of individuals employed in calendar year 2014 (Part V, line 2a)	5 0
6 Total number of volunteers (estimate if necessary)	6 0
7a Total unrelated business revenue from Part VIII, column (C), line 12	7a 0.
b Net unrelated business taxable income from Form 990-T, line 34	7b 0.
8 Contributions and grants (Part VIII, line 1h)	Prior Year 19,648,912. Current Year 21,987,809.
9 Program service revenue (Part VIII, line 2g)	0. 0.
10 Investment income (Part VIII, column (A), lines 3, 4, and 7d)	1,425,296. 885,830.
11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	67,634. 0.
12 Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12)	21,141,842. 22,873,639.
13 Grants and similar amounts paid (Part IX, column (A), lines 1-3)	0. 0.
14 Benefits paid to or for members (Part IX, column (A), line 4)	0. 0.
15 Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10)	3,454,461. 3,621,980.
16a Professional fundraising fees (Part IX, column (A), line 11e)	0. 0.
b Total fundraising expenses (Part IX, column (D), line 25)	0. 0.
17 Other expenses (Part IX, column (A), lines 11a-11d, 11f-24)	16,240,875. 17,751,499.
18 Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25)	19,695,336. 21,373,479.
19 Revenue less expenses. Subtract line 18 from line 12	1,446,506. 1,500,160.
20 Total assets (Part X, line 16)	Beginning of Current Year 40,424,997. End of Year 41,634,400.
21 Total liabilities (Part X, line 26)	1,291,975. 1,001,218.
22 Net assets or fund balances. Subtract line 21 from line 20	39,133,022. 40,633,182.

Part II Signature Block

Under penalties of perjury, I declare that I have examined this return, including accompanying schedules and statements, and to the best of my knowledge and belief, it is true, correct, and complete. Declaration of preparer (other than officer) is based on all information of which preparer has any knowledge.

Sign
Here

Signature of officer

Date

KEVIN HILTON, CEO

Type or print name and title

Paid

Print/Type preparer's name

Preparer's signature

Date

Check

if self-employed

PTIN

MATTHEW T. HALEY**JUN 03 2015****P00574641**

Preparer

Firm's name ▶ **HALEY & ASSOCIATES, LLC**Firm's EIN ▶ **55-0810153**

Use Only

Firm's address ▶ **5000 SUNNYSIDE AVENUE #300
BELTSVILLE, MD 20705**Phone no. **301-595-5600**

May the IRS discuss this return with the preparer shown above? (see instructions)

☒ Yes ☐ No

G13

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IRONWORKER MANAGEMENT PROGRESSIVE ACTION
COOPERATIVE TRUST

Form 990 (2014)

75-3054646 Page 2

Part III Statement of Program Service Accomplishments

Check if Schedule O contains a response or note to any line in this Part III ☐

1 Briefly describe the organization's mission:

**THE PRIMARY MISSION OF IMPACT IS TO EXPAND THE JOB OPPORTUNITIES FOR
UNION IRONWORKERS AND THEIR SIGNATORY CONTRACTORS THROUGH PROGRESSIVE
AND INNOVATIVE LABOR MANAGEMENT COOPERATIVE PROGRAMS**

2 Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ? ☐ Yes ☒ No

If "Yes," describe these new services on Schedule O.

3 Did the organization cease conducting, or make significant changes in how it conducts, any program services? ☐ Yes ☒ No

If "Yes," describe these changes on Schedule O.

4 Describe the organization's program service accomplishments for each of its three largest program services, as measured by expenses. Section 501(c)(3) and 501(c)(4) organizations are required to report the amount of grants and allocations to others, the total expenses, and revenue, if any, for each program service reported.

4a (Code) (Expenses \$ 21,373,479. including grants of \$) (Revenue \$ 22,873,639.)

**IMPACT IS A JOINT LABOR-MANAGEMENT, NON-PROFIT TRUST WHOSE MISSION OF
IMPACT IS TO EXPAND THE JOB OPPORTUNITIES FOR UNION IRONWORKERS AND
THEIR SIGNATORY CONTRACTORS**

4b (Code) (Expenses \$ including grants of \$) (Revenue \$)

4c (Code) (Expenses \$ including grants of \$) (Revenue \$)

4d Other program services (Describe in Schedule O)

(Expenses \$ including grants of \$) (Revenue \$)

4e Total program service expenses **21,373,479.**



Ironworker Management Progressive Action Cooperative Trust

**Expanding Job Opportunities for
Ironworkers and their Contractors**

**REGISTER
HERE**

Member Sign-In

User Name

Password

Sign In

[Forgot Password?](#)

[Need A Username and Password?](#)

[Create Profile Now](#)

Industrial Contractors, UMIC, Inc.

Regional Advisory Board 9

SCA

447 Georgia Street

Vallejo, CA 94590

Phone: (707) 552-6040

Fax: (707) 552-6090

Contact:

Mr. Michael Vlaming

Executive Director

Local Unions:

Iron Workers LU # 118, Sacramento (<http://impact-net.org/forms/CompanyFormPublic/viewDetails?id=67A000034AD>)

Iron Workers LU # 155, Fresno (<http://impact-net.org/forms/CompanyFormPublic/viewDetails?id=67A000034DC>)

Iron Workers LU # 229, San Diego (<http://impact-net.org/forms/CompanyFormPublic/viewDetails?id=67A0000352C>)

Iron Workers LU # 377, San Francisco (<http://impact-net.org/forms/CompanyFormPublic/viewDetails?id=67A000035D1>)

Iron Workers LU # 378, Oakland (<http://impact-net.org/forms/CompanyFormPublic/viewDetails?id=67A000035D7>)

Iron Workers LU # 416, Los Angeles (<http://impact-net.org/forms/CompanyFormPublic/viewDetails?id=67A0000363E>)

Iron Workers LU # 433, Los Angeles (<http://impact-net.org/forms/CompanyFormPublic/viewDetails?id=67A00003659>)

Iron Workers LU # 844, Hercules (<http://impact-net.org/forms/CompanyFormPublic/viewDetails?id=67A000038BE>)

Signatory Contractors

Bragg Crane & Rigging Company (<http://impact-net.org/forms/CompanyFormPublic/viewDetails?id=67A00000FF0>)

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1750 New York Avenue, Fourth Floor, Washington, DC (District of Columbia) 20006

Phone: **(202) 393-1147** Fax: (202) 393-1148 Toll Free: **(800) 545-4921**



Form 990-EZ

Department of the Treasury
Internal Revenue Service

Short Form

Return of Organization Exempt From Income Tax

Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except private foundations)

Do not enter social security numbers on this form as it may be made public.

Information about Form 990-EZ and its instructions is at www.irs.gov/form990.

OMB No 1545-1150

2014

Open to Public Inspection

A For the 2014 calendar year, or tax year beginning 07-01-2014, and ending 06-30-2015

B

Check if applicable

☐ Address change

☐ Name change

☐ Initial return

☐ Final return/terminated

☐ Amended return

☐ Application pending

C Name of organization

UMIC INC

Number and street (or P O box, if mail is not delivered to street address)Room/suite

447 GEORGIA STREET

City or town, state or province, country, and ZIP or foreign postal code

VALLEJO, CA 94590

D Employer identification number

94-6128010

E Telephone number

(707) 552-6040

F Group Exemption Number

G Accounting Method

☐ Cash

☒ Accrual

Other (specify) _____

I Website:

N/A

J Tax-exempt status

(check only one) - ☐ 501(c)(3) ☒ 501(c)(6) (insert no) ☐ 4947(a)(1) or ☐ 527

H

Check ☒ if the organization is not required to attach Schedule B (Form 990, 990-EZ, or 990-PF)

K Form of organization

☐ Corporation

☐ Trust

☐ Association

☐ Other _____

L Add lines 5b, 6c, and 7b to line 9 to determine gross receipts. If gross receipts are \$200,000 or more, or if total assets (Part II, column (B) below) are \$500,000 or more, file Form 990 instead of Form 990-EZ.

\$ 146,170

Part I Revenue, Expenses, and Changes in Net Assets or Fund Balances (see the instructions for Part I)

Check if the organization used Schedule O to respond to any question in this Part I ☒

Revenue	1	Contributions, gifts, grants, and similar amounts received	1	
	2	Program service revenue including government fees and contracts	2	
	3	Membership dues and assessments	3	146,170
	4	Investment income	4	
	5a	Gross amount from sale of assets other than inventory	5a	
	b	Less cost or other basis and sales expenses	5b	0
	c	Gain or (loss) from sale of assets other than inventory (Subtract line 5b from line 5a)	5c	
	6	Gaming and fundraising events	6d	
	a	Gross income from gaming (attach Schedule G if greater than \$15,000)	6a	
	b	Gross income from fundraising events (not including \$ _____ of contributions from fundraising events reported on line 1) (attach Schedule G if the sum of such gross income and contributions exceeds \$15,000)	6b	
Expenses	c	Less direct expenses from gaming and fundraising events	6c	0
	d	Net income or (loss) from gaming and fundraising events (add lines 6a and 6b and subtract line 6c)	6d	
	7a	Gross sales of inventory, less returns and allowances	7a	
	b	Less cost of goods sold	7b	0
	c	Gross profit or (loss) from sales of inventory (Subtract line 7b from line 7a)	7c	
	8	Other revenue (describe in Schedule O)	8	
	9	Total revenue. Add lines 1, 2, 3, 4, 5c, 6d, 7c, and 8	9	146,170
	10	Grants and similar amounts paid (list in Schedule O)	10	
	11	Benefits paid to or for members	11	
	12	Salaries, other compensation, and employee benefits	12	
Net Assets	13	Professional fees and other payments to independent contractors	13	854
	14	Occupancy, rent, utilities, and maintenance	14	
	15	Printing, publications, postage, and shipping	15	
	16	Other expenses (describe in Schedule O)	16	92,803
	17	Total expenses. Add lines 10 through 16	17	93,657
	18	Excess or (deficit) for the year (Subtract line 17 from line 9)	18	52,513
	19	Net assets or fund balances at beginning of year (from line 27, column (A)) (must agree with end-of-year figure reported on prior year's return)	19	-5,811
	20	Other changes in net assets or fund balances (explain in Schedule O)	20	
	21	Net assets or fund balances at end of year. Combine lines 18 through 20	21	46,702

For Paperwork Reduction Act Notice, see the separate instructions.

Cat No 10642I

Form 990-EZ (2014)

Check if the organization used Schedule O to respond to any question in this Part II ☒

Part III Statement of Program Service Accomplishments (see the instructions for Part III) Check if the organization used Schedule O to respond to any question in this Part III <input type="checkbox"/>		Expenses (Required for section 501(c)(3) and 501(c)(4) organizations, optional for others)	
What is the organization's primary exempt purpose? LABOR CONTRACT NEGOTIATION			
Describe the organization's program service accomplishments for each of its three largest program services, as measured by expenses. In a clear and concise manner, describe the services provided, the number of persons benefited, and other relevant information for each program title.			
28 LABOR CONTRACT NEGOTIATION FOR MEMBERS OF TRADE ASSOCIATION EXEMPT UNDER 501(C) 5) Grants \$ 92,793) If this amount includes foreign grants, check here <input type="checkbox"/>		28a	
29 Grants \$) If this amount includes foreign grants, check here <input type="checkbox"/>		29a	
30 Grants \$) If this amount includes foreign grants, check here <input type="checkbox"/>		30a	
31 Other program services (describe in Schedule O) Grants \$) If this amount includes foreign grants, check here <input type="checkbox"/>		31a	
32 Total program service expenses (add lines 28a through 31a) <input type="checkbox"/>		32	92,793

Check if the organization used Schedule O to respond to any question in this Part IV.

[illegible]

Part VOther Information (Note the Schedule A and personal benefit contract statement requirements in the instructions for Part V) Check if the organization used Schedule O to respond to any question in this Part V

		Yes	No
33	Did the organization engage in any significant activity not previously reported to the IRS? If "Yes," provide a detailed description of each activity in Schedule O	33	No
34	Were any significant changes made to the organizing or governing documents? If "Yes," attach a conformed copy of the amended documents if they reflect a change to the organization's name. Otherwise, explain the change on Schedule O (see instructions)	34	No
35a	Did the organization have unrelated business gross income of \$1,000 or more during the year from business activities (such as those reported on lines 2, 6a, and 7a, among others)?	35a	No
b	If "Yes," to line 35a, has the organization filed a Form 990-T for the year? If "No," provide an explanation in Schedule O	35b	No
c	Was the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization subject to section 6033(e) notice, reporting, and proxy tax requirements during the year? If "Yes," complete Schedule C, Part III	35c	No
36	Did the organization undergo a liquidation, dissolution, termination, or significant disposition of net assets during the year? If "Yes," complete applicable parts of Schedule N	36	No
37a	Enter amount of political expenditures, direct or indirect, as described in the instructions ▶	37a	
b	Did the organization file Form 1120-POL for this year?	37b	No
38a	Did the organization borrow from, or make any loans to, any officer, director, trustee, or key employee or were any such loans made in a prior year and still outstanding at the end of the tax year covered by this return?	38a	No
b	If "Yes," complete Schedule L, Part II and enter the total amount involved	38b	
39	Section 501(c)(7) organizations Enter		
a	Initiation fees and capital contributions included on line 9	39a	0
b	Gross receipts, included on line 9, for public use of club facilities	39b	0
40a	Section 501(c)(3) organizations Enter amount of tax imposed on the organization during the year under section 4911 ▶, section 4912 ▶, section 4955 ▶		
b	Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations Did the organization engage in any section 4958 excess benefit transaction during the year, or did it engage in an excess benefit transaction in a prior year that has not been reported on any of its prior Forms 990 or 990-EZ? If "Yes," complete Schedule L, Part I	40b	
c	Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations Enter amount of tax imposed on organization managers or disqualified persons during the year under sections 4912, 4955, and 4958 ▶		
d	Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations Enter amount of tax on line 40c reimbursed by the organization		
e	All organizations At any time during the tax year, was the organization a party to a prohibited tax shelter transaction? If "Yes," complete Form 8886-T	40e	No
41	List the states with which a copy of this return is filed ▶		
42a	The organization's books are in care of ▶ JEN JOHNSON Telephone no ▶ (707) 552-6040 Located at ▶ 447 GEORGIA ST VALLEJO, CA ZIP + 4 ▶ 945906004		
b	At any time during the calendar year, did the organization have an interest in or a signature or other authority over a financial account in a foreign country (such as a bank account, securities account, or other financial account)? If "Yes," enter the name of the foreign country ▶ See the instructions for exceptions and filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts (FBAR)	42b	No
c	At any time during the calendar year, did the organization maintain an office outside the U S ? If "Yes," enter the name of the foreign country ▶	42c	No
43	Section 4947(a)(1) nonexempt charitable trusts filing Form 990-EZ in lieu of Form 1041 - Check here and enter the amount of tax-exempt interest received or accrued during the tax year	43	
44a	Did the organization maintain any donor advised funds during the year? If "Yes," Form 990 must be completed instead of Form 990-EZ	44a	No
b	Did the organization operate one or more hospital facilities during the year? If "Yes," Form 990 must be completed instead of Form 990-EZ	44b	No
c	Did the organization receive any payments for indoor tanning services during the year?	44c	No
d	If "Yes," to line 44c, has the organization filed a Form 720 to report these payments? If "No," provide an explanation in Schedule O	44d	No
45a	Did the organization have a controlled entity within the meaning of section 512(b)(13)?	45a	No
45b	Did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? If "Yes," Form 990 and Schedule R may need to be completed instead of Form 990-EZ (see instructions)	45b	No

		Yes	No
46	Did the organization engage, directly or indirectly, in political campaign activities on behalf of or in opposition to candidates for public office? If "Yes," complete Schedule C, Part I		No

Part VI

Section 501(c)(3) organizations only

All section 501(c)(3) organizations must answer questions 47-49b and 52, and complete the tables for lines 50 and 51

Check if the organization used Schedule O to respond to any question in this Part VI ☐

		Yes	No
47	Did the organization engage in lobbying activities or have a section 501(h) election in effect during the tax year? If "Yes," complete Schedule C, Part II		
48	Is the organization a school as described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E		
49a	Did the organization make any transfers to an exempt non-charitable related organization?		
49b	If "Yes," was the related organization a section 527 organization?		

50 Complete this table for the organization's five highest compensated employees (other than officers, directors, trustees and key employees) who each received more than \$100,000 of compensation from the organization. If there is none, enter "None "				
(a) Name and title of each employee	(b) Average hours per week devoted to position	(c) Reportable compensation (Forms W-2/1099-MISC)	(d) Health benefits, contributions to employee benefit plans, and deferred compensation	(e) Estimated amount of other compensation
NONE				

f	Total number of other employees paid over \$100,000	▶	
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51 Complete this table for the organization's five highest compensated independent contractors who each received more than \$100,000 of compensation from the organization. If there is none, enter "None "		
(a) Name and business address of each independent contractor	(b) Type of service	(c) Compensation
NONE		

d	Total number of other independent contractors each receiving over \$100,000.	▶	
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52	Did the organization complete Schedule A? NOTE. All Section 501(c)(3) organizations must attach a completed Schedule A	▶	<input type="checkbox"/> Yes <input type="checkbox"/> No
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Under penalties of perjury, I declare that I have examined this return, including accompanying schedules and statements, and to the best of my knowledge and belief, it is true, correct, and complete. Declaration of preparer (other than officer) is based on all information of which preparer has any knowledge.

Sign Here	***** Signature of officer			2015-11-05 Date	
	MICHAEL J VLAMING Executive Director Type or print name and title				
Paid Preparer Use Only	Print/Type preparer's name Robert H Leyman		Preparer's signature	Date	Check <input checked="" type="checkbox"/> if self-employed PTIN P00730254
	Firm's name ▶ LEYMAN & COMPANY				Firm's EIN ▶
	Firm's address ▶ 3685 MT DIABLO BLVD SUITE 340 LAFAYETTE, CA 94549				Phone no (510) 525-3928
May the IRS discuss this return with the preparer shown above? See instructions					<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No

SCHEDULE O
(Form 990 or 990-EZ)Department of the Treasury
Internal Revenue Service**Supplemental Information to Form 990 or 990-EZ****Complete to provide information for responses to specific questions on
Form 990 or 990-EZ or to provide any additional information.****▶ Attach to Form 990 or 990-EZ.****▶ Information about Schedule O (Form 990 or 990-EZ) and its instructions is at
www.irs.gov/form990.**

OMB No 1545-0047

2014**Open to Public
Inspection**Name of the organization
UMIC INC

Employer identification number

94-6128010

990 Schedule O, Supplemental Information

Return Reference	Explanation
Client Note 1	
Other Expenses 1001	Advertising and Promotion \$1500
Other Expenses 1002	Office Expenses \$2817
Other Expenses 1005	Travel \$5367
Other Expenses 1012	Insurance \$250
Other Expenses 1	MANAGEMENT & CONSULTING \$81220
Other Expenses 2	TELEPHONE SERVICE \$794
Other Expenses 3	CONTRIBUTIONS \$500
Other Expenses 4	MISCELLANEOUS \$345
Other Expenses 5	STATE FEE \$10
Total Liabilities 1001	Accounts Payable and Accrued Expenses - Beginning \$12763 Accounts Payable and Accrued Expenses - Ending \$10047

UNION

DISTRICT COUNCIL OF IRON WORKERS
OF THE
STATE OF CALIFORNIA AND VICINITY
1660 San Pablo Avenue, Suite C
Pinole, California 94564
(510) 724-9277

LOCAL UNION 118 (Mixed)
2840 El Centro Road, Suite 118
Sacramento, California 95833
(916) 646-6976

LOCAL UNION 155 (Mixed)
5407 East Olive, Suite 16
Fresno, California 93727
(559) 251-7388

LOCAL UNION 229 (Mixed)
5155 Mercury Point
San Diego, California 92111
(858) 571-5238

LOCAL UNION 377 (Mixed)
570 Barneveld Avenue
San Francisco, California 94124
(415) 285-3880

LOCAL UNION 378 (Mixed)
3120 Bayshore Road
Benicia, California 94510
(707) 746-6100

LOCAL UNION 416 (Reinforcing)
13830 San Antonio Drive
Norwalk, California 90650
(562) 868-1251

LOCAL UNION 433
(Structural, Ornamental and Rigging)
17495 Hurley Street East
City of Industry, California 91744
(626) 964-2500

EMPLOYERS

WESTERN STEEL COUNCIL
990 Reserve Drive, Suite #104
Roseville, California 95678
(916) 784-9110

INDUSTRIAL CONTRACTORS, UMIC, INC.
447 Georgia Street
Vallejo, California 94590
(707) 552-6040

ASSOCIATED GENERAL CONTRACTORS
OF CALIFORNIA, INC.
3095 Beacon Boulevard
West Sacramento, California 95691
(916) 371-2422

SOUTHERN CALIFORNIA CONTRACTORS
ASSOCIATION, INC.
600 City Parkway West, #165
Orange, California 92868
(657) 223-0800

STEEL FABRICATORS ASSOCIATION OF
SOUTHERN CALIFORNIA, INC.
8815 South Sorensen Ave.
Santa Fe Springs, California 90670
(562) 945-0013

UNITED CONTRACTORS
17 Crow Canyon Court, Suite 100
San Ramon, California 94583
(925) 855-7900

NEVADA CHAPTER OF THE ASSOCIATED
GENERAL CONTRACTORS OF
AMERICA, INC.
5400 Mill Street
Reno, Nevada 89502
(775) 329-6116

EMPLOYERS (continued)

ASSOCIATION OF CONSTRUCTION
EMPLOYERS

2175 N. California Blvd., Suite 420
Walnut Creek, California 94596
(925) 930-8355

UNITED GENERAL CONTRACTORS, INC.

533 S. Fremont Avenue, Suite 800
Los Angeles, California 90071
(213) 312-9022

ASSOCIATED GENERAL CONTRACTORS
LAS VEGAS CHAPTER

150 N. Durango, Suite 100
Las Vegas, Nevada 89145
(702) 796-9986

BUILDING INDUSTRY ASSOCIATION
OF SOUTHERN CALIFORNIA, INC.

24 Executive Park, Suite 100
Irvine, California 92614
(949) 553-9500

AGREEMENT

This Agreement is made and entered into this 10th day of June, 2014 by and between the California Ironworker Employers Council, Inc., the collective bargaining representative for the Employers consisting of:

Western Steel Council, Inc.

Industrial Contractors, UMIC, Inc.

Associated General Contractors of
California, Inc.

Southern California Contractors
Association, Inc.

Steel Fabricators Association of
Southern California, Inc.

United Contractors

Nevada Chapter of the Associated
General Contractors of America, Inc.

Association of Construction Employers

United General Contractors, Inc.

Associated General Contractors,
Las Vegas Chapter

Building Industry Association of
Southern California, Inc.

and such other individual employers who are members of the California Ironworker Employers Council, Inc. and signatory hereto and the District Council of Iron Workers of the State of California and Vicinity and Local Unions 118, Sacramento; 155, Fresno; 229, San Diego; 377, San Francisco; 378, Oakland; 416, Los Angeles; 433, Los Angeles and 844, Pinole of the International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers, who are affiliated with said District Council, which District Council and Local Unions are signatory hereto and are recognized as the collective bargaining representatives of the employees. Said District Council and Local Unions are affiliated with the Building and Construction Trades Department of the American Federation of Labor – Congress of Industrial Organizations.

are indentured after July 1, 2004:

First six months	50%
Second six months	55%
Third six months.	60%
Fourth six months	65%
Fifth six months	75%
Sixth six months.	80%
Seventh six months	90%
Eighth six months.	95%

Apprenticeship, **IMPACT**, Vacation, Welfare and Workers' Compensation Trust Fund contributions will be paid on first through eighth period apprentices. Welfare Plan contribution rate for 1st period apprentices shall be \$5.50 per hour for each hour paid for and/or worked.

Administrative Trust and LMCT contributions will be paid on second through eighth period apprentices.

Annuity Fund contributions are not paid on first through third period apprentices.

Fifty per cent (50%) of the Annuity Fund contribution will be made for fourth through sixth period apprentices. One hundred per cent (100%) of the Annuity Fund contribution will be paid for seventh and eight period apprentices.

Effective July 1, 2014 Pension Plan contributions on apprentices will be paid a percentage of the journeyman rate and receive a proportional benefit accrual credit as follows:

Third and Fourth.	25%
Fifth and Sixth	50%
Seventh and Eighth	75%

However, all apprentices will receive full vesting pension credits for all hours worked.

B - Semiannually the California Field Iron Workers Apprenticeship Training and Journeyman Retraining Program will publish a list of all active apprentices in the State of California and vicinity showing their names, Social Security Account numbers and

These contributions will be subject to and entitled to the benefits of all of the provisions of the Agreement and Declaration of Trust dated as of July 1, 1992 establishing that Trust and the provisions of the California Field Iron Workers Labor Management Cooperative Trust adopted by the Board of Trustees.

It is understood said Labor Management Cooperative Trust shall continue to be administered pursuant to that Trust Agreement.

The California Field Iron Workers Labor Management Cooperative Trust will be used solely for the purposes permitted by the Labor Management Cooperation Act of 1978, including but not limited to encouragement of further Labor/Management cooperation, employment opportunities in the Field Iron Worker Industry, conducting wage surveys to establish prevailing wage rates, Market Preservation Programs and contract compliance, supplying upcoming job and industry information, preparation and dissemination of information to the parties to this Agreement for mutual understanding and cooperation and other lawful and appropriate purposes.

SECTION 14C. Ironworker Management Progressive Action Cooperative Trust (IMPACT)

The Ironworker Management Progressive Action Cooperative Trust (IMPACT) is a joint Labor Management Cooperative Trust with federal tax exempt status under Section 501(a) of the Internal Revenue Code as an exempt organization under Section 501(c)(3) of the Internal Revenue Code. Tax Exempt status determination was rendered under the initial name of the Trust which was the Employers Responsive Educational Cooperation Trust of North America. The general purposes of the Trust include the improvement and development of the

Ironworker Industry through Education, Training, Communication, Cooperation and legislative initiatives.

Effective January 1, 2015, a contribution of three quarters of one percent ($\frac{3}{4}$ of 1%) of the applicable hourly journeyman wage rate per hour for each hour paid for and/or worked will be made to the Ironworker Management Progressive Action Cooperative Trust. This contribution shall be in lieu of any and all contractual requirements for contributions to the National Ironworkers and Employers Apprenticeship Training and Journeyman Upgrading Fund and the Institute of the Ironworking Industry.

The reporting, payment, frequency of payment and administration of such contributions shall be governed by the terms of the IMPACT Trust agreement, policies and resolutions.

SECTION 15. Supplemental Dues

Effective for all work performed on and after July 1, 2009 it is agreed that upon authorization as required by law, the amount of eighty three cents (\$0.83) per hour for each hour paid for and/or worked shall be deducted by the California Field Iron Workers Vacation Trust Fund from the Vacation Benefit of each workman and remitted directly by the California Field Iron Workers Vacation Trust Fund to the Union. The amount of the deduction shall be specified on the statement transmitted to the workman by the California Field Iron Workers Vacation Trust Fund which remittance shall be made to the Union not less than four (4) times per year. The term "Union" as used in this Section shall mean the District Council of Iron Workers of the State of California and Vicinity.

SECTION 16. Annuity Fund

The California and Vicinity Field Iron Workers Annuity Trust Fund created by the

**SCHEDULE
APPRENTICES HOURLY
WAGE RATES
AND
JOURNEYMEN IRON WORKERS
TOTAL HOURLY WAGE &
FRINGE BENEFIT PACKAGE**

TOTAL HOURLY WAGE FRINGE BENEFIT PACKAGE FOR JOURNEYMEN IRONWORKERS AND APPRENTICES REINFORCING, STRUCTURAL ORNAMENTAL											
Effective	Wage	Vacation	Annuity	Welfare	Pension	Apprent	Admin	LMCT	IMPACT	WCTF	Total
Journeyman											
01/01/15	\$33.50	\$3.92	\$1.82	\$9.42	\$12.32	\$0.72	\$0.03	\$0.28	\$0.25	\$0.035	\$62.295
Effective	Wage	Vacation	Annuity	Welfare	Pension	Apprent	Admin	LMCT	IMPACT	WCTF	Total
Apprentice rates listed are for Apprentices indentured on or after 7/1/04											
Effective	Wage	Vacation	Annuity	Welfare	Pension	Apprent	Admin	LMCT	IMPACT	WCTF	Total
1st Period Apprentice 50%											
01/01/15	\$16.75	\$3.92	n/a	\$5.50	n/a	\$0.72	n/a	n/a	\$0.25	\$0.035	\$27.175
2nd Period Apprentice 55%											
01/01/15	\$18.43	\$3.92	n/a	\$9.42	n/a	\$0.72	\$0.03	\$0.28	\$0.25	\$0.035	\$33.085
3rd Period Apprentice 60%											
01/01/15	\$20.10	\$3.92	n/a	\$9.42	\$3.08	\$0.72	\$0.03	\$0.28	\$0.25	\$0.035	\$37.835
4th Period Apprentice 65%											
01/01/15	\$21.78	\$3.92	\$0.98	\$9.42	\$3.08	\$0.72	\$0.03	\$0.28	\$0.25	\$0.035	\$40.495
5th Period Apprentice 75%											
01/01/15	\$25.13	\$3.92	\$0.98	\$9.42	\$6.16	\$0.72	\$0.03	\$0.28	\$0.25	\$0.035	\$46.925
6th Period Apprentice 80%											
01/01/15	\$26.80	\$3.92	\$0.98	\$9.42	\$6.16	\$0.72	\$0.03	\$0.28	\$0.25	\$0.035	\$48.595
7th Period Apprentice 90%											
01/01/15	\$30.15	\$3.92	\$1.82	\$9.42	\$9.24	\$0.72	\$0.03	\$0.28	\$0.25	\$0.035	\$55.865
8th Period Apprentice 95%											
01/01/15	\$31.83	\$3.92	\$1.82	\$9.42	\$9.24	\$0.72	\$0.03	\$0.28	\$0.25	\$0.035	\$57.545
Effective -	1/1/15 through 6/30/15										
Key -	Apprent = Apprenticeship Fund			Admin = Administrative Trust		LMCT = Labor Managmentment Cooperative Trust					
	IMPACT = Ironworker Management Progressive Action Cooperative Trust						WCTF = Workers Compensation Trust Fund				
The Emergency Relief Fund was eliminated eff. 2006.											
The contribution was reallocated at that time as follows:					\$0.07 to Welfare Fund and \$0.13 to Annuity (\$0.065 added to 4th-6th period Apprentices)						

For the Union

**District Council of Iron
Workers of the State of
California and Vicinity**

Joe Standley

Local Union 118

Rick Davis

Local Union 155

Don Savory

Local Union 229

Juan "Johnny" Galvan

Local Union 377

Dennis Meakin

Local Union 378

Jeff McEuen

Local Union 416

Hart Keeble

Local Union 433

Michael Silvey

For the Employers

Western Steel Council

Greg McClelland

Industrial Contractors,

UMIC, Inc.

Michael Vlaming

Associated General

Contractors of

California, Inc.

Mark Reynosa

Southern California

Contractors Association, Inc

Mike Roddy

Steel Fabricators

Association of

Southern California, Inc.

Garry Title

United Contractors

Mark Breslin

Nevada Chapter of

the Associated

General Contractors

of America, Inc.

John Madole, Jr.

Association of

Construction Employers

Michael Walton

United General

Contractors, Inc

Mitchell G. Weiss

Associated General

Contractors,

Las Vegas Chapter

Dan O'Shea

Building Industry

Association of Southern

California, Inc.

Pam Ackrich

GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1

FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

CRAFT: # IRON WORKER

DETERMINATION: C-20-X-1-2016-1

ISSUE DATE: February 22, 2016

EXPIRATION DATE OF DETERMINATION: June 30, 2016** The rate to be paid for work performed after this date has been determined. If work will extend past this date, the new rate must be paid and should be incorporated in contracts entered into now. Contact the Office of the Director – Research Unit for specific rates at (415) 703-4774.

LOCALITY: All localities within the State of California

CLASSIFICATION (Journey person)	<u>Employer Payments</u>						<u>Straight-Time</u>		<u>Overtime Hourly Rate</u>		
	Basic Hourly Rate	Health and Welfare	Pension	Vacation/ Holiday	Training	Other Payments	Hours	Total Hourly Rate	^b Daily 1 1/2X	^b Saturday 1 1/2X	Sunday/ Holiday
Iron Worker (Ornamental, Reinforcing, Structural)	\$34.00	9.42	13.32	^a 3.92	0.72	2.425	8	63.805	80.805	80.805	97.805
Fence Erector	\$27.58	7.25	8.99	^a 2.62	0.51	1.515	8	48.465	62.255	62.255	76.045

Indicates an apprenticeable craft. The current apprentice wage rates are available on the Internet at <http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp>. To obtain any apprentice wage rates as of July 1, 2008 and prior to September 27, 2012, please contact the Division of Apprenticeship Standards or refer to the Division of Apprenticeship Standards' website at <http://www.dir.ca.gov/das/das.html>.

^a Includes supplemental dues.

^b Rate applies to the first 2 daily overtime hours and the first 8 hours on Saturday. All other overtime is at the Sunday/Holiday rate.

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/PWD>. Holiday provisions for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/PWD>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

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Q My workers' compensation attorney suggested that I meet with a personal injury lawyer to explore a potential "third party" lawsuit. Why should I consider pursuing a third party case?

A Workers' compensation is a no-fault system in which your employer provides medical care and disability benefits for injuries that occur during the course and scope of your employment. However, many injured workers find that the workers' compensation benefits are completely inadequate. Under some circumstances, there may be someone other than the employer (i.e. a third party) who has legal responsibility for your injuries. You can bring a personal injury lawsuit against a third party while maintaining your workers' compensation claim. For example, if a defective machine injured you at work, you may have a product liability claim against the manufacturer of the machine. If you were working on a construction site and another contractor dropped a beam on your foot, you could sue that contractor for negligence. Unlike workers' compensation claims, personal injury lawsuits require evidence of the third party's fault, but the potential monetary recovery may be much larger than workers' compensation benefits.

Available damages from a personal injury lawsuit include past and future loss of earnings or earning capacity, medical expenses, and loss of household services. You may also recover damages for pain, suffering, loss of enjoyment, and other non-economic damages, which are unavailable in workers' compensation. Non-economic damages can provide a substantial recovery, particularly in cases of a severe injury. Additionally, your spouse can bring a claim for loss of consortium to recover damages for the harm caused to your marital relationship as a result of your injuries.

Not every workplace injury will have a potential third party lawsuit. The viability of a third party lawsuit and the potential recoverable damages will depend on your particular set of circumstances. It is therefore important that you speak with a personal injury attorney who regularly handles third party cases to determine your options.

by Kimberly Wong
The Veen Firm, PC, San Francisco, CA

Read the complete article online at
www.sfbuildingtradescouncil.org/VEEN
Please read complete disclaimers online – advice does not
constitute legal relationship.

Hurt on the Job? What Next?

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—Attorney Advertisement—

Official Minutes of the San Francisco Building and Construction Trades Council

A Century of Excellence in Craftsmanship



DELEGATES MEETING MINUTES

February 1, 2018

The Delegates meeting of the San Francisco Building and Construction Trades Council of February 1, 2018 was called to order at 5:05 p.m. at the union hall of Sheet Metal Workers Local 104, 1939 Market Street, by President Larry Mazzola, Jr. as a meeting of the POWER PAC.

ROLL CALL OF OFFICERS:

Vice President Victor Parra excused; President Larry Mazzola, Jr., Vice President John Doherty, and Secretary-Treasurer Michael Theriault present.

POWER PAC:

Lieutenant Governor Gavin Newsom, candidate for Governor of California, presented on his candidacy. After answering questions from the Delegates, Lieutenant Governor Newsom was thanked and excused.

Rafael Mandelman, candidate for San Francisco Board of Supervisors for District 8, presented on his candidacy. After answering questions from the Delegates, Mr. Mandelman was thanked and excused.

Jeff Sheehy, current Supervisor for District 8 and a candidate for election to the office, presented on his candidacy. After answering questions from the Delegates, Supervisor Sheehy was thanked and excused.

It was moved, seconded, and carried to endorse Gavin Newsom for Governor of California.

It was moved, seconded, and carried to endorse Jeff Sheehy for Supervisor for District 8.

The meeting of the POWER PAC adjourned at 5:55 p.m., and the regular Delegates meeting convened.

PICKET SANCTIONS:

It was moved, seconded, and carried to grant the following sanctions: Glaziers 718/District Council 16 against all signatory contractors citywide;

Sign and Display 510 against Dynamic Events of Denver at Fort Mason; and

Painters 913/District Council 16 against all signatory drywall contractors citywide.

NEW BUSINESS:

It was moved, seconded, and carried to approve the minutes of the Board of Business Representatives as published in *Organized Labor* since the last such approval, except that consideration of the Board's approval of the formation of an educational nonprofit would be continued until February 15.

The regular Delegates meeting adjourned at 6:05 p.m.

Respectfully submitted,
MICHAEL THERIAULT
SECRETARY

DELEGATES MEETING MINUTES

February 15, 2018

The Delegates meeting of the San Francisco Building and Construction Trades Council of February 15, 2018 was called to order at 5:05 p.m. at the union hall of Electricians Local 6, 55 Fillmore Street, by President Larry Mazzola, Jr.

ROLL CALL OF OFFICERS:

President Larry Mazzola, Jr., Vice President John Doherty and Secretary-Treasurer Michael Theriault present. Vice President Victor Parra arrived in the course of the meeting.

(continued on page 19)

BOARD OF BUSINESS REPS MEETING MINUTES

February 13, 2018

The Board of Business Representatives meeting of February 13, 2018 was called to order at the union hall of Electricians Local 6, 55 Fillmore Street, at 10:05 a.m. by Chairman pro Tem Tony Urbina.

ROLL CALL OF OFFICERS:

President Larry Mazzola, Jr. and Vice Presidents Victor Parra and John Doherty excused; Secretary Michael Theriault present.

SPECIAL ORDER OF BUSINESS:

A Special Order of Business was called to listen to Carlos Porras, Valeria Suarez, and Itzel Medina of the San Francisco Labor Council Immigration Center present on the services their organization provided. After answering questions from the Representatives, Mr. Porras, Ms. Suarez, and Ms. Medina were thanked and excused.

The Special Order of Business ended at 10:20 a.m. and the regular order of business resumed.

SECRETARY'S REPORT:

1. The City Attorney's office had finally returned an updated draft of the Citywide project labor agreement (PLA) policy to Jess Montejano of now-Mayor Mark Farrell's staff. The Secretary had reviewed and discussed it with others and would return it to Mr. Montejano with additional changes. A number of us had met with Supervisors Ahsha Safai and London Breed, who were suggesting compromises to placate the City Administrator. Nonetheless Supervisors Safai and Breed had assured us they were "with us." Supervisors Sandra Lee Fewer and Hilary Ronen had visited the apprenticeship school of Electricians 6 February 12. By all accounts the visit had gone well.

2. The Giants' Mission Rock/Seawall Lot 337 project would come before the Board of Supervisors today. The Secretary had put out notice that we would need turnout in support of the project but had learned just last night that this might not be necessary. Earlier in the Land Use and Economic Development Committee Supervisor Sandra Lee Fewer had raised the issue of possible contributions from the project for the construction of Mission Bay schools for the San Francisco Unified School District, which had not been a part of earlier discussions about the project. The Giants appeared since the Committee meeting to have come to some understanding with Supervisor Fewer on the topic.

3. The Secretary had heard from Mike Vlaming that we would soon see negotiations with Forest City for a PLA for the Pier 70 project revive. We would be well-advised to concluded negotiations quickly, because Forest City was in talks to be taken over by another company, and we could not know what effect this would have on negotiations.

4. The Secretary had expected a counterproposal February 7 from the San Francisco Unified School District on our proposed agreement extending PLA coverage from the 2011 Proposition A Bond measure to upcoming work under the Proposition A 2016 bond measure. The attorney the District had retained to draft the counterproposal had moved out of state, however, and in midst of the move had not completed the counter. On the subject of prevailing wage enforcement, the District said that the California Department of Industrial Relations was no longer paying school districts to operate or hire their own enforcement programs but intended to bring this work in house, and was supposedly hiring for this. The Secretary would try to confirm this with the California State Building and Construction Trades Council.

REPORTS OF UNIONS:

Bob Jennings of the California State Building and Construction Trades Council (CA BCTC) encouraged participation in a train-the-trainer program for electrical safety for non-electricians. The United

(continued on page 19)

CALIFORNIA FIELD IRONWORKERS TRUST FUNDS
BOARD OF TRUSTEES

Mr. Dennis Andersen (W,P,A,V,AN,BD,WC)

Pacific Erectors, Inc.
4460 Yankee Hill Road
Rocklin, CA 95677

Mr. Charles Krebs (W,P,A,V,AN,BD,WC)

Rebar Engineering, Inc.
10706 Painter Avenue
Santa Fe Springs, CA 90670

Mr. Richard Barbour (W,P,A,V,AN,BD,WC)

The Herrick Corporation
2000 Crow Canyon Place, Suite 360
San Ramon, CA 94583

Mr. Greg McClelland (W,P,A,V,AN,BD,WC)

Western Steel Council
990 Reserve Drive #104
Roseville, CA 95678

Mr. Jess Castaneda (W,P,A,V,AN,BD,WC)

Ironworkers Local 155
5407 E. Olive, Suite 16
Fresno, CA 93727

Mr. Dave McEuen (W,P,A,V,AN,BD,WC)

California Erectors Bay Area
4500 California Court
Benicia, CA 94510

Mr. Steve Davis (W,P,A,AN,BD)

CMC Rebar
PO Box 2219
Rancho Cucamonga, CA 91729

Mr. Jeff McEuen (W,P,A,V,AN,BD,WC)

Ironworkers Local 378
3120 Bayshore Road
Benicia, CA 94510

Mr. Robert Dugan (WC,V,A)

AGC of California, Inc.
3095 Beacon Blvd.
W. Sacramento, CA 95691

Mr. Dylan Olson (W,P,AN,BD,WC)

Olson , Co. Steel
1941 Davis Street
San Leandro, CA 94577

Mr. Marco Frausto (W,P,A,V,AN,BD,WC)

Ironworkers Local 416
13830 San Antonio Drive
Norwalk, CA 90650

Mr. Karl Pineo (W,P,A,V,AN,BD,WC)

Ironworkers Local 118
2840 El Centro Road, Suite 118
Sacramento, CA 95833

Mr. Keith Harkey (W,P,A,V,AN,BD,WC)

Ironworkers Local 433
17495 Hurley Street East
City of Industry, CA 91744

Mr. Kevin Romak (AV,WC)

Romak Iron Works
380 Industrial Ct.
Benicia, CA 94510

Mr. Charles Hernandez (W,P,A,V,AN,BD,WC)

Ironworkers Local 377
570 Barneveld Avenue
San Francisco, CA 94124

Mr. Jason Sangster (W,P,A,V,AN,BD)

Ironworkers Local 75
950 E. Elwood Street
Phoenix, AZ 85040

CALIFORNIA FIELD IRONWORKERS TRUST FUNDS
BOARD OF TRUSTEES

Mr. Michael Vlaming (W,P,V,AN,BD) 

Industrial Contractors
UMIC, Inc.
447 Georgia Street
Vallejo, CA 94590

Mr. Daniel Welsh (W,P,A,V,AN,BD,WC)

Washington Iron Works
17926 S. Broadway
Gardena, CA 90248

Mr. Donald Zampa (W,P,A,V,AN,BD,WC)

District Council of Ironworkers
1660 San Pablo Avenue, Suite C
Pinole, CA 94564

TBA (W,P,A,V,AN,BD,WC)

Ironworkers Local 229
5155 Mercury Point
San Diego, CA 92111

BD - IEBC Board of Directors

AN - Annuity

A - Apprenticeship

P - Pension

V - Vacation

W - Welfare

WC - Workers' Compensation

5/31/2019



2nd Annual Report

Ironworker Management
Progressive Action
Cooperative Trust



IN THIS ISSUE:

Board of Trustees

2nd Year Recap

Safety & Workers Comp

Regional Advisory Boards

I.M.P.A.C.T. On Line

Marketing/Public Relations

Project Tracking

APRIL
2004-2005

IMPACT Trustees Elect Officers and Expand Board in 2006

IMPACT is overseen by a Board of Trustees composed of an equal number of Labor and Management representatives. In 2004, the Board held four meetings — March 3 in Hollywood, Florida; May 12 in Phoenix, Arizona; July 19 in San Diego, California; and December 6 in Washington, D.C.

Among their many activities the Trustees in 2004:

- Approved the formation of ten Regional Advisory Boards
- Adopted By-Laws
- Elected officers
- Reviewed the Progress of IMPACT's programs
- Hired 2 Regional Directors
- Approved Conflict of Interest Policy, Investment Policy, and Accounting Policy & Procedures
- Hired Senior Training Advisor

The elected officers were...

PRESIDENT – Joseph Hunt , Ironworkers General President

VICE PRESIDENT – William Brown, Ben-Hur Construction President

SECRETARY – David McEuen, California Bay Area Erectors President

TREASURER – Michael Fitzpatrick, Ironworkers General Secretary

At the December Trustee meeting in Washington, D.C., the Board voted to increase its size to include representatives from every Regional Advisory Board in 2006. By opening up the Board to a larger number of Trustees, IMPACT will receive more input from more industry leaders and be able to better serve Ironworkers and their employers.

Throughout 2004, the founding Trustees devoted a great deal of time and effort on IMPACT. This is above and beyond their responsibilities operating their companies or serving the Ironworkers. Their commitment and leadership has been vital in the tremendous progress that IMPACT has achieved during its second year of existence.



ORIGINAL BOARD OF TRUSTEES

LABOR CO-CHAIR

JOSEPH J. HUNT

General President

Iron Workers International Union

MICHAEL FITZPATRICK

General Secretary

Iron Workers International Union

DENNIS R. TONEY

General Treasurer

Iron Workers International Union

RICHARD ZAMPA

First General Vice President

Iron Workers International Union

MANAGEMENT CO-CHAIR

WILLIAM W. BROWN

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President

Century Steel Erectors, Inc.

GENERAL COUNSEL

RON GLADNEY

Bartley & Goffstein, LLC

IMPACT Trustee and Ironworkers General Treasure Dennis Toney retired March 1st, 2005, after a 42 year career. General President Joseph Hunt named Sixth General Vice President Walter Wise to replace Dennis Toney as General Treasurer and to also take his place as a labor representative on the IMPACT Board of Trustees.

Message from the IMPACT Co-Chairs

On behalf of the Board of Trustees of the Ironworker Management Progressive Action Cooperative Trust (IMPACT), we are excited to update you on the activities of the Trust in just its second year (our first full year). And what a busy and productive year it was!

You will learn a great deal about the many programs and activities of IMPACT as you read our 2nd Annual Report. We would like to focus our comments on the four IMPACT Regional Conferences held in 2004, in St. Louis, Atlantic City, New Orleans and San Francisco. The meetings were well attended, with great speakers and panel discussions. But most of all, we would like to personally thank the contractors, local unions and our customers who attended and participated in the conferences. The input we received at these conferences was instrumental in planning future programs and priorities for IMPACT.

The enthusiasm displayed by both the local unions and the contractors was very encouraging. Our industry faces serious challenges, as we all know. These problems are not new. Loss of market share. Loss of members. How to stay economically competitive; maintain our wages and benefits in the face of constant pressures to lower construction costs, while increasing productivity. The need to market our industry; the need to attract more qualified young people into our apprenticeship programs.

The good news is we now have a vehicle to address these issues — IMPACT. Our industry has never had a labor-management partnership to bring local unions and contractors together to address our mutual problems and create solutions to those problems. In 2004, the IMPACT Trustees made two major decisions that we think will open significant doors for contractors and local unions to come together in a new and innovative manner.

First, after our four Regional Conferences, we established the geographical jurisdictions of 10 IMPACT Regional Advisory Boards (RABs) in the U.S. (See p. 6) These 10 RABs will provide contractors, local unions and local trade associations the opportunity to meet, discuss and address mutual problems and provide feedback to IMPACT. Most importantly, the RABs will serve as the vehicle to request funding from IMPACT for existing labor-management programs or to help establish new programs.



Joseph J. Hunt



William W. Brown

"In 2004, the IMPACT Trustees made two major decisions that we think will open significant doors for contractors and local unions to come together in a new and innovative manner."

The RABs will be guided by a labor-management Executive Committee appointed by the IMPACT Board of Trustees. The Executive Committees for the RABs are being appointed to establish the Regional Advisory Boards and schedule an initial meeting of the RAB in each region.

Second, at our December 6th meeting in Washington, D.C., the IMPACT Trustees approved a motion to expand the Board of Trustees in 2006. The Board will expand from eight (8) Trustees to twenty-two Trustees. This will allow each RAB to have a union and contractor representative on the IMPACT Board of Trustees. In addition, two spots for a shop and a shop union representative were created. In the future, two more spots will be opened for Canadian representatives.

We think that these actions convey the commitment that the IMPACT Trustees have to seriously address our industry's problems by the creation of a national labor-management network. In addition, by greatly expanding the Board of Trustees in just our third year of existence, we have communicated the urgency we feel for labor and management to come together on a national level to seriously address the need for change.

We look forward to continued progress in 2005 and to working with you to strengthen and promote our industry.

With warm regards,

A handwritten signature of Joseph J. Hunt in dark ink.

Joseph J. Hunt

A handwritten signature of William W. Brown in dark ink.

William W. Brown

IMPACT Signatory Locals & Signatory Contractor Associations

Local Union	Local City	Contractor Associations
1	Chicago, IL	Associated Steel Erectors of Chicago
3	Pittsburgh, PA	Ironworker Employers Association of Western Pennsylvania
5	Washington, MD	Iron Worker Employers Association of Metropolitan Washington, D.C.
6	Buffalo, NY	Erie Construction Council, Inc. & Upstate Iron Workers Employers Association
7	Boston, MA	AGC of Massachusetts, Inc. & Building Trades Employers Association
8	Milwaukee, WI	Allied Construction Employers Association, Inc. & AGC, Michigan Chapter & Eastern Wisconsin Erectors Association Inc. & Fox Valley Erectors Association
9	Niagara Falls, NY	Upstate Iron Workers Employers Association
12	Albany, NY	Upstate Iron Workers Employers Association
15	Hartford, CT	AGC/CCIA Contractors Labor Division of Connecticut, Inc. & Connecticut Ironworkers Employers Association, Inc.
21	Omaha, NE	Signatory Employers
24	Denver, CO	Colorado Steel Erectors Association
25	Detroit, MI	Associated General Contractors, Michigan Chapter
27	Salt Lake City, UT	Utah Steel Erectors & Reinforcing Bar Association
33	Rochester, NY	Upstate Iron Workers Employers Association
36	Easton, PA	Signatory Employers
37	Providence, RI	AGC, Rhode Island Chapter, Labor Division & Rhode Island Steel Erectors Association
44	Cincinnati, OH	Steel Erectors Fabricators and Riggers Association
55	Toledo, OH	Construction Contractors Council
57	Worcester, MA	AGC of Massachusetts, Inc. & Building Trades Employers Association
58	New Orleans, LA	Mid-South Erectors Association
60	Syracuse, NY	Upstate Iron Workers Employers Association
63	Chicago, IL	Iron League of Chicago
66	San Antonio, TX	Texas Iron Workers Employers Association
67	Des Moines, IA	Des Moines Construction Council
68	Trenton, NJ	AGC of New Jersey & Building Contractors Association of New Jersey & Trenton Building Contractors Association
75	Phoenix, AZ	Arizona Steel Field Erectors Association
84	Houston, TX	Texas Iron Workers Employers Association
89	Cedar Rapids, IA	Signatory Employers
103	Evansville, IN	Tri-State Iron Workers Employers Association
111	Rock Island, IL	Signatory Employers
112	Peoria, IL	Greater Peoria Contr. & Suppliers Assn.
118	Sacramento, CA	AGC of California, Inc. & Association of Construction Employers & Building Industry Association of Southern California & California Ironworkers Employers Council, Inc. Engineering & Utility Contractors Association & Industrial Contractors, UMIC, Inc. & Nevada Chapter, AGC of America Inc. & San Diego Chapter, AGC of America Inc. & Southern California Contractors Association & Steel Fabricators Association of Southern California & Western Steel Council
135	Galveston, TX	Texas Iron Workers Employers Association
136	Chicago, IL	Machinery Movers Association of Greater Chicago
155	Fresno, CA	AGC of California, Inc. & Association of Construction Employers & Building Industry Association of Southern California & California Ironworkers Employers Council, Inc. Engineering & Utility Contractors Association & Industrial Contractors, UMIC, Inc. & Nevada Chapter, AGC of America Inc. & San Diego Chapter, AGC of America Inc. & Southern California Contractors Association & Steel Fabricators Association of Southern California & Western Steel Council
167	Memphis, TN	District Council Wide Agreement
172	Columbus, OH	AGC of Central Ohio
184	Sioux City, IA	Signatory Employers
201	Washington, DC	Construction Contractors Council AGC Labor Division Inc.
207	Youngstown, OH	Builders Association of Eastern Ohio and Western Pennsylvania
229	San Diego, CA	AGC of California, Inc. & Association of Construction Employers & Building Industry Association of Southern California & California Ironworkers Employers Council, Inc. Engineering & Utility Contractors Association & Industrial Contractors, UMIC, Inc. & Nevada Chapter, AGC of America Inc. & San Diego Chapter, AGC of America Inc. & Southern California Contractors Association & Steel Fabricators Association of Southern California & Western Steel Council
263	Dallas/Fort Worth, TX	Texas Iron Workers Employers Association
272	Miami, FL	Southeast Council of Iron Workers Employers, Inc.
290	Dayton, OH	Associated General Contractors, West Ohio Division
301	Charleston, WV	Heavy & Highway
321	Little Rock, AR	Arkansas Best Contractors Association
350	Atlantic City, NJ	AGC of New Jersey & Building Contractors Association of New Jersey & Trenton Building Contractors Association
372	Cincinnati, OH	Reinforcing Concrete Contractors Association
377	San Francisco, CA	AGC of California, Inc. & Association of Construction Employers & Building Industry Association of Southern California & California Ironworkers Employers Council, Inc. Engineering & Utility Contractors Association & Industrial Contractors, UMIC, Inc. & Nevada Chapter, AGC of America Inc. & San Diego Chapter, AGC of America Inc. & Southern California Contractors Association & Steel Fabricators Association of Southern California & Western Steel Council
378	Oakland, CA	AGC of California, Inc. & Association of Construction Employers & Building Industry Association of Southern California & California Ironworkers Employers Council, Inc. Engineering & Utility Contractors Association & Industrial Contractors, UMIC, Inc. & Nevada Chapter, AGC of America Inc. & San Diego Chapter, AGC of America Inc. & Southern California Contractors Association & Steel Fabricators Association of Southern California & Western Steel Council

Local Union	Local City	Contractor Associations
379	Lafayette, IN	North Central Contractors Association of Indiana, Inc. & Trade Division of Associated Building Contractors of Lafayette, Inc.
384	Knoxville, TN	District Council Wide Agreement
387	Atlanta, GA	Association of Steel Erectors and Heavy Equipment Operators, Inc.
392	East St. Louis, IL	Signatory Employers
393	Aurora, IL	Steel Erectors and Machinery Movers Association
395	Hammond, IN	Calumet Builders Association
396	St. Louis, MO	AGC of St. Louis
397	Tampa, FL	Union Contractors Association
399	Camden, NJ	Building Contractors Association of New Jersey & Building Contractors Association of South Jersey
401	Philadelphia, PA	Signatory Employers
402	West Palm Beach, FL	Southeast Council of Iron Workers Employers, Inc.
405	Philadelphia, PA	Signatory Employers
416	Los Angeles, CA	AGC of California, Inc. & Association of Construction Employers & Building Industry Association of Southern California & California Ironworkers Employers Council, Inc. Engineering & Utility Contractors Association & Industrial Contractors, UMIC, Inc. & Nevada Chapter, AGC of America Inc. & San Diego Chapter, AGC of America Inc. & Southern California Contractors Association & Steel Fabricators Association of Southern California & Western Steel Council
417	Newburgh, NY	Fabricators and Erectors Association
420	Reading, PA	Independent Contractors Association
424	New Haven, CT	AGC/CCTA Contractors Labor Division of Connecticut, Inc. & Connecticut Ironworkers Employers Association, Inc.
433	Los Angeles, CA	AGC of California, Inc. & Association of Construction Employers & Building Industry Association of Southern California & California Ironworkers Employers Council, Inc. Engineering & Utility Contractors Association & Industrial Contractors, UMIC, Inc. & Nevada Chapter, AGC of America Inc. & San Diego Chapter, AGC of America Inc. & Southern California Contractors Association & Steel Fabricators Association of Southern California & Western Steel Council
440	Utica, NY	Upstate Iron Workers Employers Association
444	Joliet, IL	Contractors Association of Will & Grundy Counties
451	Wilmington, DE	Delaware Contractors Association & Steel Contractors Association of Delaware & Steel Erectors Association of Philadelphia
454	Casper, WY	Tri-State Erectors Association
465	Kankakee, IL	Kankakee Area Contractors Association
469	Jackson, MS	Mid-South Erectors Association
474	Manchester, NH	Signatory Employers
477	Sheffield, AL	District Council Wide Agreement
482	Austin, TX	Texas Iron Workers Employers Association
489	Scranton, PA	Ironworkers Employers Association of Northeastern Pennsylvania
492	Nashville, TN	District Council Wide Agreement
495	Albuquerque, NM	Associated General Contractors of America, New Mexico Branch
496	Portland, ME	Signatory Employers
498	Rockford, IL	Northern Illinois Building Contractors Association, Inc.
512	St. Paul, MN	AGC of Minnesota
549	Wheeling, WV	Ohio Valley Construction Employers Council, Inc.
568	Cumberland, MD	Western Maryland Contractors Association Inc.
591	Shreveport, LA	Mid-South Erectors Association
597	Jacksonville, FL	Northeastern Florida Construction Management Council
601	Charleston, SC	Erection Association of South Carolina
606	Wichita, KS	Signatory Employers
623	Baton Rouge, LA	Mid-South Erectors Association
697	Roanoke, VA	South Western Virginia Contractors Association
704	Chattanooga, TN	District Council Wide Agreement
710	Monroe, LA	Mid-South Erectors Association
732	Pocatello, ID	Idaho Steel Erectors and Placers Association
751	Anchorage, AK	Signatory Employers
769	Ashland, KY	Signatory Employers
772	Clearfield, PA	Ironworker Employers Association of Western Pennsylvania
782	Paducah, KY	Egyptian Contractors Association, Inc.
787	Parkersburg, WV	Constructors' Labor Council of West Virginia, Inc.
808	Orlando, FL	Signatory Employers
841	Helena, MT	Montana Steel Erectors and Contractors Association
843	Greensboro, NC	Contractors Committee of North Carolina
846	Florida, FL	Signatory Employers
700	Windsor, ON	Ontario Erectors Assn. Inc. & Reinforcing Steel Institute of Ontario & Electrical Power Systems Construction Assn.
724	Toronto, ON	Ontario Erectors Assn. Inc. & Reinforcing Steel Institute of Ontario & Electrical Power Systems Construction Assn.
736	Hamilton, ON	Ontario Erectors Assn. Inc. & Reinforcing Steel Institute of Ontario & Electrical Power Systems Construction Assn.
759	Thunder Bay, ON	Ontario Erectors Assn. Inc. & Reinforcing Steel Institute of Ontario & Electrical Power Systems Construction Assn.
765	Ottawa, ON	Ontario Erectors Assn. Inc. & Reinforcing Steel Institute of Ontario & Electrical Power Systems Construction Assn.
771	Regina, SK	Construction Labor Relations Association of Saskatchewan/Ironworker Trade Division
786	Sudbury, ON	Ontario Erectors Assn. Inc. & Reinforcing Steel Institute of Ontario & Electrical Power Systems Construction Assn.



*The Ironworker Management Progressive
Action Cooperative Trust (IMPACT) is a joint,
labor-management not for profit trust
formed under Section 302(c)(9) of the
Labor-Management Relations (Taft-Hartley)
Act. IMPACT is a tax exempt trust under
Section 501(c) of the Internal Revenue Code.*

***IMPACT is governed by a joint
labor-management Board of Trustees.***

*The primary mission of IMPACT is to
expand job opportunities for union
ironworkers and their signatory contractors
through progressive and innovative
labor-management cooperative programs.*



*Ironworker Management Progressive
Action Cooperative Trust*

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