

UMIC, INC. – INDUSTRIAL CONTRACTORS

Annual Membership Meeting

September 10, 2026

The Claremont Resort & Club
Berkeley , CA

- 1. Roll Call**
- 2. Antitrust Compliance Statement**
- 3. Meeting Minutes**
 - a. February 11, 2026 – Regular Member Meeting Minutes – Review/Approve
 - b. July 27, 2026 – Annual Board of Directors Meeting Minutes – Review
- 4. Financial Reports**
 - a. Fiscal Year End: Balance Sheet, Income & Expense Report, Statement of Cash Flows
 - b. Year to Date: Balance Sheet, Income & Expense Report, Statement of Cash Flows
 - c. Bill.com
 - d. Banking
 - e. D&O Insurance Renewal
 - f. Vlaming & Associates Statements
- 5. Industry Updates**
 - a. Industry Hours Reports
- 6. Union Updates**
 - a. Ironworkers
 - b. Laborers
 - c. Operating Engineers
 - d. United Association
 - e. Grievance Summary
- 7. Collective Bargaining Agreement Updates**
 - a. UMIC Ironworkers Master Labor Agreement 2025-2027
 - b. UMIC Laborers Northern California Master Labor Agreement 2022-2027
 - c. UMIC O.E. #3 California Master Agreement 2025-2029
 - d. UMIC U.A. District Council 36 Master Labor Agreement 2024-2028
 - e. UMIC U.A. Local #159 Master Labor Agreement 2023-2027
 - f. UMIC U.A. Local #342 Master Labor Agreement 2024-2027
 - g. UMIC U.A. Local #343 Master Labor Agreement 2023-2026
 - h. UMIC U.A. Local #350 Master Labor Agreement 2024-2027
 - i. UMIC U.A. Local #393 Master Labor Agreement 2024-2027
 - j. UMIC U.A. Local #467 Master Labor Agreement 2024-2027

8. Legislative & Regulatory Updates

- a. Federal Updates
- b. State Updates

9. Association Business

- a. Industry Issues
- b. Website Access
- c. Association Roster
 - i. Non-Compliant Members

10. New Business

- a. Election of Board of Directors

- i. Current

President:	Michael Lescure, Lescure Company, Inc.
Vice President:	Gary McClenahan, J.W. McClenahan Co.
Treasurer:	Joe Nelms, Bigge Crane and Rigging
Secretary:	Tiffany Monzon, Specialty Welding and Turnarounds, LLC
Director:	Tim Holz, Corey Delta Constructors
Director:	Greg Goebel, Goebel Construction, Inc.
Director:	Tim McClenahan, J.W. McClenahan Co.

- ii. Proposed

President:	Michael Lescure, Lescure Company, Inc.
Vice President:	Gary McClenahan, J.W. McClenahan Co.
Treasurer:	Joe Nelms, Bigge Crane and Rigging
Secretary:	Tiffany Monzon, Specialty Welding and Turnarounds, LLC
Director:	Tim Holz, Corey Delta Constructors
Director:	Greg Goebel, Goebel Construction, Inc.
Director:	Tim McClenahan, J.W. McClenahan Co.

- b. Conflict of Interest Statements
 - c. 2027 Annual Member Meeting Location -Bernardus Lodge & Spa (RFP)
 - d. 2028 Annual Member Meeting Location
 - e. Other New Business

11. Meeting Schedule

February 9, 2027 - Regular Member Meeting, Fleming's Steak House, Walnut Creek
July 26, 2027 - Annual Board Meeting, Video teleconference
September 9, 2027 - Annual Member Meeting – Bernardus RFP

12. Adjourn

ANTITRUST COMPLIANCE STATEMENT

1. Neither UMIC, Inc., Industrial Contractors (UMIC) nor any committee, section or activity of UMIC shall be used for the purpose of bringing about or attempting to bring about any understanding or agreement, written or oral, formal or informal, expressed or implied, among competitors with regard to prices, fees or rates, terms or conditions, territories or customers. Discussion of such matters between or among UMIC members is specifically prohibited.
2. No UMIC committee or section shall undertake any activity which involves exchange or collection and dissemination among competitors of any information regarding prices, fees or rates, methods of computing same, or sales.
3. No UMIC activity or communication shall include any discussion which might be construed as an attempt to prevent any person or business entity from gaining access to any market or to any customer or to prevent any business entity from obtaining goods or services freely in the market.
4. No UMIC activity or communication shall include any discussion which might be construed as an agreement or understanding to refrain from dealing with any supplier of materials, equipment, services or other supplies.
5. All topics of discussion will be in accordance with the principles contained in this statement.

**MEETING MINUTES
UMIC, INC.—INDUSTRIAL CONTRACTORS**

**Members Regular Meeting
February 11, 2026
Fleming's Prime Steakhouse, Walnut Creek, CA**

Attendees:

Tim Holz, Corey Delta
Michael Lescure, Lescure Company, Inc.
Gary McClenahan, J.W. McClenahan Co.
Tiffany Monzon, Specialty Welding and Turnarounds
Steve Griffith, Pacific Rim Plumbing, Inc.
Jim Ellison, Pacific Rim Plumbing, Inc.

Michael Vlaming, UMIC, Inc.

Self-introductions were made and attendees reviewed the Association roster and made edits.

I. Antitrust Compliance Statement

The UMIC, Inc.—Industrial Contractors Antitrust Compliance Statement was included in the meeting material packet. Michael Vlaming reviewed the Antitrust Policy, the purpose of the statement and reviewed its contents with the Members present.

II. Minutes

a. Annual Member Meeting Minutes of September 11, 2025 - Review and Approve

Michael Vlaming reviewed the Minutes of the September 11, 2025, Annual Member Meeting which were included in the Meeting materials.

Following discussion, it was M/S/C to approve the Minutes of the September 11, 2025, Annual Member Meeting as presented.

III. Financial Report

a. Financial Statements

Michael Vlaming reviewed the Balance Sheet, Income Statement and Statement of Cash Flows for the seven (7) month period ending January 31, 2026. The Balance Sheet showed total equity balance in the amount of \$625,813.12. The Profit and Loss Statement showed

total income of \$132,672.51, and total expenses of \$119,076.54 resulting in a year-to-date net income of \$13,595.97, and the Statement of Cash Flows showed cash balance at the end of the seven (7) month period in the amount of \$609,238.61.

b. **Industry Hours Report**

Michael Vlaming reviewed the Contract Administration reports for the various collective bargaining agreements.

c. **Banking**

Michael Vlaming reported that after pre-approval of all documentation needed to open Money Market and Checking Accounts at WestAmerica Bank, there was an additional requirement regarding the original incorporation documents that is not available. Vlaming reported the Association checked with representatives at Wells Fargo Bank and their document requirements, and that all requirements appear to be able to be met.

Following discussion, it was M/S/C to direct the President, Secretary, and Executive Director to execute the Letter of Authorization and authorize the Executive Director to take all necessary steps to open Savings and Money Market Accounts at Wells Fargo Bank.

d. **Vlaming and Associates Invoices**

Michael Vlaming reviewed the Vlaming and Associates invoices for September, October, November, December 2025, and January 2026 which were included in the Meeting Materials.

Following discussion, it was M/S/C to accept the financial reports and ratify payment of Vlaming and Associates invoices.

IV. **Reports**

a. **Union Reports**

Michael Vlaming reported on the current activities of the following Unions:

i. **United Association of Plumbers and Steamfitters**

Michael Vlaming reported on the negotiation of the Service Agreement and the new Appendix E applicable to hot tap, line freeze and line stop service work. Vlaming reported that Tap Masters has recently signed on to the Service Agreement and there have been discussions with them to join UMIC.

There was discussion regarding sponsoring the UA Apprentice Competition again this year. Following discussion, it was M/S/C to contribute \$5,000 to the Regional Apprentice Training Competition at UA 342.

There was discussion regarding issues with the PAGA waiver language and litigation against UA signatory contractors. Michael Vlaming will investigate this and report to the Members.

ii. Iron Workers

Michael Vlaming reported on various activities related to the Iron Workers. Vlaming also reported on the Iron Worker Trust Fund activities and status of the benefit funds. An update will be provided at the Annual Member Meeting

iii. Laborers

Michael Vlaming reported on the current activities of the Laborers union.

iv. Operating Engineers

Michael Vlaming reported on the activities of Operating Engineers Local 3.

V. Old Business

a. Industry Events

Michael Vlaming reported that the Western Mechanical Conference is scheduled for April 15-17, 2026, at the JW Marriott Resort in Palm Desert, California. Several Members indicated they would be attending.

Michael Vlaming reported A Cure in Sight's fundraising golf event and dinner, Swing for Sight, will take place April 26th, at Silverado & Spa. Vlaming reported that UMIC is an event sponsor and invited Members to notify him of their participation.

Michael Vlaming reported that the Iron Workers IMPACT Conference will take place on February 22-25, 2026, in Las Vegas, Nevada. Following discussion, it was M/S/C to apply the Expense Reimbursement Policy to UMIC attendees at the IW IMPACT Conference.

b. UA Negotiation Subcommittee

Michael Vlaming reported the issue of forming a negotiation subcommittee for the UA 343 CBA negotiations. The Subcommittee will be: Mike Lescure, Tiffany Monzon and Gary McClennahan.

c. NCMCA Grievance Communications

Michael Vlaming reported that UMIC continues to communicate with NCMCA regarding grievances that involve NCMCA or UMIC.

d. District Council 36 UMIC Recognition

Michael Vlaming reported that work has started on the creation of the UMIC-DC 36 collective bargaining agreement. A status report will be provided at the next meeting.

e. Bylaws Compliance

There was discussion regarding the non-compliant members (Broadway Mechanical and Hood Time Welding). Michael Vlaming reported that letters have been delivered per direction at the Annual Meeting regarding compliance with Association Bylaws and no response from either company has been received to date.

Following discussion, it was M/S/C to terminate the membership of Broadway Mechanical and Hood Time Welding.

VI. **New Business**

There was no new business item raised for discussion.

VII. **Annual Meeting Schedule**

2026 Annual Member Meeting:

Thursday, September 10, 2026, at Claremont Club & Spa, and Fairmont Hotel in Piedmont.

2027 Annual Member Meeting:

Thursday, September 9, or Thursday, September 16, 2027 – RFP with Bernardus Lodge is Pending.

VIII. **Adjourn**

No other business was introduced.

There being no other business introduced; it was M/S/C to adjourn the meeting at 1:59 p.m.

Respectfully submitted by:



Tiffany Monzon, Secretary

**MEETING MINUTES
UMIC, INC.—INDUSTRIAL CONTRACTORS**

**Annual Board of Directors Meeting
July 27, 2026
10:000 a.m. via Zoom Video Conference**

Attendees:

Michael Lescure, Lescure Company, Inc.
Gary McClenahan, J.W. McClenahan Co.
Tim McClenahan, J.W. McClenahan Co.
Tiffany Monzon, Specialty Welding & Turnarounds
Timothy Holz, Corey Delta Constructors Inc. (*provided his vote by proxy to Michael Lescure*)

Michael Vlaming, UMIC, Inc.

The UMIC Antitrust Compliance Statement was included in the meeting materials and reviewed with the Board of Directors.

I. Meeting Minutes

a. Annual Board Meeting Notes

Michael Vlaming reviewed the Notes of the UMIC Annual Board Meeting of July 28, 2025, which were included in the Meeting Materials.

Following discussion, it was M/S/C to approve the Notes to the UMIC Annual Board of Directors Meeting July 28, 2025.

II. Association Business

a. Proposed Annual Member Meeting Agenda

Michael Vlaming reviewed the Tentative Annual Member Meeting Agenda, which was included in the Meeting Materials.

Following discussion, it was M/S/C to approve the 2026 Tentative Annual Member Meeting Agenda, with the addition of UMIC U.A. Local #350 Master Labor Agreement 2024-2027 to Section 7. Collective Bargaining Agreements.

b. Proposed Annual Member Meeting Itinerary

Michael Vlaming reviewed the Tentative Annual Member Meeting Itinerary, which was included in the Meeting Materials.

c. Proposed 2026-2027 UMIC Directors & Officers

Current UMIC Directors & Officers:

President:	Michael Lescure, Lescure Company, Inc.
Vice President:	Gary McClenahan, J. W. McClenahan Company
Treasurer:	Joe Nelms, Bigge Crane & Rigging
Secretary:	Tiffany Monzon, Specialty Welding and Turnarounds
Director:	Tim Holz, Corey Delta Constructors Inc.
Director:	Greg Goebel, Goebel Construction
Director:	Tim McClenahan, J. W. McClenahan Company

Following discussion, it was M/S/C to propose the current Slate of Directors & Officers, below, with discussion regarding the addition of Steve Griffith or Jim Ellison of Pacific Rim Plumbing, Inc. (*Note: Following the meeting, the Director positions was discussed with Pacific Rim Plumbing and Jim Ellison agreed to accept the nomination to the Board.*)

President:	Michael Lescure, Lescure Company, Inc.
Vice President:	Gary McClenahan, J. W. McClenahan Company
Treasurer:	Joe Nelms, Bigge Crane & Rigging
Secretary:	Tiffany Monzon, Specialty Welding and Turnarounds
Director:	Tim Holz, Corey Delta Constructors Inc.
Director:	Greg Goebel, Goebel Construction
Director:	Tim McClenahan, J. W. McClenahan Company
Director:	Jim Ellison, Pacific Rim Plumbing, Inc.

III. New Business

a. 2027 Annual Member Meeting Location

Michael Vlaming reported the RFP was submitted to Bernardus Resort and Spa as the location of the 2027 UMIC Annual Member Meeting.

b. 2028 Annual Member Meeting Location

Michael Vlaming requested suggested locations for the 2028 Annual Meeting Location. Following discussion, the Board of Directors directed Vlaming to request a proposal from the Westin, Napa Valley. The Board also directed Vlaming to contact Hotel Yountville regarding possible changes in their policy to hosting small group meetings. An update will be provided at the 2026 Annual Member Meeting.

IV. Proposed Meeting Schedule

- a. February 9, 2027 - Regular Member Meeting, Fleming's Steak House, Walnut Creek
- b. July 26, 2027, Annual Board Meeting, Video teleconference
- c. September 9, 2027, Annual Member Meeting – Bernardus Resort & Spa, Carmel Valley, CA.

V. Other New Business

No other New Business was raised.

VI. Adjourn

There being no other business introduced, it was M/S/C to adjourn the Annual Board of Directors Meeting at 10:44 a.m.

Respectfully submitted by:



Tiffany Monzon, Secretary

UMIC, Inc.
Balance Sheet
Fiscal Year End June 30, 2026

	Jun 30, 26	Jun 30, 25	\$ Change
ASSETS			
Current Assets			
Checking/Savings			
B of A Checking 6249	445,486.25	350,833.60	94,652.65
Wells Fargo CD 8113	107,928.75	102,757.60	5,171.15
Wells Fargo CD 8154	161,708.02	154,136.40	7,571.62
Total Checking/Savings	715,123.02	607,727.60	107,395.42
Accounts Receivable			
Accounts Receivable	10,000.00	6,000.00	4,000.00
Total Accounts Receivable	10,000.00	6,000.00	4,000.00
Other Current Assets			
2025 Annual Meeting Deposit	-	9,098.04	(9,098.04)
2026 Annual Meeting Deposit	2,834.51	2,834.51	-
Total Other Current Assets	2,834.51	11,932.55	(9,098.04)
Total Current Assets	727,957.53	625,660.15	102,297.38
TOTAL ASSETS	727,957.53	625,660.15	102,297.38
LIABILITIES & EQUITY			
Liabilities			
Current Liabilities			
Accounts Payable			
Accounts Payable	13,658.00	13,260.00	398.00
Total Accounts Payable	13,658.00	13,260.00	398.00
Total Current Liabilities	13,658.00	13,260.00	398.00
Total Liabilities	13,658.00	13,260.00	398.00
Equity			
Retained Earnings	612,400.15	634,131.84	(21,731.69)
Net Income	101,899.38	(21,731.69)	123,631.07
Total Equity	714,299.53	612,400.15	101,899.38
TOTAL LIABILITIES & EQUITY	727,957.53	625,660.15	102,297.38

UMIC, Inc.
Profit & Loss
Fiscal Year End June 30, 2026

	Jul '25 - Jun 26	Jul '24 - Jun 25	\$ Change
Ordinary Income/Expense			
Income			
Contract Admin Funds	267,431.09	144,978.17	122,452.92
Annual Membership Dues	14,000.00	21,000.00	(7,000.00)
Initiation Fees	(1,000.00)	1,000.00	(2,000.00)
Interest Income	12,742.77	6,894.00	5,848.77
Total Income	293,173.86	173,872.17	119,301.69
Expense			
Website	275.88	591.32	(315.44)
Annual Meeting	12,967.28	12,720.69	246.59
Contributions	3,000.00	13,000.00	(10,000.00)
Insurance	612.00	300.00	312.00
Liability Insurance	7,475.39	7,222.60	252.79
Regular Meeting Expenses	2,499.82	942.99	1,556.83
401k Year End Interest	11.81	57.37	(45.56)
Promotion	1,379.30	-	1,379.30
Travel	-	2,470.89	(2,470.89)
Professional Services			
Accounting	1,545.00	1,488.00	57.00
Vlaming & Associates			
Admin. hours	161,508.00	156,810.00	4,698.00
Total Vlaming & Associates	161,508.00	156,810.00	4,698.00
Total Professional Services	163,053.00	158,298.00	4,755.00
Total Expense	191,274.48	195,603.86	(4,329.38)
Net Ordinary Income	101,899.38	(21,731.69)	123,631.07
Net Income	101,899.38	(21,731.69)	123,631.07

UMIC, Inc.
Statement of Cash Flows
Fiscal Year End June 30, 2026

	<u>Jul '25 - Jun 26</u>
OPERATING ACTIVITIES	
Net Income	101,899.38
Adjustments to reconcile Net Income to net cash provided by operations:	
Accounts Receivable	(4,000.00)
2025 Annual Meeting Deposit	9,098.04
Accounts Payable	398.00
Net cash provided by Operating Activities	<u>107,395.42</u>
Net cash increase for period	<u>107,395.42</u>
Cash at beginning of period	<u>607,727.60</u>
Cash at end of period	<u><u>715,123.02</u></u>

UMIC, Inc.
Balance Sheet
Two Months as of August 31, 2026

	Aug 31, 26	Aug 31, 25	\$ Change
ASSETS			
Current Assets			
Checking/Savings			
B of A Checking 6249	445,754.74	335,128.67	110,626.07
Wells Fargo CD 8113	108,440.33	102,757.60	5,682.73
Wells Fargo CD 8154	162,507.20	154,136.40	8,370.80
Total Checking/Savings	<u>716,702.27</u>	<u>592,022.67</u>	<u>124,679.60</u>
Accounts Receivable			
Accounts Receivable	10,000.00	6,000.00	4,000.00
Total Accounts Receivable	<u>10,000.00</u>	<u>6,000.00</u>	<u>4,000.00</u>
Other Current Assets			
Prepaid	(7,500.00)	-	(7,500.00)
2025 Annual Meeting Deposit	-	9,098.04	(9,098.04)
2026 Annual Meeting Deposit	8,503.53	2,834.51	5,669.02
Total Other Current Assets	<u>1,003.53</u>	<u>11,932.55</u>	<u>(10,929.02)</u>
Total Current Assets	<u>727,705.80</u>	<u>609,955.22</u>	<u>117,750.58</u>
TOTAL ASSETS	<u>727,705.80</u>	<u>609,955.22</u>	<u>117,750.58</u>
LIABILITIES & EQUITY			
Liabilities			
Current Liabilities			
Accounts Payable			
Accounts Payable	20,019.05	13,260.00	6,759.05
Total Accounts Payable	<u>20,019.05</u>	<u>13,260.00</u>	<u>6,759.05</u>
Total Current Liabilities	<u>20,019.05</u>	<u>13,260.00</u>	<u>6,759.05</u>
Total Liabilities	<u>20,019.05</u>	<u>13,260.00</u>	<u>6,759.05</u>
Equity			
Retained Earnings	714,299.53	612,400.15	101,899.38
Net Income	(6,612.78)	(15,704.93)	9,092.15
Total Equity	<u>707,686.75</u>	<u>596,695.22</u>	<u>110,991.53</u>
TOTAL LIABILITIES & EQUITY	<u>727,705.80</u>	<u>609,955.22</u>	<u>117,750.58</u>

UMIC, Inc.
Profit & Loss
Two Months as of August 31, 2026

	Jul - Aug 26	Jul - Aug 25	\$ Change
Ordinary Income/Expense			
Income			
Contract Admin Funds	25,614.04	25,699.15	(85.11)
Annual Membership Dues	416.67	-	416.67
Initiation Fees	1,000.00	-	1,000.00
Interest Income	1,310.76	-	1,310.76
Total Income	<u>28,341.47</u>	<u>25,699.15</u>	<u>2,642.32</u>
Expense			
Contributions	1,000.00	1,000.00	-
Insurance	274.99	4,854.00	(4,579.01)
Liability Insurance	6,361.05	7,475.39	(1,114.34)
401k Year End Interest	2.21	9.69	(7.48)
Professional Services			
Accounting	-	1,545.00	(1,545.00)
Vlaming & Associates			
Admin. hours	27,316.00	26,520.00	796.00
Total Vlaming & Associates	<u>27,316.00</u>	<u>26,520.00</u>	<u>796.00</u>
Total Professional Services	<u>27,316.00</u>	<u>28,065.00</u>	<u>(749.00)</u>
Total Expense	<u>34,954.25</u>	<u>41,404.08</u>	<u>(6,449.83)</u>
Net Ordinary Income	<u>(6,612.78)</u>	<u>(15,704.93)</u>	<u>9,092.15</u>
Net Income	<u><u>(6,612.78)</u></u>	<u><u>(15,704.93)</u></u>	<u><u>9,092.15</u></u>

UMIC, Inc.
Statement of Cash Flows
Two Months as of August 31, 2026

	<u>Jul - Aug 26</u>
OPERATING ACTIVITIES	
Net Income	(6,612.78)
Adjustments to reconcile Net Income to net cash provided by operations:	
Prepaid	7,500.00
2026 Annual Meeting Deposit	(5,669.02)
Accounts Payable	6,361.05
Net cash provided by Operating Activities	<u>1,579.25</u>
Net cash increase for period	1,579.25
Cash at beginning of period	715,123.02
Cash at end of period	<u><u>716,702.27</u></u>



Vlaming+Associates
a professional corporation

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Attn: Gary McClenahan
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January 31, 2026

Invoice # 34903

Monthly Retainer \$13,658.00

PROFESSIONAL SERVICES 01/01/2026 through 01/31/2026

T/c's with members and representatives of District Council of Ironworkers, Northern California District Council of Laborers, Operating Engineers Local 3, United Associations Locals 159, 342, 343, 393, and 467 re collective bargaining agreement issues; Research issues affecting members and preparation of documents re same; Preparation of correspondence to members and representatives of District Council of Ironworkers, Northern California District Council of Laborers, Operating Engineers Local 3, United Associations Locals 159, 342, 343, 393, and 467; Attendance at meetings of members, District Council of Ironworkers, Northern California District Council of Laborers, Operating Engineers Local 3, United Associations Locals 159, 342, 343, 393, and 467 Union representatives and industry participants re industry issues; Rev documents, attend meetings and hearings re handling of grievances filed against UMIC members; Preparation for and attendance at negotiation meetings re UMIC- District Council of Ironworkers, Northern California District Council of Laborers, Operating Engineers Local 3, United Associations Locals 159, 342, 343, 393, and 467 Union collective bargaining agreements; preparation of economic data documents re collective bargaining agreement economic provisions; administration of all corporate records, financial records, tax records re state and federal requirements; and performance of all reasonable and necessary administrative activities. Office Operating Expenses and Direct Costs.

For Current Services Rendered

13,658.00

TOTAL

\$13,658.00



Vlaming+Associates
a professional corporation

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February 28, 2026

Invoice # 34916

Monthly Retainer \$13,658.00

PROFESSIONAL SERVICES 02/01/2026 through 02/28/2026

T/c's with members and representatives of District Council of Ironworkers, Northern California District Council of Laborers, Operating Engineers Local 3, United Associations Locals 159, 342, 343, 393, and 467 re collective bargaining agreement issues; Research issues affecting members and preparation of documents re same; Preparation of correspondence to members and representatives of District Council of Ironworkers, Northern California District Council of Laborers, Operating Engineers Local 3, United Associations Locals 159, 342, 343, 393, and 467; Attendance at meetings of members, District Council of Ironworkers, Northern California District Council of Laborers, Operating Engineers Local 3, United Associations Locals 159, 342, 343, 393, and 467 Union representatives and industry participants re industry issues; Rev documents, attend meetings and hearings re handling of grievances filed against UMIC members; Preparation for and attendance at negotiation meetings re UMIC- District Council of Ironworkers, Northern California District Council of Laborers, Operating Engineers Local 3, United Associations Locals 159, 342, 343, 393, and 467 Union collective bargaining agreements; preparation of economic data documents re collective bargaining agreement economic provisions; administration of all corporate records, financial records, tax records re state and federal requirements; and performance of all reasonable and necessary administrative activities. Office Operating Expenses and Direct Costs.

For Current Services Rendered

13,658.00

TOTAL

\$13,658.00



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March 31, 2026

Invoice # 34933

Monthly Retainer \$13,658.00

PROFESSIONAL SERVICES 03/01/2026 through 03/31/2026

T/c's with members and representatives of District Council of Ironworkers, Northern California District Council of Laborers, Operating Engineers Local 3, United Associations Locals 159, 342, 343, 393, and 467 re collective bargaining agreement issues; Research issues affecting members and preparation of documents re same; Preparation of correspondence to members and representatives of District Council of Ironworkers, Northern California District Council of Laborers, Operating Engineers Local 3, United Associations Locals 159, 342, 343, 393, and 467; Attendance at meetings of members, District Council of Ironworkers, Northern California District Council of Laborers, Operating Engineers Local 3, United Associations Locals 159, 342, 343, 393, and 467 Union representatives and industry participants re industry issues; Rev documents, attend meetings and hearings re handling of grievances filed against UMIC members; Preparation for and attendance at negotiation meetings re UMIC- District Council of Ironworkers, Northern California District Council of Laborers, Operating Engineers Local 3, United Associations Locals 159, 342, 343, 393, and 467 Union collective bargaining agreements; preparation of economic data documents re collective bargaining agreement economic provisions; administration of all corporate records, financial records, tax records re state and federal requirements; and performance of all reasonable and necessary administrative activities. Office Operating Expenses and Direct Costs.

For Current Services Rendered

13,658.00

TOTAL

\$13,658.00



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447 Georgia Street
Vallejo CA 94590

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April 30, 2026

Invoice # 34947

Monthly Retainer \$13,658.00

PROFESSIONAL SERVICES 04/01/2026 through 04/30/2026

T/c's with members and representatives of District Council of Ironworkers, Northern California District Council of Laborers, Operating Engineers Local 3, United Associations Locals 159, 342, 343, 393, and 467 re collective bargaining agreement issues; Research issues affecting members and preparation of documents re same; Preparation of correspondence to members and representatives of District Council of Ironworkers, Northern California District Council of Laborers, Operating Engineers Local 3, United Associations Locals 159, 342, 343, 393, and 467; Attendance at meetings of members, District Council of Ironworkers, Northern California District Council of Laborers, Operating Engineers Local 3, United Associations Locals 159, 342, 343, 393, and 467 Union representatives and industry participants re industry issues; Rev documents, attend meetings and hearings re handling of grievances filed against UMIC members; Preparation for and attendance at negotiation meetings re UMIC- District Council of Ironworkers, Northern California District Council of Laborers, Operating Engineers Local 3, United Associations Locals 159, 342, 343, 393, and 467 Union collective bargaining agreements; preparation of economic data documents re collective bargaining agreement economic provisions; administration of all corporate records, financial records, tax records re state and federal requirements; and performance of all reasonable and necessary administrative activities. Office Operating Expenses and Direct Costs.

For Current Services Rendered

13,658.00

TOTAL

\$13,658.00



Vlaming+Associates
a professional corporation

447 Georgia Street
Vallejo, California 94590
tel 707.552.6040 fax 707.552.6090
www.vlaming-associates.com

Attn: Gary McClenahan
UMIC, Inc., Industrial Contractors
1700 Soscol Avenue, Suite 5
Napa CA 9455994590

Page: 1
May 31, 2026

Invoice # 34969

Monthly Retainer \$13,658.00

PROFESSIONAL SERVICES 05/01/2026 through 05/31/2026

T/c's with members and representatives of District Council of Ironworkers, Northern California District Council of Laborers, Operating Engineers Local 3, United Associations Locals 159, 342, 343, 393, and 467 re collective bargaining agreement issues; Research issues affecting members and preparation of documents re same; Preparation of correspondence to members and representatives of District Council of Ironworkers, Northern California District Council of Laborers, Operating Engineers Local 3, United Associations Locals 159, 342, 343, 393, and 467; Attendance at meetings of members, District Council of Ironworkers, Northern California District Council of Laborers, Operating Engineers Local 3, United Associations Locals 159, 342, 343, 393, and 467 Union representatives and industry participants re industry issues; Rev documents, attend meetings and hearings re handling of grievances filed against UMIC members; Preparation for and attendance at negotiation meetings re UMIC- District Council of Ironworkers, Northern California District Council of Laborers, Operating Engineers Local 3, United Associations Locals 159, 342, 343, 393, and 467 Union collective bargaining agreements; preparation of economic data documents re collective bargaining agreement economic provisions; administration of all corporate records, financial records, tax records re state and federal requirements; and performance of all reasonable and necessary administrative activities. Office Operating Expenses and Direct Costs.

For Current Services Rendered

13,658.00

TOTAL

\$13,658.00



Vlaming & Associates
a professional corporation

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1700 Soscol Avenue, Suite 5
Napa CA 94559

Page: 1
June 30, 2026

Invoice # 34987

Monthly Retainer \$13,658.00

PROFESSIONAL SERVICES 06/01/2026 through 06/30/2026

T/c's with members and representatives of District Council of Ironworkers, Northern California District Council of Laborers, Operating Engineers Local 3, United Associations Locals 159, 342, 343, 393, and 467 re collective bargaining agreement issues; Research issues affecting members and preparation of documents re same; Preparation of correspondence to members and representatives of District Council of Ironworkers, Northern California District Council of Laborers, Operating Engineers Local 3, United Associations Locals 159, 342, 343, 393, and 467; Attendance at meetings of members, District Council of Ironworkers, Northern California District Council of Laborers, Operating Engineers Local 3, United Associations Locals 159, 342, 343, 393, and 467 Union representatives and industry participants re industry issues; Rev documents, attend meetings and hearings re handling of grievances filed against UMIC members; Preparation for and attendance at negotiation meetings re UMIC- District Council of Ironworkers, Northern California District Council of Laborers, Operating Engineers Local 3, United Associations Locals 159, 342, 343, 393, and 467 Union collective bargaining agreements; preparation of economic data documents re collective bargaining agreement economic provisions; administration of all corporate records, financial records, tax records re state and federal requirements; and performance of all reasonable and necessary administrative activities. Office Operating Expenses and Direct Costs.

For Current Services Rendered

13,658.00

TOTAL

\$13,658.00



Vlaming & Associates
a professional corporation

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Napa CA 94559

Page: 1
July 31, 2026

Invoice # 35004

Monthly Retainer \$13,658.00

PROFESSIONAL SERVICES 07/01/2026 through 07/31/2026

T/c's with members and representatives of District Council of Ironworkers, Northern California District Council of Laborers, Operating Engineers Local 3, United Associations Locals 159, 342, 343, 393, and 467 re collective bargaining agreement issues; Research issues affecting members and preparation of documents re same; Preparation of correspondence to members and representatives of District Council of Ironworkers, Northern California District Council of Laborers, Operating Engineers Local 3, United Associations Locals 159, 342, 343, 393, and 467; Attendance at meetings of members, District Council of Ironworkers, Northern California District Council of Laborers, Operating Engineers Local 3, United Associations Locals 159, 342, 343, 393, and 467 Union representatives and industry participants re industry issues; Rev documents, attend meetings and hearings re handling of grievances filed against UMIC members; Preparation for and attendance at negotiation meetings re UMIC- District Council of Ironworkers, Northern California District Council of Laborers, Operating Engineers Local 3, United Associations Locals 159, 342, 343, 393, and 467 Union collective bargaining agreements; preparation of economic data documents re collective bargaining agreement economic provisions; administration of all corporate records, financial records, tax records re state and federal requirements; and performance of all reasonable and necessary administrative activities. Office Operating Expenses and Direct Costs.

For Current Services Rendered

13,658.00

TOTAL

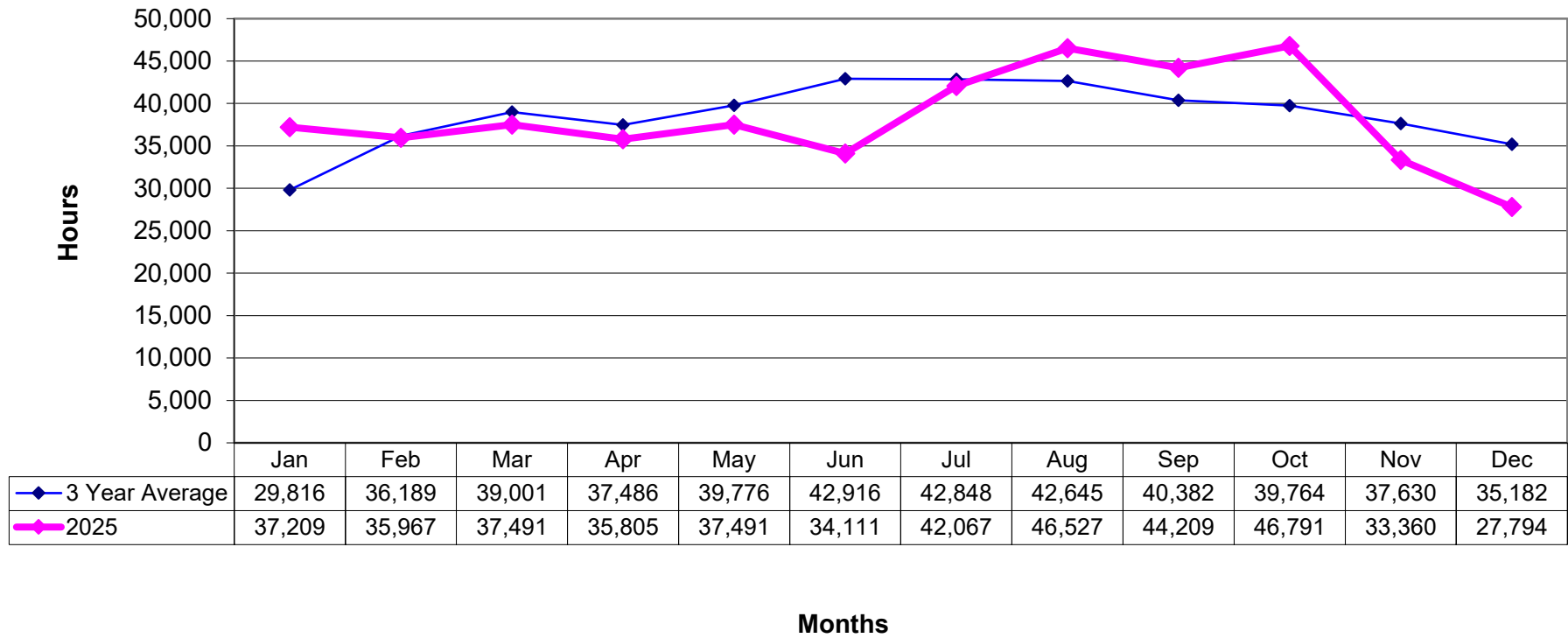
\$13,658.00

UMIC, Inc. / District Council of Ironworkers ~ 2025
Industry Hour Report

<u>MEMBERS</u>	<u>Jan</u>	<u>Feb</u>	<u>Mar</u>	<u>Apr</u>	<u>May</u>	<u>Jun</u>	<u>Jul</u>	<u>Aug</u>	<u>Sep</u>	<u>Oct</u>	<u>Nov</u>	<u>Dec</u>	<u>Totals</u>
Bigge Crane & Rigging	10,822	8,904	19,898	11,289	8,278	7,517	9,993	7,967	15,606	13,254	9,746	7,914	131,186
Bragg Investment Company dba Bragg Crane & Rigging	11,583	9,620	0	11,565	14,324	14,548	17,102	24,194	17,069	20,259	12,943	10,120	163,327
D W Nicholson	1,748	1,295	3,124	2,018	1,963	1,144	2,112	2,576	1,856	1,262	1,034	1,116	21,247
Hill Crane Service	543	543	510	564	736	528	596	610	770	956	1,027	638	8,021
Lilja Corp.	0	36	481	370	0	803	632	506	0	62	87	0	2,975
Marco Crane & Rigging	0	0	0	0	0	0	0	0	186	0	0	4	190
Maxim Crane Works	2,246	2,827	2,906	2,399	3,157	2,481	3,209	3,080	2,346	3,401	2,728	2,041	32,819
McDonough Const.	946	842	940	823	1,006	747	661	645	616	869	618	707	9,416
Mr. Crane	1,603	1,833	2,246	2,457	2,732	2,172	3,420	2,704	2,256	2,197	1,896	2,024	27,536
Sheedy Drayage Company Specialty Welding & Turnarounds	2,133	3,030	2,738	2,478	3,642	2,088	2,820	2,959	2,841	3,570	2,707	2,949	33,952
	5,586	7,039	4,650	1,844	1,654	2,083	1,524	1,288	665	962	578	283	28,155
TOTAL	37,209	35,967	37,491	35,805	37,491	34,111	42,067	46,527	44,209	46,791	33,360	27,794	458,823

**UMIC, Inc., Industrial Contractors
Ironworkers
Monthly Total Hours Worked**

**3-Year Average (2022-2024)
&
2025 Hours**

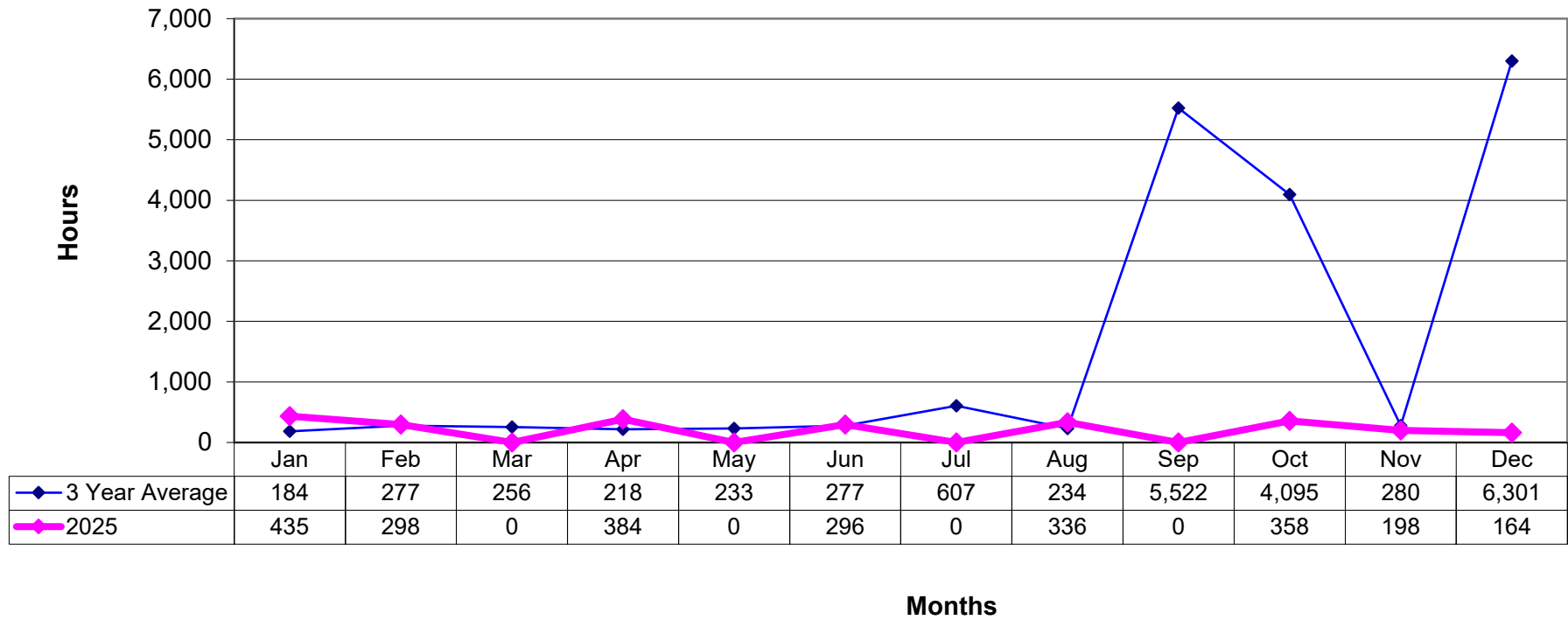


UMIC, Inc. / District Council of Laborers Northern California ~ 2025
Industry Hour Report

<u>MEMBERS</u>	<u>Jan</u>	<u>Feb</u>	<u>Mar</u>	<u>Apr</u>	<u>May</u>	<u>Jun</u>	<u>Jul</u>	<u>Aug</u>	<u>Sep</u>	<u>Oct</u>	<u>Nov</u>	<u>Dec</u>	<u>Totals</u>
Broadway Mechanical Contractors	0	0	0	0	0	0	0	0	0	0	0	0	0
Corey Delta	0	0	0	0	0	0	0	0	0	0	0	0	0
J W McClenahan Co.	0	0	0	0	0	0	0	0	0	0	0	0	0
Lescure Company, Inc.	435	298	0	384	0	296	0	336	0	358	198	164	2,469
Solv Energy, LLC	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	435	298	0	384	0	296	0	336	0	358	198	164	2,469

**UMIC, Inc., Industrial Contractors
Laborers
Monthly Total Hours Worked**

**3-Year Average (2021-2023)
&
2025 Hours**

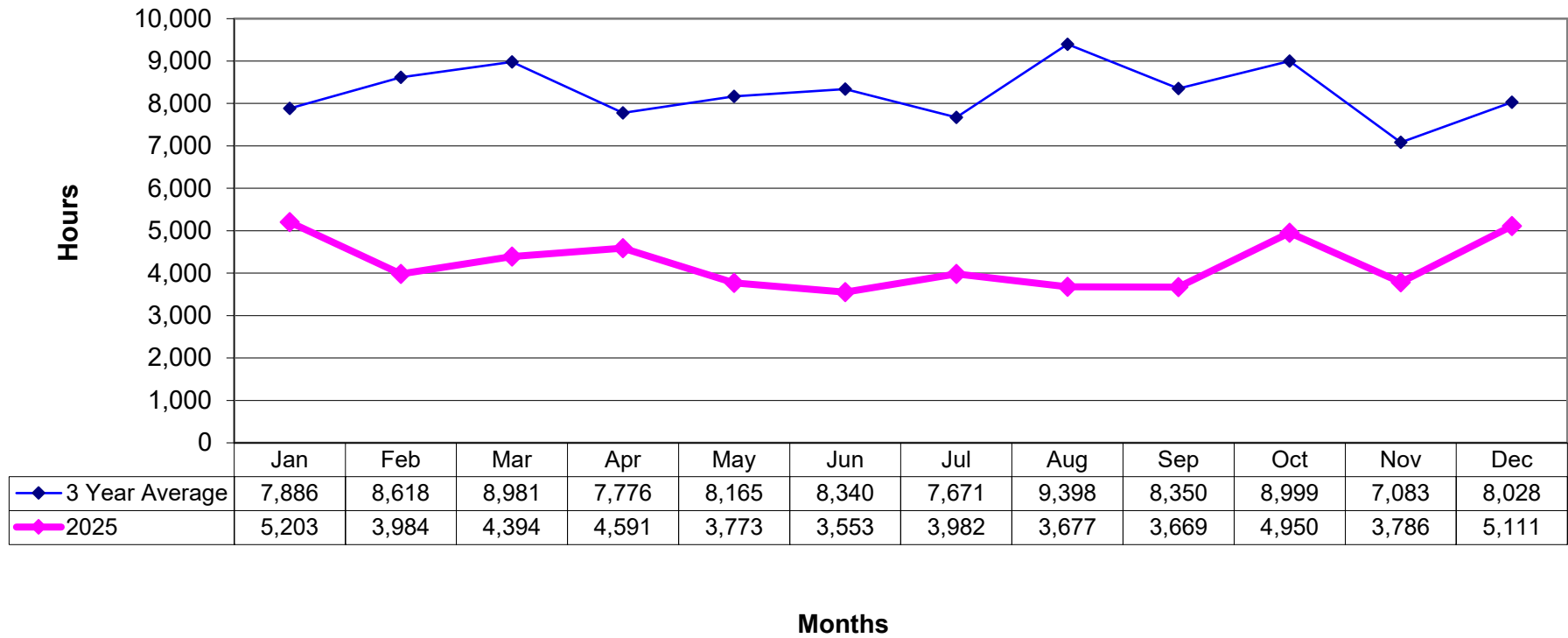


UMIC Operating Engineers ~ 2025
Industry Hours Report

MEMBERS	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Totals
Bigge Crane & Rigging	3,072	2,346	2,576	2,369	1,982	1,808	1,718	1,477	1,419	1,967	1,571	1,560	23,862
Bragg Investment Company dba Bragg Crane & Rigging	0	0	0	0	0	0	0	0	0	0	0	0	0
Corey Delta	0	0	0	0	0	0	0	0	0	0	0	0	0
Lescure Co.	152	133	153	160	176	200	128	152	144	196	138	164	1,896
Maxim Crane Works	0	0	0	0	0	0	509	578	556	728	489	890	3,749
O'Brien Steel Erectors	319	122	142	206	190	166	146	192	160	223	142	172	2,180
Sheedy Drayage Company	0	0	0	0	0	0	0	0	0	0	256	550	806
Specialty Welding & Turnarounds	0	0	0	0	0	0	0	142	217	283	215	307	1,162
Western Steel Erectors, Inc.	1,410	1,184	1,323	1,656	1,125	1,179	1,281	937	974	1,304	776	1,219	14,366
Member Totals:	4,953	3,784	4,194	4,391	3,473	3,353	3,782	3,477	3,469	4,700	3,586	4,861	48,021
<u>Non Members</u>													
Super Excavators, Inc.	250	200	200	200	300	200	200	200	200	250	200	250	2,650
UCI Construction	0	0	0	0	0	0	0	0	0	0	0	0	0
Non-Member Totals:	250	200	200	200	300	200	200	200	200	250	200	250	2,650
TOTALS	5,203	3,984	4,394	4,591	3,773	3,553	3,982	3,677	3,669	4,950	3,786	5,111	50,671

**UMIC, Inc., Industrial Contractors
Operating Engineers
Monthly Total Hours Worked**

**3-Year Average (2022-2024)
&
2025 Hours**



UMIC, Inc. / District Council 36, United Association Local 62 ~ 2025
Industry Hour Report

<u>MEMBERS</u>	<u>Jan</u>	<u>Feb</u>	<u>Mar</u>	<u>Apr</u>	<u>May</u>	<u>Jun</u>	<u>Jul</u>	<u>Aug</u>	<u>Sep</u>	<u>Oct</u>	<u>Nov</u>	<u>Dec</u>	<u>Totals</u>
JW McClenahan Co.	689	851	1,071	4,383	8,201	4,345	2,844	1,916	2,087	1,798	1,770	954	30,907
Pacific Rim Plumbing	0	0	1,312	1,476	2,388	1,827	1,385	1,852	1,920	1,492	1,989	1,774	17,414
Total Hours	689	851	2,383	5,859	10,589	6,172	4,228	3,768	4,007	3,290	3,759	2,728	48,321

UMIC, Inc. / District Council 36, United Association Local 228 ~ 2025
Industry Hour Report

<u>MEMBERS</u>	<u>Jan</u>	<u>Feb</u>	<u>Mar</u>	<u>Apr</u>	<u>May</u>	<u>Jun</u>	<u>Jul</u>	<u>Aug</u>	<u>Sep</u>	<u>Oct</u>	<u>Nov</u>	<u>Dec</u>	<u>Totals</u>
JW McClenahan Co.	578	0	249	141	199	362	158	0	0	0	0	0	1,686
Total Hours	578	0	249	141	199	362	158	0	0	0	0	0	1,686

UMIC, Inc. / District Council 36, United Association Local 246 ~ 2025
Industry Hour Report

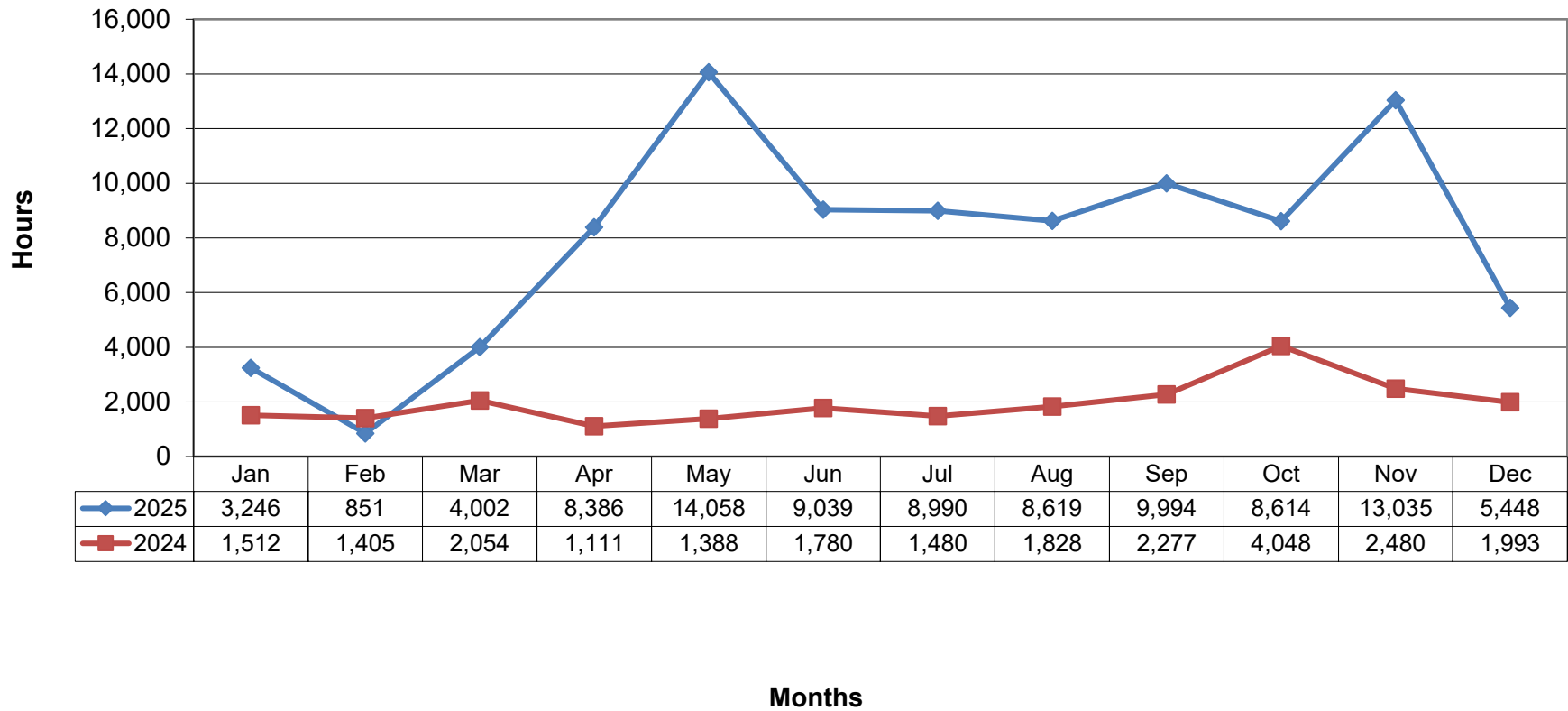
<u>MEMBERS</u>	<u>Jan</u>	<u>Feb</u>	<u>Mar</u>	<u>Apr</u>	<u>May</u>	<u>Jun</u>	<u>Jul</u>	<u>Aug</u>	<u>Sep</u>	<u>Oct</u>	<u>Nov</u>	<u>Dec</u>	<u>Totals</u>
JW McClenahan Co.	0	0	300	1,192	1,907	1,528	3,808	4,242	5,368	4,667	8,220	1,972	33,203
Total Hours	0	0	300	1,192	1,907	1,528	3,808	4,242	5,368	4,667	8,220	1,972	33,203

UMIC, Inc. / District Council 36, United Association Local 442 ~ 2025
Industry Hour Report

<u>MEMBERS</u>	<u>Jan</u>	<u>Feb</u>	<u>Mar</u>	<u>Apr</u>	<u>May</u>	<u>Jun</u>	<u>Jul</u>	<u>Aug</u>	<u>Sep</u>	<u>Oct</u>	<u>Nov</u>	<u>Dec</u>	<u>Totals</u>
JW McClenahan Co.	1,979	0	1,070	1,194	1,363	977	796	609	619	657	1,056	748	11,068
Total Hours	1,979	0	1,070	1,194	1,363	977	796	609	619	657	1,056	748	11,068

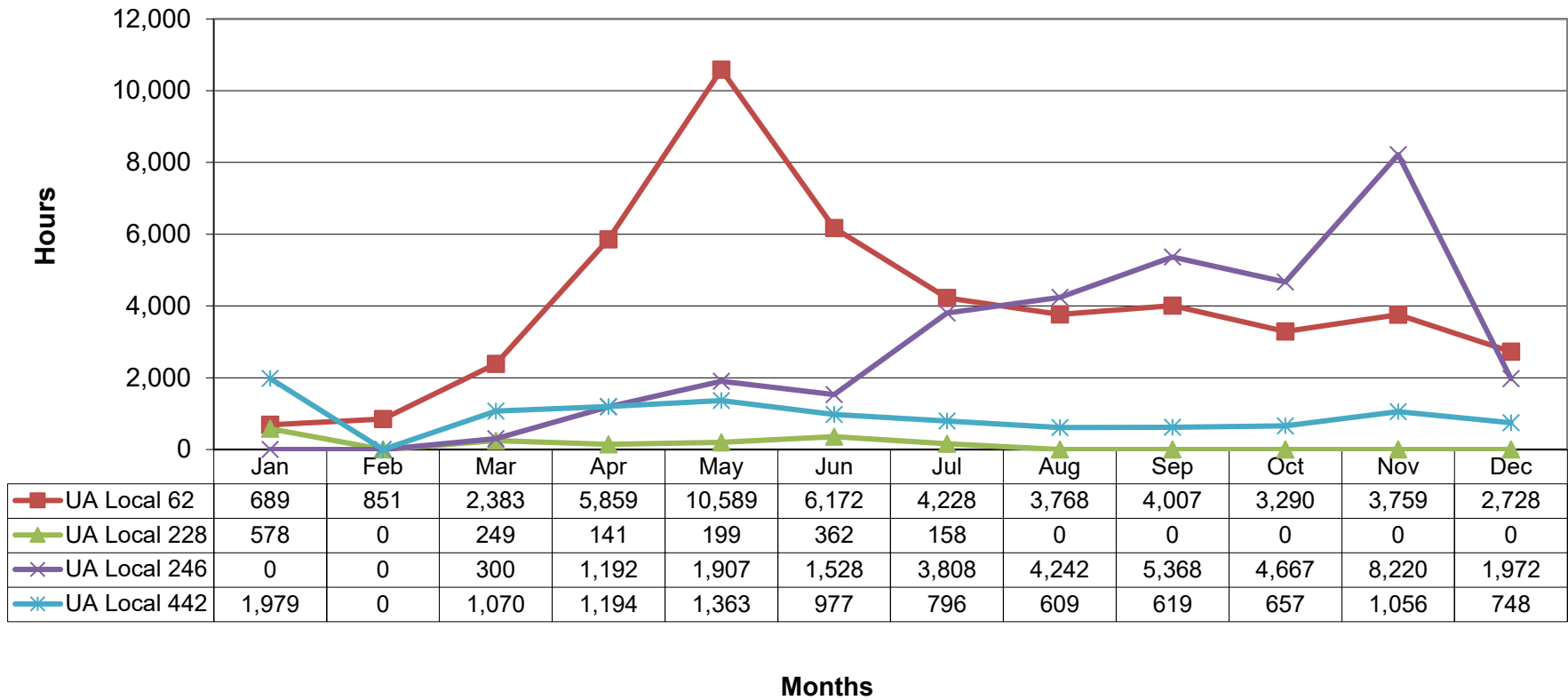
**UMIC, Inc., Industrial Contractors
District Council United Association Local 36
Monthly Total Hours Worked**

2025 v. 2024 Hours



**UMIC, Inc., Industrial Contractors
District Council United Association Local 36
Monthly Hours by Local**

2025 Hours

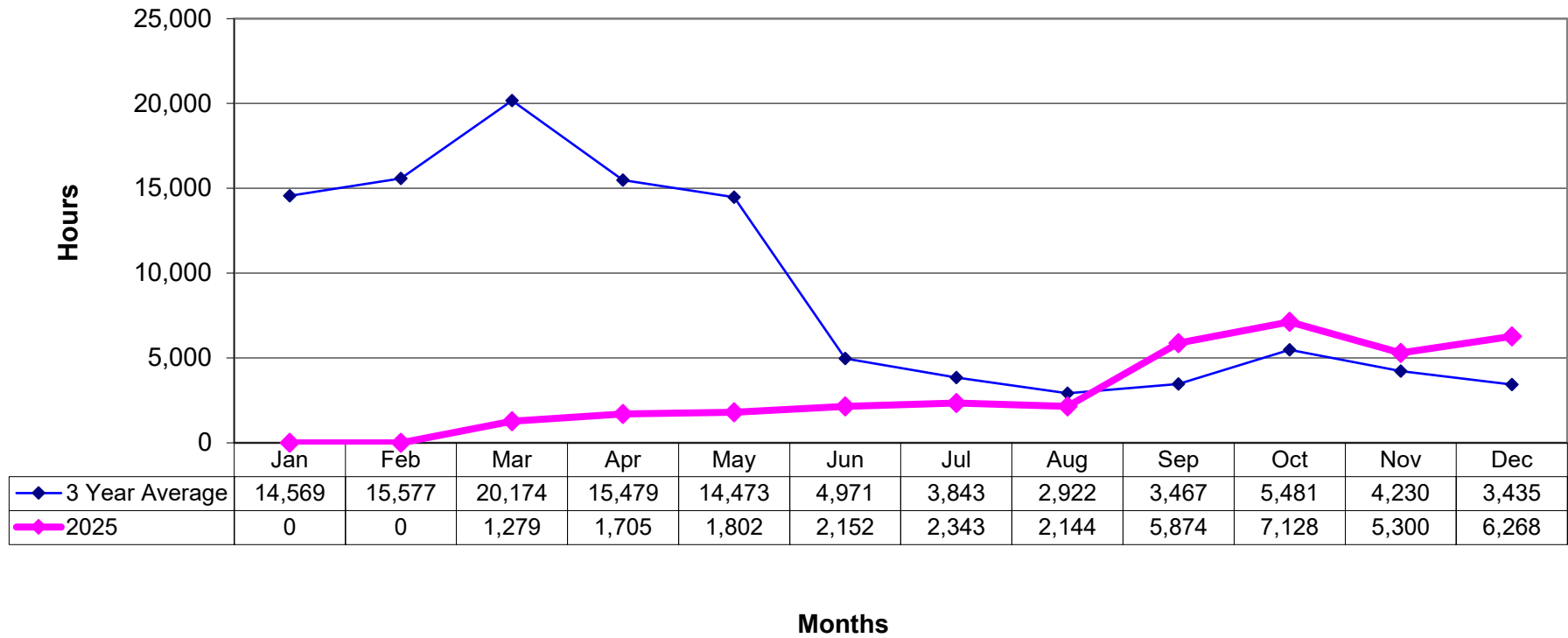


United Association Local 159 ~ 2025
Industry Hours Report

<u>MEMBERS</u>	<u>Jan</u>	<u>Feb</u>	<u>Mar</u>	<u>Apr</u>	<u>May</u>	<u>Jun</u>	<u>July</u>	<u>Aug</u>	<u>Sep</u>	<u>Oct</u>	<u>Nov</u>	<u>Dec</u>	<u>Totals</u>
J W McClenahan Co.	0	0	0	0	0	510	600	704	722	358	208	529	3,631
Lescure Co.	0	0	1,279	1,705	1,802	1,642	1,743	1,440	1,417	1,969	1,625	1,756	16,377
Pacific Rim Plumbing Inc	0	0	0	0	0	0	0	0	3,735	4,801	3,467	3,983	15,986
TOTAL HOURS	0	0	1,279	1,705	1,802	2,152	2,343	2,144	5,874	7,128	5,300	6,268	35,993

**UMIC, Inc., Industrial Contractors
United Association Local 159
Monthly Total Hours Worked**

**3-Year Average (2022-2024)
&
2025 Hours**

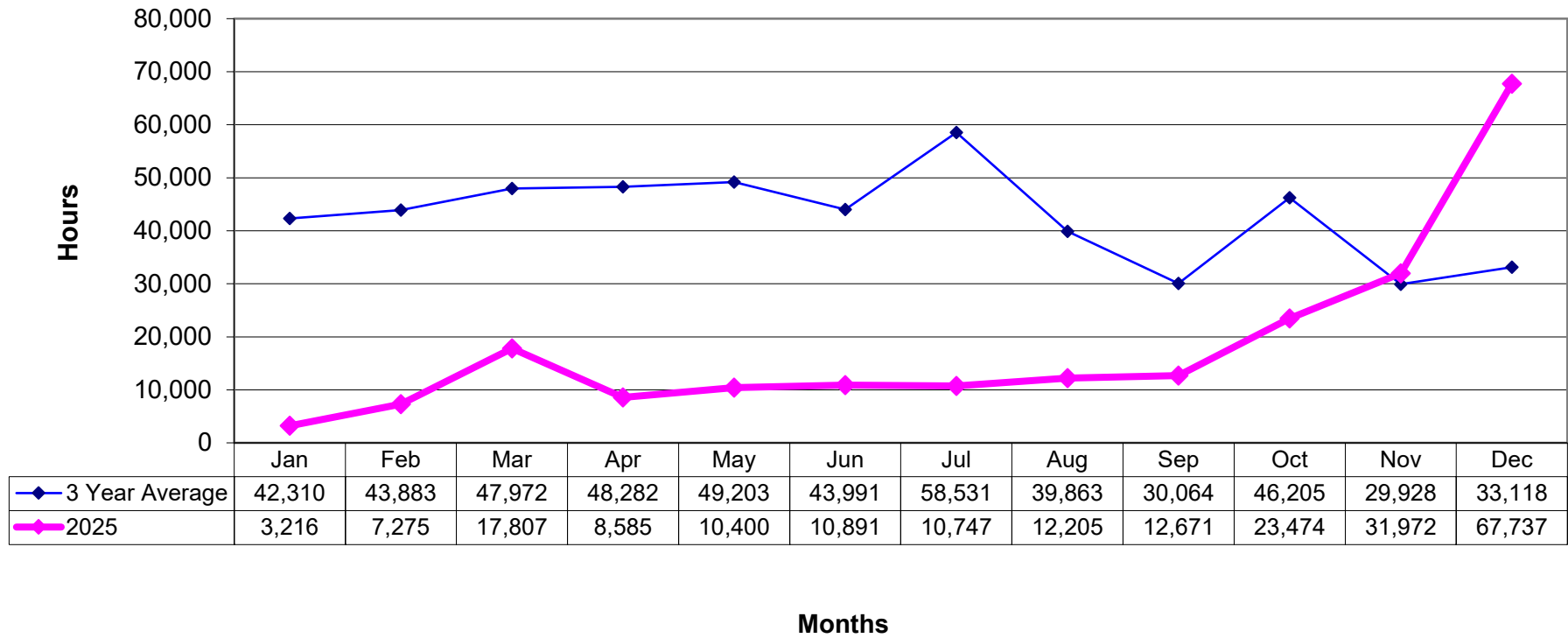


United Association Local 342 - 2025
Industry Hours

<u>MEMBERS</u>	<u>Jan</u>	<u>Feb</u>	<u>Mar</u>	<u>Apr</u>	<u>May</u>	<u>Jun</u>	<u>Jul</u>	<u>Aug</u>	<u>Sep</u>	<u>Oct</u>	<u>Nov</u>	<u>Dec</u>	<u>Totals</u>
Goebel Construction Inc.	0	0	0	0	0	0	0	0	0	0	0	0	0
J W McClenahan Co.	380	361	2,136	3,666	1,520	1,404	956	590	784	1,048	854	947	14,645
Lescure Co.	442	386	668	684	637	766	649	819	695	867	966	1,331	8,909
Pacific Rim Plumbing	0	0	0	0	6,110	6,166	7,576	6,260	5,576	6,651	4,501	5,084	47,922
Specialty Welding & Turnarounds	2,394	6,528	15,003	4,236	2,133	2,556	1,566	4,537	5,607	14,909	25,651	60,375	145,496
Taurus Welding Inc	0	0	0	0	0	0	0	0	0	0	0	0	0
Members Total Hours	3,216	7,275	17,807	8,585	10,400	10,891	10,747	12,205	12,662	23,474	31,972	67,737	216,971
NON MEMBERS HOURS													
Freon Free Inc	0	0	0	0	0	0	0	0	9	0	0	0	9
Graycor Industrial Contractots	0	0	0	0	0	0	0	0	0	0	0	0	0
M J Electric LLC	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Non Members Hours	0	0	0	0	0	0	0	0	9	0	0	0	9
TOTAL	3,216	7,275	17,807	8,585	10,400	10,891	10,747	12,205	12,671	23,474	31,972	67,737	216,980

**UMIC, Inc., Industrial Contractors
United Association Local 342
Monthly Total Hours Worked**

**3-Year Average (2022-2024)
&
2025 Hours**

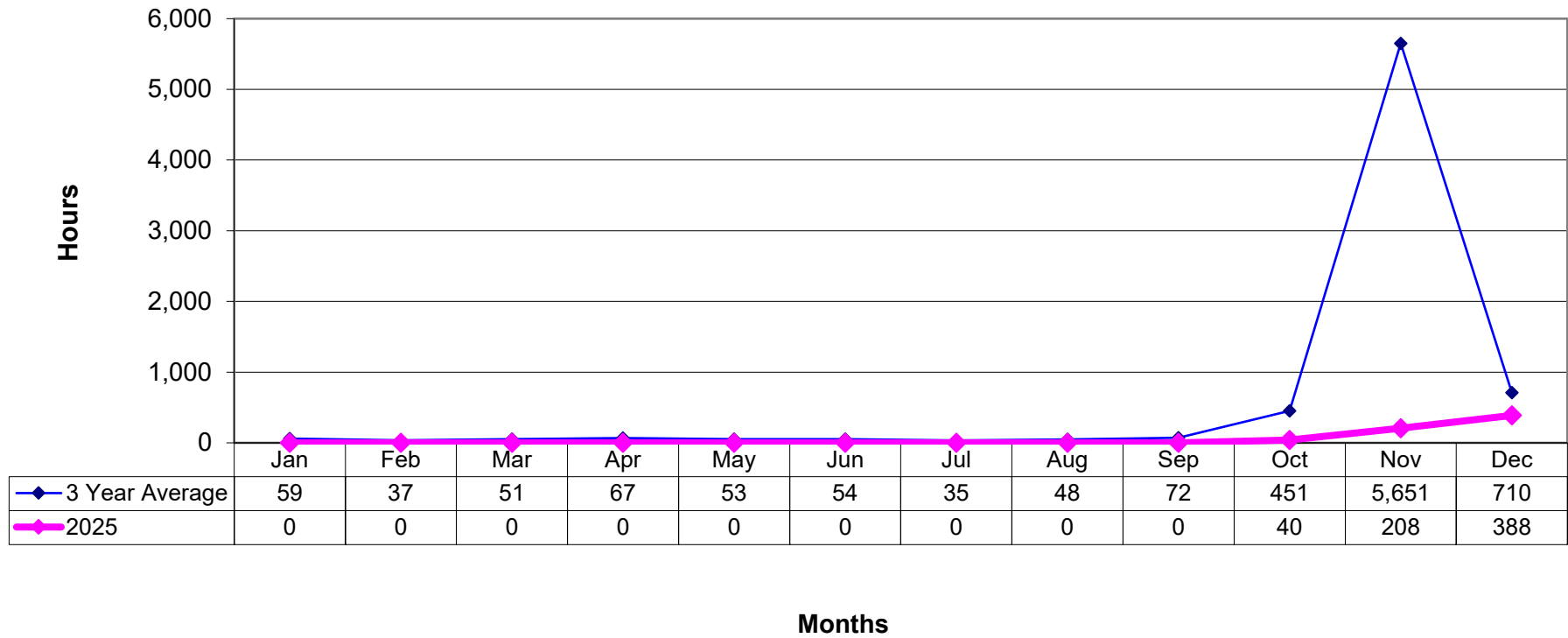


UMIC, Inc. / United Association Local 343 ~ 2025
Industry Hours Report

<u>MEMBERS</u>	<u>Jan</u>	<u>Feb</u>	<u>Mar</u>	<u>Apr</u>	<u>May</u>	<u>Jun</u>	<u>Jul</u>	<u>Aug</u>	<u>Sep</u>	<u>Oct</u>	<u>Nov</u>	<u>Dec</u>	<u>Totals</u>
J W McClenahan Co.	0	0	0	0	0	0	0	0	0	0	0	0	0
Lescure Co.	0	0	0	0	0	0	0	0	0	40	208	388	636
Specialty Welding and Turnarounds	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	0	0	0	0	0	0	0	0	0	40	208	388	636

**UMIC, Inc., Industrial Contractors
United Association Local 343
Monthly Total Hours Worked**

**3-Year Average (2022-2024)
&
2025 Hours**

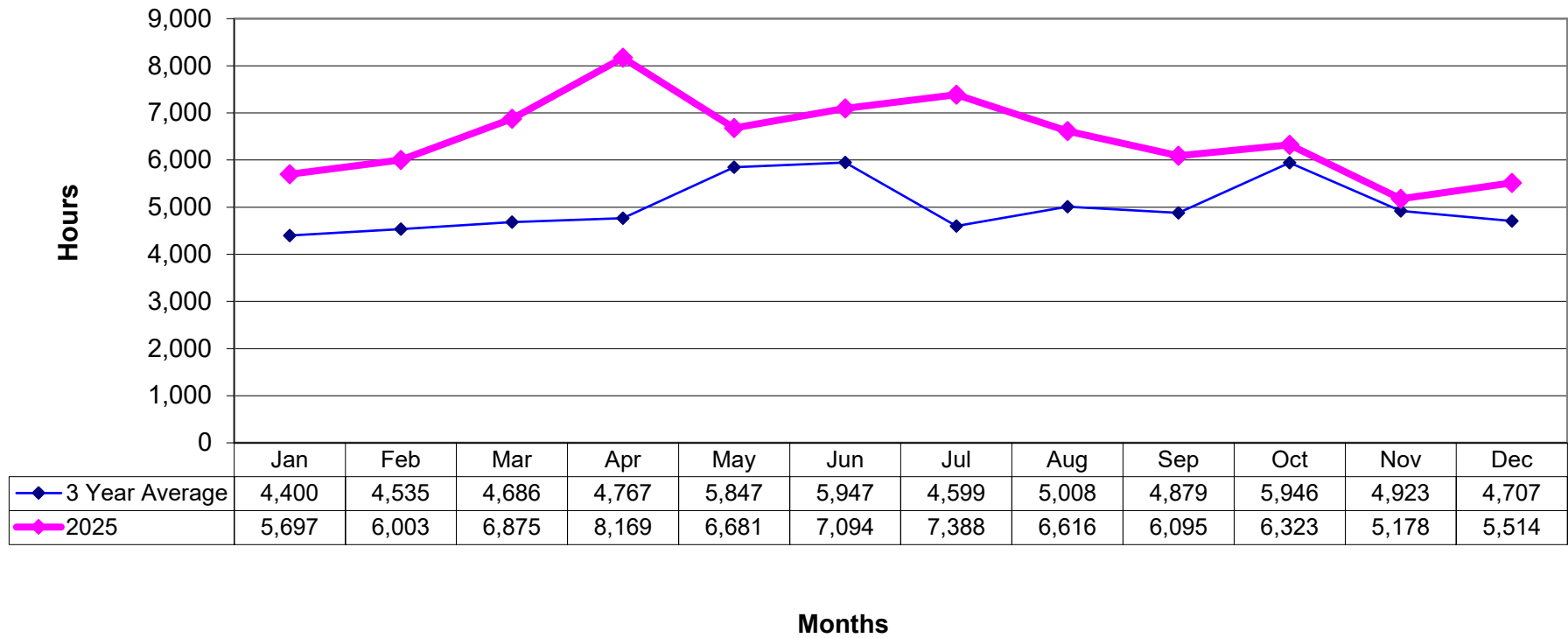


UMIC, Inc. / United Association Local 393 ~ 2025
Industry Hours Report

<u>MEMBERS</u>	<u>Jan</u>	<u>Feb</u>	<u>Mar</u>	<u>Apr</u>	<u>May</u>	<u>Jun</u>	<u>Jul</u>	<u>Aug</u>	<u>Sep</u>	<u>Oct</u>	<u>Nov</u>	<u>Dec</u>	<u>Totals</u>
J W McClenahan Co.	138	2,203	2,302	2,328	1,820	2,123	1,674	1,740	1,565	1,509	1,284	1,270	19,956
Lescure Co.	1,966	280	320	156	16	32	0	0	0	0	0	0	2,770
Pacific Rim Plumbing	3,593	3,520	4,253	5,589	4,546	4,645	5,714	4,876	4,530	4,814	3,894	4,244	54,217
Members Total Hours	5,697	6,003	6,875	8,073	6,382	6,800	7,388	6,616	6,095	6,323	5,178	5,514	76,942
NON MEMBERS HOURS													
Total Western, Inc	0	0	0	96	299	294	0	0	0	0	0	0	689
Total Non Members Hours	0	0	0	96	299	294	0	0	0	0	0	0	689
TOTAL	5,697	6,003	6,875	8,169	6,681	7,094	7,388	6,616	6,095	6,323	5,178	5,514	77,631

**UMIC, Inc., Industrial Contractors
United Association Local 393
Monthly Total Hours Worked**

**3-Year Average (2022-2024)
&
2025 Hours**

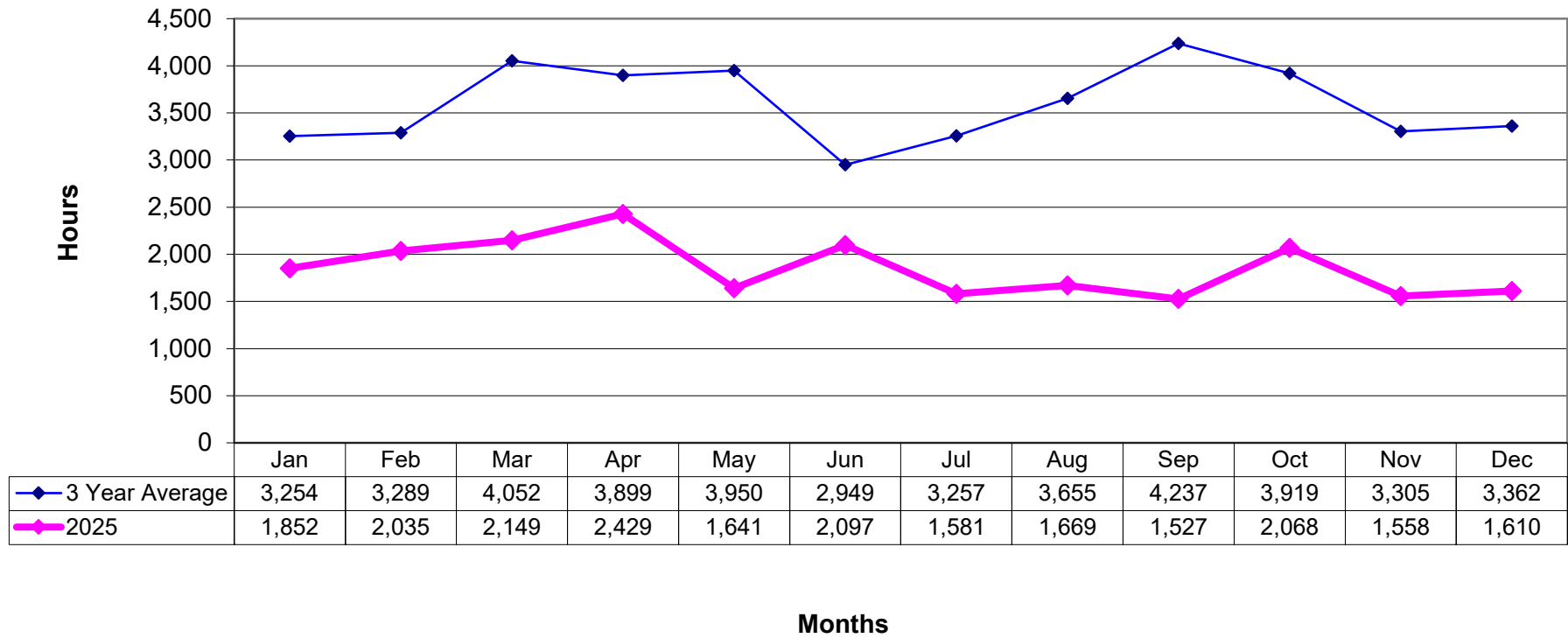


UMIC, Inc. / United Association Local 467 ~ 2025
Industry Hours Report

<u>MEMBERS</u>	<u>Jan</u>	<u>Feb</u>	<u>Mar</u>	<u>Apr</u>	<u>May</u>	<u>Jun</u>	<u>Jul</u>	<u>Aug</u>	<u>Sep</u>	<u>Oct</u>	<u>Nov</u>	<u>Dec</u>	<u>Totals</u>
J W McClenahan	1,852	2,035	2,149	2,429	1,641	2,097	1,581	1,653	1,527	2,068	1,558	1,610	22,196
Lescure Co.	0	0	0	0	0	0	0	0	0	0	0	0	0
Taurus Welding Inc.	0	0	0	0	0	0	0	16	0	0	0	0	16
TOTAL	1,852	2,035	2,149	2,429	1,641	2,097	1,581	1,669	1,527	2,068	1,558	1,610	22,212

**UMIC, Inc., Industrial Contractors
United Association Local 467
Monthly Total Hours Worked**

**3-Year Average (2022-2024)
&
2025 Hours**

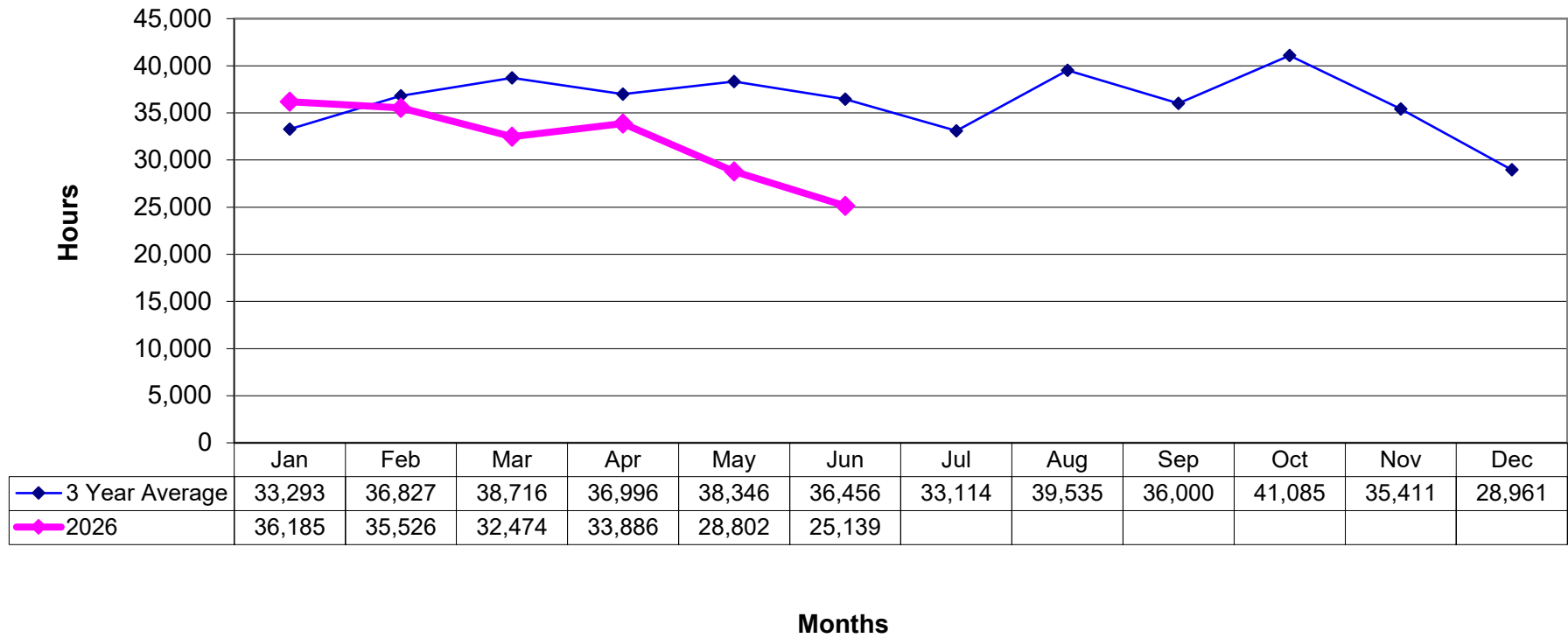


UMIC, Inc. / District Council of Ironworkers ~ 2026 Industry Hour Report

MEMBERS	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Totals
Bigge Crane & Rigging	13,997	13,782	11,822	13,509	7,411	7,725	0	0	0	0	0	0	68,244
Bragg Investment Company dba Bragg Crane & Rigging	13,018	13,047	11,523	9,984	11,821	7,882	0	0	0	0	0	0	67,275
D W Nicholson	720	856	1,084	712	662	618	0	0	0	0	0	0	4,652
Hill Crane Service	492	685	628	804	620	807	0	0	0	0	0	0	4,035
Lilja Corp.	0	0	174	46	0	0	0	0	0	0	0	0	220
Marco Crane & Rigging	12	122	0	6	150	4	0	0	0	0	0	0	294
Maxim Crane Works	2,148	1,929	1,917	2,160	1,802	1,878	0	0	0	0	0	0	11,833
McDonough Const.	900	846	923	918	1,208	889	0	0	0	0	0	0	5,683
Mr. Crane	1,755	1,651	1,817	2,443	1,968	1,553	0	0	0	0	0	0	11,185
Sheedy Drayage Company	3,145	2,609	2,197	3,166	3,163	3,784	0	0	0	0	0	0	18,062
Specialty Welding & Turnarounds	0	0	391	140	0	0	0	0	0	0	0	0	531
TOTAL	36,185	35,526	32,474	33,886	28,802	25,139	0	0	0	0	0	0	192,012

**UMIC, Inc., Industrial Contractors
Ironworkers
Monthly Total Hours Worked**

**3-Year Average (2023-2025)
&
2026 Hours**

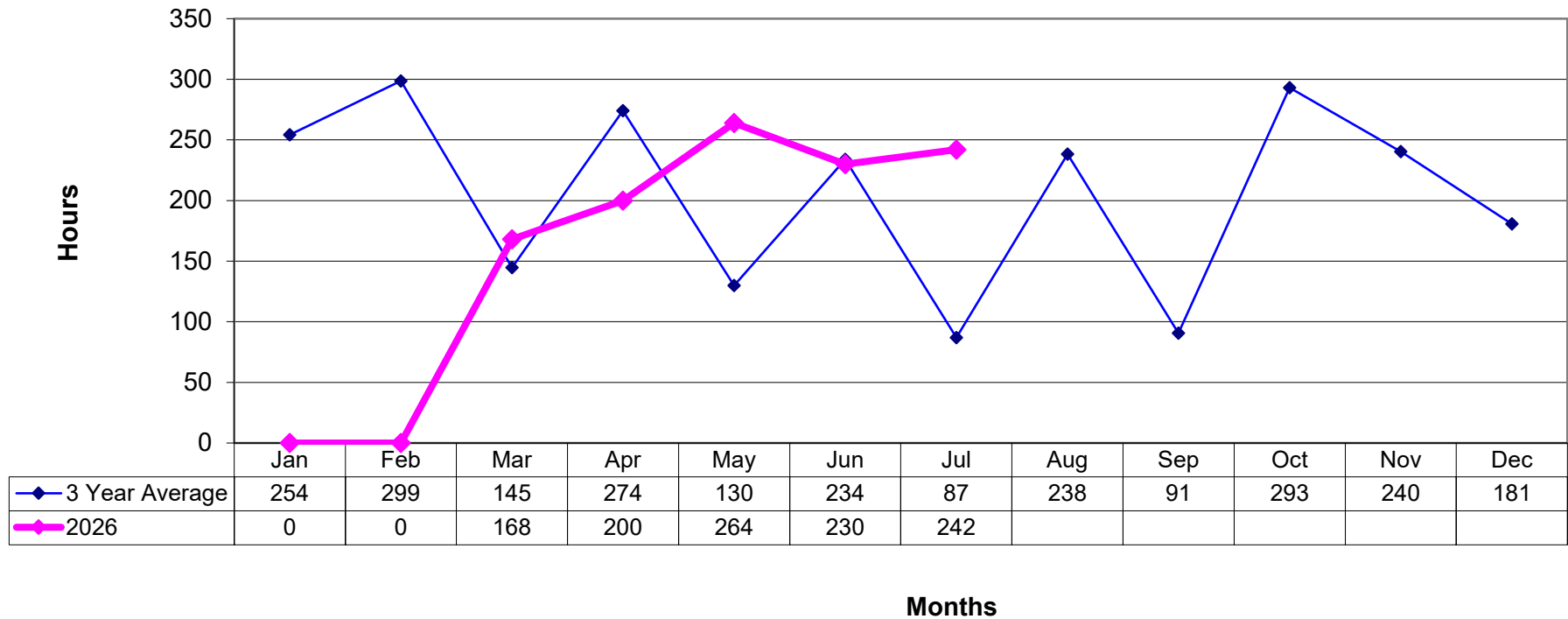


**UMIC, Inc. / District Council of Laborers Northern California ~ 2026
Industry Hour Report**

MEMBERS	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Totals
Broadway Mechanical Contractors	0	0	0	0	0	0	0	0	0	0	0	0	0
Corey Delta	0	0	0	0	0	0	0	0	0	0	0	0	0
J W McClenahan Co.	0	0	0	0	0	0	0	0	0	0	0	0	0
Lescure Company, Inc.	0	0	168	200	264	230	242	0	0	0	0	0	1,104
Solv Energy, LLC	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	0	0	168	200	264	230	242	0	0	0	0	0	1,104

**UMIC, Inc., Industrial Contractors
Laborers
Monthly Total Hours Worked**

**3-Year Average (2023-2025)
&
2026 Hours**

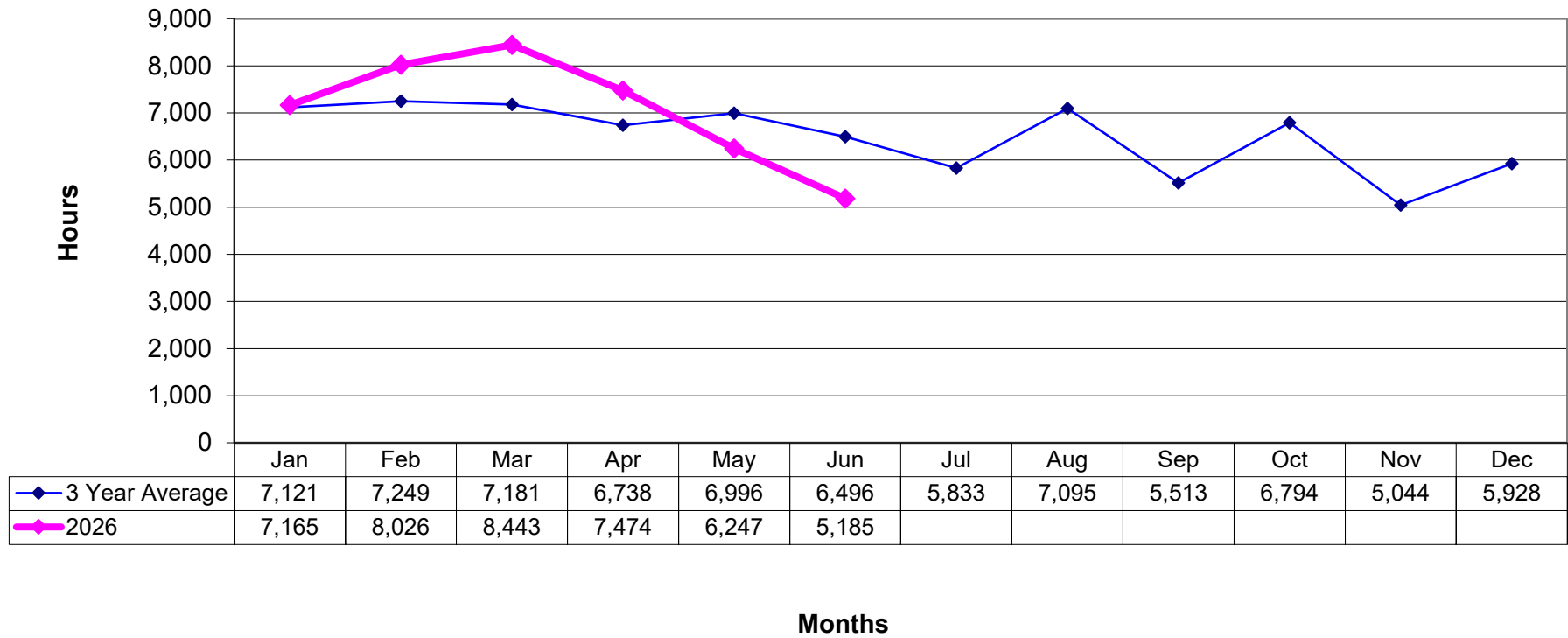


UMIC Operating Engineers ~ 2026 Industry Hours Report

MEMBERS	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Totals
Bigge Crane & Rigging	1,826	1,599	1,959	2,327	1,865	2,349	0	0	0	0	0	0	11,924
Bragg Investment Company dba Bragg Crane & Rigging	0	0	0	0	0	0	0	0	0	0	0	0	0
Corey Delta	0	0	0	0	0	0	0	0	0	0	0	0	0
Lescure Co.	128	154	168	200	186	160	0	0	0	0	0	0	996
Maxim Crane Works	1,073	1,012	1,062	1,067	763	667	0	0	0	0	0	0	5,642
O'Brien Steel Erectors	133	127	143	193	171	122	0	0	0	0	0	0	889
Sheedy Drayage Company	653	629	861	948	648	564	0	0	0	0	0	0	4,302
Specialty Welding & Turnarounds	2,026	3,105	2,659	1,179	1,240	201	0	0	0	0	0	0	10,408
Western Steel Erectors, Inc.	1,126	1,202	1,393	1,312	1,175	924	0	0	0	0	0	0	7,130
Member Totals:	6,965	7,826	8,243	7,224	6,047	4,985	0	0	0	0	0	0	41,289
Non Members													
Super Excavators, Inc.	200	200	200	250	200	200	0	0	0	0	0	0	1,250
UCI Construction	0	0	0	0	0	0	0	0	0	0	0	0	0
Non-Member Totals:	200	200	200	250	200	200	0	0	0	0	0	0	1,250
TOTALS	7,165	8,026	8,443	7,474	6,247	5,185	0	0	0	0	0	0	42,539

UMIC, Inc., Industrial Contractors Operating Engineers Monthly Total Hours Worked

3-Year Average (2023-2025)
&
2026 Hours



**UMIC, Inc. / District Council 36, United Association Local 62 ~ 2026
Industry Hour Report**

MEMBERS	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Totals
JW McClenahan Co.	695	271	151	186	80	24	0	0	0	0	0	0	1,406
Pacific Rim Plumbing	1,395	1,776	1,809	2,319	1,932	1,432	0	0	0	0	0	0	10,663
Total Hours	2,090	2,047	1,960	2,505	2,012	1,456	0	0	0	0	0	0	12,069

**UMIC, Inc. / District Council 36, United Association Local 228 ~ 2026
Industry Hour Report**

<u>MEMBERS</u>	<u>Jan</u>	<u>Feb</u>	<u>Mar</u>	<u>Apr</u>	<u>May</u>	<u>Jun</u>	<u>Jul</u>	<u>Aug</u>	<u>Sep</u>	<u>Oct</u>	<u>Nov</u>	<u>Dec</u>	<u>Totals</u>
JW McClenahan Co.	139	173	96	0	0	264	0	0	0	0	0	0	672
Lescure	0	0	0	104	0	0	0	0	0	0	0	0	104
Total Hours	139	173	96	104	0	264	0	0	0	0	0	0	776

UMIC, Inc. / District Council 36, United Association Local 246 ~ 2026
Industry Hour Report

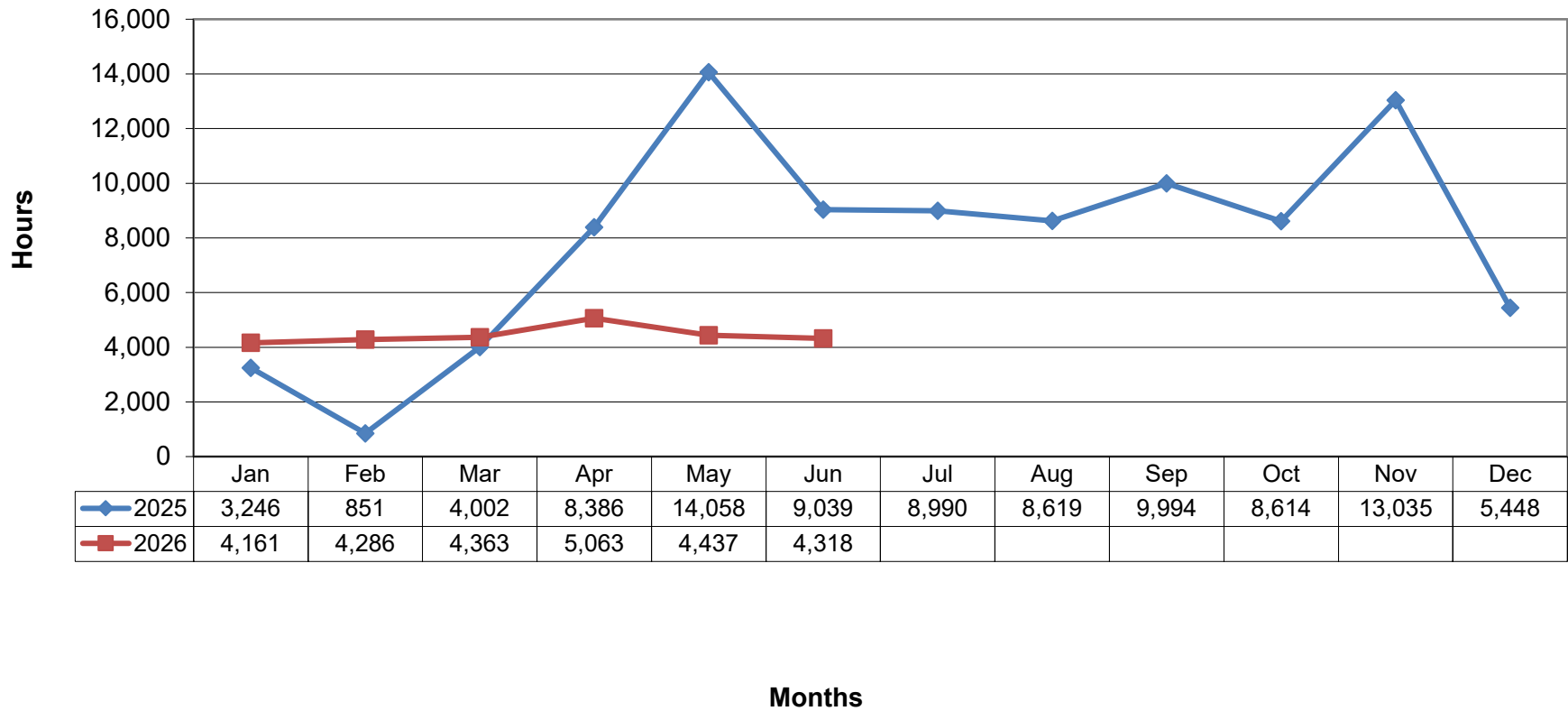
<u>MEMBERS</u>	<u>Jan</u>	<u>Feb</u>	<u>Mar</u>	<u>Apr</u>	<u>May</u>	<u>Jun</u>	<u>Jul</u>	<u>Aug</u>	<u>Sep</u>	<u>Oct</u>	<u>Nov</u>	<u>Dec</u>	<u>Totals</u>
JW McClenahan Co.	1,146	1,120	1,091	1,394	1,292	1,462	0	0	0	0	0	0	7,505
Total Hours	1,146	1,120	1,091	1,394	1,292	1,462	0	0	0	0	0	0	7,505

**UMIC, Inc. / District Council 36, United Association Local 442 ~ 2026
Industry Hour Report**

<u>MEMBERS</u>	<u>Jan</u>	<u>Feb</u>	<u>Mar</u>	<u>Apr</u>	<u>May</u>	<u>Jun</u>	<u>Jul</u>	<u>Aug</u>	<u>Sep</u>	<u>Oct</u>	<u>Nov</u>	<u>Dec</u>	<u>Totals</u>
JW McClenahan Co.	530	642	664	1,060	829	608	0	0	0	0	0	0	4,333
Lescure	256	304	552	0	304	528	0	0	0	0	0	0	1,944
Total Hours	786	946	1,216	1,060	1,133	1,136	0	0	0	0	0	0	6,277

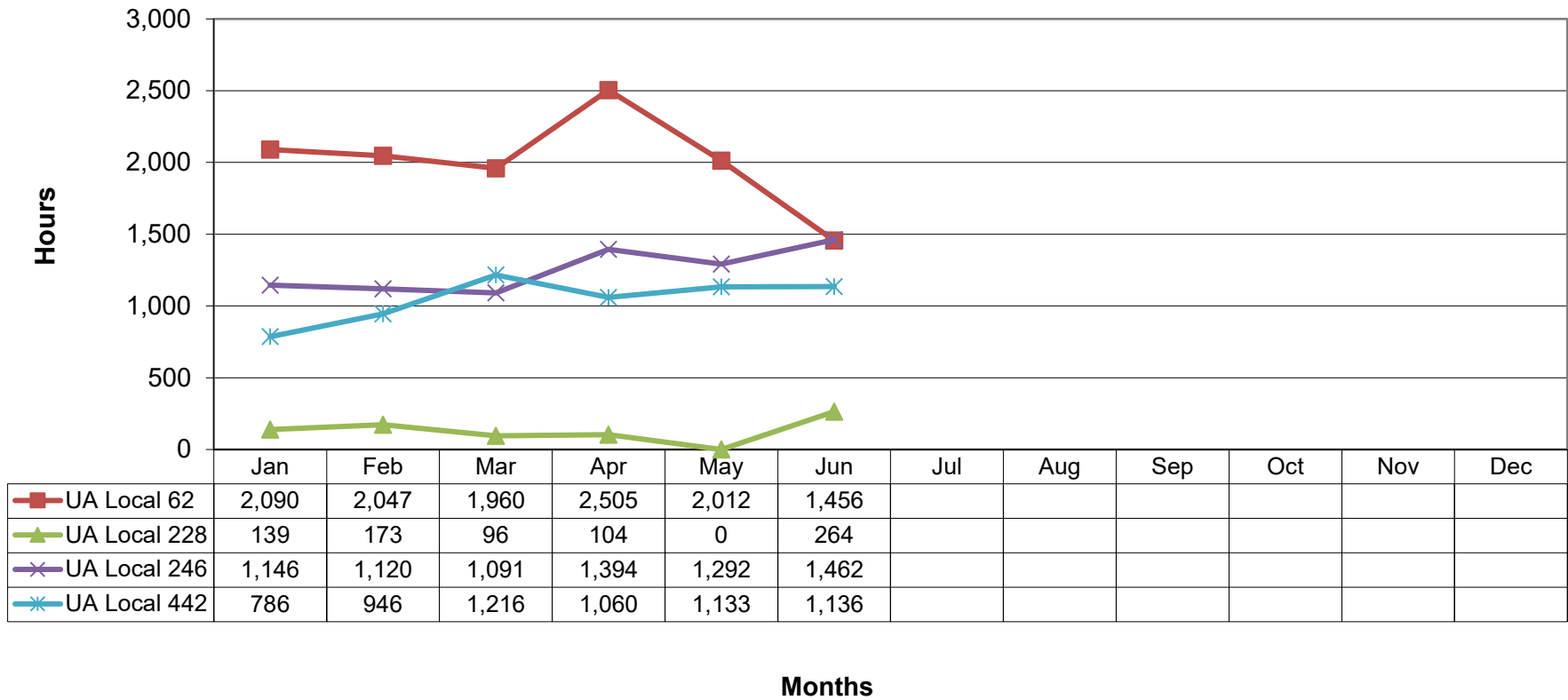
**UMIC, Inc., Industrial Contractors
District Council United Association Local 36
Monthly Total Hours Worked**

2025 v. 2024 Hours



**UMIC, Inc., Industrial Contractors
District Council United Association Local 36
Monthly Hours by Local**

2026 Hours

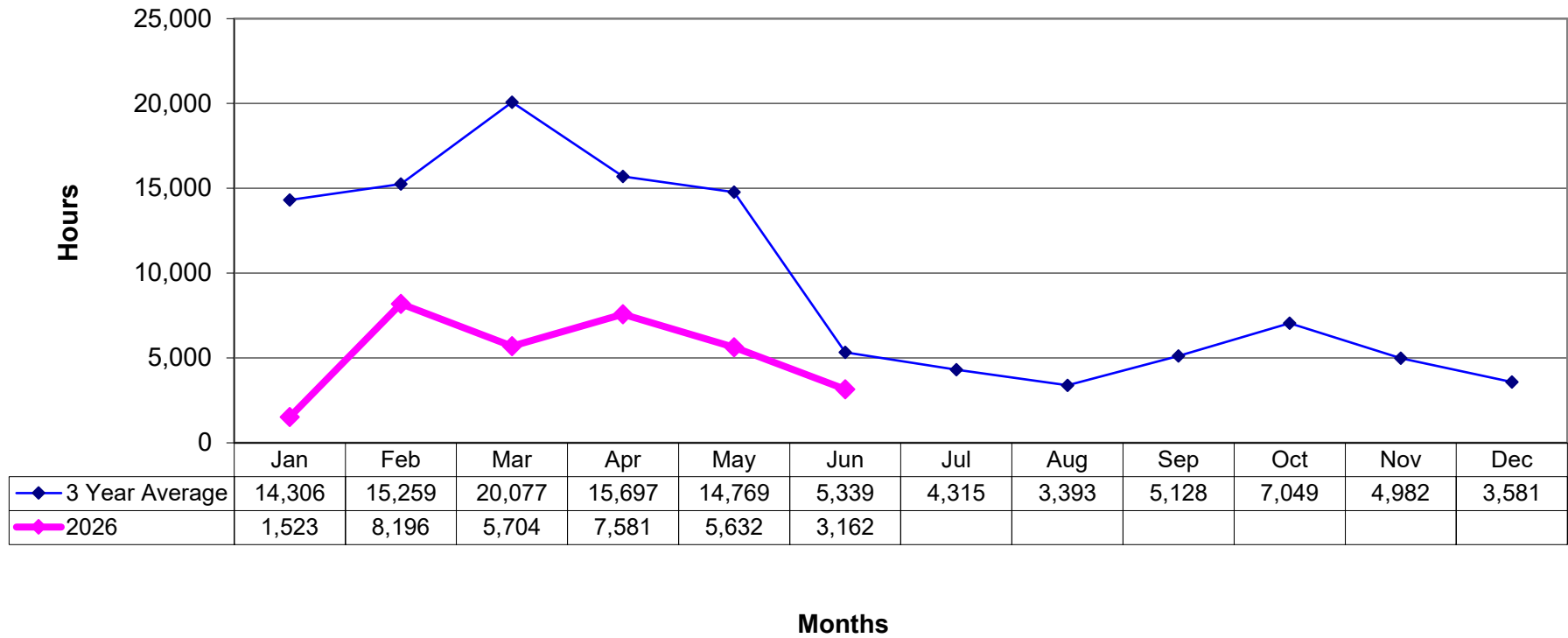


United Association Local 159 ~ 2026 Industry Hours Report

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**UMIC, Inc., Industrial Contractors
United Association Local 159
Monthly Total Hours Worked**

**3-Year Average (2023-2025)
&
2026 Hours**

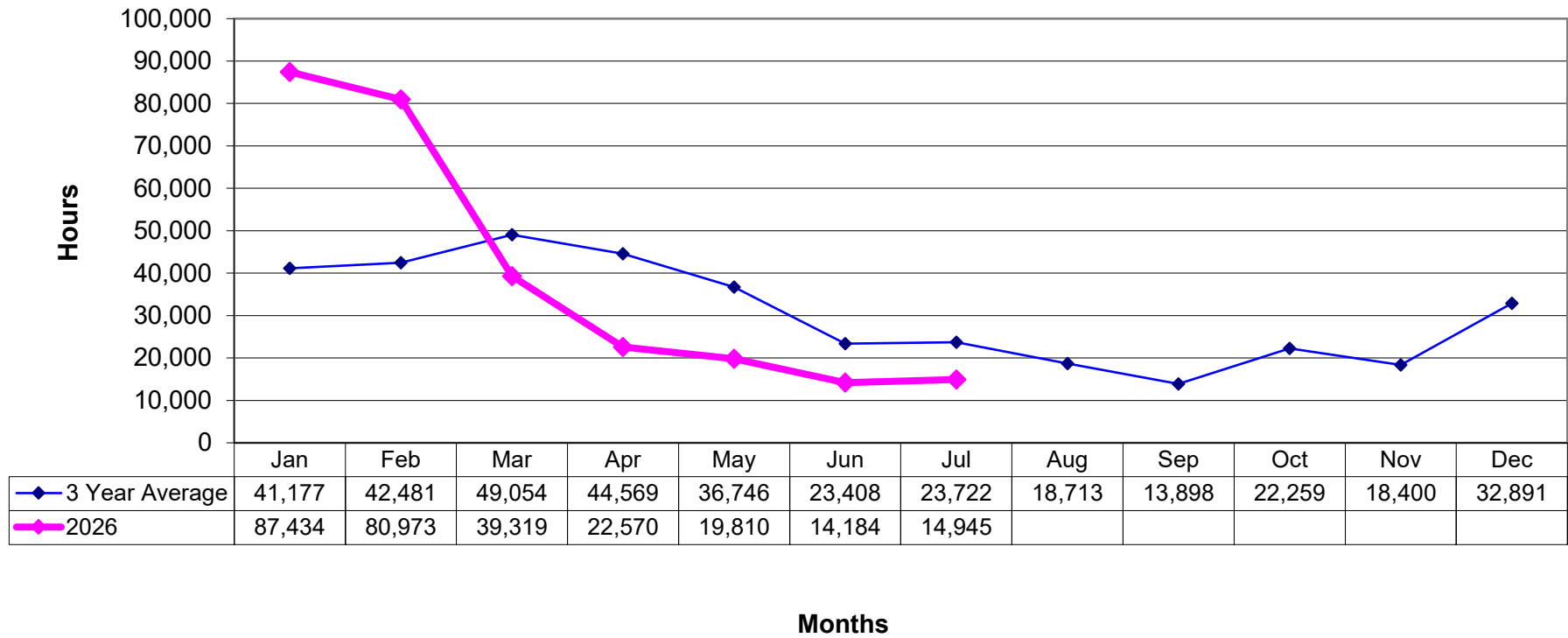


United Association Local 342 - 2026 Industry Hours

MEMBERS	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Totals
Goebel Construction Inc.	0	0	0	0	0	0	0	0	0	0	0	0	0
J W McClenahan Co.	694	798	854	1,159	1,217	1,917	783	0	0	0	0	0	7,421
Lescure Co.	1,128	1,435	1,412	1,548	1,767	2,105	1,578	0	0	0	0	0	10,973
Pacific Rim Plumbing	4,684	6,121	6,871	8,390	6,117	5,155	5,629	0	0	0	0	0	42,966
Specialty Welding & Turnarounds	80,928	70,669	28,048	8,946	8,393	3,015	4,342	0	0	0	0	0	204,340
Tap Masters Inc	0	1,951	2,134	2,528	2,317	1,993	2,613	0	0	0	0	0	13,535
Members Total Hours	87,434	80,973	39,319	22,570	19,810	14,184	14,945	0	0	0	0	0	279,234
NON MEMBERS HOURS													
Freon Free Inc	0	0	0	0	0	0	0	0	0	0	0	0	0
Graycor Industrial Contractots	0	0	0	0	0	0	0	0	0	0	0	0	0
M J Electric LLC	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Non Members Hours	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	87,434	80,973	39,319	22,570	19,810	14,184	14,945	0	0	0	0	0	279,234

**UMIC, Inc., Industrial Contractors
United Association Local 342
Monthly Total Hours Worked**

**3-Year Average (2023-2025)
&
2026 Hours**

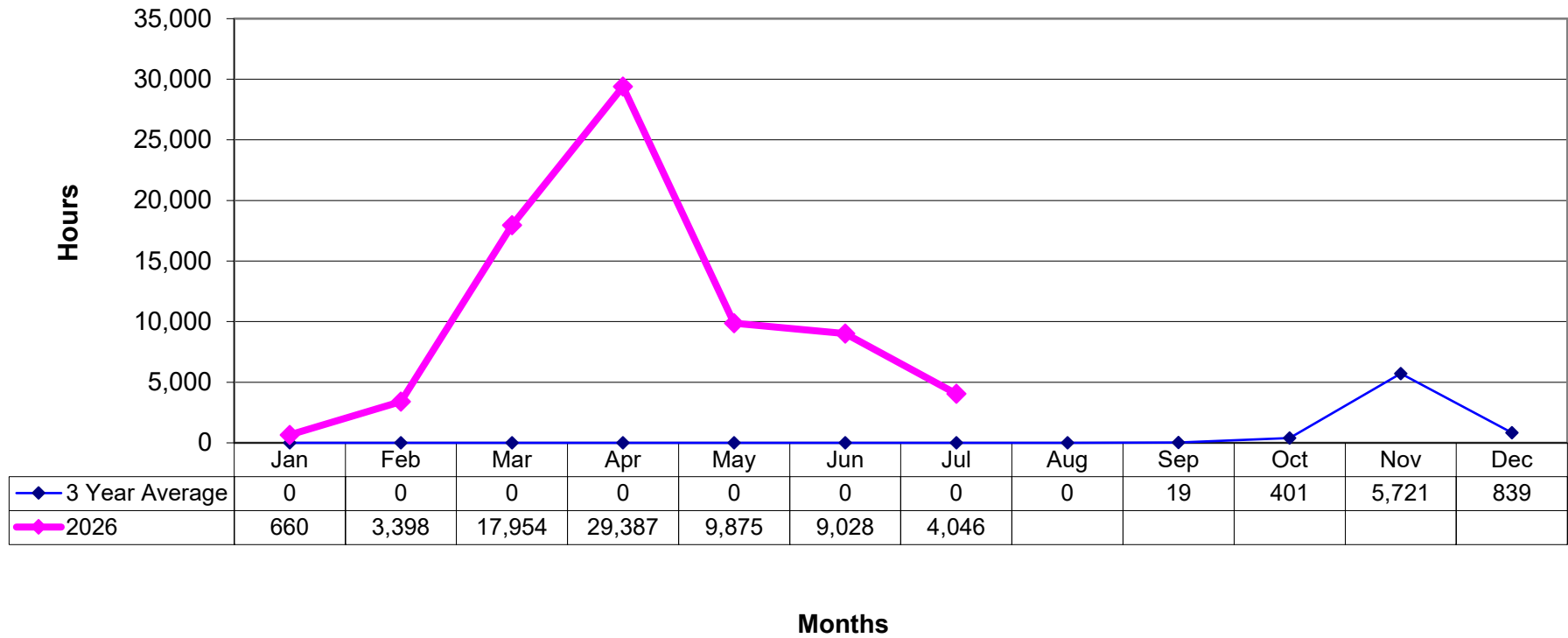


UMIC, Inc. / United Association Local 343 ~ 2026 Industry Hours Report

MEMBERS	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Totals
J W McClenahan Co.	0	0	0	0	0	0	0	0	0	0	0	0	0
Lescure Co.	480	368	411	384	549	263	308	0	0	0	0	0	2,763
Pacific Rim Plumbing	0	0	0	0	0	0	415	0	0	0	0	0	415
Specialty Welding and Turnarounds	180	3,030	17,543	29,003	9,326	8,765	3,323	0	0	0	0	0	71,170
TOTAL	660	3,398	17,954	29,387	9,875	9,028	4,046	0	0	0	0	0	74,348

UMIC, Inc., Industrial Contractors
United Association Local 343
Monthly Total Hours Worked

3-Year Average (2023-2025)
&
2026 Hours

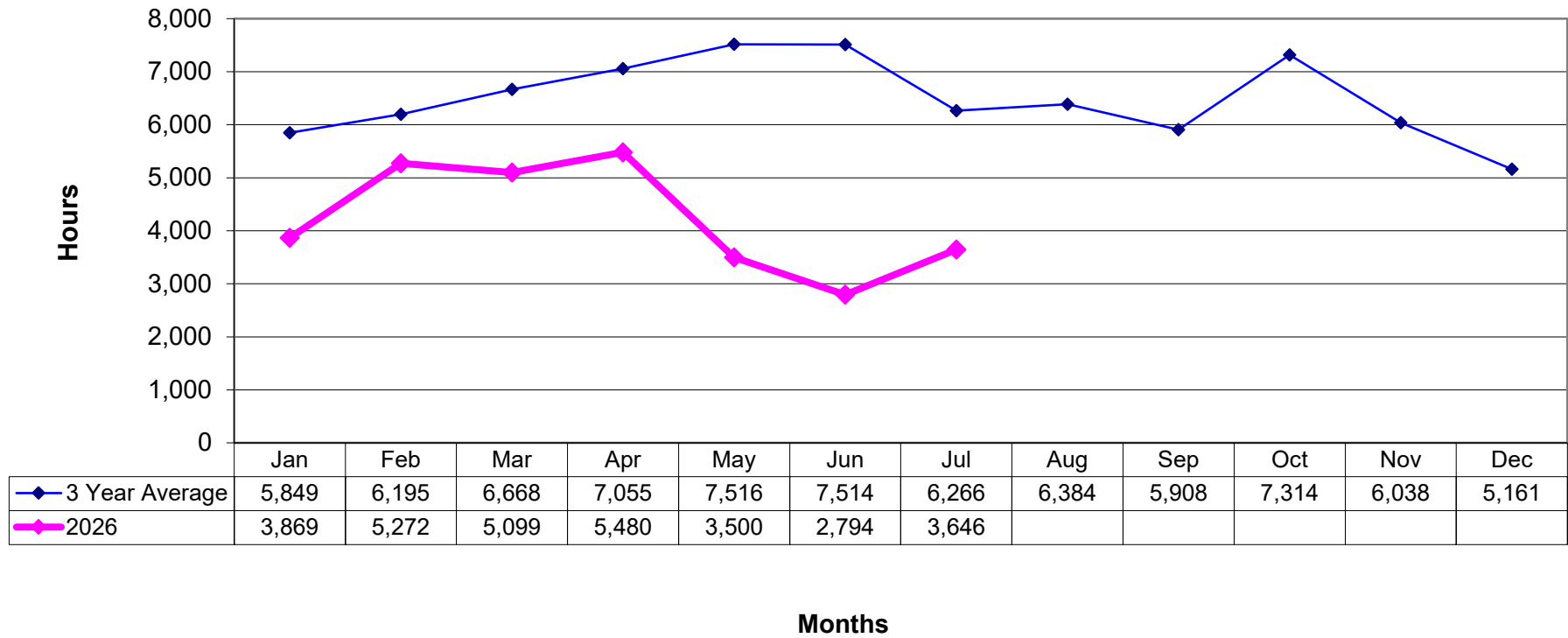


UMIC, Inc. / United Association Local 393 ~ 2026
Industry Hours Report

<u>MEMBERS</u>	<u>Jan</u>	<u>Feb</u>	<u>Mar</u>	<u>Apr</u>	<u>May</u>	<u>Jun</u>	<u>Jul</u>	<u>Aug</u>	<u>Sep</u>	<u>Oct</u>	<u>Nov</u>	<u>Dec</u>	<u>Totals</u>
J W McClenahan Co.	820	827	845	791	659	814	456	0	0	0	0	0	5,211
Lescure Co.	0	181	71	118	40	0	0	0	0	0	0	0	410
Pacific Rim Plumbing	3,049	4,264	4,183	4,571	2,801	1,980	3,190	0	0	0	0	0	24,038
Members Total Hours	3,869	5,272	5,099	5,480	3,500	2,794	3,646	0	0	0	0	0	29,659
NON MEMBERS HOURS													
Total Western, Inc	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Non Members Hours	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	3,869	5,272	5,099	5,480	3,500	2,794	3,646	0	0	0	0	0	29,659

**UMIC, Inc., Industrial Contractors
United Association Local 393
Monthly Total Hours Worked**

**3-Year Average (2023-2025)
&
2026 Hours**

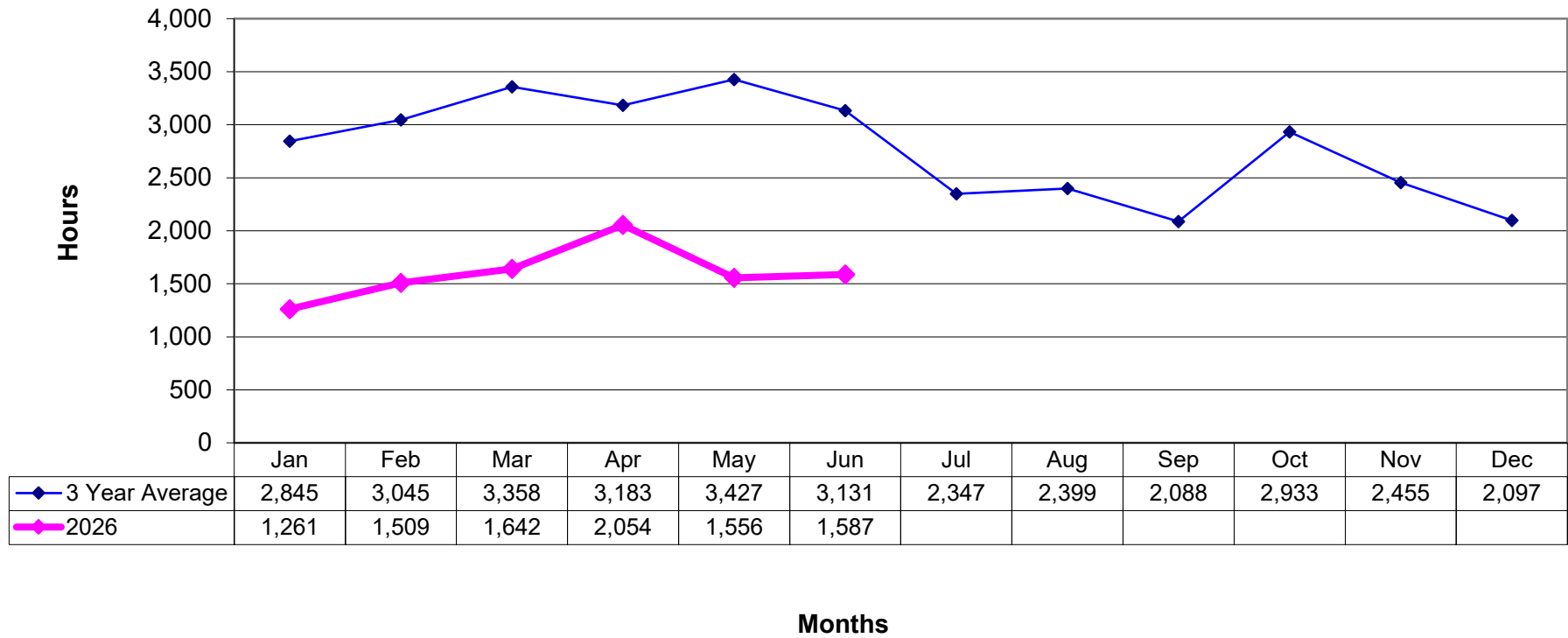


UMIC, Inc. / United Association Local 467 ~ 2026 Industry Hours Report

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**UMIC, Inc., Industrial Contractors
United Association Local 467
Monthly Total Hours Worked**

**3-Year Average (2023-2025)
&
2026 Hours**



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Date	Union CBA	Section No.	Title	Claimed Violation	Defense(s)	Resolution
2021.11.04	UA 342	Art.XII, Sec. 111	Subsistence / Per Diem	Employer is paying per diem to selected employees at an amount above the CBA requirements.	Employer is complying with Marathon Refinery PLA and commercial contract provisions regarding the payment of per diem.	Deadlock at Joint Appeals Committee. Pending next step.
2021.12.23	UA 342	Art.II, Sec.21	Layoff Order	Employer laid off A list employees while still employing B list employees in violation of CBA requirements regarding layoff order.	Employer has right under the Side Letter to the Marathon PLA to hire and layoff on a 50% name call basis regardless of List Status under the Local 342 CBA.	Deadlock at Joint Appeals Committee. Pending next step.
2023.06.05	IW 378	Sec. 5.A	Employment	Employer did not use IW to perform IW work at Marathon Refinery	The work in question involved cutting and replacing IW material to allow pipe and electrical penetration.	Employer and IW field leadership will communicate the work to be performed and the best way to correctly perform the work. IW withdrew the grievance.
2023.12.11		06.03.00; 06.14.01;06.25.00;10.02.00	Wages	EE claims Er did not include all wages due on final paycheck.		
2024.05.09	UA 342	Sec. 139	Workplace Dignity	EE claims that ER retaliated against her for her actions with another EE. EE wants to be paid during time off without pay pending ER investigation.	ER investigated the claims of EE's involved in an interpersonal relationship and issues and believed termination of both employees was appropriate based on facts.	Following discussion with Union rep, the ER agreed to suspend EEs without pay. Union withdrew the grievance.
2025.04.02	UA 62	Art.VII, Sec. 9	Discharge of Employee	EE claims he was wrongfully discharged.	ER investigated the EE's claims of safety violation by other subcontractor. EE behaved irrationally and inappropriately in engaging employees of other contractors and refused to wear PPE and walked off job.	Grievance went to a Joint Conference Board. The JCB voted to deny the grievance.

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