

National Association of Women in Construction



Career

Education



Future



THE CONNECTION

Connecting leaders and members
to news from NAWIC

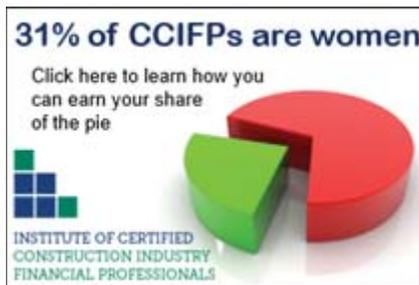
July 2017

Stay Ahead! The Connection is designed to keep you informed with pertinent Association news. Read up on timely announcements and messages from the NAWIC Board, and learn about the outstanding activities our regions, chapters and members are involved in!

ANNOUNCEMENTS

Get connected to what you need to know!

Is Your CFO a Certified Construction Industry Financial Professional?



The Certified Construction Industry Financial Professional (CCIFP®) designation is the only accounting certification for construction financial professionals accredited by the American National Standards Institute (ANSI) under ISO 17024:2012. The CCIFP provides the construction industry with a third-party verification of an individual's knowledge and experience - essential to ethical financial management in the industry's complex environment.

The CCIFP designation:

- Demonstrates commitment to and dedication to continuing education and quality improvement
- Establishes our profession as having, valuing and maintaining the highest possible standards of knowledge, competence and ethical behavior – as high as any other profession on which business and the public rely

- Sets our profession apart as one with its own unique skill set and body of knowledge, a level of attainment over and above that of financial generalists
- Promotes the spread of best practices within the industry
- Gives certified persons a powerful edge in an increasingly competitive industry and marketplace

Say Goodbye to Dede Hughes with an Ad in the Daily Bulletin

Dede Hughes is retiring. A Daily Bulletin ad is a wonderful way to let her know how much your chapter has appreciated her service to NAWIC. An ad is also a great way to welcome NAWIC's incoming Executive Vice President Beth Brooks. Daily Bulletin ads can also great ways to promote your company, announce news or recognize or congratulate someone during the 2017 Annual Meeting and Education Conference (AMEC). The Daily Bulletin is a daily newsletter distributed to all attendees at AMEC on Wednesday, Thursday, Friday and Saturday.

Advertising in The Daily Bulletin is an inexpensive and convenient way to reach members attending AMEC in Anaheim, Calif. To advertise, complete The Daily Bulletin Advertising Form located here. Return the form by July 17, 2017 to autumnd@nawic.org to be included in the Wednesday edition of The Daily Bulletin.

Please note, if you plan to purchase a Daily Bulletin ad on site at AMEC you must supply a camera-ready ad or choose from a limited number of pre-designed templates that will be available.

Limited space is available—first come, first served! For more information, contact autumnd@nawic.org.

Congratulations NAWIC Award Winners!

The winners of the 2017 NAWIC Awards have been announced. Congratulations to these three exceptional women. They will receive their awards at the NAWIC Awards Gala on Friday, Aug. 18, 2017 at the Hyatt Regency Orange County.

Future Leader of the Year

Romina Byrd, SHRM-CP
Greater Washington, D.C. Chapter #67

Member of the Year

Shelie Gaffron
Fort Worth, Texas Chapter #1

Lifetime Achievement

Linda Young, CBT, CIT
San Diego, Calif. Chapter #21

Register for the 2017 AMEC at NAWIC Online

Don't miss out on NAWIC's 62nd Annual Meeting and Education Conference in Anaheim, Calif., Aug. 16-19, 2017. AMEC is your chance to become better acquainted with your Association and meet more of the extraordinary women who make up the membership. Registering online is quick and easy. You can pay by check, VISA, MasterCard, American Express and Discover. Registration is now \$785 online and onsite for members and \$885 for nonmembers. For more information and to register, go to www.nawicconvention.org/.

Reserve Your Room for AMEC

When you register to attend AMEC, don't forget step number two. Go ahead and book your room at the conference hotel. The 2017 AMEC will be held at the Hyatt Regency Orange County. NAWIC has secured a conference rate of \$159* a night for single and double rooms and \$179* for triple or quad rooms. Please note that rooms with two beds feature two queen-size beds and some rooms feature limited closet space. Be sure to book your room online at <https://aws.passkey.com/go/NAWIC2017> or by calling 714-750-1234. Room rates are guaranteed if booked by Aug. 1, 2017. However, we cannot guarantee availability. Book your room today before our room block is gone!

How to Get Approval from Your Employer to Attend AMEC

Will your employer pay to send you to NAWIC's Annual Meeting and Education Conference? If you don't ask, the answer is always, "no." Here are four steps you can use to build a business case for attending NAWIC's Annual Meeting.

- Write down the top three to five most important issues being addressed in your organization right now.
- Think about how you personally contribute to addressing those issues. How is your work aligned with the larger organization's strategy or mission? Make a list of these "personal contributions to issue resolution."
- Look at the proposed agenda for the meeting, and mark the sessions you want to attend that relate to your list of personal contributions to issue resolution.
- Write a short business case for how attending these sessions will help you contribute to the organization's strategy. Use this business case to make your request for attending the meeting.

Chapter Leadership Updates Due

The deadline is July 15, 2017.

Your chapter's 2017-2018 officers should be elected by June 30. Current chapter presidents should complete the Chapter Leadership Update Form as soon as the election is complete, and return it to the NAWIC office no later than July 15. The Chapter Leadership Update Form was emailed to all chapter presidents on May 23, 2017. Please note: We only maintain records for the offices of president, treasurer and membership chair. To download a Chapter Leadership Update Form, go to www.nawic.org > Member Center > Member Forms.

Get Flexible Access to Up to \$150,000 for Your Business



When the weather heats up, there's no such thing as summer break for your business. That's why our friends at UPS Capital partnered with Kabbage to offer lines of credit up to \$150,000 for your construction business.

Here are the top five ways you can use Kabbage funds to tackle your busiest season.

- Take advantage of bulk inventory pricing.
- Repair or upgrade equipment.
- Hire new employees.
- Update your website.
- Get the word out with a new advertising or marketing campaign.

Apply now!

NAWIC Mentor Program

Mentoring is a voluntary, reciprocal, joint-directed, and collaborative learning relationship between two individuals, a

Mentor and a Mentee. Both share mutual responsibility and accountability for helping a mentee work toward achievement of clear and defined goals. Like any relationship, mentoring is truly defined by the individual's commitment to the relationship, personality, and experience.

The NAWIC Mentor Program provides tools to create a structured mentoring program for your chapter. Members are encouraged to participate in a mentoring relationship and individually decide if they would like to be a mentor or mentee— or both. To learn more about the NAWIC Mentor Program, go to www.nawic.org > Member Center > Toolbox > Mentoring Program.

New Bulletin Board Forums for Member Business Opportunities

NAWIC has just launched eight new and very special Bulletin Boards in the NAWIC Member Center. Members now have the opportunity to post bids, projects, contractor/subcontractor and/or supplier info and other services to a new Bulletin Board. In addition to posting information, you can see what opportunities other members have posted. This is a wonderful chance to forge business connections between NAWIC members.

To find business opportunities in your region, go to www.nawic.org > Member Center > Toolbox > Bulletin Board-Forum.

NAWIC Partners with Troy University

 NAWIC has a partnership with Troy University. This corporate partnership between NAWIC and Troy encourages both professional and personal development among our members by offering tuition discounts and scholarship opportunities at Troy University to all national NAWIC members and staff.

Troy University is an international university with sites all over the world, offering undergraduate degree programs, graduate degree programs, certificates and professional development courses on several campuses and online. Through this program, partnership organization members and staff can receive education benefits at Troy, including waived registration fees, a 10-percent tuition discount, and the opportunity to apply for Corporate Partner Scholarships. These benefits are available to all NAWIC members and NAWIC staff. They may be used at any Troy University campus, including Troy Online.

Troy University is world renowned for excellence in education. NAWIC members can learn more about the Troy Corporate Partnership on Troy's partnership site at www.troy.edu/partnerships/women-in-construction.html.

NAWIC Store Closes for Month of August

Due to NAWIC's Annual Meeting and Education Conference, the NAWIC store will close Tuesday, August 1. The store will re-open on Friday, Sept. 1. Store orders received between Aug. 1 and Sept. 1 will be processed after Sept. 1. If you are attending AMEC, you may purchase store merchandise onsite. If your order is urgent, please contact Crissy Ingram at 817-877-5551 or via email at crissy@nawic.org.

Before the store closes, check out the July Jewelry Sale! Buy a special piece of NAWIC jewelry before it's too late.

NAWIC store July Jewelry sale items include:

- Sterling silver necklace 16 inches, sale priced \$22
- Sterling silver necklace 24 inches, sale priced \$28
- Sterling silver saw charm, sale priced \$15
- Sterling silver hammer charm, sale priced \$15
- Sterling silver membership charm, sale priced \$35
- Sterling silver bracelet 7 inches, sale priced \$30

Visit the NAWIC Store online at www.nawic.org/nawic/NAWIC_Store.asp.

The Chapter Leadership Training Series Continues in July

The July session of NAWIC's Chapter Leadership Training Series will be held on Thursday, July 27 at 7 p.m. Eastern time.

The session, "How to Prepare a Chapter Budget" has a target audience of chapter presidents and treasurers, but is open to any interested NAWIC member. NAWIC Treasurer Anne Pfleger, CIT will present the session.

Join this training session to learn how to prepare your chapter's budget for the 2017-2018 NAWIC year and how the budget can be used as a tool to achieve goals, align priorities and fulfill needs. To join, call the dial-in number at 515-604-9309 or go to <https://join.freeconferencecall.com/nawicleadershipskills> on your computer. You will need the meeting access code 391116.

The Power Point presentation will be made available on the NAWIC website (http://www.nawic.org/nawic/Leadership_Training.asp) at least one week prior to the scheduled webinar for review. It is subject to change. Any questions should be directed to Lori Wagner at loriw@nawic.org.

To see a calendar of future sessions of the Chapter Leadership Training Series, go to www.nawic.org > Member Center or [click here](#).

Building Your Future with CRIS

NAWIC is offering you yet another way to grow your career in the construction industry. In partnership with new member,

International Risk Management Institute (IRMI), we are now offering the prestigious Construction Risk Insurance Specialist (CRIS) certification at a discount especially for NAWIC members!

If you handle the insurance at your construction firm, you can lower insurance costs, make better insurance buying and risk management decisions for their companies, reduce coverage gaps, and gain credibility with your peers! Courses include in-depth treatment of commercial auto, liability, risk transfer, property insurance, workers comp, OCIP, CCIP and more!

The five core courses can be taken online at www.webce.com/CRIS, and the non-proctored testing is done immediately, from the convenience of your home or office.

You will find more about your special NAWIC discount on the CRIS Partner Site: <http://www.webce.com/cris/partner/cris-pages/cris-specials>. Use your unique NAWIC special offer code of G2950061 when you check out. Your invoice will be reduced by 10 percent immediately! In addition, IRMI will give NAWIC 20 percent of all proceeds when the special offer code is used.

CHAPTER OFFICER REMINDERS

Are you a chapter officer? Get helpful tips and reminders here!

Chapter Presidents

Please be sure to remind members that renewal time is just around the corner, and explain how they will receive their membership renewal invoices. Members with an email address listed in the NAWIC database will be emailed a link to renew online by the end of July (a paper invoice will not be mailed). Members who do not have an email address will be sent a renewal in the mail by the end of July.

It is especially important to remind new members of the renewing dues structure. All members who joined between November 1, 2016 and June 30, 2017 will receive a renewal with prorated national dues. Members who join in July, August or September 2017 are automatically signed up with a Fourth Quarter Membership, which lasts through September 2018.

To decrease the processing time of renewals, we strongly recommend members renew online. NAWIC accepts American Express, MasterCard, Discover and Visa, so renewing online is easy. Members can also go online and choose check as form of payment. Also, remind members to keep their information current, especially email addresses. Members can update their information by visiting www.nawic.org > Login/Sign Up > Edit Profile > Update Your Info.

Chapter Treasurers

The 2017-2018 chapter officers should be elected no later than June 30. It is important to remember that the incoming treasurer may not necessarily be a bookkeeper by trade. To ensure a smooth transition from one treasurer to another, consider scheduling a time to meet with the incoming treasurer to train her on proper record-keeping procedures for your chapter. Since your chapter's finances are important to the chapter's success, it is vital that clear communication and direction is given to the new treasurer.

Even if the incoming treasurer is familiar with record keeping, she will need to know how your particular chapter handles its finances. Don't forget to pass along the Chapter Treasurers Handbook. Let her know you are available throughout the year to answer any questions or assist her in any way.

Also, the IRS Compliance Form for 2017 is available online. Go to www.nawic.org > Member Center > Chapters > IRS Tax Center or click [here](#). It is due to the NAWIC office by Nov. 1, 2017 or immediately after the chapter finance audit is complete.

Chapter Membership Chairs

Is your chapter prepared to welcome new members properly? First impressions can determine whether or not a new member becomes active in her chapter or even if she chooses to renew her membership. Some ideas taken from the Membership Committee Handbook:

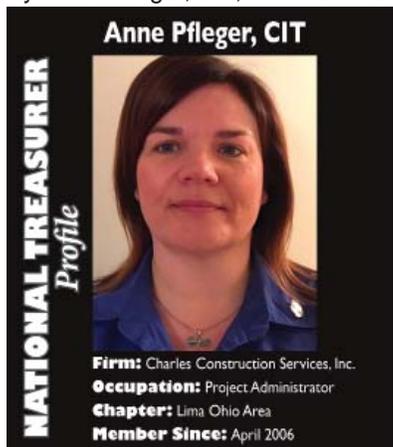
- Provide a badge with her name and company.
- Provide a chapter information packet that includes an up-to-date roster, a list of chapter officers and directors, a current chapter calendar of events, a chapter facts sheet and a list of chapter bylaws, standing rules and procedures.
- Ensure each new member has her mentor, recruiter or seasoned member introduce her, answer questions and sit with her throughout the meeting/dinner.

Welcoming her properly will give her a positive first impression of your chapter and encourage her to get involved.

NATIONAL OFFICER'S MESSAGE

NAWIC's Ark

By Anne Pflieger, CIT, NAWIC Treasurer



"Never be afraid to try something new. Remember amateurs built the Ark ... professionals built the Titanic" (by an unknown author) is a great quote to remember this month as we enter the last quarter of this NAWIC year and start preparing for next year. Here are a few tips for invigorating your chapter.

- Be a mentor or a protégé. There is a great mentoring program available on the national website at <http://mentor.nawic.org>.
- Try a new recruiting method like enlisting a university student to help market your chapter to local businesses in the industry. Universities are looking for opportunities for their students to get real "field" experience. They are also looking for projects; reach out to the marketing department to see if they would like to design a marketing plan for your chapter.
- Share the value or values that NAWIC provides. Ask yourself, "What value(s) does NAWIC provide?" Whatever your answer may be, share that with other members, coworkers, business associates etc. so they too can see that NAWIC is an organization building leaders and enhancing the success of women in the construction industry.
- Provide more business opportunities between member companies. The national website just launched a bulletin board for each region to post projects bidding; request pricing from contractors, subcontractors and suppliers; and request other assistance that may be needed for your company. By subscribing to the thread of the region(s) in which your company conducts business, you will receive notifications when opportunities are posted. Click here to find your region's bulletin board. You must be logged in to the NAWIC member center.
- Reach out to members who haven't attended a meeting in awhile. Sometimes a member just needs to hear that they were missed and if you can get one or two other members to also reach out it may be just what they needed to start coming to meetings again. If there is another issue, actively listen and try to get it resolved.
- Evaluate the time spent at meetings for the chapter. Analyze the meeting location, time and length to see if anything can be changed to entice more members to attend. Do you really have to conduct business at every general membership meeting? No you don't. The National Board at AMEC will be voting to reduce the number of meetings where chapter/Association business is conducted from six to four. If this is approved, only four of the 10 meetings each year will need to hold chapter/Association business. The other six can be educational programs, networking, etc.

Each of us can be part of building the pathway to success! Whatever you decide your part is, remember not to be afraid to try something new. It may be your chapter's Ark.

REGIONAL ROUNDUP

Region Directors report on NAWIC activities across the country.

Midwest Region | Vickie Nickel, CIT



June 21st marked the first day of summer and the temperature is rising. Summer is a time for vacation, baseball, camping, and so much more. Here's a taste of summertime activities that are going on in the NAWIC Midwest Region.

Let's Go Camping. No tent or motorhome is required for this type of camping. Many chapters have sponsored or will be hosting events to challenge young girls and women to learn skills they have never considered while having fun. Camp NAWIC, MAGIC Camp, and Project Accelerate are just a few "camps" available not only in the Midwest Region, but across the NAWIC country. These camps are designed to facilitate success and give campers a clear understanding of the necessary skill-sets required in the construction industry. Campers get hands-on opportunities to learn the basics of safety, carpentry, electrical, painting, plumbing, concrete, welding, and more, plus a jobsite tour. Camp pictures are being posted to chapters, region, and members' Facebook pages. Please share so we,

as women in construction, can promote the opportunities of non-traditional career paths offered to women. Where was this camp when I was in high school?

Fore! Google "NAWIC Golf Tournaments 2017" and BAM! Chapters are busy hosting golf tournaments to support education programs and construction scholarships. The amount of money NAWIC chapters are raising is astounding. The Greater Kansas City, Mo. Chapter hosted its 41st Annual Scholarship Golf Tournament on June 12, which raised more than \$20,000! I'm wishing all chapters a "hole-in-one" kind of tournament.

Take Me Out to the Ballgame. Several chapters are hosting fun networking events like the Fargo-Moorhead, N.D. Chapter's Family Fun Night at the ballgame to "Strike Out Cancer."

It's not a ballgame, but the Chicago, Ill. Metro Chapter hosted a networking event to get the summer started. It was called Beer, Bacon, and Mingling.

Roadtrip! There nothing better than a road trip with family and friends. NAWIC's 62nd Annual Meeting and Education Conference in sunny Anaheim, Calif. is the perfect opportunity to enjoy time away from the office, build your network and build professional leadership skills. The lineup of speakers is sure to inspire and motivate us while making a positive impact on all attendees. Go out a few days early and enjoy a wine tasting in scenic Temecula with fellow NAWIC members or take the family to Universal Studios or Disneyland. AMEC is where you should be in August!

Whatever the temperature is where you are, keep your NAWIC meetings, activities and events "hot" or as I like to say, "On fire for NAWIC!" I'm looking forward to meeting you in Anaheim!

North Central Region | Jenny Mangas



There is a lot happening this month for NAWIC! National voting has ended and chapter voting has begun. Hopefully, you have had your chapter elections and have some exciting new leaders in the mix.

I encourage each of you to be a mentor to someone in your chapter. Wouldn't that have helped you when you first joined? I had tons of mentors from my chapter and they guided me through my journey. We have a mentor program in my own chapter and we meet once a month for lunch or coffee. It's nice to get to know your members better and tell them about your NAWIC journey. I was the shy kid at my first meeting and look at me today!

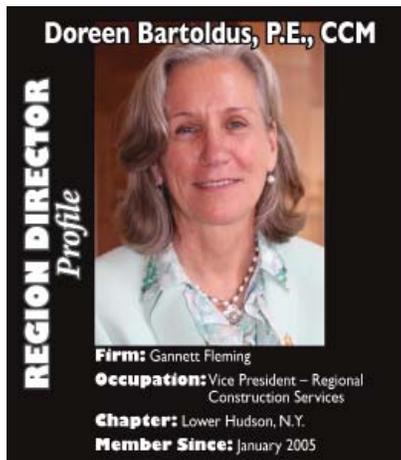
Congratulations to the newly elected national officers. I look forward to serving with everyone on the board next year along with the newly elected regional directors. The new directors have some big shoes to fill. I truly enjoyed getting to know Ruth, Lori, Dena and Angie! They will be missed.

Our membership is a solid 503 members as of May 31. Keep up the hard work and recruiting efforts! Let's keep NAWIC strong and constantly growing!

Fall conference will be here before we know it! Save the date of Nov. 3-4 in Louisville, Ky., at the Marriott Louisville East. More information will follow!

I hope to see everyone in Anaheim for AMEC. Registration is open, so make sure to attend this awesome conference. There are some great speakers scheduled. And of course, who wouldn't want a chance to see Mickey Mouse or Goofy!

Northeast Region | Doreen Bartoldus, P.E., CCM



Spring Forum with Boston Strong was amazing! We had 16 first timers and one highlight was a speed networking event run by our Young Professional Committee members.

We honored Dede Hughes with a parade of appreciation. Dede was gifted (or weighed down) with something from each of our 15 chapters. Thank you again for being with us, Ms. Dede Hughes!

We also honored our Northeast Member of the Year, Carol O'Donnell. Her commitment to NAWIC and the Construction industry is unmatched. Carol is a mentor to young woman, a trailblazer in her local industry, and a leader in NAWIC.

Our regional Excellence in Safety Award went to Bancroft Construction Company. They have been a long-time supporter of NAWIC in Wilmington, Del. and we are proud that they have now received these accolades for their focus on the well being of their employees.

The regional CAD design award winner again came from our Greater New York/Long Island Chapter—a senior at CTEA High School. Rochelle Behar has been the chair of this event every year and this year Ingrid Sletten and Rochelle added more power by partnering with the Queens Chapter of the AIA who sponsored, judged and participated in the high school's career day along with the Greater New York/Long Island Chapter. It was an all-around success!

To top all that off, the Greater Worcester, Mass. Chapter, under the guidance of Jessica Murphy, collected donations of children's construction story books at spring Forum. She collected more than 60 books and she has been posting about the schools where they are being donated in NAWIC's name! The kids look thrilled in her photos and what a great way to encourage more young minds to think about a career in construction!

The Philadelphia, Penn. Chapter celebrated 50 years in May. President-Elect Catherine Schoenenberger, as part of her whirlwind tour around the Northeast, was in attendance. To top off their celebration, chartering member Eileen Franzosa was in attendance and was honored for her 50 years with NAWIC as well! Catherine's next stop was the Boston, Mass. Chapter's first Construction Educational Summit!

This director had a brunch with Joan Mehos and Harriet Bilofsky to make sure they received their 40- and 35-year pins (that was my excuse anyway) . Joan is a past director and past national president. Oh the stories they can tell of past NAWIC exploits!

Catherine Schoenenberger and I were both able to Join the Rhode Island Chapter in honoring Pamela House for her 25 years with NAWIC. We also honored Carol O'Donnell once again. Their fellow members, their families and the Rhode Island Builders Association were in attendance.

All chapters are voting on new slates of officers. I was privileged to sit in on the Greater New York/Long Island business meeting recently. New members are stepping up and joining the board. I know this is going on in many chapters and is a testament to all our leaders staying consistent with their chapters!

To our new national executive committee—congratulations! Congratulations to our incoming national president Catherine Schoenenberger. The Northeast is on fire #catherinedoescale.

And to add to our Northeast pride, the Greater Washington, D.C. Chapter's president, Romina Byrd, has been named NAWIC's Future Leader of the year for 2017! D.C. has been growing under Romina's gentle, but firm leadership and this award is well deserved!

This has been a growing year, for me personally, for those serving around me, and for all of the Northeast women of NAWIC. Connie Leopard and the national board's support has been palpable and I look forward to moving into our next NAWIC year!

Pacific Southwest | Elizabeth M. Teramoto, CIT



Woo goodness, did someone leave the heat on? It sure is getting hot here in the Pacific Southwest! Perhaps it's because, to borrow a phrase from Midwest Region Director Vickie Nickle, we are on fire for NAWIC! We kicked off spring with Forum in Tucson, Ariz. at the beautiful Westward Look Wyndham Resort and Spa. It was the perfect setting with big saguaro cactus, dramatic scenery and active wildlife that one imagines populating a traditional Western desert. Our speakers included Sandy Geroux of WOWplace International, who reminded us that we spend far too many hours in the workplace to make each one count. We also heard from Tucson member T. VanHook, CEO of Habitat for Humanity Tucson, who jumped right in when a scheduled speaker had to make an emergency cancellation.

On a personal level, I enjoy attending region meetings not just to get my NAWIC fix, but because it also allows me to meet so many of the dynamic women who make up our membership. And speaking of attending meetings, the next big one to be held in the Pacific Southwest will be

on a slightly larger scale as NAWIC's Annual Meeting and Education Conference (AMEC) comes to Anaheim, Calif. I am so looking forward to welcoming you to my home territory and hope that you plan to attend. The speakers and seminars have been especially chosen to help move NAWIC into the future. Being on the national board and knowing the vision that our leadership has for this Association and its members is awe inspiring. I hope you will attend AMEC to learn more about what the board has in store.

CORNERSTONE

Get connected to the latest news from NAWIC Committees.

OSHA/NAWIC Alliance

By Kathi Dobson, CIT, CSP, STS-C, LEED AP, OSHA/NAWIC Alliance Committee Chair, and Schelle Wood, OSHA/NAWIC Alliance Committee Co-Chair

Heat Illness Prevention Guidance

OSHA recently announced the release of its revamped Heat Safety Tool. The new app, available for both Android and iPhone, is a collaborative effort between OSHA and NIOSH to update the OSHA Heat Safety Tool. Since its launch in 2011, more than 450,000 users have downloaded the OSHA Heat Safety Tool. With the release of the co-branded version, which provides a new and refreshed interface, both agencies expect to reach even more users. Anyone using the current version of the OSHA Heat Safety Tool is encouraged to download the new OSHA-NIOSH Heat Safety Tool. The original OSHA Heat Safety Tool will no longer be available for download after September 30, 2017.

For more information, see the NIOSH Science Blog post titled Heat Index: When humidity makes it feel hotter.

New resource available with heat safety info from multiple federal agencies



The National Integrated Heat Health Information System offers one-stop shopping for tips to stay healthy in the heat. The website, which includes participation from the Centers for Disease Control, the Federal Emergency Management Administration, OSHA and other federal agencies, offers forecasts, tools and resources. Targeted populations include athletes, seniors, emergency responders and outdoor workers.

OSHA delays enforcement of silica standard

The U.S. Department of Labor's Occupational Safety and Health Administration announced a delay in enforcement of the crystalline silica standard that applies to the construction industry in order to conduct additional outreach and provide educational materials and guidance for employers.

The agency has determined that additional guidance is necessary due to the unique nature of the requirements in the construction standard. Originally scheduled to begin June 23, 2017, enforcement will now begin Sept. 23, 2017.

OSHA expects employers in the construction industry to continue to take steps either to come into compliance with the new permissible exposure limit, or to implement specific dust controls for certain operations as provided in Table 1 of the standard. Construction employers should also continue to prepare to implement the standard's other requirements, including exposure assessment, medical surveillance and employee training.

Under the Occupational Safety and Health Act of 1970, employers are responsible for providing safe and healthful workplaces for their employees. OSHA's role is to ensure these conditions for America's working men and women by setting and enforcing standards, and providing training, education and assistance. For more information, visit www.osha.gov.

Sanitation in Construction – A10.25

On May 16, the ASSE announced that their Board of Standards Review approved the ANSI/ASSE A10.25 -2017 Sanitation in Construction standard. The final rule was published on May 26. This standard is one that Jane Williams, CCA, CPEA, of AZ Safety Resources chaired, spearheaded and doggedly pursued for years. She is a member of the Phoenix, Ariz. Chapter and a former NAWIC National President (1992-1993). Kathi Dobson, OSHA/NAWIC Alliance Committee Chair, was her vice chair on the committee. This voluntary consensus standard establishes stricter requirements than the federal OSHA standard and has specifics related to hand washing, waste disposal and toilet cleaning schedules. It establishes best practices for sanitation in the industry.

Delay of electronic recordkeeping

The online publication Business Insurance (Joyce Famakinwa) recently reported that the U.S. Occupational Safety and Health Administration will delay the July 1 compliance date for the electronic submission of the 2016 Form 300A.

The record-keeping rule requires certain employers submit injury and illness data electronically. The rule applies to establishments with 250 or more employees and establishments with less than 250 employees but 20 or more in certain high-risk industries.

Experts say that there is still some uncertainty regarding what OSHA's announcement means, as no new effective date was mentioned in an email sent to stakeholders. "There is no indication of how long the delay may be or whether that impacts the ultimate compliance with the rule given the various lawsuits that have been filed in Texas and Oklahoma," said Houston-based Matthew Deffebach, a partner at Haynes & Boone L.L.P.

Experts say the delay was expected. "The problem that people have had is that we have not had a secretary of labor and we still don't have an assistant secretary of labor for OSHA, or any of the political deputies, and there are also no new political appointees in the solicitors' office. Literally no one currently running OSHA knew what to do with this," said Atlanta-based Howard Mavity, workplace safety and catastrophe management practice leader at Fisher Phillips L.L.P. "OSHA is underfunded, and there has been a real question about whether they were even going to have the electronic architecture in place for employers to start submitting this data. The general assumption was that it was inevitable that they would delay it. The interesting question is whether this will be the first step in trying not to do it," said Mavity.

Howard Mavity was one of our OSHA presenters at the 2016 AMEC in San Antonio, and he encourages our members to stay tuned to future developments.

Alliance survey concluded

We want to thank everyone who participated in the OSHA/NAWIC Alliance survey on Bullying, Harassment and Sexism in the Construction Industry. We received 432 surveys and 173 participants commented regarding their experiences. A more detailed report will be available at the 2017 AMEC in Anaheim, California and the report will be presented to the OSHA Alliance Roundtable in September 2017.

Your OSHA/NAWIC Alliance Co-Chairs, Kathi Dobson and Schelle Wood encourage you to use us for all things OSHA—compliance, regulations and more. Contact us at kdobson@alberici.com or schelle@dolphinsheetmetal.com.

PR/Marketing and Membership

By Laurie Jimenez, PMP, DTM, PR/Marketing Committee Chair, and Angelina Sacco, Membership Committee Chair

#TakeAimForNAWIC

We want to thank you for an amazing year! It has been an honor and a pleasure to serve as national chairs for our respective committees. We had three goals in mind for this year:

- Create a new PR/Marketing Committee handbook. If you haven't found it yet on the website, go check it out!
- Revise and update the Membership and PR/Marketing templates.
- Host monthly virtual meetings with useful content.

The new PR/Marketing handbook was designed to help committee chairs (and members) at all levels of the NAWIC organization: chapter, region and national. It provides an overview of the committee's purpose, how chairs are selected at each level, and the responsibilities for the chairs at each

level. All of the PR/Marketing templates (both existing, and newly revised) have been showcased and explained. Each template is linked to open the respective webpage on the national website. Many of the templates have been updated, with a cleaner look.

Speaking of cleaner looks. While we were cleaning up the templates, we decided to clean up the committee webpage. We removed duplicate file links, rearranged and grouped like files together to make them easier to locate, and we requested drill down pages for templates with multiple choices. All of these updates to the committee page would not have been possible without the assistance of Tim Elmore in the NAWIC national office. Thank you, Tim!

Last year, as we were planning for the AMEC Workshop in August, we purposed that the Monthly meetings would encourage and help our members grow in their committee chair roles. We sincerely hope that, if you have not been able to attend the monthly virtual meetings, you take the opportunity to listen to the recordings. You can find them here. Anyone who is planning to continue in leadership, either in one of these committees (chapter or region level), or as a chapter officer will benefit from the knowledge and suggestions offered in these meetings.

Finally, we want to thank our co-chairs, Victoria Kurczyn and Jillian Penkin. They have been wonderful, helpful, insightful, and all-around fantastic ladies in assisting us with our endeavors to bring value to you, our members. You will be in good hands this coming year, as we know they are going to bring you even more content, more learning opportunities, more ideas, and just ... more!

Legislation and Policy

By L'Tryce Slade, MRP, JD, Legislation and Policy Committee Chair

How Can NAWIC Stay Ahead of the Demand When it Comes to the Industry's Shortage of Labor?

There are a number of ways that NAWIC members can deal with the construction industry's labor shortage.

- Let subcontractors know of labor needs months early so that they can reserve enough personnel.
- Reach out to diverse talent pools to build the workforce.
- Target areas such as plumbing, electrical, and other trades where women can complete apprenticeships to break into the industry.
- Offer free training.
- Look to partner with other groups, such as professional associations.
- Tackle backlogs of work to keep talent busy.
- Partner with recruiters.

As women of NAWIC, let's be a part of the solution. Share these tips with your company in order to be an effective agent for change in your workplace.

U.S. Transportation

By Cari L. Durbin, U.S. Transportation Committee Chair

American Society of Civil Engineers Grades Americas Infrastructure

The American Society of Civil Engineers (ASCE) Committee on America's Infrastructure, made up of 28 dedicated civil engineers from across the country with decades of expertise in all categories, volunteers their time to work with ASCE Infrastructure Initiatives staff to prepare the "Report Card." The Committee assesses all relevant data and reports, consults with technical and industry experts, and assigns grades.

Deteriorating infrastructure is impeding our ability to compete in the thriving global economy, and improvements are necessary to ensure our country is built for the future. While we have made some progress, reversing the trajectory after decades of underinvestment in our infrastructure requires transformative action from the administration, Congress, states, infrastructure owners, and the American people.

That's why, every four years, America's civil engineers provide a comprehensive assessment of the nation's 16 major infrastructure categories in ASCE's "Infrastructure Report Card." Using a simple A to F school report card format, the Report Card examines current infrastructure conditions and needs, assigning grades and making recommendations to raise them.

Category	1988*	1998	2001	2005	2009	2013	2017
Aviation	B-	C-	D	D+	D	D	D
Bridges	-	C-	C	C	C	C+	C+
Dams	-	D	D	D+	D	D	D
Drinking Water	B-	D	D	D-	D-	D	D
Energy	-	-	D+	D	D+	D+	D+
Hazardous Waste	D	D-	D+	D	D	D	D+
Inland Waterways	B-	-	D+	D-	D-	D-	D
Levees	-	-	-	-	D-	D-	D
Ports	-	-	-	-	-	C	C+
Public Parks & Recreation	-	-	-	C-	C-	C-	D+
Rail	-	-	-	C-	C-	C+	B
Roads	C+	D-	D+	D	D-	D	D
Schools	D	F	D-	D	D	D	D+
Solid Waste	C-	C-	C+	C+	C+	B-	C+
Transit	C-	C-	C-	D+	D	D	D-
Wastewater	C	D+	D	D-	D-	D	D+
GPA	C	D	D+	D	D	D+	D+
Cost to Improve**	-	-	\$1.3T	\$1.6T	\$2.2T	\$3.6T	\$4.59T

In 1988, the nation's infrastructure earned a "C," representing an average grade based on the performance and capacity of existing public works. Among the problems identified were increasing congestion and deferred maintenance and age of the system; the authors of the report worried that fiscal investment was inadequate to meet the current operations costs and future demands on the system. In each of ASCE's six Report Cards, the Society found that these same problems persist. Our nation's infrastructure is aging, underperforming, and in need of sustained care and action.

From AAA Driver programs: Traffic Safety by the Numbers

- 50 percent of drivers ages 19-24 reported driving through a red light that had just turned red when they could have stopped safely.
- 88 percent of drivers ages 19-24 engaged in at least one risky behavior behind the wheel in the past 30 days (texting, speeding, running a red light).
- The Slow Down, Move Over law applies to law enforcement vehicles, emergency vehicles, construction and maintenance vehicles, and tow trucks.
- Nearly 400 emergency workers are killed each year from drivers failing to slow down or move over.
- 71 percent of Americans don't even know about the Slow Down, Move Over law.
- 100 deadliest days: from Memorial Day to Labor Day when teen crash deaths historically climb.
- Nearly 60 percent of teen crashes involve distractions behind the wheel.
- 25 percent of adults do not buckle up in the back seat.
- Unbelted rear seat passengers are three times more likely to be killed and eight times more likely to be seriously injured.
- 46 percent of rear seat occupants in fatal crashes were unbelted

Sources: U.S. Department of Transportation, www.transportation.gov; <http://www.infrastructurereportcard.org/>; www.AAA.com – Foundation for Traffic Safety 2016 Traffic Safety Culture Index

Highlights

Discover how members and chapters are enhancing their success.

NAWIC's Incoming Board Meets in Fort Worth for Orientation, Strategic Plan Meeting



The 2017-2018 NAWIC board of directors and NAWIC staff sample some local Tex-Mex flavor.



The 2017-2018 NAWIC national board of directors met in Fort Worth, Texas June 21-24 for Board Orientation and NAWIC's Strategic Plan Meeting.



Fall Protection: Common Industry Misunderstandings & Clarifications

By: Tammy K. Clark

Grand Rapids, MI Chapter #194

Falls are the leading cause of fatalities in the construction industry. While overall fatalities in the construction industry have declined in recent years, the percentage of fatalities from falls has not declined at the same rate. Rushed schedules, and the demand for quality standards along with these pushed schedules, tends to create an unsafe environment in which contractors push their employees to “just do it”, rather than “do it safely, and do it right”. This performance and behavior is a result of the lack of proper safety policies and procedures, mainly, the lack of proper planning.

Two of the biggest misnomers in the industry concerns work on low-slope roofs, and leading-edge work. Too many contractors still work under the beliefs that if they are doing work under one of these two categories, then they do not need fall protection. On the contrary, OSHA regulations do require those working from heights above 6’ to utilize fall protection under Part 1926, Subpart M, Fall Protection. Leading-edge and low-slope roofing work (or work performed on roofs) is not exempted! There are some alternatives allowed in certain situations, but there is never a time when a construction contractor can just work WITHOUT fall protection. This is so important to understand today, as falls account for 40% of all fatalities in the construction industry, and these deaths are totally preventable!

In addition, OSHA fines have increased almost 80% since August, and OSHA fines heavily for violations of fall protection regulations, as these are typically “imminent danger” situations. To ensure safety and OSHA compliance on construction projects, it is imperative that contractors understand the requirements associated with work being done on low-slope roofs, as well as leading-edge work requirements. First, it is important to understand these OSHA definitions:

Conventional fall protection systems: OSHA has 3 approved fall protection methods; Personal Fall arrest system (harness system), safety net system, and a guardrail system.

Low-slope roof: A roof pitch of 4/12 or less (includes flat roofs).

Leading-edge work: Means the edge of a floor, roof, or formwork for a floor or other walking/working surface (such as the deck) which changes location as additional floor, roof, decking, or formwork sections are placed, formed, or constructed. A leading edge is considered to be an “unprotected side and edge” during periods when it is not actively and continuously under construction.

The NAWIC staff and the 2017-2018 NAWIC board of directors gathered on June 22 for NAWIC’s Strategic Plan Meeting. The meeting was facilitated by Paul D. Meyer, President and Co-CEO of Tecker International, LLC.

The 2017-2018 NAWIC board of directors and NAWIC staff met on June 22 to review and update the NAWIC Strategic Plan.

Share Your News With NAWIC Members

Have you been promoted? Have you won an award? Has a member of your chapter been honored or promoted? Did your chapter hold a successful event? If the answer to any of these questions is yes, NAWIC encourages you to share the news in the Connection newsletter. Simply send an email to Autumn Daughetee at autumnd@nawic.org. Be sure to include all the pertinent details and related photos. Then sit back and see your news reported in the next Connection!

Safety Newsletter

OSHA’s Silica Rule Update

OSHA recently announced a delay in the enforcement of its’ new Silica Standard. The new enforcement date will be September 23, 2017. Tammy Clark, Chair, National Safety & Health Awareness Committee, and Safety & Health Consultant to the construction industry, will offer a webinar for all NAWIC members on Wednesday, July 19, 2017, at 3:00 p.m., EDT. This webinar is designed to explain the details of the new standard, along with compliance options. Please join us for an important, informative presentation.

[Click here for more information.](#)

When doing work from a height of 6' or more, employers must protect employees from falls by utilizing one of the three OSHA-mandated fall protection systems.

For employers engaged in leading edge-work, when it is not feasible, or it creates a greater hazard to implement one of the conventional fall protection systems, the employer must develop a *site-specific Fall Protection Plan*. *NOTE: There is an assumption that it is feasible, and that it does not create a greater hazard to implement of the conventional fall protection systems. Therefore, the burden of proof is on the employer to show why it is not feasible, or creates a greater hazard.*

There are some options for the employer who chooses to utilize alternative fall protective measures on low-slope roofs under construction. The following is a guide and a checklist for employers engaged in roofing work or alternative trades work (HVAC, electrical, etc.) while working on low-slope roofs:

For roofers, a warning line shall be established no closer to the edge than 6' around the perimeter of the roof edge. The warning line must completely enclose the employees by tying back in to itself, or by tying in to another elevation, parapet wall, or similar. For any other trade, the warning line must be set 15' back from the roof edge. If a contractor is going to rely on a Warning Line System for fall protection on a low-slope roof, the following requirements must be met to ensure a compliant fall protection system:

Warning line requirements

1. The roof must be a low-slope roof only (4/12 pitch or less).
2. Only roofers may work in between the warning line and the roof edge without the use of conventional fall protection. In other words, if work must be done outside the warning line system, the employee must be utilizing one of the 3 OSHA-approved conventional fall protection systems: a Personal Fall Arrest System, a guardrail, or a safety net.

NOTE: Roofers may work in between the warning line and the roof edge without using conventional fall protection systems **ONLY** if a safety monitor is used. The safety monitor must not do any work! The safety monitor must also be on the same roof elevation as the employees they are watching. **NO** mechanical equipment may be used on the roof when a safety monitor is being used.

Warning line system criteria:

- 1.) For roofers, the warning line must be set up a minimum of 6' from all unprotected roof edges. For all other trades, it must be set up a minimum of 15' from all unprotected roof edges.
- 2.) Must tie in to the building, a guardrail, or into itself, to

complete an enclosure.

- 3.) Must be flagged at 6' intervals.
- 4.) The line itself must be able to withstand a force of 500'.
- 5.) The stanchions must be able to withstand an outward force of 16' without tipping.
- 6.) There must be no slack in the lines. Ensure the line is wrapped around each stanchion.
- 7.) The line cannot sag lower than 34" from the ground.
- 8.) The entrance to the work area must be offset by a chute consisting of two warning lines, and when not in use the area must be closed off.

Prevent Heat Injuries and Illness This Summer!



**WATER.
REST.
SHADE.**

*The work can't get done
without them.*

With heat waves sweeping the nation, it is imperative for employers to diligently monitor employees' work practices on all projects, in order to avoid heat injuries and illnesses.

Dehydration leads to overheating, heat stress, and heat stroke. Remind employees that they must take frequent breaks in the shade, and they must drink plenty of water throughout the day, to prevent heat injuries and illnesses.

As a reminder, OSHA requires all employers to provide drinking water for their employees! In the hot summer months, water jugs with individual cups, or coolers filled with water bottles are a top priority for safe projects. Your employees are your number one resource. The work can't get done without them. Keep them cool. Keep them hydrated. Keep them safe!

Regional Safety Excellence Award Winners!

Congratulations to all Regional Safety Excellence Award winners! The winners from individual chapters were submitted to the regional committee chairs for entry into the regional competition. The following winners have been submitted for entry into the national competition, and the national winner will be announced at the AMEC awards gala in Anaheim, California, in August. Best of luck, and congratulations to all regional winners!

Midwest Region: Walsh Construction Company II, LLC

North Central Region: Alberici Constructors, Inc.

Northeast Region: Bancroft Construction Company

Pacific NW Region: Centennial Construction and VECA
Electric & Technologies

Pacific SW Region: Dynalectric Company

South Atlantic Region: McCrory Construction Company, LLC

South Central Region: Emerson Construction Company, Inc.