

National Association of Women in Construction



Career

Education



Future



THE CONNECTION

*Connecting leaders and members
to news from NAWIC*

April 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!

Please Participate in Important Harassment Survey for OSHA-NAWIC Alliance

Kathi Dobson and Schelle Wood of the OSHA-NAWIC Alliance were asked by OSHA to provide data regarding the level of harassment in the construction industry. Linked below is a survey via Survey Monkey that will provide OSHA and our Association with anonymous information regarding member experiences related to bullying, sexual harassment and sexism/gender discrimination in the construction workplace. Please complete the survey, which should take approximately 10 minutes. If you wish to provide additional information regarding your experiences, we estimate it may increase the survey time to 45 minutes. The 10-question survey will be open from March 30 to May 31, and the results will be provided to OSHA and available to NAWIC members at the 2017 Annual Meeting and Educational Conference.

The survey and related data will support our Alliance goals. Additionally, if a statistically significant number of women participate, we will issue a proposal for presentation to one (or more) national association's safety and health conference in an effort to share the information with the construction community.

If you have any questions, do not hesitate to contact Kathi (kdobson@alberici.com) or 734-367-2560 or Schelle

(schelle@dolphinsheetmetal.com). To take the survey, go to www.surveymonkey.com/r/C8XG9M6.

Proposed Bylaw Change

A proposed change to the NAWIC bylaws would change the number of chapter meetings that must include official chapter and Association business from six to four. To see the proposed change, [click here](#).

Read Mid-year Board Meeting's Summary of Actions

The NAWIC board of directors met last month in Anaheim, Calif. for it's 2016-2017 mid-year board meeting. To review the official mid-year board meeting summary of actions, [click here](#).

NAWIC President Interviewed for Worldwide Business with kathy ireland®

NAWIC President Connie Leopard, CIT recently recorded an interview for Worldwide Business with kathy ireland®. Leopard discussed the important role NAWIC plays for women in the male-dominated construction industry. The piece will air on Fox Business Network as sponsored programming on Sunday, April 2, 2017 at 5:30 p.m. EST. To view the segment, tune in, go to <https://www.youtube.com/watch?v=eROIgIa5Qcw> or [click here](#).

New Region Pages on NAWIC.org

NAWIC has set up new pages on nawic.org for all of the NAWIC regions. Each page will pull together information such as links to region and chapter websites, links to Forum information and registration, new member/recruiter reports, and more. The purpose of the pages is to make it easier for members to find region information. To see your region's page go to www.nawic.org > Member Center > Regions > [Your Region].

Get the Early Bird Rate for AMEC Through April 3

If you are planning to attend the 2017 Annual Meeting and Education Conference in Anaheim, Calif., Aug. 16-19, make sure to register before April 30. Those who register early can take advantage of special "Early bird" registration rates. Early Bird Registration ends April 30, 2017. [Click here to register.](#)

Registration Rates

Early Bird Registration

March 1-April 30, 2017

Members: \$635

Non-members: \$735

May 1-June 30, 2017

Members: \$685

Non-members: \$785

After June 30, 2017 and onsite

Members: \$785

Non-members: \$885

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.

Attend Oregon Solar Energy Conference in Portland



The Oregon Solar Energy Conference, to be held May 9-11 in Portland, Ore., is the fastest growing regional solar conference in the U.S. It will host more than 500 attendees in 2017 at the Portland Crowne

Plaza. The conference will feature more than 25 exhibitors, policy sessions, technical training, networking, large scale and utility PV sessions, sales and business training and of course solar + storage sessions. For more information and to register, please go to oregonsolarenergyconference.com.

Download the President's Letter for Your Employer

NAWIC President Connie M. Leopard, CIT wrote a letter for members to present to their employers. It outlines the many reasons to send their female employees to the 2017 Annual Meeting and Education Conference. [Click here to download a copy of the letter](#) or go to www.nawic.org > 2017 AMEC > Links > Employer Letter.

Make a Nomination for the NAWIC National Awards

Now is the time to nominate a NAWIC member for NAWIC's national awards. They are the Lifetime Achievement Award, the Member of the Year Award and the Future Leader of the Year Award.

The Lifetime Achievement Award was established to recognize outstanding efforts of a NAWIC member who has been actively involved throughout their NAWIC membership. A member is only eligible to win this award once.

The Member of the Year Award was established to recognize outstanding efforts of a NAWIC member who has been actively involved throughout the current NAWIC year. A member is only eligible to win this award once.

The Future Leader of the Year Award was established to recognize outstanding efforts of a new NAWIC member who has been actively involved throughout their first two NAWIC years as of May 31 of the current year. A member is only eligible to win this award once.

Award guidelines and nomination forms may be found online. All nominations and required forms must be received by Dede Hughes at dedeh@nawic.org by June 1, 2017.

The winners of each award will be recognized at the NAWIC Awards Gala, Friday, Aug. 18, during the 2017 Annual Meeting and Education Conference in Anaheim, Calif.

WIC Week 2017 Was a Success!

WIC Week 2017 was very successful. We had wonderful chapter participation and great events were held around the country. Thank you to all chapters and members who participated in the nationwide event. Don't forget to turn in your WIC Week recap forms.

Also, the 2017 WIC Week Poster is double-sided, and the reverse side can be displayed year-round. So, don't throw your poster away, just flip it over!

It's Time to Sign Up for Chapter Table Sales at AMEC

The NAWIC staff is busy planning the 2017 Annual Meeting and Education Conference. This year the NAWIC Mini Trade Show will be held on Wednesday, Aug. 16, from 10 a.m. to 6 p.m. and Thursday, Aug. 17, from 1:30 p.m. to 6 p.m. Chapters and regions are invited to participate in this event. This program is being offered as a cost-effective method for chapters to increase non-dues revenue by increasing sales of their NAWIC items. Each chapter will be responsible for collecting sales tax on the items that they sell at AMEC. A form will be given to you so you can give us your sales tax money and we will pay it with one check.

Tables are available to chapters at \$100 per table. A maximum of two chapters may occupy one table. Region tables, for three or more chapters, are also available for \$150. Space is limited and all tables will be reserved on a first-come, first-served basis.

Reservation forms and the rules and regulations governing the event will be sent to all chapter presidents. You may also download the form and rules online at http://www.nawic.org/images/nawic/convention/pdfs/2017_AMEC_Chapter_Sales.pdf or click here.

All reservations for tables must be returned to the NAWIC Office no later than June 1, 2017. A check, made payable to NAWIC, must accompany the Reservation Form. Sorry, no verbal commitments or requests will be honored. For more information, contact Dede Hughes at dedeh@nawic.org.

NAWIC members love to buy NAWIC items. Don't miss out on this once-a-year opportunity to display your items and network with NAWIC members. Return your form today!

It's Time for Spring Forums!

Spring is here and with it comes our region Forums. Forums provide an outstanding opportunity for personal and professional growth. Forums offer educational seminars, solutions for your business, networking and more. They will be held all over the country this spring.

Get ready to learn, network and have fun. You won't want to miss all that your region has in store for you. Check out http://www.nawic.org/nawic/Region_Forums.asp for the 2017 Forum Preview Guide.

Vote for 2017-2018 National Officers

Plan on exercising your right to vote by participating in NAWIC's one-member, one-vote election! Members classified as "Active," "Corporate" and "Member-at-Large" on May 1

are eligible to vote. Each voting member will receive voting information by email in May. Eligible voting members without an email address will be mailed a ballot. Ballots will be sent no later than May 15. Online voting will be held May 15-31.

Please make sure your contact information in the NAWIC Database is accurate. Ballots returned to the NAWIC Office will not be forwarded. To update your information, visit www.nawic.org > Member Log In > Member Center > Update Your Info.

Below is the official slate of candidates running for NAWIC Office. Go to <http://candidates.nawic.org> for more information on the candidates.

President-Elect

Dove Sifers-Putman, CBT

Vice President

Diane I. Mike, CBT

Secretary

Ruth Fritts

Jill Hanson, CIT

Treasurer

Anne Pflieger, CIT

Chapters No Longer Allowed To Purchase Early Bird Registrations for Unelected Delegates

Every year, the NAWIC Office gets asked, "What do we do if we don't know whom our chapter will send to AMEC yet? Can we still secure the early bird registration rate?"

Unfortunately, the answer is no. Chapters will no longer be allowed to purchase an early bird registration and provide the name of the attendee at a later date. To take advantage of the early bird rate for your chapter's delegates they must be selected before April 30. That is why we encourage you to choose your delegates as soon as possible. That way your chapter is still able to take advantage of the early bird registration rate.

If you have any questions, please contact Lauri McCullough at laurim@nawic.org.

Order Speaker Gifts from the NAWIC Store

Purchase a gift for fellow NAWIC members or treat yourself to great NAWIC merchandise. Also, don't forget Forum is coming up soon. Do you need some speaker gifts? If so, the NAWIC store is a one-stop shopping opportunity. Pick up a NAWIC padfolio for \$10 or a NAWIC business card case for \$8. These are perfect speaker gifts! Forum coordinators—don't forget to order your ribbons.

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

NAWIC Members—Discover The New Logistics



Logistics has always been about getting things where they need to be exactly when they need to be there. And doing it as efficiently as possible. The NAWIC/UPS Savings Program is here to help NAWIC members do just that at a discounted rate.

Package Shipping

- NAWIC Members **save up to 28 percent** on UPS Next Day Air® and Worldwide Express® with the UPS Savings Program, an unmatched selection of package delivery services at a discounted rate.

Freight Shipping

- NAWIC Members with LTL freight shipments of 150 lbs. or more, receive **customized discounts** for all three types of freight shipments—regional, interregional and long haul. Call for a free savings analysis or quote.

Enroll online!

Call: 866-443-9303, ext. 4082

Email: upsfreightassociations@ups.com

To learn more, visit savewithups.com/nawic.

Get the Latest NAWIC News on Facebook and Twitter

Have you liked NAWIC on Facebook yet? Are you following NAWIC on Twitter? If not, you are missing out on all the latest NAWIC news, AMEC updates and more.

To see NAWIC on Facebook, go to www.facebook.com/nawicnational and click "Like." You can follow NAWIC on Twitter at www.twitter.com/nawicnational or @nawicnational.

NAWIC Career Center Offers Employment Tools, Jobs Targeted to NAWIC Members

Employers want you. The NAWIC Career Center features hundreds of jobs that employers want you to see. Where do employers go when they want a talented woman with experience in the construction industry? They go to the NAWIC Career Center. You can post a resume, view jobs and set up personal job alerts. Best of all, it's free. Visit the NAWIC Career Center today.

CHAPTER OFFICER REMINDERS

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

Chapter Presidents

The Annual Meeting and Education Conference (AMEC) Promo should have arrived in everyone's mailbox last month. It is also available to download at NAWIC Online. Please share this information with your chapter. Encourage members to use the Conference Promo and Employer Letter as tools to solicit financial support from their employers. Get an idea of how many members will be attending Conference as early as possible. These members should be considered as delegates and alternates to represent your chapter. You must have your delegates and alternates elected no later than June 16, 2017 (60 days prior to AMEC). Credential forms are due to the NAWIC Office June 16, 2017. Credential forms are currently available on NAWIC's Conference website at www.nawicconvention.org.

It's time to begin thinking about leadership for your chapter for the 2017-2018 year. Your chapter should have its nominating committee elected. If not, now's the time! The next step for this committee is to submit the names of one or more nominees for each chapter office and chapter director. The nominating committee should present these candidates to the membership at your April or May meeting. Refer to the NAWIC Operations Manual, page C-3, Article VI-Elections for election guidelines. Voting should take place no later than the meeting immediately following the presentation of candidates. Each chapter should decide if the election of officers, delegates and occasional propositions should be handled by mail ballot or by vote at a regularly scheduled meeting. Once the chapter decides which method will best meet its needs, the selected method should be adopted as a chapter standing rule. Refer to page F-59 of the NAWIC Operations Manual for guidelines regarding standing rules, voting and ballots.

Chapter Treasurers

The following is a reminder of important duties as listed on page three of the Chapter Treasurer's Handbook. Please review to ensure you are in compliance.

- Record electronic chapter dues deposits from the NAWIC Office.
- Prepare monthly treasurer's reports for the membership and board meetings.
- Keep itemized accounts of all receipts and disbursements.
- Reconcile bank statements monthly. Review outstanding checks.

For a complete list of annual and monthly duties, refer to page 35 of the Chapter Treasurer's Handbook

Membership Chairs

Does your chapter have a system of communicating monthly meeting notices and information to its members and prospects?

You can take the initiative to ensure everyone is informed. Here are a few ideas:

- Email monthly meeting notices to all members and prospective members one week prior to the meeting. Include a meeting agenda to spark interest and increase attendance.
- Get a local newspaper to advertise monthly meetings. Invite representatives of the newspaper to attend meetings to get more publicity.
- Ask members to display flyers detailing monthly meetings one week prior to the meeting.

NATIONAL OFFICER'S MESSAGE

Lead like everyone is watching

By Catherine Schoenenberger, NAWIC President-Elect



Happy April NAWIC! Being a native and current resident of the Northeast, April is a month that is very much welcomed. Naturally, I am speaking in terms of the actual weather outside, but within all regions of NAWIC, April begins our Spring Forum season. With four of the eight regions electing a new director, and three of the four with two candidates on the ballot, it will undoubtedly prove to be an exciting season. I wish to commend each of the candidates for stepping up and vying for strong leadership roles within NAWIC. Thank you for sharing your passion and opening yourself up for all of NAWIC to experience!

During WIC Week I had the opportunity to put together a WIC Mentoring Symposium. A four-woman panel addressed a general assembly of 116 high school girls. All of the panel members work in construction and I served as moderator.

Each of the panelists shared “her-story” with the audience—Carlie Biron and Ximena Cruz among them, both from Boston, Mass. Chapter #15. The mentors also included an additional seven professional women in construction, who worked the tables during the awareness reception. This segment allowed the girls to sit in smaller groups with the WIC mentors, asking questions and having conversations. There was a lot of energy, engagement and interaction. The school administrators were thrilled. It was a win-win-win, as was expressed in the completed student surveys and subsequent emails of the adult participants.

By opening yourself up for others, like our candidates, or by being out in front of a general assembly of young women, like our WIC mentors, you are sending clear and strong messages of support and encouragement to all of those in your audience. Some audiences are obvious, but others are subtler. None of us are fully aware of whom we are impacting or when we are doing it. The adage, “When the student is ready, the teacher will appear,” is so very true. You might be the student one day and a student’s teacher the next. Be open and aware to both possibilities, by simply paying attention. Learn with every situation—the good, the bad, the exciting, and the boring. Finally, lead like everyone is watching.

This Forum season, I hope we smash attendance records! If you’re unable to go to your region’s Forum, check out the dates of the other seven; maybe there’s a fit there? Seek opportunities to improve. Keep your eye to the NAWIC website for upcoming events (webinars, chapter leadership training, Forums, etc.). Reach out to someone whom you admire, or to someone you think would benefit from knowing you! Let us hear your “her-story.” Share with us your inner NAWIC—support, encourage, and *crow*. We are listening.

CORNERSTONE

Get connected to the latest news from NAWIC Committees.

Membership

By Jillian Penkin, Membership Co-Chair, and Angelina Sacco, Membership Chair

Forum Season

Forum season is upon us all and I know our region chairs and chapters are hustling to get all last minute items sewn up! If you are still on the fence about attending your local Forum, here are some things you might miss!

- Interesting speakers/topics. This includes hearing from your local leaders and national leaders about what NAWIC is doing all over the country.
- Discover what other chapters have accomplished for

PD&E, Block Kids, CAD contests, etc. You can bring back the best ideas to your own chapter. We call that “stealing with PRIDE!”

- Attend seminars that will help you grow as a professional as well as person.
- Learn about diversity, inclusion and enhancing success in your area.
- Chapter awards for safety, block kids, membership growth and more!
- Chances to network with “sisters” you haven’t met and reconnect with those that you have known for years!

Visit our national NAWIC website for info on Forum in your area and see what other regions are doing! Go to www.nawic.org > 2017 Region Forum Guide or [click here](#).

If you have any questions about the information we are sharing, please don’t hesitate to contact us.

PR and Marketing

By Victoria Kurczyn, PR/Marketing Co-Chair

Forum Follow-Up

So, you’ve had a successful spring Forum! You’ve gained many insights from the incredible speakers and you’ve expanded your knowledge with informative workshops. You met and made friends with NAWIC sisters and have grown your network of construction industry contacts. Now what? Whether your chapter hosted a regional Forum or you attended solo, you have a lot to share! Here are some ideas to get you started!

- **Create a multi-media press release.** Make sure you include links to photo-sharing sites (Instagram, Facebook, Picasa, your website, etc.).
- **Share your Forum story with your chapter’s email list.** Did you meet someone new at forum? Don’t forget to include her on your chapter’s email blast!
- **Integrate your social media** (Instagram, Facebook, Twitter, LinkedIn) with your website for increased exposure.
- **Tell a story** with all of the pictures, notes, and videos you’ve collected from Forum. Members of your chapter or ladies in your region are much more likely to engage with content they feel connected to!

Want to share something with all of your NAWIC sisters? Let us know! We can upload your content to our Dropbox!

PR/Marketing Contest

This year, our committee has two great contests happening, with winners to be announced at AMEC 2017! The contest is open to all NAWIC members, so don’t think you have to be part of leadership to participate! All submissions are due on Thursday, June 15, 2017. Be on the lookout for more details, which we will send out via email, Facebook, and the NAWIC website!

U.S. Transportation

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

A Glimpse at the Future

With the blueprint budget from the Administration barely a day old (as of writing), a look at what may be priorities would be valuable in evaluating a wish list of things to be included in the budget and policies. Here are some transportation issues that warrant a look.

Infrastructure. The American Society of Civil Engineers (ASCE) annual report card shows an overall grade of a D+ rating. Rail got a B; transit received a D-; aviation and roads each received a D; bridges and ports each received a C+; water and environmental, dams, drinking water, inland waterways and levees each received a D; and wastewater and hazardous waste each received a D+. This is the same rating as 2015. ASCE recommended more funding and other investments as a key to raising scores.

Traffic Management (Roads & Bridges magazine). A record 3.2 trillion miles were driven on U.S. roads last year. This is the fifth straight year of increased mileage on public roads throughout the nation. (Federal Highway Administration’s report)

Infrastructure Backlog. The U.S. Department of Transportation’s annual report estimates a backlog of needed highway and transit infrastructure projects at approximately \$926 billion and many more billions needed over the next 20 years to keep up with the demand. Their report identifies an \$836 billion backlog of unmet capital investment needs for highways and bridges, and \$90 billion more for transit systems.

Motor Vehicle Safety. The National Safety Council reports an increase of 6 percent to 40,200 people dying in motor vehicle accidents in 2016, a rise from the year before. Causes may be, in part, due to the increase in miles driven, distracted driving, and possibly more lenient enforcement of seat belt, drunken driving and speeding regulations by authorities and a reluctance by lawmakers to pass more restrictive measures.

Unfreeze Budget. Currently, a budget freeze is in effect. Officials representing state departments of transportation have warned Congress that this freeze prevents DOTs and transit agencies from using already-authorized federal funding increases as the construction season begins. They also urged lawmakers to provide long-term funding for the Highway Trust Fund. Contacting your local representative and urging their support may be helpful.

(Sources: U.S. Department of Transportation, www.transportation.gov; Federal Highway Administration, www.fhwa.dot.gov; Engineering News Record, www.enr.com; and Roads & Bridges, Transportation Management and Engineering)

Strategic Planning

By Cindy Johnsen, CBT, CDS, CIT

Recap

Before we move on to the annual review process for your strategic plan, let's review where you should be at this point in the process.

- Your chapter has determined their core purpose and core values by utilizing national's or writing their own.
- A SWOT (strengths, weaknesses, opportunities, threats) analysis has been conducted to determine where your chapter is and where it wants to be.
- From the SWOT analysis, your chapter has determined their primary strategies to achieve their goals in the next three years.
- Your goals and objectives have been written and they are SMART (**S**pecific, **M**easurable, **A**chievable, **R**ealistic, **T**ime-bound).
- And, finally, you have assembled it all together and have a Strategic Plan! It is now ready for final review and to be put into place.

Please use this month to true up anything that needs to be further done to your chapter's strategic plan. It is a great accomplishment and this document will help your chapter achieve the goals it has set.

If you need any assistance or would like me to review your strategic plan, please do not hesitate to contact me at cindy.johnsen@gcinc.com.

Legislation and Policy

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

Policy Changes

We as women in construction have a large influence on policy. We must be aware of policies that affect us directly. Many of

REGIONAL ROUNDUP

Region Directors report on NAWIC activities across the country.



Pacific Northwest Region | Ruth Fritts

I recently attended the Oregon Coast Retreat in April. An Oregon chapter hosts this event each year. Every Oregon chapter takes turns hosting the event. The retreat gives them a reason to get together for education and networking. Originally it was just the Oregon chapters that attended. Slowly, other Pacific Northwest chapters have joined the fun. Yasmine Brandon presented a great topic, "Start with Why." Why is it that some leaders and organizations are able to inspire greater loyalty and engagement among their members, employees, customers, and followers? How are they able to achieve and—perhaps more importantly—sustain inordinate amounts of success for years on end? This was a great presentation that really made you think of the "Why NAWIC?"

us work for construction-related firms, or own construction-related firms. We must remember the power and influence that we carry in the industry. As we leave women's month in March we must make our voices heard just as strong in the other 11 months of the year.

Here's what you need to know:

- The last penalty increase was in 1990 for OSHA. OSHA increases maximum penalties 78 percent.
- OSHA Walking-Working Surfaces focuses on slip, trip, and fall hazards.
- Federal contractors can get paid sick leave of each accrual year instead of basing the amount of hours worked.
- Minimum wage gets a raise to \$10.20, and tipped employees are bumped to \$6.80.
- Labor shortage causes costs to go up as the available supply of skilled workers goes down.
- All-around costs are higher for residential commercial. It is projected as 5.6 percent and industrial construction increase is projected as 6.4 percent.
- There is more technology, such as 3D virtual reality and drones, on the jobsite.
- Pre-fab and preassembled processes are increasing, because it lowers the project cost and shortens timelines for project delivery.

Go to <http://blog.viewpoint.com/2017/03/changes-coming-to-construction-in-2017/> to learn more.

We must remember to empower ourselves and be the voice of change. Think about the other policies that are needed as they relate to the needs of women in construction. Let's stay informed and unite our voices.

I attended the mid-year board meeting in Anaheim, Calif., March 2-4. We had a very productive meeting that helped identify areas that we need to work on in the coming year.

The Pacific Northwest chapters have been busy celebrating WIC week and providing informative speakers for their meetings.

The Greater East Bay, Calif. Chapter #30 held a presentation—"Insurance Requirements for Your Contracts."

The Portland, Ore. Chapter #54 held multiple events during WIC Week including a Dress For Success clothing drive. Members also spoke to students at two schools about career paths in the construction industry. Finally, the chapter had an article published in the DJC Oregon (Oregon's Building Constructions) publication.

The Puget Sound Chapter #60 held an Ignite Women Celebration with more than 100 attendees. Member Liz Evans wrote an article that was published in the Daily Journal of Commerce talking about "Why are there still so few women in construction?"

The Eugene, Ore. Chapter #77 celebrated WIC Week by working with FOOD for Lane County and holding a tour of the newly remodeled Eugene airport. The chapter is also going to have an advertisement on the back of three LTD buses.

The Santa Clara, Calif. Chapter #99 hosted speaker Kathy Miller from The Bank of the West as she spoke about credit reports and combatting fraud. She gave attendees insider tips on what you should look for, what others are looking for and how you can keep your items up to date and top secret.

The Fresno, Calif. Chapter #108 held a recognition night and participated in the From Your Closet to Our Closet Fresno State program where students receive professional clothing through the generous spirit of clothing donors.

The Spokane, Wash. Chapter #143 had the local fire department provide fire extinguisher and safety training.

The Salem, Ore. Chapter #198 held a luncheon to celebrate women in construction. They are now gearing up for the chapter's annual Construction Career Days event.

The Alaska Chapter #197 held a dinner and highlighted women in construction by awarding the Constructive Women Award.

The Boise, Idaho Chapter #245 held its annual awards banquet and silent auction where company and affiliate award winners were announced along with Future Leader and Member of the Year chapter award recipients.

The Pacific Northwest Region 2017 Forum is fast approaching, May 18-21 in South San Francisco, Calif. Registration details are located on the Pacific Northwest Region website at nawicpnw.org. The committee has some great tours and speakers lined up. Be sure to come in early to catch the four-hour city bus tour that starts on Thursday, May 18 at 2 p.m. The tour will be stopping at some of San Francisco's most famous sites (e.g. Golden Gate Bridge, Fisherman's Wharf, Chinatown, Lombard Street, etc.).



South Atlantic Region | Lorie Lythgoe

The train moving through the South Atlantic Region during WIC Week had many stops and a full passenger list of NAWIC ladies. These included job site tours, construction seminars, blood drives, ROC solid builds, drones, boss appreciation, membership drives, hard hat socials, a construction digital scavenger hunt, fundraising events, teammate meetings, a retreat to North Myrtle Beach, and lots of networking. I'd like to offer special thanks to WCOS Radio in Columbia, S.C. and WTOC in Savannah, Ga. for promoting WIC Week and getting the word out about NAWIC. Great job ladies!

In April, we have two chapters celebrating their 50th anniversary. The Greater Tidewater Chapter #137 will turn 50 on April 7 and the Richmond, Va. Chapter #141 will turn 50 on April 28. Congratulations to both chapters.

The South Atlantic Spring Forum will be held April 21-23, hosted by the Columbia, S.C. Chapter #113 at the beautiful Myrtle Beach Marriott Resort and Spa at Grand Dunes. During Forum we will be electing our next region director. We are blessed to have two outstanding candidates—Kristey Stewart, CIT of the Durham, N.C. Chapter #83 and Debbie Edwards, CIT of the Columbia, S.C. Chapter #113. These ladies are both dedicated and have a vision of the future. We will be in very capable hands.

I would like to invite each and every one of you to our spring Forum. If you would like more information, please contact Debbie Edwards at 803-807-0245 or nawicdeb@gmail.com. Join us "Under the Boardwalk."



South Central Region | Dena Rowland

Spring is here! Although, here in Texas it feels more like summer. It is hard to believe that the NAWIC year is half over. We celebrated WIC Week and from the looks of the social media posts, NAWIC should not be a secret. I loved seeing the different activities going on, not only in the South Central Region, but also across the United States. I can't wait to see the new membership reports to see proof that WIC Week was a success.

Mid-year for NAWIC also means it is time for chapters to re-evaluate and take another look at budgets. This is a good time to make sure that you have included items like: paying for registration and hotel accommodations for a chapter delegate to attend Spring Forum, AMEC, Annual Fall Conference and perhaps also adding in some sponsorship or advertising funding. Attending region and national events is imperative in keeping your chapter up to date on what is happening in our Association.

Speaking of spring Forum, the Dallas, Texas Chapter #2 has put a lot of preparation and planning into the upcoming Forum. The South Central Region will hold Forum in Dallas, Texas the weekend of April 7-8, 2017. I would like to personally invite you to attend this Forum. You can find the registration and hotel information on our website at www.nawicsouthcentralregion.org.

If I don't see you in Dallas, I wish you all a very Happy Easter!



Southeast Region | Angelia McElroy, CIT

Congratulations to all of our Southeast Region chapters for getting the IRS 990 postcards filed ahead of the deadline date of Feb. 15! As has been the case for this Director's term, I simply send reminders or ask and the chapter president, treasurer and members respond. Thank you for the continued support as I complete my term as Southeast Director.

It was great to read/see all of the activities and events that our chapters held during WIC Week. Hopefully all the recap forms are in to national!

As of April 1, the Region will have voted for the new Region Director and I hope region support remains strong and improves with my successor. The election process was very well run by our two candidates—Karen Hager, CBT and Rhonda Wimberly, and was a difficult decision since both women are well qualified and are dedicated to the Association.

Also, during Forum in Birmingham we celebrated with some of our long-time, seasoned members during the Saturday awards banquet. Melinda Gentile (Greater Ft. Lauderdale, Fla.), Rebecca Travis (Greater Palm Beach, Fla.) and Lil Starn (Greater Orlando, Fla.) were feted with a 25-year member pin, while Pattie Chancey (Greater Palm Beach, Fla.) and Riki Lovejoy (Greater Orlando, Fla.) garnered a 30-year pin! We also had five region members in the 35-year member category: Karen Renzi (Space Coast Florida), Lynn Logan (Atlanta, Ga.), Dixie Lee McCollaum (Southwest Florida), Gail Fredrick (Greater Orlando, Fla.) and Suzanna Meadows (Tampa, Fla.). Congratulations again to our stellar group of great women.

The region has continued momentum with membership this year with many new members listing a recruiter. This is great and means that our current members are spreading the word about the Association and the industry is responding! As of Feb. 28, we are number five in percentage of new and renewing members. Southeast is also number two with 499 total members and leading the pack with 143 new members!

Highlights

Discover how members and chapters are enhancing their success.

Eileen Venn, President of NAWIC's Capital District, N.Y. Chapter, Profiled in Saratoga Business Journal

The Saratoga Business Journal recently profiled Eileen Venn. In addition to leading NAWIC's Capital District, N.Y. Chapter #261, Venn is CEO of Mechanical Testing Inc. Mechanical Testing is an independent, certified test and balance contractor in the heating, ventilating and air conditioning industry. To read the article, [click here](#).

Brasfield & Gorrie Observes Women in Construction Week

Brasfield & Gorrie joined with the National Association of Women in Construction (NAWIC) in observing Women in Construction Week, March 5-11, 2017.

Established by NAWIC, the week aims to highlight women as a visible component of the construction industry, to raise awareness of the opportunities available for women in construction and to emphasize the growing role of women in the industry.

Brasfield & Gorrie is committed to building strength through diversity and inclusion in its company, people, partnerships, and communities. Women have played key roles in Brasfield & Gorrie since its inception. In fact, one of the company's five founders, Imogene Powell, served as an early pioneer among women in the industry.

As part of the company's observation of Women in Construction Week, Brasfield & Gorrie hosted events and activities at its regional offices. Several Brasfield & Gorrie offices hosted roundtable discussions to foster dialogue on important issues and provide forums to discuss opportunities relevant to women in the construction industry. These forums engaged members of the company's Women's Operational Resource Group, including project managers, estimators, operations managers, and virtual design and construction professionals, among other leaders. Other regional offices joined with community partners to support Women in Construction Week events.

Brasfield & Gorrie also joined with other organizations in sponsoring the NAWIC Southeast Region Forum, held March 31–April 1, 2017, in Birmingham, Ala.

See photos of Brasfield & Gorrie WIC Week events below.









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

Excavation Dangers

It is important to understand the increased dangers associated with excavation work this time of year. As DOT load limits and frost laws lift, the winter weather breaks, and warmer weather allows for groundbreaking on projects. Initial site work stages involve site clearing, grubbing and grading. Many times, excavation work requires holes or trenches to be dug for foundations, footings, piers, and underground utilities. The increased moisture content of soils due to melting snow and spring rains, lead to unstable soil layers, which will cave in much quicker than when soils are drier, and less dense.

It is important to understand the increased hazards of excavation work this time of year, and take every precaution to protect employees working in or near excavations. OSHA requires all excavations at a depth of 4' be evaluated by a Competent Person before allowing an employee to work in them. If a Competent Person determines that the excavation is not safe due to anticipated hazardous atmospheres, unstable soils (as can be observed by fissuring, heaving, boiling or bulging of the soils), or standing water in the bottom of a trench.

In addition, OSHA requires that all excavations at a depth of 5' or more be protected by shoring, shielding, sloping or benching, based on the soil type and correlating angles or engineered protective designs, before allowing employees to work in them.

Cave-ins are the greatest hazards of excavations. They happen in a split second, and usually with no warning. The weight of the soil is so heavy, that most employees do not survive cave-ins. It is usually too late by the time they can be dug out.

Equipment turn-overs are another serious hazard. Every year, operators are killed when the equipment they are operating overturns into an excavation. It is very important to keep equipment back several feet from the edge of an excavation in order to prevent this.

For more information on excavation safety and OSHA requirements [click here](#) .

Creating and Implementing a Strong Safety Culture

Many companies, particularly small, specialty trade contracting companies, know they need help with their organization's safety and health management system (SHMS), but they don't know where to start. This article is designed to provide simple, but necessary steps to take to create, implement, and maintain a compliant safety program.

Every organization falls somewhere along the "safety spectrum". Some have nothing in place for a SHMS, and some are fully compliant, experience little to no accidents or injuries, and win safety awards. Most lie somewhere in between.

The first step in creating your organization's system is to do a thorough S.W.O.T. analysis of the organization as a whole. Identify the company's Strengths, Weaknesses, Opportunities, and Threats when it comes to safety behaviors, attitudes (starting with the company management), procedures, policies, competitors, regulatory & industry agencies' (OSHA, NFPA, NEC, ANSI) standards for your trade work, and company OSHA record. You need to get an accurate "big picture" of what is really going on in the field, and in the office. Get onsite, study your employees' work processes and behaviors, as well as your foremen or superintendent's leadership in this area. Review your organization's safety and health manual. Do you have policies in place for safe work procedures that are based on OSHA's standards guidelines? Do you have an enforcement policy in place? If you do have any of these systems already in place, are you actually following them? What is the company doing for training? Is training being documented? This stage should simply be observational, and should not be used for discipline (unless there is very unsafe behavior observed. This should always be stopped and dealt with). This should be observational in nature only, gathering information for implementation of a proper system.

Once you feel you have a good understanding of where the company is at with regards to safety and compliance, you have the information necessary to begin creating policies and procedures which will be the basis for your SHMS.

Once the S.W.O.T. analysis is complete, you should have identified areas of weakness to focus on improving, and strengths to build on. Don't be discouraged if, after a thorough analysis, you realize you don't really have a safety program at all. That is not uncommon, especially for smaller trade contractors. The positive thing about this realization is just that; the recognition. You cannot change a problem that you do not even know exists. If you are doing well in some areas, but not so well in others, you have an idea of what you need to focus on.

To begin, you should take the Safety & Health Management Guidelines (SHMG) that OSHA requires organizations to have in place, and start creating policies that will bring your organization to this level of performance. OSHA has step by step guidelines you can access by [clicking here](#). These guidelines, in addition to your S.W.O.T. analysis, will show you where the company is lacking so you can create policies and procedures that will bring the company up to par. As you begin, keep in mind that policies and procedures are part of quality

control, so these should be things that are of a routine nature, or expected repeat performance, that will bring consistent results. While policies and procedures are routine in nature, they do not speak to the culture that you want to create, which is one of complete buy-in. However, over time, that culture will naturally develop out of the expected and enforced policies that the organization adopts, enforces, and trains employees on. The company culture is a natural by-product and response to the newly developed safety protocols that the company embraces. Be patient. It takes time.

Now that you have identified organizational strengths and weaknesses, and have created safety policies, procedures, and standards to be implemented within the company's practices, it is imperative to communicate these clearly to all employees. I would suggest holding a companywide safety meeting, and make it fun. Have a pizza party, have some door prizes for desirable items, show some funny videos along with some for shock value (I'm a fan of shock value because it is very effective when it comes to generating safety buy-in). Then have company leadership speak from the heart to all employees regarding the creation of a new safety program, and most importantly, "why" the company is doing so. It is for them! To ensure each and every employee returns home to his/her family safely every evening. This form of communication does MUCH to elicit emotional buy-in from employees, because they feel the company genuinely cares about them. It is very important to explain the new program to employees (in their own native language, if different from English). It is management's job to clearly communicate expectations, requirements, new requirements, policies, procedures, and disciplinary measures that WILL be taken if the new program is not adhered to. It is not fair to employees to begin enforcing a program that they do not clearly understand.

From there, training is imperative! The organization must train employees on all work tasks, as well as new procedures to be implemented. If employees do not receive training on these new policies, they will not implement them properly.

Lastly, there must be a disciplinary policy in place to deal with non-compliance. This is the most difficult aspect of a safety program for managers to embrace, but it is a critically important part of an effective safety program. The best of all programs will fail without this component. In fact, OSHA considers a safety program to be ineffective and non-compliant with the new Safety and Health Management Guidelines (SHMG) if there is no enforcement.

An effective enforcement program is a ladder-program, one in which employees are given fair warning, re-training if

necessary, and a chance to get it right, before termination. It is important to document every disciplinary action necessary however, even if it is a verbal warning. Without documentation of enforcement actions taken, OSHA considers there to be none, and will cite as such. This is one reason I work very hard with clients to ensure there is always a record of disciplinary action taken for every safety violation that has been noted. OSHA does look very carefully for enforcement actions when deciding on how severe the violation types and associated penalties will be, when reviewing inspection appeals. If the company has a good record, a strong safety program, and good documentation of training and enforcement actions, OSHA will issue a lesser violation type (willful, serious, other-than-serious, repeat) and a smaller penalty.

Don't be discouraged if after implementation of your new safety program, you do not see results right away, or if things seem to get worse! This is normal, as there is typically a small group who will resist. Unfortunately, this group is typically your most experienced employees who have been doing their job the same way for 20-30+ years. Most people do not like change, and you must be prepared to lose a couple of employees along the way. It is inevitable. The good news is that you are taking steps forward to eliminate the sources of risk to your company, because the employees who will not work safely and/or compliantly, are a huge risk to your company, from both safety and compliance standpoints! I frequently encourage clients at this stage that this is part of cleaning house, and reducing liabilities and risk. This is a huge step in the right direction for any company that is serious about creating a strong safety culture, and a stellar safety record.

Stay focused on the goals, and you'll get there! After a year or so, you will look back at where you started and be amazed. With consistency, the wheels will be rolling effortlessly after 2 years, and you will only need to tweak, maintain, and update your program. Of course, remain on guard against complacency at this point, and apply Total Quality Management principles to your safety program to keep it fresh and relevant. Feel free to contact me for more help or advice at tammy@tammykclark.com. I will upload the entire series, the OSHA SHMG, and additional resources to the Safety & Health Awareness Committee page for your reference.

Congratulations for taking the first step! And remember that consistency is key! Consistently safe work practices deliver consistently safe and compliant outcomes.