

National Association of Women in Construction



Career

Education



Future



THE CONNECTION

Connecting leaders and members
to news from NAWIC

August 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!

Jumpstart Your Career! Become 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 ICCIFP 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

NAWIC Office Closed

Due to the staff being on-site for the Annual Meeting and Education Conference in Anaheim, the NAWIC Office will be closed Friday, Aug. 11 until Tuesday, Aug. 22.

NAWIC Store is Closed for the Month of August

Because of the Annual Meeting and Education Conference, the NAWIC Store closed on Aug. 1. The store will re-open on Friday, Sept. 1. Store orders received while the store is closed 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 crissyi@nawic.org.

Earn Your B.A. in Construction Management from Rowan University

Rowan University's B.A. in Construction Management Online

is designed as a degree completion program for individuals with experience in the construction field who already have an associate's degree or equivalent number of credits, and prefer to continue working while earning a degree. However, applicants with less than 60 credits may work with an enrollment



counselor to explore available options. The program prepares individuals to supervise, manage, and inspect construction sites, buildings, and associated facilities.

- Created in cooperation with the North America's Building Trades Unions (NABTU)
- 100 percent online courses with opportunities to interact with faculty each week via web conferencing
- Academic credit towards the degree may be awarded for prior work and experience

Learn More!

856-256-4747 | global@rowan.edu

Renew Your NAWIC Membership

NAWIC's fiscal year ends Sept. 30. This is just right around the corner and it means that it's time to renew your membership. Members with an email address listed in the NAWIC database have been emailed a link to renew online (a paper invoice will not be mailed). Members who do not have an email address on file or who indicated they preferred regular mail have been sent a renewal in the mail.

Printed invoices can be downloaded from the NAWIC website. Go to www.nawic.org > Member Sign In > Click Here to Renew. Select your membership type; verify or change your contact information; select "check" as form of payment; click "submit." A link to your invoice will be sent to the email address you have on file. If you chose check as form of payment, your renewal will not be complete until we receive your payment. To expedite the renewal process, please include a copy of the invoice with your payment. Renewals are processed by the date payment is received. To decrease the processing time of your renewal, we strongly recommend that you renew online. NAWIC accepts American Express, Discover, MasterCard and Visa, so renewing online is easy.

If your email address changes, please be sure to update your information by visiting www.nawic.org > Member Sign In > Edit My Profile.

Renewals must be received (not postmarked) by the NAWIC Office by Oct. 1, 2017. Beginning Oct. 2, a \$25 late fee will be assessed. There will be no exceptions.

Reminder: New members who joined after June 30, 2017 will not receive a renewal statement.

Which category do I choose when renewing my NAWIC membership?

When you renew your membership for the 2017-2018 year, you will be prompted to choose a membership category. It is important that all renewing NAWIC members choose

the appropriate membership type, which depends on your occupation and type of business.

Please note: An Associate member can move to an Active membership during the year if she becomes employed in the construction industry.

NAWIC Partners with Cornerstone Companies and OutFront Health



NAWIC is excited to announce that it has partnered with the nation's leading association medical insurance program to benefit our members. The program, OutFront Health, is being brought to NAWIC by Cornerstone Companies, one of the Midwest's top employee benefit consulting firms. This program has been specifically built for NAWIC and other associations and is exclusively available for NAWIC members to use for their company's group health insurance plan.

Some of the highlights of the program are:

- Average 15 percent to 20 percent savings over standard market plans,
- National PPO and pharmacy networks in place for nationwide coverage,
- Multiple plan designs to choose from, and
- Online enrollment and plan management.

The program is easy for member organizations to obtain quotes from and enroll in if it meets their needs. NAWIC members can learn more about the OutFront Health partnership at www.ckcins.com/nawic.

Advertise in the Daily Bulletin

The Daily Bulletin gives attendees of NAWIC's Annual Meeting and Education Conference the chance to promote their company, announce news or recognize or congratulate someone. If you'd like to acknowledge a NAWIC member, promote your business or make an announcement, consider advertising in The Daily Bulletin, a daily newsletter distributed to all attendees at NAWIC's Annual Meeting and Convention on Wednesday, Thursday, Friday and Saturday.

Advertising in The Bulletin is an inexpensive and convenient way to reach members attending AMEC in Anaheim. To advertise, complete The Daily Bulletin Advertising Form. It can be found online here. The deadline to run an ad in the Wednesday edition has passed. However, you may submit ads for the Thursday, Friday and Saturday editions up until noon the day before the issue publishes. Email your ads to

autumnd@nawic.org or drop them off at the Conference Registration Desk during the Annual Meeting and Education Conference. Ads start at \$50. Limited space is available—first come, first served! For more information, contact autumnd@nawic.org.

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

Don't Forget About the NAWIC Awards Gala Ticket Exchange

There is always assigned seating for the annual NAWIC Awards Gala. This year's Gala will be held on Friday, Aug. 18, 2017. All AMEC registrants will receive a voucher for the banquet when they pick-up their name badges and registration materials at the Conference Registration Desk. The vouchers must be exchanged for a ticket with assigned table numbers. Check the NAWIC Manual for step-by-step procedures for the exchange or [click here](#).

The Director's Banquet Ticket Exchange will be held Thursday, Aug. 17 from 2 p.m. to 2:30 p.m. in the Grand Ballroom Foyer at the Hyatt Regency Orange County.

Register for the 2017 AMEC Before it's Too Late

Don't miss NAWIC's 62nd Annual Meeting and Education Conference in Anaheim, Calif., Aug. 16-19, 2017. NAWIC's Conference is your chance to experience the power of NAWIC! Online registration closes Aug. 3, but you can register onsite at the Conference Registration Desk in the Grand Ballroom Foyer of the Hyatt Regency Orange County.

Registration is now \$785 for members and \$885 for non-members. You can pay by check, VISA, MasterCard, American Express and Discover at the onsite Conference Registration Desk. For more information, go to www.nawicconvention.org.

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: 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.

NAWIC Adds New Partner—Columbia Southern University



LEARNING PARTNER

Columbia Southern University recently welcomed NAWIC as a member of its Learning Partnership program!

As a member of the Learning Partnership program, employees or members of NAWIC receive a 10 percent tuition discount toward any Columbia Southern University online associate, bachelor's, master's or doctoral degree program. CSU degrees cover such topics as business, criminal justice, human resource management and occupational safety and health. As CSU is a family business, immediate family members of NAWIC's employees or members will also receive this 10 percent discount when they enroll in CSU.

Columbia Southern University also provides the Learning Partner Scholarship opportunity for members or employees interested in furthering their education and career. The winners of the scholarship will receive tuition for up to three years, or until the completion of their selected online degree program with CSU whichever comes first. To learn more about applying for this exciting scholarship, please visit www.columbiasouthern.edu/community/partnerships/scholarships.

Find out more about Columbia Southern University and your Learning Partnership benefits by contacting Christie Ball at Christie.Ball@columbiasouthern.edu or by calling 800-344-5021.

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

When the weather heats up, there's no such thing as a 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!

CORNERSTONE

Get connected to the latest news from NAWIC Committees.

Strategic Planning

By Cindy Johnsen, CBT, CDS, CIT, Strategic Planning Chair

Annual Review

An annual review of your strategic plan should be scheduled when the plan is a year old. Your chapter has been working it and during this full review, it is time to make any needed revisions to the plan. There are some easy steps to go through during your review before you get to the strategies that help you work towards your goals.

- **Review your core purpose.** Hopefully it has not changed since that is your chapter's reason for being. Typically it follows the national core purpose: "To enhance the success of women in the construction industry."
- **Review your core values.** Typically your chapter's core values would be similar to the national core values so they would not change. If you need to wordsmith them, now is the time.
- **Review your vision statement if you have one.** Typically this statement remains the same since it ties back to your core purpose.
- **If you have a vivid description of what you envision your chapter to become, review that as well.** Revise

it, if needed.

- **Review your goals as a chapter or divide up your goals into smaller groups so the process is quicker.** If the goals are divided up, make sure that each group reports back to the whole chapter so everyone is on board. If your goals were long-range goals, they would not be accomplished yet. If you had short-term goals, you may have completed one or two and need to determine replacement goals if so desired. If you followed the national goals, they are still in place, so you are ready to look at the goal objectives.
- **Review your goal objectives.** Typically these would not change unless your goal has changed. You may need to wordsmith them.
- **Now you are ready to start the review** of your Strategic Plan goal strategies.

The review of the strategies is the fun part of the annual review. Strategies are how you are working towards the goal. They can be accomplished without achieving the goal; they are typically a part of the puzzle to accomplishing the goal. You can delete, revise or add strategies as appropriate. This should be done with a small group or your whole chapter. Revision of strategies will keep your plan moving forward. This is the time for discussion making sure everyone is in agreement with what the chapter is doing. If anyone has questions, they need to be discussed so everyone can continue to move the plan forward. Communication is a must since your strategic plan is ongoing. Continue to talk about where your chapter is today and envision where you want to be in the future.

Need some help? Tecker International is consulting the national board on its strategic plan and has on its website many videos on strategic planning. I encourage you to go to <http://www.tecker.com/> and look at their video library and publications to with strategic planning and leadership development. Their videos are short so take a few minutes to look at them. You can also contact me with any questions at Cindy.Johnsen@gcinc.com.

NAWIC Founders Scholarship Fund (NFSF)

By Cindy Johnsen, CBT, CDS, CIT, NFSF Administrator

NFSF will be at the Annual Meeting and Education Conference (AMEC) in Anaheim, Calif. this year. Please stop by and see us! We will have a table in the Mini Trade Show on Wednesday from 10 a.m. to 6 p.m. We will also be available on Thursday from 1:30 p.m. to 6 p.m.

Do you have questions about NFSF and no time to stop by and see us? We have a seminar, "NFSF: Building the Future of the Construction Industry," on Saturday at 8:30 a.m. So drop by and get your questions answered. The trustees want

to talk with you, so please see any of us while in Anaheim. The trustees in attendance will be myself, Yasmine Branden, Sandy Field and incoming trustee Riki Lovejoy.

From all of the trustees of NFSF, thank you for making this a great year for the Foundation. If you can't make it to AMEC in Anaheim, please do not hesitate to contact us at NFSFscholarship@gmail.com.

U.S. Transportation

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

Airport Improvement Projects Required for Next Five Years

A new analysis of Federal Aviation Administration (FAA) data by the American Road and Transportation Builders Association (ARTBA) finds that current airport construction funding levels are only half of what is necessary to make safety improvements and help reduce runway congestion. Thirty-two billion dollars in project improvements will be required over the next five years. The U.S. House and Senate are expected to debate legislation to reauthorize the FAA and the nation's aviation programs.

In 2016, \$3.29 billion was awarded in the Airport Improvement Program (AIP) grants to U.S. states and territories. Airports used 68 percent of those funds—\$2.26 billion—for infrastructure investments. This included the construction, rehabilitation, expansion or improvement of taxiways, aprons, runways and airport access roads. Current AIP funding will only cover half of the cost of all potential projects. These types of projects and other airport infrastructure needs can be addressed by increasing Airport Improvement Program investment, which has been held flat for the past six years.

Airports using AIP grants for runway construction and rehabilitation included: Chicago O'Hare International (ORD), Ted Stevens Anchorage International (ANC), Detroit Metropolitan Wayne County (DTW) and Dallas-Fort Worth International (DFW).

Major airports that have identified AIP eligible projects over the next five years are:

- Chicago O'Hare International (ORD, \$741M)
- George Bush Intercontinental/Houston (IAH, \$626M)
- Charlotte/Douglas International (CLT, \$511M)
- Tampa International (TPA, \$477M)
- LaGuardia (LGA, \$436M)
- Los Angeles International (LAX, \$389M)
- Fort Lauderdale/Hollywood International (FLL, \$381M)
- Baltimore/Washington International Thurgood Marshall (BWI, \$357M)
- Philadelphia International (PHL, \$323M)
- San Diego International (SAN, \$313M)

A state-by-state breakdown of AIP grants and funding needs by airport can be found at www.artba.org/aip/.

Update of Federal Funding - USDOT

The Department of Transportation (USDOT) announced the Infrastructure for Rebuilding America (INFRA) discretionary grant program through a Notice of Funding Opportunity (NOFO) in the Federal Register. The INFRA program will make approximately \$1.5 billion available to projects that are in line with the administration's principles to help rebuild America's crumbling infrastructure — a priority for this administration. In addition to providing direct federal funding, the INFRA program aims to increase the total investment by state, local, and private partners. The new program will increase the impact of projects by leveraging capital and allowing innovation in the project delivery and permitting processes, including public-private partnerships.

This new program promotes innovative safety solutions that will improve our transportation system. INFRA will also target performance and accountability in project delivery and operations. Other initiatives have been launched to fund various areas of transportation including aviation, public transportation, and motor carriers. More information can be found at USDOT's website at www.transportation.gov

Sources: U.S. Department of Transportation, www.transportation.gov; www.forconstructionpros.com; American Road and Transportation Builders Association, www.artba.org

OSHA-NAWIC Alliance

By Kathi Dobson, CIT, OSHA-NAWIC Alliance Chair, and Schelle Wood, OSHA-NAWIC Alliance Co-Chair

The Alliance is pleased to announce that it is sponsoring Christina Hoffman from Cal-OSHA as a presenter at AMEC. We encourage you to attend. Her session description is a little different than what is in the brochure, but never fear, we'll be able to address some of the issues affecting OSHA's role with this administration as well.

Cal-OSHA: On the Cutting Edge of Safety

Cal-OSHA is proud of its leading-edge approach to safety. From silica to sanitation and more, California OSHA has always raised the bar for other state-plan states as well as federal legislation to protect its workers. Join Christine Hoffman, Regional Senior Safety Engineer, California Region III, as she shares the history behind some of California's most important safety legislation.

Hoffman joined Cal-OSHA in 2013 and is the Senior Safety Engineer for Cal/OSHA, Region III, Enforcement, in Santa Ana. During her tenure with Cal/OSHA, she has conducted

hundreds of inspections and accident investigations and has testified before the Occupational Safety and Health Appeals Board (OSHAB).

Prior to joining Cal-OSHA, Hoffman worked in the safety and health profession as a Loss Control Consultant for California's largest workers compensation carrier, State Compensation Insurance Fund. In this role, she assisted employers in developing and implementing safety and health programs and provided safety training to employees and supervisors.

Injury Reporting

After some delay, the OSHA Injury tracking site will go live on Aug. 1. Here's the link to that page:

www.osha.gov/injuryreporting/index.html.

The Injury Tracking Application (ITA) will be accessible from this page on Aug. 1. You will be able to provide the agency your 2016 OSHA Form 300A information. OSHA also published a notice of proposed rulemaking to extend the date by which certain employers are required to submit the information from their completed 2016 Form 300A electronically from July 1, 2017 to Dec. 1, 2017.

Who: Establishments with 250 or more employees that are currently required to keep OSHA injury and illness records, and establishments with 20-249 employees that are classified in certain industries with historically high rates of occupational injuries and illnesses.

What: Covered establishments with 250 or more employees must electronically submit information from OSHA Forms 300 (Log of Work-Related Injuries and Illnesses), 300A (Summary of Work-Related Injuries and Illnesses), and 301 (Injury and Illness Incident Report). Covered establishments with 20-249 employees must electronically submit information from OSHA Form 300A.

When: The requirement becomes effective on Jan. 1, 2017. The new reporting requirements will be phased in over two years. In 2017, all covered establishments must submit information from their completed 2016 Form 300A by July 1, 2017. In 2018, covered establishments with 250 or more employees must submit information from all completed 2017 forms (300A, 300, and 301) by July 1, 2018, and covered establishments with 20-249 employees must submit information from their completed 2017 Form 300A by July 1, 2018. Beginning in 2019 and every year thereafter, covered establishments must submit the information by March 2.

How: OSHA will provide a secure website that offers three options for data submission. First, users will be able to manually enter data into a web form. Second, users will be able to upload a CSV file to process single or multiple establishments at the

same time. Last, users of automated recordkeeping systems will have the ability to transmit data electronically via an API (application programming interface). OSHA will provide status updates and related information as it becomes available.

- View the CSV instructions.
- Download a CSV file template.
- Download a CSV sample file.
- View the API technical specifications.

OSHA also has some FAQ's answered via the above link. If you recall, this is part of a rule issued more than a year ago that also included language regarding post-accident drug testing and whistleblower rights. While we've heard a lot about them, OSHA has not provided clear direction on the path employers or the agency will take to address the issues.

Silica Compliance

OSHA has released a Small Entity Compliance Guide for General Industry and Maritime to help small business employers comply with the agency's Final Rule to Protect Workers from Exposure to Respirable Crystalline Silica. The guide describes the steps that employers are required to take to protect employees in general industry and maritime from the hazards associated with silica exposure. These requirements include assessing worker exposures; using engineering and work practice controls to keep exposures below a specified safety threshold; and offering medical exams to certain highly exposed workers. Enforcement of the final rule in general industry and maritime is scheduled to begin June 23, 2018; enforcement of the construction rules is set to take place on September 23, 2017. We hope you had an opportunity to join the NAWIC Safety and Health webinar on July 19 regarding this new rule. If not, the webinar is available via www.nawic.org/images/nawic/committees/safety/SafetyZoneWebinar%20-%20Silica%20Presentation.pdf, youtu.be/V75sf7My4lw, and podcast.nawic.org. This webinar, hosted by Tammy Clark, Grand Rapid Chapter and your 2016-17 National Safety and Health Committee Chair is an hour-long briefing on all the ins and outs you need to know to comply with the standard.

Alliance Updates - Sanitation

In late May, the A10.25 consensus standard (Sanitation in Construction) was approved and is currently in publication. NAWIC members were instrumental in getting this standard revised and renewed. Jane Williams of A-Z Safety (Phoenix Chapter) and a past national NAWIC president was the chair of this committee and Kathi Dobson, Alberici Constructors (Detroit Chapter) was the vice chair. Changes to this standard include current best practices for hand washing, separate toilet facilities and providing disposal methods for sanitary products. We're very proud of the efforts made by this committee and we hope it leads to changes to the federal standard for sanitation.

Our Alliance is coming up for renewal and we'll be working diligently with the office of outreach and alliances (OOSA) and our alliance coordinator to promote and support the health and safety of the women in our industry. Our current efforts are on PPE issues, sanitation issues and ergonomic issues. If any member has any ideas regarding other issues that this alliance can tackle over the next three to six years, please let us know. We look forward to hearing from you at the Annual Meeting and Education Conference and hope you visit us at the mini-trade show.

As always, our effort is all things OSHA. We are always eager to hear from our members regarding their concerns related to the Alliance, and we ask that if you have an interest in OSHA, please contact us. We're always looking for active, eager members to support our committee.

Legislation and Policy

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

Have You Heard of the Volks Rule?

I hope that this information is helpful to firms that deal with Occupational Safety and Health Act regulations. OSHA requires construction firms to maintain a detailed log of all jobsite injuries and illnesses. The Act sets a six-month statute of limitations to cite firms that did not record jobsite injuries and illnesses. The Act is called Volks, because the construction firm challenged OSHA for citing the company for a violation that occurred more than six months before.

The Obama administration finalized a federal regulation known as the Volks Rule that attempted to change the statute of limitations for recordkeeping violations from six months to five years.

WIC Week

By Barbara Allen, LEED AP, WIC Week Chair

Hello ladies! I wanted to take a moment to say thanks to all who participated in WIC Week 2017. Our goal was to increase the visibility of women in the industry and there is no question that we succeeded. Website postings, mailings, proclamations, social events, chain letters, billboards, hard hat stickers, cookies and speakers — not to mention social media postings galore! I wish each of you could have read through the recaps as I did. The recaps alone proved the strength and power that this organization has and is willing to use. We are undoubtedly a force in this industry. You are proud to be women in construction and I am proud to be your NAWIC sister. Thank you for making my vision for WIC Week come alive.

NATIONAL OFFICER'S MESSAGE



NAWIC President Connie Leipard Looks Back on Year in Office

By Connie M. Leipard, CIT, NAWIC President

This is the last Connection article I will write as NAWIC President. Wow! What a year this has been!

It has been an incredibly busy year. The 2016-2017 leadership team has accomplished much. During the Annual Meeting and Education Conference, Aug. 16-19, 2017, members, guests and sponsors will hear and see the progress NAWIC has made. It is not too late to register! [Click here.](#)

Thank you to the Executive Committee, Regional Directors, National Committee Chairs and the NAWIC Staff for contributing to successful outcomes and goals achieved during this year. We worked together to support, encourage and grow NAWIC for continued success. This is an achievement to be proud of!

The theme of support, encourage and grow has been one that expresses the ultimate goal of the national board. We were determined to provide the support and encouragement necessary for chapter leaders to be equipped with knowledge and information through training resources. Eleven webinars conducted by the Executive Committee, Dede Hughes, Executive Vice President, and Darren Moore, NAWIC Legal Counsel have provided a resource library for chapter leaders to utilize. President-Elect Schoenenberger is currently making final plans for next year's syllabus of training.

Growing NAWC has been happening in a big way! It was a pleasure to attend the chartering meeting and celebration of the new Oklahoma City, Okla. Chapter #383. The chapter has been chartered with more than 40 members. Thank you to Dena Rowland, South Central Region Director; Diane Mike,

NAWIC Secretary; and the Tulsa, Okla. Chapter #76 for all their hard work in supporting the enthusiastic ladies of Oklahoma City who were determined to become a chapter.

We have expanded NAWIC member benefits to include educational opportunities through a tuition discount at Columbia Southern University, Troy University and the International Risk Management Institute (IRMI) Construction Risk Insurance Specialist (CRIS) certification.

We have expanded NAWIC member company benefits with the UPS Capital Funding Source Kabbage program and a brand-new Health Insurance program by OutFront Health through the Cornerstone Companies. This is an exciting opportunity for small businesses with 2 to 500 employees.

International Risk Management Institute (IRMI), Cornerstone Companies and UPS will have booths at the Annual Meeting and Education Conference Trade Show where you can find out more information about these wonderful new programs.

This is an exciting time to be part of NAWIC national leadership. We succeeded in launching a successful national marketing program that exceeded measurable goals. Just as important, NAWIC owns the rights to the video, which can be utilized in the upcoming year to market NAWIC and increase awareness of our core purpose.

The transition of leadership at the NAWIC office from Dede Hughes, current Executive Vice President, to Beth Brooks, CAE will be complete in the next few months. We thank Dede for her outstanding service to NAWIC for more than 21 years. At the same time, we welcome Beth Brooks in her new role looking forward to new opportunities for NAWIC to grow.

Finally, I would like to express my sincerest gratitude for the opportunity to serve as NAWIC President. It has been an honor and privilege and a positive experience I will never forget.

See you in Anaheim!

CHAPTER OFFICER REMINDERS

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

Chapter Presidents

In October, new chapter officers will begin the 2017-2018 term. As the current chapter president, it is your responsibility to ensure a smooth transition into next year. So, if your chapter officers will be changing, make sure the outgoing officers have given the necessary materials to the incoming officers. Ensure each officer has completed the required duties to close out the 2016-2017 year, so you will be ready to begin the new year in October.

Chapter Treasurers

It is recommended that your chapter president appoint at least two or three people to an audit committee to ensure the accuracy of the chapter's financial records. To facilitate the audit process, each month's bank reconciliation, statement, deposit slips, checks and paid bills should be attached to the monthly treasurer reports. The audit committee will use this information to prepare its report. A copy of the audit committee's report should be retained in the treasurer's files. For more information about the recommended audit procedures, please see page 19 of the Chapter Treasurer's Handbook.

Chapter Membership Chairs

How can you help increase the possibility of all your chapter members renewing their memberships for the upcoming 2017-2018 year? For starters, be on the lookout for members who are not satisfied with their NAWIC membership. Once you know of someone who is not satisfied, communicate with the concerned member about her problem, and address it head on. Sometimes a member who is thinking of dropping her membership may make a comment about it when she is called. Experience shows about 20 percent of members who actually terminate their memberships will renew if someone will express genuine concern about their issues.

REGIONAL ROUNDUP

Region Directors report on NAWIC activities across the country.



Pacific Northwest Region | Ruth Fritts

Now that the elections for chapter officers are over several of the chapters in the Pacific Northwest have held or are holding retreats for their incoming board members. Kudos to those chapters for taking the time to invest in their new officers. They will start the year off right. Spring/Summer has brought several golf tournaments as fundraisers. Other chapters are taking a couple of months off and will start back strong in September.

It has been a struggle this last month to get all the chapters to submit their Standing Rules after the change to Standing Rule #2, but I think we are close to having them all submitted. I would like to thank Robin Fulton Meyer for being diligent in making sure that all the Standing Rules are in conformance with national. I'd like to give a big thank you to the chapter presidents for getting the standing rules submitted and corrections made to those rules that did not conform.

The Greater East Bay, Calif. Chapter #30 has decided after another year of trying to rebuild their chapter to merge with the San Francisco, Calif. Chapter #19. They will have a special meeting in August to vote on the merger. The paperwork should be complete prior to the Oct. 1 renewal deadline. I am sure that the San Francisco Chapter will welcome them with open arms.

We currently have about 46 members registered to attend the Annual Meeting and Education Conference in Anaheim. We have 12 of the 15 chapters represented and are working on 100 percent representation for next year. I encourage all members to attend. If you cannot attend this year, than start planning for next year. The networking and education at this conference will help build your career. Don't be afraid to invest in yourself; you are worth it.

I have had the pleasure of reviewing several of the new versions of the officer handbooks that will be coming out. These handbooks will be a help to those new officers and a great review for those that have been officers or board members previously. Be sure to pass these handbooks on to the new leaders when they become available. Mentoring our new chapter leaders is extremely important to their success and the success of the chapter.

This being my last article in the Connection, I would like to say it has been an honor to have been a part of the national board for the past two years. I have enjoyed working with the board members to try to make this the Association of choice for women in our industry. I wish the new board success in the coming year and I look forward to being an active member in my chapter and region.



South Atlantic Region | Lorie Lythgoe

Summer Leadership was held in Burlington, North Carolina on July 15. Training for our incoming leaders and future leaders came not only from the great information you can get off the NAWIC website, but from a round table of experience of seasoned members who shared their experiences and answered questions from the attendees. Director-Elect Kristey Stewart shared her visions for the future. She has many ideas and will keep this train moving.

The South Atlantic Region continues to grow and retain our membership. Our growth comes not only in our numbers, but in each member's own self-growth. We encourage and support each other to take on new roles, challenge ourselves to move forward and step out of the comfort zone. We have made changes to meet the needs of our members and will continue to attract the bright women in the construction industry.

It is hard to believe how quickly the past two years have gone by. I have learned so many things from some many wonderful women. The strength and support that comes from our membership is beyond words. Thank you for the opportunity to serve as your region director. May God bless you all.



South Central Region | Dena Rowland

Can you believe the NAWIC year is just about over? Chapters have held their elections for the 2017-2018 board; they have been busy reviewing Standing Rules; and they are planning their summer strategic plan workshops. I have always loved the strategic planning sessions. It means new beginnings and fresh ideas for a new year. I do hope that as our incoming boards are preparing for the upcoming year, that they pay close attention to their budgets. All chapters need to have a line item in the budget to allow for a minimum of one delegate to attend regional and national events. These events are to help you plan and succeed and for you to find out what is going on in the Association outside of your own chapter.

On another note, I am honored to announce that the South Central Region has a new chapter. This chapter is the Oklahoma City, Okla. Chapter #383 that was chartered on July 14, 2017. You must have 25 members to charter a chapter. These ladies are on

a roll. They currently have 45 members and are still spreading the news of NAWIC in Oklahoma. I do hope that some of the members will be able to join us in Anaheim, so that they can really understand the power of NAWIC.

Speaking of Anaheim, are you registered for AMEC? The national board has put in long hours working to make sure that this event has something for everyone. The venue is beautiful and you are just minutes away from Disneyland®. It's the perfect destination for a family for before or after the conference.

It has been an honor and a wonderful experience serving as the first South Central Region Director. Thank you, members, across the country who have called, emailed, texted and shown your support during my tenure. I look forward to seeing our Association continue to grow and support and encourage women in construction.



Southeast Region | Angelia McElroy, CIT

Wow, the year is just flying by and we will be in Anaheim very soon for my last AMEC as your Southeast Region Director. I can honestly say it has been a whirlwind of education and opportunity to serve on the national board.

Many changes have occurred as the organization continues to move in a direction dictated by you, the member. Your board initiated leadership-training workshops because they were listening to the members' comments and filling a "need."

I urge you to continue to speak up and volunteer to take action (by serving on a task force or as a national chair). NAWIC will thrive on those efforts, as we become the association for all women in construction.

I have heard many great comments about the national officers from members. "They are so much like us and very approachable," and "I didn't realize she was the President when she asked about my career aspirations!" These are great signs that your board really does want to know what you, the members, believe as they continue travelling to region events and gather the knowledge needed to keep the Association on track and proceeding in the direction required for our members.

I look forward to more improvements to our Association as we start a new "era" with EVP Beth Brooks and say "Happy retirement" to EVP Dede Hughes!

Director-Elect Karen Hager has already started a good communication link with the region and I know she will continue to forge the region into a more cohesive group. Please give her your support and enthusiasm as she begins her two-year term as your director.

I can't resist touting the Southeast Region membership numbers one last time! In May, Southeast became number one in total membership across the U.S. and has managed to stay on top since with the Greater Orlando, Fla. Chapter being NAWIC's largest chapter. As of July 24, our region membership was 596. So, can we top 600 for the year end?

Highlights

Discover how members and chapters are enhancing their success.

NAWIC Adds New Chapter — Oklahoma City

NAWIC has added a new chapter. On July 14, the Oklahoma City, Okla. Chapter #383 held its charter meeting. The chapter elected Angela Troncoso as its first Chapter President and has already recruited 45 members!

In attendance at the charter meeting were NAWIC President Connie Leipard, CIT; NAWIC President-Elect Catherine Schoenenberger; NAWIC Secretary Diane Mike, CBT; NAWIC Executive Vice President Dede Hughes, IOM; NAWIC Deputy Executive Vice President Beth Brooks, CAE; South Central Region Director Dena Rowland; and 2017-2018 South Central Region Director Laurie Jimenez, CBT, PMP, DTM. NAWIC members also traveled from chapters as far away as Maine to attend the charter meeting and support the Oklahoma City Chapter.

Below are photos from the event.





NAWIC Member Share Expertise on Heat Illness

NAWIC member Kathi Dobson, CIT, OSHA-NAWIC Alliance Chair, recently shared her expertise on heat illness with the online publication Jobsite.

You can read the full article at jobsite.procore.com/beating-the-heat-a-refresher-on-the-dangers-of-heat-illness.

Texas Association of Mexican American Chambers of Commerce recognizes El Pasoans

Congratulations to NAWIC Member Yolanda Diaz who was named the Texas Association of Mexican American Chambers of Commerce as the 2017 Businesswoman of the Year. Read more here.

San Diego's 2017 Camp NAWIC in the News!

The San Diego Chapter's 2017 Camp NAWIC was featured in the local newspaper!

www.sdtranscript.com/common/SDTFreeStory.cfm?sdtid=960303

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!

Final Safety & Health Report for 2017

A Personal Message from Tammy

As we wrap up another NAWIC year, I just want to say that I have enjoyed my time as Chair for the Safety & Health Awareness Committee. And I want to give a shout-out to Leah Curran, my Co-Chair, without whom our committee could not have accomplished what we did! We had some communication challenges over the year, but I believe we were able to bring the committee to a new level of quality, excellence, and communication, reflective of a professional industry organization.

My number one goal this past year has been to provide our members, and member companies, a great return on their NAWIC investment, just through the safety and health information provided to them through our committee. We have provided materials in the form of uploaded power points and informational documents, as well as an industry-first webinar regarding step-by-step silica compliance (a “how-to” guide, not just silica information). All of this information is available on the committee page of the national website. Feel free to use it to help your organization better understand certain topics, and to provide training to your employees. This information alone is worth thousands of dollars!

We have also worked hard to provide streamlined applications for the safety awards that level the playing field, whether your organization is a specialty trade contractor, or a large GC firm. It shouldn't matter when it comes to safety performance.

I hope to see many of you in Anaheim in just a couple of weeks! If you will be there, please introduce yourself to me at the committee networking event!

OSHA'S Final Reporting Rule

OSHA released its' final rule regarding reporting of the 300 log information. Companies that are required to report (all construction companies with 20 or more employees, must follow the Recordkeeping Rules and are required to report), have until December 1, 2017, to do so. Please click here for more information on reporting requirements.

A construction company with 20 – 249 employees must submit their OSHA 300A log. A company with 250 + employees must submit the original 300 Log.

National Safety Excellence Awards

The following winners have been submitted for entry into the national competition, and the national winner will be announced at the AMEC industry awards luncheon in Anaheim, California, in August. Best of luck, and congratulations to all regional winners!

Midwest Region:	Walsh Construction Company, 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:	McCrary Construction Company, LLC
South Central Region:	Emerson Construction Company, Inc.