

National Association of Women in Construction



Career

Education



Future



THE CONNECTION

Connecting leaders and members
to news from NAWIC

December 2016

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

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Happy holidays from the NAWIC staff!

The NAWIC staff wishes you and your family a very happy and safe holiday season. NAWIC's national office will be closed Dec. 23, 2016 through Jan. 1, 2017.

NAWIC Continues Chapter Leadership Training Series in December

The December session of NAWIC's Chapter Leadership Training Series will be held on Thursday, Dec. 8 at 7 p.m. Eastern time. The session, "Chapter Vice President as Committee Chair Coordinator" has a target audience of chapter vice presidents, but is open to any interested NAWIC member. To join, call the dial-in number at 641-715-0700 or go to <https://join.freeconferencecall.com/dsifers-nawic> on your computer. You will need the meeting access code 795621. Those who call in will not be able to see the session's visual aids unless they also go to the website above.

The Power Point presentation will be made available on the NAWIC website (http://www.nawic.org/nawic/Leadership_Training.asp) at least one week prior to the scheduled webinar for review. Any questions should be directed to Dove Sifers-Putman at dsifers@environamics-inc.com or Colleen Cribbs, NAWIC National Committee Liaison, at colleenc@nawic.org.

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

Start Prepping for WIC Week 2017



Every year it seems like time is moving faster. This is especially true during the holiday season. The next thing you know it'll be 2017. I always tell myself I'll be able to relax in January. Then January arrives and my to do list explodes. Believe it or not, WIC Week 2017 is just around the corner. Start planning today. Visit the WIC Week website at <http://wicweek.nawic.org/> for information about WIC Week, forms and to order the 2017 pins and posters. You may also visit the WIC Week Store to order your posters and pins.



The pins and posters are going fast so order early. The posters are two sided again this year so you can use them for WIC Week and then turn them over and use the rest of the year. Be ready for WIC Week 2017 with pins and posters for all your chapter members!

NAWIC seeks NAWIC National Officer and Director Candidates

Would you like to become a Region Director or a National Officer? Is there someone in your chapter who has what it takes to lead? The NAWIC office is seeking qualified members to submit for candidacy for the offices of President-elect, Vice President, Secretary and Treasurer. If your chapter has one or more prospective candidates, please click here for more information and instructions.

The NAWIC office is also looking for qualified members of to submit for candidacy for Region Director for the Pacific Northwest Region, South Atlantic Region, South Central Region and Southeast Region. If your chapter has one or more prospective candidates for Region Director, please click here for more information and instructions.

NAWIC Items on Sale in December

Gift your fellow NAWIC members with great NAWIC items this season. The NAWIC store offers a wide variety of NAWIC jewelry, ranging from officer guards and longevity pins to membership pins and pendants. The store also carries silver bracelets, charms and necklaces. In addition, it features a limited supply of NAWIC promotional items, which are currently on sale.

- NAWIC Valet Key Ring, originally \$6, sale price \$5
- NAWIC 60th Anniversary Tote Bag, FREE with your order of \$20 or more!
- NAWIC Can Cooler, originally \$3, sale price \$2
- NAWIC Gusseted Card Case, originally \$9, sale price \$8
- NAWIC Luggage Tag, sale price \$4
- NAWIC Stylus Pen, originally \$3.50, sale price \$3
- NAWIC Black and Gray or Black and Red Padfolio, originally \$10, sale price \$5
- NAWIC Red Padfolio with Velcro Closure, sale price \$10

Visit the store online at www.nawic.org/nawic/NAWIC_Store.asp or click here.

Add NAWIC to Your Phone's Home Screen

Just a friendly reminder that you can add the NAWIC website to your home screen on your mobile device so all you have to do is click on the icon to take you there. However, please remember that while it looks like another app on your phone it is still a mobile friendly website. It is not an app you get through the Android or Apple app store. You must use your browser to view it. If you ever have any questions about it please feel free to email Tim Elmore at time@nawic.org.

NAWIC Now Has Podcasts

Yes, now members can listen to NAWIC podcasts while on the go or at your desk at work. You can find links to our podcasts at <http://podcast.nawic.org>. NAWIC will be adding more to the list, so keep checking back!

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 at <http://nawic-jobs.careerwebsite.com/> today.



The NAWIC/UPS Savings Program can help you ship more efficiency

When it comes to order fulfillment, inventory management, and customer billing NAWIC members are always looking for ways to be more efficient and reduce costs in their outbound operations.

By integrating UPS shipping technology with your existing order management and accounting systems, you can reduce order fulfillment time and reduce errors. You can also prepare your shipments choosing from the broadest portfolio of package and freight services in the industry.

NAWIC Members can realize the following discounts:

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The NAWIC/UPS Savings Program offers free enrollment for all members, with no fees or minimum shipping requirements.

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Email: upsfreightassociations@ups.com

To learn more, visit savewithups.com/nawic.

CHAPTER OFFICER REMINDERS

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

Chapter Presidents

You should have received the Free From NAWIC Mailing in your mailbox in October. The mailing included a sample of each available Marketing Tool and an order form. Free From NAWIC items can be obtained anytime by ordering online or submitting a Marketing Tools Order Form to the NAWIC Office.

Chapter Treasurers

We need your help keeping your chapter informed of who has renewed based on payments for the 2016-2017 fiscal year. The NAWIC Office sends chapter treasurers rosters of renewed members with the email notification of ACH payments on the 15th and 30th of every month. It is the treasurer's job to keep careful records to show who has and who has not renewed based on payments received. Often times, members believe they have renewed (for various reasons), when in fact their payment has not been received at the NAWIC Office. The treasurer's accurate records and communication of those records with other officers will help keep your chapter informed.

Chapter Membership Chairs

The 2016-2017 Marketing Tools are now available from the NAWIC Office. Please remember to destroy all of your old membership applications. New membership applications for the 2016-2017 year can be printed from NAWIC Online, or you may order a supply of them from the NAWIC Office. You may also request updated versions of other NAWIC materials and brochures by ordering online or completing the Chapter Marketing Tools order form. Give these informative pieces to prospective members, so they can discover the value of NAWIC membership.

NATIONAL OFFICER'S MESSAGE



Thank Previous Generation for NAWIC

By Dove Sifers-Putman, CBT, NAWIC Vice President

Can you imagine being a woman in the workforce in 1953? Thank you to the 16 ladies that came together to start Women in Construction of Fort Worth, Texas. Thankfully, they had the vision and support of other women to become the National Association of Women in Construction in 1955. Based on information from the Department of Labor, the percentage of women in the workforce is at 57 percent. However, there is a lack of women not only in the construction industry but also in other non-traditional careers. I would credit this to the days when women were stay-at-home mothers and didn't work outside the home. My mother worked at home making a hot lunch for my father's sawmill crew Monday through Friday and of course she didn't receive a salary. But she learned skills such as time management, math, customer service and more. We have come a long way since those days.

NAWIC leadership training is a great way to provide women with the knowledge, support, encouragement and opportunity for growth they need to work in a male-dominated workforce. There are opportunities for NAWIC members to learn construction education and leadership skills. We talk to or meet someone every day that could benefit from the education, training and support NAWIC has to offer.

NAWIC is offering leadership training that helps members in their everyday jobs. Visit www.nawic.org and visit the Professional Development and Education page for a schedule of the upcoming workshops. If you are unable to make the workshop, you can go to the podcast section on the NAWIC website and listen to the workshop at your leisure.

REGIONAL ROUNDUP

Region Directors report on NAWIC activities across the country.



Pacific Northwest Region | Ruth Fritts

The Boise Chapter did a great job in hosting Fall Conference. The Halloween-themed Welcome Party gave everyone a great view of the city at night from the penthouse suite of The Owyhee. We even celebrated several members' birthdays. Even though we had to change the meeting room venue due to amount of people registered, the Boise Centre across the street from the hotel came through with an affordable meeting space and good food. There was positive feedback on our keynote speaker, Shelley Gartman, who fit right into our theme of Stronger Together, and on Jeff Anderson with Lean Construction. The members also provided constructive discussion on the questions presented regarding leadership succession planning. I am looking forward to presenting the results at the next board meeting. The weather did not exactly cooperate, but members participated in the downtown walking tour, Jack's Urban Meeting Place (JUMP) tour and the city sights. A little rain never seemed to hold us back.

With Fall Conference behind us, the Greater East Bay and San Francisco, Calif. chapters are working on spring Forum, which will be held in South San Francisco, May 18-20, 2017. Make sure that you put this one on your calendar because these ladies have some great ideas.

Kudos to the Pacific Northwest Region chapters, we were the first region to get all of our IRS compliance forms turned into national.



South Atlantic Region | Lorie Lythgoe

The South Atlantic Region held its Fall Conference in October in Richmond, Va. The weekend was full of leadership training and educational workshops. Workshops included Dealing with Harassment in the Workplace, What's Happening in NEF, Successful Fundraising: Golf Tournament and Tricky Trays, Sustainability in Construction, Membership: Refresh Your Style, and NAWIC Officer Q & A. We had 21 first timers in attendance.

Our National Secretary Diane Mike posed two questions to the assembly.

1. How do we insure Leadership succession planning occurs at every level of NAWIC for continuity?
2. How can the national board help our chapters succeed?

The NAWIC Strategic Plan was reviewed and discussed.

Membership Growth Awards went to the following chapters. For numeric increases, the Charlotte, N.C. Chapter #121 had 18 new members and the

Durham, N.C. Chapter #83 had 12 new members. For percentage increases, the Durham, N.C. Chapter #83 had a 155.6 percent increase and Charlotte, N.C. Chapter #121 had a 93.33 percent increase.

I am pleased to announce, at this time, we have two candidates for 2017-2019 Region Director. Debbie Edwards, CIT, of the Columbia, S. C. Chapter #113 and Kristey Stewart, CIT, of the Durham, N.C. Chapter #83 have committed to running. We will vote at Spring Forum in Myrtle Beach, S.C. So join us "Under The Boardwalk," April 21-23, 2017.



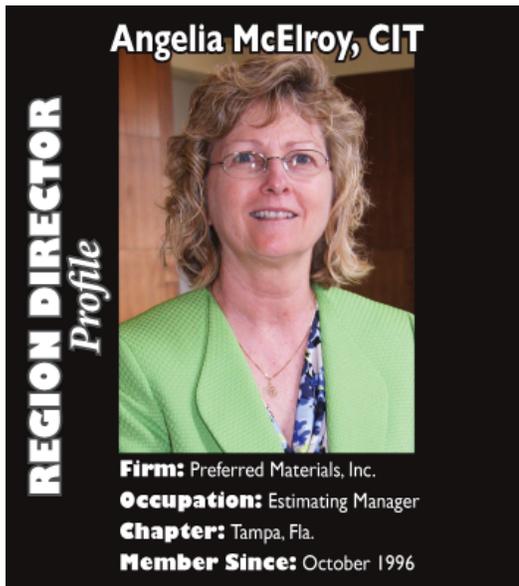
South Central Region | Dena Rowland

The South Central Region held its Annual Fall Conference at the Royal Sonesta Hotel in Houston, Texas, the weekend of Nov. 11-12, 2016. The conference was hosted by the past region directors. There were 80 attendees at the conference and four of those were guests, who we hope will becoming members in the very near future. The workshops were well attended and the speakers did a fabulous job presenting.

On Saturday during the business meeting, we learned that we now have three candidates who will be running for South Central Region Director. They are Peggy Harthcock from the Jackson, Miss. Chapter; Laurie Jimenez of the Houston, Texas Chapter; and Jennifer VanBreda of the Dallas, Texas Chapter. I commend each of these ladies for their commitment to NAWIC. All three of these ladies have a strong passion for NAWIC and are very qualified to serve the region. Good luck to these candidates!

Have you marked your calendar for the Leadership Training Courses? These are some great tools and resources that are definitely an added value for all members. If you can't make the actual training session, then log into the national website and download the material. This is great leadership information that needs to be shared in all chapters.

As we close out 2016, I wish you all much peace, love and joy. Don't forget to Support, Encourage and Grow and let's make 2017 the best!



Southeast Region | Angelia McElroy, CIT

As the fall season begins to cool the weather in the Southeast states, many NAWIC chapters are readying for the holiday season. They are scheduling fundraisers, charitable donations and activities, social/networking events and organizing NEF Block Kids competitions.

The Tallahassee, Fla. Chapter put together a NAWIC team in honor of long-time member Carole McDaniel-Carter for the Oct 23 Making Strides for Breast Cancer Walk, raising several hundred dollars for the cure. Tallahassee has also increased its member roll by two since Oct 1! The Space Coast Florida Chapter held its first luncheon meeting on Nov. 3 and has also added two new members since Oct. 1. The Nashville, Tenn. and Miami, Fla. Chapters have a unique competition going that region membership co-chairs Rhonda Wimberly and Andi Nicholson have shared with the region. It is a great way to grow our chapter membership and provide assistance for more members to attend Forum 2017 in Birmingham, Ala. The Tampa, Fla. Chapter has started a mentoring program for chapter members and President Heather DeGrave

is busy planning the first-quarter follow up meeting for Space Coast Florida, Greater Orlando and Tampa Chapters as a result of the September Leadership Training. The Southwest Florida chapter hosted Scott Whitaker, PSM, for its Nov. 14 monthly program. Whitaker spoke on the topic of “Why Are Property Surveys Important?”

Notably, Montgomery, Ala. Chapter member Lanell Smith worked with Troy University in order to secure a national partnership with NAWIC. The partnership provides for tuition discounts and more! In addition, the chapter has added two new members since Oct. 1!

The Greater Orlando, Fla. Chapter hosts a “NAWIC 101” presentation prior to each general meeting to help orient new members and prospective members. Do you want to know more? Contact Orlando president-elect Megan Picataggio. Also, with 107 members and still growing, Orlando is NAWIC’s largest chapter and has become a target for the Detroit, Mich. and Las Vegas, Nev. Chapters!

The Greater Fort Lauderdale, Fla. Chapter’s Nov. 1 Lunch and Learn program featured Seminole Tribe of Florida Construction vice president Jess Burts. Burts spoke about the \$1.8 Billion expansion program the Seminole Tribe has for Florida. The Greater West Palm Beach, Fla. Chapter hosted a monthly program on “Sea Level Rise Impacts” on Nov. 10. Greater Birmingham, Ala. Chapter member Gloria Cook is working on University of Alabama-Birmingham (UAB) to secure a NAWIC Partnership similar to the Troy University agreement recently attained.

In addition, the Birmingham Chapter and the Forum Committee are steadily planning Forum 2017. It will feature the theme “Experience the MAGIC!” and be held March 30-April 1, 2017. It will also feature an interesting and informational tour of Birmingham (Thursday afternoon), education (workshops on Friday), networking (a business expo to highlight our region firms), fun, spectacular speakers and a great downtown venue (Hilton Birmingham). Make plans now to visit the historic and innovative magic city of Birmingham. I am certain the room block will fill quickly for this event. All forms are posted to the Southeast Region website at www.nawicsoutheastregion.org.

The region has a great start on 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! Keep those renewals coming. Members can choose to renew anytime within this year and keep their longevity intact. Sometimes a friendly phone call reminder can be the difference in keeping or losing a member.

CORNERSTONE

Get connected to the latest news from NAWIC Committees.

Strategic Planning

By Cindy Johnson, CBT, CDS, CIT, Strategic Planning Committee Chair

Planning for 2017?

Even though your chapter has things set in motion for the 2016-17 NAWIC year, you can always look forward to the years to come by strategically planning for the future of your chapter. Start talking about what your chapter future looks like throughout the year. It is never too early to talk about where your chapter should be going!

I am sure you personally plan for the holiday season annually, so why not do the same thing with your chapter? Start with an easy goal and then add to it. Before long, you will have a plan for the next three years. It is as easy as planning your holiday season. I know I need to plan days off months in advance to just get me started thinking about everything I need to do.

Tecker International, a NAWIC consultant, has on their website many videos regarding strategic planning and leadership development. I encourage you to go to <http://www.tecker.com/> and look at their video library and publications to help guide your chapter towards implementing a strategic plan or tuning up your current one. Their videos are short, so take a few minutes to look at them.

Have a wonderful holiday season. If you need any assistance, please contact me at Cindy.Johnsen@gcinc.com.

NFSF

NFSF Wishes You Happy Holidays!

NFSF, the NAWIC Founders Scholarship Foundation, would like to wish you and your families Happy Holidays! We thank you all for your support throughout the years as we continue providing the construction industry with trained employees through higher education.

If you need to make a last-minute donation before the end of the year, please do not hesitate to contact us. NFSF is a 509(a)(3) designated organization, so contributions are tax deductible as a charitable donation. Information regarding NFSF is on the NAWIC website under Careers & Education or click [here](#).

From all of the trustees of NFSF, have a wonderful new year! If we can be of service, please email us at NFSFScholarship@gmail.com.

U.S. Transportation

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

News to Share

National Summit Focus on Ladders of Opportunity

Key stakeholders including academics and mayors from across the U.S. gathered at the National Summit on Transportation and Opportunity with a shared goal of connecting communities and people to Ladders of Opportunity. Secretary of Transportation, Anthony Foxx, spoke about the importance of the transportation system that “unites us, not divides us.” This group discussed ways to better serve the public, successes and barriers for strategies for transportation planning and policy, job creation in transportation projects, and the often heard need for infrastructure investment. The need for a world-class transportation system is obvious as the population grows. This will ensure that everyone receives the benefits—Ladders of Opportunity.

Our Roads, Our Responsibility

The Federal Motor Carrier Safety Administration (FMCSA) works every day to reduce crashes, injuries and fatalities involving large trucks and buses on our roadways. A new public campaign—Our Roads, Our Responsibility—launches promotional and educational materials including radio public service announcements, digital banners, graphics, tips and facts, social media content, and an information line from the FMCSA. Contact the FMCSA at 1200 New Jersey Avenue, SE, Washington, DC 20590 or via email at OurRoads@dot.gov. The FMCSA website is www.fmcsa.dot.gov.

FHWA Reallocates Highway Funds

The Federal Highway Administration (FHWA) has redistributed to the states \$2.8 billion in unused federal highway aid to help fund road and bridge projects. This happens annually near the end of the fiscal year for 49 states and the District of Columbia. States' shares are determined by formulas set by Congress with California receiving the largest portion, followed by New York, Florida, Illinois, Pennsylvania, Georgia, Ohio, Michigan, Virginia, and Texas, etc. In general, the state departments of transportation tend to use most of the funding. States must obligate the funding to specific projects and there is wide latitude for this redistributed aid so that it can be used where it will best benefit the projects with the most need.

2017 Fastlane Grants

The U.S. Department of Transportation will be taking applications for up to \$850 million in fiscal year 2017 for another round of Fastlane grants, an acronym for Fostering Advancements in Shipping and Transportation for the Long-term Achievement of National Efficiencies. This is money set

aside in the Highway Trust Fund to help pay for high-priority freight and highway projects across the country for the years 2016 to 2020. In 2016, \$759 million was awarded to federal, state, local and private sources. There are plenty of projects waiting for funds. In 2016, 212 applications were received seeking \$9.8 billion.

Source: Federal Highway Administration, www.fhwa.dot.gov

OSHA/NAWIC Alliance

By Kathleen Dobson, CIT, CSP, STS-C, LEED AP, OSHA/NAWIC Alliance Committee Chair

With the results of the 2016 elections final, we are certain to see a “new” OSHA. We expect that there will be many changes in the administration’s outlook on occupational safety and health, and we will make you aware of anything we learn. Our good friends at Fisher Phillips already have a “top 10” Workplace Law Developments and Things to Expect. Affecting our Association most directly would be anything related to workplace safety. Here’s a preview.

Travis Vance, a member of the Fisher Phillips Workplace Safety and Catastrophe Management Practice Group, has the following prediction for the approaching Trump presidency: “Based on his comments and the literature made available by his campaign, President Trump likely will streamline the Occupational Safety and Health Administration (OSHA), repeal some or all of its recent rules on increased penalties and reporting requirements, and refocus the agency on high-hazard enforcement.”

Vance believes that several OSHA initiatives will likely be in Trump’s crosshairs. First, it is likely he will reverse course on OSHA’s penalty increases, which in some cases recently saw penalty amounts rise by 80 percent. “Even if Trump decides to not repeal the penalty increase rule in its entirety look for him to at least remove the rule’s requirement that OSHA’s maximum penalties increase each year to account for inflation,” said Vance.

Second, you will likely see an elimination of the electronic reporting rule slated to take effect on July 1, 2017. This rule will require certain employers to report injury and illness information to OSHA, which will then post this information online for public viewing on its website. Vance predicts that Trump likely will view this new rule as an unnecessary burden, as most employers must already track this information internally on their OSHA 300 logs. He may see the new electronic reporting rule as an example of “unelected bureaucrats” shaming certain employers into compliance masked as an effort to collect data about injuries and illnesses.

Vance also believes that Trump will take several other steps to reduce the role of OSHA. He may seek to create more state plans or provide existing state plans more jurisdiction. “President Trump may find expansion of state OSHA plan jurisdiction as an opportunity to shrink the federal agency and save taxpayer dollars,” said Vance. Also, Trump may scale back the federal whistleblower oversight of OSHA, which currently enforces the whistleblower provisions of approximately 22 statutes. These claims demand a significant amount of federal resources, especially because many of these complaints are unfounded (perhaps only one in every 30 whistleblower claims may have merit). Trump may attempt to eliminate OSHA’s jurisdiction over many of these statutes, heighten the threshold for a claimant to establish a prima facie whistleblower claim, or both. These changes would allow OSHA to focus on high-hazard industry enforcement, accident and fatality inspections, and safety outreach consultations with employers.

On a bit lighter note, you can now follow OSHA on Twitter at @OSHA_DOL and visit the DOL Facebook page for up-to-the-minute OSHA information and resources. OSHA provides news and commentary on workplace safety and health from its senior leadership, staff and guest contributors on the DOL blog. Their latest posts include:

- Top 10 OSHA Citations of 2016: A Starting Point for Workplace Safety by Thomas Galassi, director of enforcement programs for OSHA,
- Getting a GRIIP on Worker and Public Safety by Leni Uddyback-Fortson, regional director of public affairs for the U.S. Department of Labor in Philadelphia, and
- Your Work Has Dignity: Labor Rights Week 2016 by Fernando Garavito, community center director at CASA de Maryland.

Finally, OSHA is holding a public meeting to discuss potential updates to the Hazard Communication Standard on Nov. 16, 2016, in Arlington, Va.

OSHA is beginning its rulemaking efforts to maintain alignment of the Hazard Communication Standard with the most recent revision of the United Nations Globally Harmonized System of Classification and Labeling of Chemicals.

The agency is requesting feedback from stakeholders on issues that they would like OSHA to consider in the rulemaking. We look forward to learning and sharing any proposed changes. Look for more information in future Connection articles.

The alliance’s emphasis is to raise awareness, outreach communication and develop tools for the alliance and OSHA, either in print, via electronic media or on the OSHA website. As always, we seek the input of our members to help us establish goals, which would benefit the Association and the industry.

Feel free to contact Schelle Wood or Kathi Dobson, co-chairs, via email, phone or text.

Membership and PR/Marketing

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

#HearNAWICRoar



Way to go NAWIC chapters! Our numbers are up from last year and climbing at a steady rate. Also, so many positive things are happening all across the country. Thank you to everyone who submitted a survey to tell us about what they are working on. Region Directors and Chairs were sent links to a

Drop Box location where copies of each chapter's Survey Monkey results are available. If you are a region leader and did not get this information, please let us know. We hope to be able to provide you with some great feedback on what's working and what's not.

Our last Membership and PR/Marketing FreeConferenceCall meeting was held on Nov. 3, at noon and 6:30 p.m. EST. If you were not able to call in to either of the two sessions, you can find a recording of the evening session at http://youtu.be/aXKzzb_eHJc.

We will not have a conference call in December, but will start back up on Jan. 5 at noon and again in the evening at 6 p.m. EST. Our meeting topics for January include:

- Using Lunch and Learns to promote NAWIC and for educational purposes.
- Sourcing contacts/places for press releases.

Between now and the New Year your chapters should start thinking about your WIC Week activities and what you will do to promote NAWIC. Start putting together your events calendar. Think about kicking off your week with a breakfast or coffee meet up at a centrally located coffee shop. Plan posts for your social media sites, but keep in mind the NAWIC Social Media Policy, which you can find on the national website. You'll need to log into the Member Center, and it is on the main landing page for members.

Here are some ideas to help you "Increase the Visibility of Women in Construction." Consider ordering NAWIC items that you can distribute to your members, member companies and sponsors. Think about car magnets or window clings - ask sponsors and member companies to display on company vehicles or at their business entrance. If your budget allows, price out a billboard or bus wrap. If it does not, then now is a great time to start working on getting sponsorships to help cover those costs. Have all your committees come together to

discuss events planned or being planned.

If you have any questions about the information we are sharing, please don't hesitate to contact us. We look forward to hearing from you.

WIC Week

By Mary Hobart-Barnhart,
CBT WIC Week Committee
Co-Chair

WIC Week is Coming Soon

WIC Week is just around the corner! It is just three months away, March 5- 11, 2017.

Women in the construction industry are always looking for support and encouragement to empower them to grow both professionally and personally. No matter what organization event you are attending, are you mentioning NAWIC and how it has empowered you as a woman in the industry? Are their mostly men attending the event? No matter. "SHARE NAWIC" and the power of women in the industry. You would be surprised at how many men you talk to become interested in learning more and they will take it back to the women who work for their company. This is a powerful way to not only increase the visibility of women in the construction industry, but also bring the value of NAWIC membership to women who previously were unaware of our organization!

Let's use WIC Week 2017 to highlight women in construction! We have asked that you share your story of how you ended up in the construction industry. Here are a couple stories I would like to share this month.

"When I was a teenager, my Mom was trying to help me figure out a career path. She was very patient, asking me simple questions like in what environment do you want to work? Lab, office, outside ... I didn't want any one of them, but decided outside was best. So, I went into civil engineering with the hope of going into construction. I got really lucky that after about eight months of temping. I landed a job as a field engineer on a roadway project. My favorite place to be was in the field. The rest is history, although I am in an office now!"

—Rose Jesse, President and Charter Member of the Lower Hudson (West Chester) Chapter #379

"When I moved back from the West Coast (Eugene, Ore.), I was looking for a job. Through a temp agency I began working for a Heavy Highway Contractor at their equipment yard, where they self-maintained all their iron. I fell hard for the entire industry and the rest is history!"

—Karen Fisco, Treasurer of the Philadelphia, Penn. Chapter #145



"I tripped into it! I was a paramedic, riding in an ambulance, in a very urban city. My son, 5 at the time, said 'Momma, I don't want you to wear a bullet vest to work!' Two weeks later I answered a newspaper ad for an onsite EMT for a construction project. Eighteen years later, I am still in construction because I love it!"

—Laura Casey, Charter Member of the Lower Hudson (West Chester) Chapter #379.

I am sure there are many more stories to share, so please send us yours! Email wicweek@gmail.com.

Legislation and Policy

By L'Tryce Slade, Legislation and Policy Committee Chair

We as NAWIC members should look for ways to make a difference for women in the area of Workforce Development. As you are aware, the United States is shifting from manufacturing to knowledge-based careers. We must continue to take advantage of training opportunities that are offered within NAWIC for professional development.

There has been a rise in transportation construction opportunities for women. Many NAWIC members work for construction firms that provide transportation services. We must invest in learning more about laws that affect our industry. For example, Obama signed the five-year \$302 billion Fixing American's Surface Transportation (FAST) Act on December 4, 2015. The significant part of the Act creates a new National Highway Freight Program. This program is funded at \$1.26 billion per year distributed to states by formula for highway freight improvement projects. The FAST Act also converts the Surface Transportation Program (STP) to a block grant program, giving states more flexibility in the use of these funds but increasing the amount going to local governments from 50 percent to 55 percent over the life of the bill. Let's stay in tune with laws that affect our businesses.

NAWIC Education Foundation (NEF)

By Mary Hobart-Barnhart, CBT, Northeast Region NEF Liaison and Fundraising Chair

Change Makes a Difference!

The Northeast Region just had our Fall Forum, which was amazing. There were Members new and old asking questions about NEF (NAWIC Education Foundation), which I was excited to share about. I also had a few that started their very first ladder clubs! It was so exciting to be able to share with these women about the opportunities that NEF has to offer for adult education and K-12 programs. The adult education courses are not only for members of NAWIC; they are available to everyone!

NEF's new fundraising campaign this year is "Climbing the Ladder to Success." The ladder club donations are done in \$25 increments, which you build upon to receive ladder club pins. You receive a gold ladder club pin when you reach \$100. You can build upon your Ladder Club pin in increments of \$25. I am proud to say that I am at the \$500 level with a sapphire and ruby on my ladder. It has taken me a few years to reach this level, but I am very proud of it.

We have also brought back the change jars with "Change Makes A Difference." This campaign can be used at the region, chapter, and NAWIC member levels. It's a very simple way to make a donation to NEF by collecting that change that falls to the bottom of your purse or a fellow co-workers purse or pocket of change. The jar can be taken to region events or chapter board meetings and chapter members can take a jar to their office to collect donations as well. You would be surprised at how much you can collect to help support NEF educational programs as well as develop new ones.

Please visit the NEF website at www.nef-edu.org for more information. On the website you can also find more information about NEF programs and construction course offerings. You can also purchase a Construction Dictionary, which is an amazing reference tool.

Feel free to contact Patti Susko, NEF Administrator, at nawicedu@gmail.com with any questions you may have. You can also reach out to your region's NEF Liaison, NEF board members or contact me directly at maryb.nawic@comcast.net.

I have included a label sample for a change jar. I can email this to you or you can contact Patti Susko to ask for the label.



NEF
NAWIC Education Foundation

Change Makes a Difference!

Educating the Construction Industry and Community through Adult Education Courses and K-12 Programs to introduce youth to the Construction industry and encourage Construction as a viable career

Highlights

Discover how members and chapters are enhancing their success.

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

Safety Excellence Awards

It is time again to begin promoting the Safety Excellence Awards! These awards are a way of recognizing those companies that have as a core value, the health and safety of their employees, as is demonstrated by their commitment to safety. These prestigious awards are a way for member companies to show their clients, potential clients, trade partners, shareholders, and employees their accomplishments and commitment to safe projects. A company's safety record is a critical component of project awards in today's construction industry, and nothing looks better than having safety awards as part of that record!

Last year, the criteria for the award decisions were changed, based on changing industry focus on leading indicators vs. lagging indicators. This was done to ensure that all companies, no matter the size, had equal opportunity to win an award. Previous industry judging standards were solely based on lagging indicators, which only show what a company has done in the past. One major flaw with the sole reliance on lagging indicators to judge safety performance, is the fraudulent record keeping that has been a recognized problem in this industry. Many companies continue to win prestigious safety awards based on their lagging indicators, when in reality they have simply not recorded accidents and injuries appropriately, causing their scores to be higher. Many times, those companies that comply with integrity (record all accidents and injuries) are punished, while those that do not properly record win awards and recognition as being the "leaders" in safety.

Leading indicators are those actions that demonstrate what the company IS doing to further the safety and health of their organization. These are creative ways that organizations are growing their safety culture, and include management commitment, employee involvement and proven metrics that show how their programs are effective.

There were a couple of ties last year, so the awards are being tweaked to allow for lagging indicators to be brought in as a tie-breaker. With the main scoring criteria based on current leading indicators, the lagging indicators can reveal each organization's growth in comparison to each other (of course, it goes without saying that we assume all our member companies are honest, and properly recording all workplace-related injuries and illnesses).

Please stay tuned for the release of the Safety & Health Excellence Awards, and distribute to all chapters and chapter members. These will be forwarded to all regional Directors for distribution and will also be uploaded to the committee page.

Where to Begin? Creating and Implementing a Strong Safety Culture Part 2: Policies and Procedures

As we began discussing last month, many companies know they need help with their safety program, but don't know where to begin. One of the committee goals this year is to provide relevant, practical advice and resources to help all member companies with this tough issue. The regulatory environment has changed drastically over the past 8 years, and construction companies will not survive into the next decade if they don't figure this out. The increased fines are already putting companies out of business.

To pick up where last month's discussion left off, you have just completed a S.W.O.T. analysis of your organization, and should have a very good idea of where you're at with the company's safety program. 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.

The new OSHA guidelines will also be uploaded to the committee page for reference.

Stay tuned next month for Part 3; Implementation!