February 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!

Meet the 2017-2018 Candidates for National Office

Plan on exercising your right to vote by participating in NAWIC’s one-member, one-vote election! Members processed and classified as “Active,” “Corporate” and “Member-at-Large” as of 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.

President-Elect
Dove Sifers-Putman, CBT

Vice President
Diane I. Mike, CBT

Secretary
Jill Hanson, CIT

Treasurer
Anne Pfleger, CIT

NFSF Scholarship Award Deadlines

The deadline for NFSF scholarship applications is this month. If you know someone who is applying for a scholarship, his or her application and transcripts are due by February 28. Please remind them that time is running out! We have scholarships to award and want to help those going into construction as their career choice.

If your chapter is using NFSF to administer their scholarships (thank you very much!), please make sure any contributions are sent in by Feb. 15. You cannot use the NFSF website to donate to your specific chapter account. You must send in a check so we get it applied correctly. In addition, we need your NFSF Administration of Scholarship Award form by Feb. 15. The form is on the NFSF website here. We just ask that you do not restrict the award criteria so much that we cannot award a scholarship since we want to assist students with their construction careers.

The trustees of NFSF this year are Cindy Johnsen, Administrator; Judy DeWeese; Yasmine Branden; and Sandy Field. We thank you for utilizing NFSF and if we can be assistance, please email us at NFSFscholarship@gmail.com.
Make Arrangements to Pass Down Your NAWIC Memories

The NAWIC office is occasionally contacted by family members about what to do with NAWIC-related items remaining after the passing of their loved one. Items such as NAWIC membership pins also appear regularly for sale on sites like eBay.

Do you have precious NAWIC memories such as scrapbooks, jewelry, photos or NAWIC memorabilia? If so, now is the time to make arrangements concerning these items. Here are a few ideas on how to get started.

• Scan NAWIC photos and scrapbooks and give digital copies to your chapter and the NAWIC office.
• Put a note in your jewelry box detailing where you want your NAWIC pins to go when you pass.
• Form a chapter committee to compile and preserve NAWIC history and memorabilia.
• Leave instructions with a family member on where NAWIC items should go after you pass or add formal bequests in your will.
• Contact a local historical society. They are often interested in the history of local groups such as your NAWIC chapter.

No matter what you do, the important thing is to make some sort of arrangements before your collection of NAWIC memories is lost forever.

Permission is required from EVP Dede Hughes (dedeh@nawic.org) to send items to the NAWIC office.

Change to Credentials and Delegate Registration

On March 1, you will receive an email about Voting Credentials for the 62nd Annual Meeting and Education Conference, Aug. 16-19, 2017, in Anaheim, Calif. Beginning March 1, you may also download Credentials forms online at www.nawic.org/nawic/Credentials.asp.

Please note: 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.

WIC Week 2017 is Coming Soon

WIC Week 2017, March 5-11, will be here before you know it. Visit the WIC Week website for information about WIC Week, forms and to order the 2017 posters and pins. Posters and pins are disappearing fast, so order now. 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.

Don’t Miss Your 2017 Region Forum

Region Forums start next month and run through May. That means that you should start planning your trip ASAP. Every region is busy planning the best event possible and you won’t want to miss out on what your region has planned for you. Annual Forums offer educational seminars, solutions for your business and career, networking and more.

And don’t forget the fun! Regions have planned job site tours, a murder mystery dinner and much more. Forums will be held all over the country, so don’t miss the opportunity to attend a NAWIC Forum near you. Check out forums.nawic.org for the 2017 Forum preview guide.

NAWIC Seeks NAWIC Region Director Candidates

Have you decided that now is the time to take the next step on your leadership journey? Now is your chance to serve NAWIC as a region director. Do you know another NAWIC member who would be a great leader? Encourage her to run.

The NAWIC office is seeking qualified members of NAWIC to submit for candidacy for region director for the Pacific Northwest, South Atlantic, South Central and Southeast Regions. If your chapter has one or more prospective candidates for region director, please click here for more information and instructions. Deadlines are approaching quickly, so submit your candidacy today.

Nominate a NAWIC Member for a National Award

NAWIC is looking for nominees for its three annual awards. The awards are the Lifetime Achievement Award, the Member of the Year Award and the Future Leader of the Year Award. Nomination forms are now available online, so nominate a NAWIC colleague today. There is no limit to the number of members that you may nominate. Please submit a nomination for as many women as you feel deserving of these awards. Anyone that was previously nominated for an award but was not selected is still eligible to win an award but will need to be resubmitted.

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 new 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.

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.

Plan to attend New York Build 2017

New York Build 2017 (March 15-16, 2017) is the leading construction expo to focus on New York. The expo will include a two-day conference and 22 hours of AIA CES training workshops, plus more than 70 conference presentations. The event will take place at the Javits Center, welcoming thousands of attendees and accommodating 150-plus booths all showcasing the latest projects, developments, investment and opportunities around New York. The exhibition, conference and training workshops are free to register for online. For more information, go to www.newyorkbuildexpo.com.

Save on UPS Shipping

Logistics saves money. Save up to 28 percent on UPS shipping thanks to the National Association of Women in Construction. Sign up today.

Take advantage of special savings on UPS shipping offered to you as a member of NAWIC. You can save up to 28 percent on air and international express shipping services. For complete details or to sign up, click here or go to www.savewithups.com/nawic/.

Save more. And get more for your business. Along with the savings, you’ll have the power of logistics on your side. You get outstanding reliability, greater speed, more services and innovative technology. UPS guarantees delivery of more packages around the world than anyone, and delivers more packages overnight on time in the U.S. than any other carrier, including FedEx. Simple shipping. Big savings. That’s logistics.

Check Out NAWIC Merchandise On Sale

The NAWIC Store sells NAWIC jewelry and select NAWIC-branded merchandise. Does your chapter need speaker gifts? Would you like a little something to gift your fellow members for WIC Week? If the answer to any of these questions is yes, check out these great NAWIC-branded items for sale. Hurry and get your NAWIC items while supplies last. Visit the NAWIC Store online here.

NAWIC tabletop display for sale

The NAWIC office has one NAWIC tabletop display for sale. The display is 4 feet by 4 feet and includes a hard-sided rolling shipping case. The display is available to any chapter who would like a NAWIC display to use at events. The display is $150 plus the cost of shipping the display to you (approximately $50-$60). There is only one display available and it will go to the first chapter to contact the NAWIC office and provide payment. For more information or to purchase the display, contact Crissy Ingram at crissyi@nawic.org or call 800-552-3506.

CHAPTER OFFICER REMINDERS

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

Chapter Presidents

If you haven't already, please contact members who have not renewed. Divide the list among other officers, so they can help. Inform non-renewing members of upcoming events and how they can get involved. Encourage them to renew by explaining their value to the chapter and the value they receive by getting involved. Email the membership department at membership@nawic.org to obtain a list of non-renewing members in your chapter.

Chapter Treasurers

If you haven't already, please complete your chapter’s IRS Compliance Certification Form and mail it to the NAWIC Office. They were due to us Nov. 1. The NAWIC Office uses the information provided on the IRS Compliance Form to report to the IRS if your chapter must file an IRS 990 or 990T return for the 2016 calendar year. The IRS requires the NAWIC Office to report which chapters must file an IRS 990 or 990T. To avoid all chapters being audited by the IRS, it is pertinent we receive this form from each chapter. Note: Please do not send copies of your tax return to the NAWIC Office. Your IRS 990 or 990T are due to the IRS Feb. 15, 2017.

Chapter Membership Chairs

When a prospective member calls the NAWIC Office requesting local chapter information, we refer them to you by giving them your name and phone number. When you field a call from a prospect, be sure you have information to share with them about upcoming chapter events and available programs.

Prospective members are looking for knowledge, education and networking opportunities. So, we want to make sure you return calls from prospects promptly. Following up with prospects and personally inviting them to your next meeting will help your chapter grow.
NATIONAL OFFICER’S MESSAGE

Use NAWIC’s Sponsor Incentive Plan as a Chapter Fundraiser

By Anne K. Pfleger, CIT, NAWIC Treasurer

With January already behind us you probably have your goals at least listed for 2017. Hopefully, for your chapter, it is to “Support. Encourage. Grow.” Speaking of which, has your chapter thought about utilizing NAWIC’s Sponsor Incentive Plan as one of your fundraisers this year? The incentive plan, which has been in place for almost 10 years, was implemented to encourage members to seek out and identify potential NAWIC sponsors. In return, NAWIC will reward the chapter whose members’ leads result in the successful acquisition of a “new” NAWIC sponsor, which depending on the sponsorship level, could range anywhere from $50 to $1,425 (see below) for your chapter.

Chapter Reward for a Contracted new NAWIC Premier Sponsor Package:

- Toolbox Club—$3,325 = $332.50 to chapter
- Hard Hat Club—$5,225 = $522.50 to chapter
- Blueprint Club—$7,600 = $760 to chapter
- Builder’s Club—$11,875 = $1,187.50 to chapter
- Groundbreaker’s Club—$14,250 = $1,425 to chapter

Chapter Reward for a Contracted new NAWIC Sponsor Package:

- Silver Level—$750 = $50 to chapter
- Gold Level—$1,500 = $100 to chapter
- Platinum Level—$2,500 = $175 to chapter
- Diamond Level—$5,000 = $300 to chapter

The complete details and guidelines can be found in the NAWIC Operations Manual, Section F, page 67 or on National’s website here. NAWIC’s current sponsor list and sponsor package details and applications are also located on the NAWIC website. Additional information or assistance may be requested by contacting Dede Hughes, Executive Vice President, at 800-552-3506 or dedeh@nawic.org.

In addition to helping on the chapter level, NAWIC sponsorships also help on the regional and national levels by providing opportunities, support and resources for our pursuit to be, “The Association that empowers women to influence the direction of the construction industry.”

Another way we can “Support. Encourage. Grow” is through random acts of kindness. Did you know that the second full week of February is a celebration of random acts of kindness? For more information, click here (#RAKWeek2017). Just as we celebrate being women in construction, more than just one week per year, random acts of kindness can be done throughout the year to leave the world better than we found it and inspire others to do the same. #RandomActsofNAWICMembers

REGIONAL ROUNDUP

Region Directors report on NAWIC activities across the country.

Pacific Northwest Region | Ruth Fritts

The Pacific Northwest has had unusual weather conditions in the last two months. Some areas are flooding and others are buried in snow with temperatures reaching down as low as minus 59 F in Alaska. A few chapters, keeping the safety of their members in mind, have had to change or cancel their monthly meeting. I think we are all ready for spring to start.

Despite the weather, the Pacific Northwest chapters are moving forward with planning events. The Portland Chapter will be hosting the Oregon Retreat on Feb 24-26 on the Oregon Coast. I am looking forward to seeing what they have planned. Hopefully we are not shipwrecked on the beach again with only a tarp, blindfolds and a rope. The teamwork was challenging, fun, and gave everyone a good idea who made good shipmates.
The Greater East Bay and San Francisco Chapters are planning a fun and educational Forum to be held in South San Francisco, May 18-20. The committee is still working out the details but we will be touring some of the sites of San Francisco, so plan to come early.

Several chapters have held holiday dinners, fundraising and networking events this last month. As always most of the chapters have their community projects that they contribute to during the holiday season. The Alaska chapter is trying to promote enriching opportunities for their members by starting study groups for the NEF certification programs. It is always easier to study or complete a project when you are part of a team.

The chapter newsletters recently have highlighted the interesting educational programs and job site visits that were offered in the last few months. One that really caught my eye was an article on Quality Chapter Meetings provided by Jennifer M. Sproul, NAWIC Professional Development and Education Committee Chair. If you have not read the article you need to. The content of the article hits the nail on the head. Increasing membership is not the only focus. The article reminds us that all the marketing in the world is not going to help us retain members. We need to not lose sight that in order to retain members we need to provide good quality meetings and education. Surveys have shown that members belong to several organizations. If your meetings and events are not interesting and educational you could lose the member’s attendance or membership renewal. If left to choose between something you are not particularly interested in and something you are, which one would you attend? Make sure that your topics are tying into our mission of enhancing the success of women in the construction industry. Remember to Encourage, support, and grow your members.

South Atlantic Region | Lorie Lythgoe

The ladies of the South Atlantic Region fueled their engines over the holiday break and are supercharged for all the upcoming events. Block Kids, CAD, Build Design, and WIC week.

The Greater Tidewater Chapter #137 the Richmond, Va. Chapter #141 are preparing to celebrate their 50th anniversaries. Congratulations to both chapters.

Chapters are planning for the future as they search their chapters for their future leadership. They are looking for those inspiring ladies with a vision for the future of the Association and working with the experienced women who have made NAWIC the great Association it is today. As the wind of change continues to blow through the region, it makes way for a better and brighter future for all members.

The 50th South Atlantic Region Spring Forum, “Under The Boardwalk,” will be held in Myrtle Beach, S.C., April 21-23, 2017. The event is hosted by the Columbia, S.C. Chapter #113 at the beautiful Marriott Myrtle Beach Resort and Spa at Grand Dunes. The ladies of Columbia have put together a weekend of educational workshops, speakers, teambuilding and NAWIC sister time. Our official photographer Phyllis Beachum will give us a walk down memory lane with all her pictures from the past. She will have her camera in hand, taking lots of pictures too! Our wonderful NAWIC National President, Connie M Leipard, CIT will also join us.

We will also be electing our next director. We have two shining stars that have stepped up to the plate to lead our region. Debbie Edwards, CIT from the Columbia, S.C. Chapter #113 and Kristey Stewart, CIT from Durham, N.C. Chapter #83 are both campaigning to be our next director. These ladies are both well qualified, experienced, and have a strong passion for NAWIC.

If you would like information, please send an email to debbie@premierlightingsc.com. Come join the South Atlantic Region, “Under The Boardwalk.”

We can’t control the wind, but we can direct the sail.
South Central Region | Dena Rowland

The South Central Region is doing a phenomenal job on the membership retention and it is bringing in the new members as well. Seven of the 16 chapters in the region have already hit the 85 percent renewal target and 12 of the chapters have had a least one new member join. Hats off to South Central, keep up the momentum!

WIC Week is right around the corner and South Central chapters are gearing up for a week full of exciting activities and events. Some of the chapters have already held their Block Kids contests and the other chapters have them planned and will be holding their contests soon. I personally love seeing the photos of the kids having so much fun building construction-related items out of Legos. My most rewarding experience was volunteering to be a judge and hearing the stories behind why they chose to build that project.

The Dallas, Texas Chapter #2 and I have been busy the last couple of months planning the 2017 Forum, which will be held in Dallas, Texas the weekend of April 7-9, 2017. We have scheduled fabulous workshops and an optional jobsite tour on Friday. On Saturday, the keynote speaker will be Kayleen McCabe, who hosts the show Rescue Renovations on the DIY Network. If that’s not enough to attract your attention, the Dallas Chapter has planned a Murder Mystery/Awards Dinner on Saturday evening. This is your personal invitation to attend the South Central Region Forum and I hope you will consider joining us in Dallas.

Happy Valentine’s Day NAWIC Sisters!

Southeast Region | Angelia McElroy, CIT

We are almost at the mid-year mark for this NAWIC year and the chapters have been very busy with Block Kids events, social and partner association meetings and, of course, upcoming WIC Week events.

Across the region

The Space Coast, Fla. Chapter has held several luncheon meetings since November and held their annual Block Kids event Jan. 28. The Tampa, Fla. Chapter has scheduled a mini region leadership follow up training event for the Space Coast, Fla.; Greater Orlando, Fla.; and Tampa, Fla. Chapters on Feb. 18 in Tampa. The Montgomery, Ala. Chapter has added two more new members since December! The Greater Orlando, Fla. Chapter hosted its annual Block Kids contest on Jan. 20. The Greater Fort Lauderdale, Fla. Chapter’s annual Block Kids event was held Jan. 13.

The Greater Birmingham Chapter and Forum committee are steadily planning Forum 2017, “Experience the MAGIC!” It will be held March 30-April 1, 2017, and will 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). All of this is awaiting region attendees! Make plans now to visit the historic and innovative Magic City of Birmingham, Ala. The room block was 75 percent filled as Dec. 20, 2016, so I urge to complete your reservation and get those registration forms in now! All forms are posted to the Southeast Forum Facebook site at [https://www.paypal.me/NAWICSEforum2017](https://www.paypal.me/NAWICSEforum2017).

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.

WIC Week
By Barbara Allen, LEED AP, WIC Week Chair

Welcome to 2017 ladies! After reading through the 93 WIC Week commitment forms we received, my mindset quickly shifted from overwhelmed to kid-like excitement for the energy from so many of our chapters. The events and ideas that many of you have come up with to promote women in the industry are inspiring, exciting and all together exemplary examples of what NAWIC stands for. I thought I would share a few of the WIC Week plans that really caught my attention:

• Hard Hat Walk
• Bring a Young Woman to Work Day
• Highway billboards
• Having WIC Week cookies made and delivering them to various companies
• A public showing of a documentary film about women in construction held at a local movie theater followed by a panel discussion
• A NAWIC dinner, without a meeting, so members can truly get to know each other
• Wear Red Day
• Promotion of individual members through social media
• Partnering with events and organizations such as “Framing Your Future” and “Uncommon Construction”
• Panel discussions open to those outside NAWIC

Some of you even have events planned for each day of the week! For those whom have not yet realized the potential and impact WIC Week can have in promoting women in this industry, I hope the ideas above ignite your thinking process. I also encourage you to reach out to Mary Barnhart, CBT and myself if you are struggling with ideas. I don’t want WIC week to be a “check the box,” “turn in the form” requirement. I want you and others to truly benefit from what WIC Week can offer you, your members, your future members and the industry as a whole.

In closing, this month I want to say thank you NAWIC ladies for being the glue that holds this organization together and I hope that during WIC Week other women learn not only of opportunities this exciting industry can offer them, but also the support NAWIC can offer them in that journey.

P.S. Congratulations to the Pike’s Peak Chapter #356. It will be celebrating its 20th anniversary during WIC Week!

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

Strategic Planning: What is next?
Welcome back to strategic planning! Last month, we talked about conducting a SWOT analysis of your chapter to help you categorize your strengths, weaknesses, opportunities and threats. I hope your chapter members were very honest when doing this exercise so they completely benefit from it. It is tough to see there are challenges that you may not have realized existing in your chapter. At the same time, the opportunities can be limitless and I am sure you had a big list for that category. These will come into play when you start to really work on writing your goals next month.

This month, we are going to put together the structure for the plan. First, I recommend you use the core purpose and core values that are in the national strategic plan. This will save you some time and keep your chapter aligned with national. Can your chapter be different from national? Of course, just make sure you are ultimately still working to NAWIC’s core purpose, “To enhance the success of women in the construction industry.”

Next, start to capture things you want to do with your chapter and where you want to take it. Just make a list of it all on a piece of paper or use a flipchart so everyone can see what is being captured. Once you have a list, discuss which of these strategies are most important to the chapter. You can have everyone participate by putting a check mark by what they believe the top five priorities should be. If someone believes something is so important it overshadows all other items, they can put all five check marks on that item. When you are done with this exercise, you will see the most important items to your chapter and its members.

This list is what your chapter wants to accomplish. If an item received no check marks, it is just not a priority at this point in time. Put the items in order by priority with the highest priority at the top of the list. Next, I would like you to categorize these items into the following categories: awareness (marketing), education, infrastructure (resources), and membership. Do these sound familiar? These are the goal categories in the national strategic plan. At this point, I encourage you to review the national strategic plan on the NAWIC website.

Next month, we will be writing the goals and objectives for your strategic plan. You are almost done!

If you have any questions about what to do or need any assistance, please contact me at Cindy.Johnsen@gcinc.com.
OSHA/NAWIC Alliance
By Kathleen Dobson, CIT, CSP, STS-C, LEED AP, OSHA/NAWIC Alliance Chair

The Controlling Contractor

Who is the controlling contractor? OSHA indicates that the controlling contractor is “a prime contractor, general contractor, construction manager or any other legal entity, which has the overall responsibility for the construction of the project—its planning, quality and completion.”

What kind of responsibilities does the controlling contractor have? Well, lots of them. In steel erection alone, the controlling contractor is responsible for assuring that there are adequate access routes for the safe delivery and movement of various pieces of equipment and materials; means and methods for pedestrian traffic and vehicular control; and space for safe storage of materials, which is firm, graded, drained and readily accessible. Additionally, they must assure, in writing, that concrete and anchor bolts will support the forces imposed upon them during steel erection. Other responsibilities under the steel erection standard include fall protection, falling object protection and a site-specific steel erection plan.

In other situations, the controlling contractor may be held responsible for a wide variety of issues and concerns brought forth by OSHA. Primary to this is the contractual relationship that the prime contractor or GC has with both their owner-client and their subcontractors.

Here are a few examples of when controlling contractor responsibilities kick in.

1. If they have general supervisory authority over the worksite, including the power to correct safety and health violations itself or require others to correct them, they are established as a controlling contractor. Control can be established by contract or, in the absence of explicit contractual provisions, by the exercise of control in practice.

2. If they hold all or some of the subcontracts on the site -- for example, where the terms of those contracts gave the CM the ability to require the subs to correct violations or correct them itself.

3. If the CM meets the definitions of an exposing, correcting, or creating employer, since OSHA obligations arise from those roles as well.

A real life scenario. Workers were signaling a crane from a man basket 120 feet in the air using verbal commands on a two-way radio. It was found that the workers did not have formalized third-party or in-house training on signaling, and their company was found to be in violation of 1926.1428. The GC was identified as the controlling contractor and additionally cited for failure to verify training prior to exposing the workers to hazards associated with (a) work from heights (b) fall protection and (c) signaling. The GC fought the citation, and was able to reduce the citation from serious to other-than-serious. However, they were still responsible for legal fees and fines exceeding $5,000. It’s a costly mistake to make when the GC, as a controlling contractor, assumes that personnel have been properly trained (and the training must be documented), regardless that their performance may be perfect.

If the construction manager is a controlling employer, it can only be cited for OSHA violations as a controlling employer if it has failed to exercise reasonable care to meet its OSHA responsibilities.

If you have further questions regarding what a controlling contractor is and how you may be exposed as a GC, we recommend you contact your local OSHA office and ask to speak to a compliance specialist. Additionally, feel free to contact Kathi Dobson or Schelle Wood with any concerns you have that they may take to OSHA via the OSHA-NAWIC Alliance.

The ANSI/ASSE A10 Construction Safety Standards group met in January in Washington, D.C. Several of the consensus standards were up for revision or renewal, including A10.46 (Confined Spaces in Demolition & Construction) and the A10.25 standard on Sanitation in Construction. It looks as if there is one single issue that will need to be addressed, and then it will be acknowledged and revised. This is an important standard for women in the industry as there are several issues that have previously been brought up and addressed by OSHA and the Alliance team. Jane Williams, CCA, CPEA of the Greater Phoenix, Ariz. Chapter #98 and past national NAWIC President is the chair of that committee and Kathi Dobson, CIT, CSP, CHST, LEED AP BD+C, Detroit, Mich. Chapter #183 is her vice chair. The ASSE and the A10 committee also recently announced that portions of the newly revised ANSI/ASSE Z359.1 Fall Protection are available at no charge to the general public. These standards are usually sold by license at a cost of about $75 to $100 per standard, so we recommend you take advantage of this, even if you do not plan to utilize it in the near future.

At the time of this publication, there are vacancies for the Director of the Department of Labor (DOL) as well as the Director for OSHA. The congressional hearings for the DOL position have not been concluded, and so there will not be a Director named for OSHA until such time that the candidate has been confirmed. Within OSHA’s construction directorate, Dean McKenzie is the current Assistant Director for OSHA, Directorate of Construction, and no changes have been made to his positions or to the existing construction alliances.
Within the waning days of the Obama administration, OSHA issued several directives, which may impact our membership. The first is in regard to recordkeeping (again) and addresses the necessity to track all recordable and lost time injuries on the OSHA 300/300A logs for a period of five years.

Second on their agenda was a change to the Beryllium levels, reducing the permissible exposure to 0.2 micrograms per cubic meter of air averaged over a period of eight hours. Short-term limits have also been decreased, as have the requirements for medical evaluations, engineering and administrative controls as well as PPE including respirator use.

This final rule replaces a 40-plus year PEL and finalizes the proposed rule issued in 2015.

Finally for this month, OSHA's Outreach Training Program and CPWR (The Center for Construction Research and Training) have developed a new OSHA 30-hour construction training elective course: Foundations for Safety Leadership. Responding to a training gap identified by contractors, unions and other industry stakeholders, FSL is designed to introduce construction workers, particularly foremen and lead workers, to five critical safety leadership skills needed to improve jobsite safety climate and safety outcomes. The course stresses the importance of leading by example, engaging and empowering team members, listening and communicating effectively, coaching and providing feedback, and recognizing team members who go above and beyond for safety. The FSL course is available on OSHA's Outreach Training Program webpage as of Jan. 1, 2017.

It is important to make sure that your chapter meetings are both interesting and informative. Especially at the end of a long workday, it can be tough to get people to buy into another meeting! Here are some great tips for interesting meetings.

• Plan interesting speakers/topics. These might include local government/local development, popular local radio disc jockeys and newscasters, and upcoming construction projects in your area.
• Host fun networking events in addition to educational events. These can be happy hours, guest bartending, jobsite tours, and other fun events.
• Make sure you are telling your potential new members all about what NAWIC can offer them. Be sure to mention networking, employee and employer searches, and professional development. From there the list goes on and on!

Once you have your potential new member’s attention, don’t lose it! People like to feel included and sought after.

• Keep new members engaged. Get them involved in the inner workings of your chapter and use your committees to get non-board members involved.
• Teach them about national. We are bigger than what meets the eye; entice them with the growth potential.
• Get them a “buddy” or “mentor.” This should be someone who has been a part of NAWIC for a while and can show them the ropes, keep them engaged and introduce them to the group.

Remember, one of our awards at AMEC will be for the chapter that has the most interesting/innovative way of attracting new members. So keep track of all the great things you are doing in your chapters!

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

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

Consideration of Public Property and Historic Sites; Approvals for Projects

The simple name for these approvals is Section 4(f).

The best source for this information is here (Federal Highway Administration).

I recently ran across this term and reference to these approvals, so I decided to do a little research. I edited the material I found on this website. Of course, you must do more extensive research if it is being considered. Here’s the condensed version.
A Look to the Future of Infrastructure

Planning in the many infrastructure-related industries is key to improving all the facets of our transportation systems whether it is roads, bridges, public transportation, maritime, or shipping by trucks, trains, or airplanes. USDOT created a 30-year plan called “Beyond Traffic: Looking Forward to Innovation in an Era of Rapid Change” to serve as a framework for the future. This plan enabled them to see how the system is working, where it is deficient and what it will take to meet the needs and goals of our nation for decades to come. Innovation Centers were created with a community of forward-thinking researchers, students, and thought leaders with a role of driving solutions identified by the Beyond Traffic report. They know that individual communities have their strengths, but together there is no end to what can be accomplished.

Elaine Chao, the nominated U.S. Transportation Secretary, and the new administration are ready to work with a task force and congress to develop investment plans and a process to develop the infrastructure plan for the future.


PR and Marketing
By Victoria Kurczyn, PR and Marketing Co-Chair

Resolve to Take These Five Actions with Your NAWIC Marketing Strategy in 2017

Well, ladies, we are approximately one month into the New Year. How is your life today different from your life on Dec. 31, 2016? Are you a resolution maker?

Sometimes in a new year, we tend to bite off more than we can chew; at least this is true for me. I feel like I can conquer the world on Jan. 1! What usually happens about a month or so later is exhaustion! I’ve learned from previous failures not to take New Year’s resolutions seriously; any sweeping change is difficult to sustain. What works best for me, and I’m sure for many others, is to set modest and achievable goals. This applies to all areas of life too—both personal and professional. Professional demands never cease; we are expected to work more diligently, produce more results, sell more, and spend less. In many cases, our extra-professional (i.e. NAWIC) demands are no different. We have once monthly board meetings, monthly events, conference calls, webinars, and surveys! It is enough just to maintain the basics and anything extra—even if it’s small—becomes a burden. The last thing I want is for you to feel like marketing NAWIC is a chore! You are doing a fantastic job already, and if anything, you don’t need a resolution for world domination; you just need a breath of fresh air!

In the spirit of keeping things simple and realistic, here are five actions you can take in the months ahead to give your marketing and public relations efforts a little boost:

1. Give. Be generous. What can we give to our members? NAWIC provides opportunities for women in the construction industry; this is at the core of our founding principles. We offer our members the chance to develop as professionals, to achieve educational goals, and to advance our careers. What can we give to our community? NAWIC chapters across the country participate in events with organizations like Rebuilding Together and Habitat for Humanity. Ask yourself how can your town or city benefit from influential, intelligent, experienced, and articulate professional women?

2. Advise. Listen and be helpful and responsive. You do not have to be an expert in the construction industry to encourage other women in NAWIC. Help them to overcome obstacles. Work on becoming a trusted resource for your members and other industry peers.

3. Amuse. Entertain and enchant your community. According to a recent Ipsos Open Thinking Exchange (one of the world’s leading market research firms) report, Americans are more likely to share “funny” content over
"important" content. Fifty-six percent of us would rather see content that makes us laugh over things that give us pause. People love to recount the funny things they've seen and experienced! While explaining the reasons behind this is far beyond the scope of this measly little article, let's agree that our goal is for our message is to not only be heard, but to be shared and remembered.

4. Amaze. Make your people look amazing! Don’t worry about trying to “wow” anyone or group in particular. Focus instead on your members. Has a woman in your group received a promotion? Has she done something spectacular outside of NAWIC that deserves a share on Facebook? Publicize it! Let others in on how incredible the women who make up our membership truly are.

5. Appreciate. Say thank you to your incredible supporters and partners. You really cannot tell your supporters thank you enough! Remember to send out letters of gratitude and appreciation to companies and individuals who sponsor your events and who have volunteered and helped make an event possible. Also, remember to thank the women of your chapter!

If there is anything that you’d like to add to this little list, share it! I want to hear from you and so do all of your NAWIC sisters! As always, my goal is to provide you with assistance and encouragement with public relations and marketing for your chapter or your region. I am always available to provide more insights or to serve as a conduit for your ideas. Please, send me an email at kurczyn@casesabatini.com. I look forward to hearing from you!

Sources: Adapted slightly from non-profit marketing guru John Haydon

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

How Diversity Can Improve Companies and Address the Skilled Labor Shortage Influencing Construction

NAWIC and construction businesses must vocalize and encourage women to join the construction industry. One valuable example of how our industry is working to build the pipeline of women for leadership positions is in construction operations.

Drawing women into construction careers is crucial, as women represent nine percent of the construction industry today but 47 percent of the U.S. workforce.

The number of women employed in the U.S. construction industry grew substantially, by 81.3 percent from 1985 to 2007. However, due to a loss of more than 2.5 million construction jobs from 2007 to 2010, there has been a sharp decline of women working. As illustrated below in Table I (1), and since its peak in 2007, more than 300,000 women workers left the construction industry by 2010. While only 9 percent of U.S. construction workers are women, which is a relatively small percentage compared to other industries (see Table II (2) below), there were still more than 800,000 women workers employed in construction (i.e., managerial, professional, administrative, and production employees) in 2010. Of those, approximately 200,000 were employed in production occupations, such as laborers, electricians, plumbers, etc. [https://www.osha.gov/doc/topics/women/]

We, as NAWIC, must challenge ourselves to think of policies that will help make women more successful in the construction industry. I would like to challenge our membership to email me (Lslade@sladellc.com) ideas on policies they believe would make it easier for women to excel further in the construction industry. I would like to share these policy ideas with others to ignite the momentum for women in construction.

NAWIC is the solution.

Highlights
Discover how members and chapters are enhancing their success.

Chicago Metro Member Nora Degnan Featured in Walls and Ceilings Magazine

Nora Degnan, past president of NAWIC’s Chicago Metro Chapter and a project estimator for Thorne Associates Inc., was recently featured in Walls and Ceilings Magazine as one five women who succeed in the construction industry—breaking down barriers and destroying stereotypes. Go here to read the full article.

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 Daughteeet at autumnmd 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

HAPPENING NOW! 2017 Safety Excellence Awards

It is a new year and time to start thinking about the NAWIC Safety Excellence Awards again! This is a prestigious award given to companies who have established safety as a core value, and who have taken measurable steps to increase the safety culture within their organization. If your organization has been proactive in the areas of safety and health, please nominate them for this award!

The application is due to your Chapter Safety & Health Chair by the recommended date of Feb. 1, 2017, but each chapter is free to determine this due date. If your chapter does not have a Safety & Health Chair, then submit the applications to your Regional Safety & Health Chair by the due recommended Region due date of March 1, 2017.

Please read the application carefully, as the Committee has made some small updates after revising the application last year. To account for a potential tie, lagging indicators will be used, along with proper business letter etiquette, as a tie breaker. While the industry as a whole is moving away from using, along with proper business letter etiquette, as a tie breaker. While the industry as a whole is moving away from lagging indicators, they can be useful in the event of a tie.


(con’td. from Dec. 2016)

Continuing on from the previous articles, I want to pick up with communication and enforcement. 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 company-wide 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.