

National Association of Women in Construction



Career

Education



Future



THE CONNECTION

Connecting leaders and members
to news from NAWIC

January 2017

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ANNOUNCEMENTS

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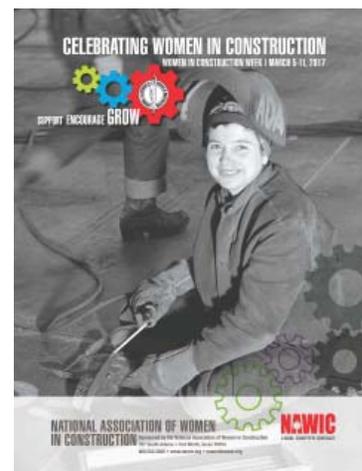
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Happy New Year from the NAWIC Staff!

The NAWIC staff wishes you, your chapter and your family a happy New Year and an exceptional 2017.

WIC Week 2017



The New Year has finally arrived and WIC Week 2017 is right around the corner. Before you know it, WIC Week (March 5-11) will be upon you. Visit the WIC Week website for information about WIC Week, forms and to order the 2017 pins and posters.

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

Have you always wanted to serve NAWIC as a Region Director or a National Officer? Do you know another NAWIC member who would be a great leader?

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 seeking qualified members to submit for candidacy for region director for the Pacific Northwest Region, the South Atlantic Region, the South Central Region and the Southeast Region. If your chapter has one or more prospective candidates for region director, please click here for more information and instructions.

The Chapter Leadership Training Series Continues in January

The January session of NAWIC's Chapter Leadership Training Series will be held on Thursday, Jan. 19 at 7 p.m. Eastern time. The session, "Active Listening for

Chapter Presidents" has a target audience of chapter presidents, but is open to any interested NAWIC member. Join this training session to learn "active" listening, the forgotten skill. Learn to listen to understand, not just to respond. To join, call the dial-in number at 515-604-9309 or go to <https://join.freeconferencecall.com/nawicleadershipskills> on your computer. You will need the meeting access code 391116.

The Power Point presentation will be made available on the NAWIC website (http://www.nawic.org/nawic/Leadership_Training.asp) after the scheduled webinar. You need to listen first and then review the PowerPoint. Any questions should be directed to Catherine Schoenenberger at staysafetraffic@aol.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.

NAWIC Items on Sale in January

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 Glossy Folder, sale price \$1.50
- NAWIC Operations Manual Binder and Dividers Only, sale price \$15
- NAWIC Complete Operations Manual, sale price \$35
- NAWIC Note Cards With Envelopes, sale price \$9
- NAWIC Bracelets, Necklaces and Charms, originally \$16-\$43, sale price \$16-\$35

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

Lorman Education

NAWIC is dedicated to providing cost-effective training opportunities that meet the needs, enhance the skills, restore knowledge, and build competencies of its members. NAWIC has partnered with Lorman Education Services to offer continuing education in the construction industry. Please visit the website at www.lorman.com/training/NAWIC for information on upcoming courses and your NAWIC discount.



A Green Supply Chain Saves Money

NAWIC Savings Program with UPS®

Your business has its own unique needs and challenges. To remain competitive, you need a design for your supply chain that capitalizes on the most efficient methods available for sourcing, manufacturing, transporting, fulfilling orders, and managing returns. Whether you own your network assets or outsource your logistics and transportation, UPS can make your supply chain more efficient, saving you time and money.

As a member of NAWIC, you have exclusive access to all UPS shipping services at a discounted rate.

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To learn more, visit savewithups.com/nawic.

Membership Has its Privileges

Your NAWIC membership can save you and your employer money while turning a profit for the Association. NAWIC's member service providers offer you discounts on courses and publications, insurance, shipping, office supplies and on travel-related services. For example, Mutual of Omaha Insurance Company offers preferred rates to NAWIC members. Simply click here to see the complete list and access the rest of NAWIC's member services.

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 résumé, view jobs and set up personal job alerts. Best of all, it's free. Visit the NAWIC Career Center today.

Register for CONEXPO-CON/AGG

Want to see more construction? Want to save time and money? Register today for CONEXPO-CON/AGG to do both!

NAWIC tabletop displays for sale

The NAWIC office has two NAWIC tabletop displays for sale. Each display is 4 feet by 4 feet and includes a hard-sided rolling shipping case. The displays are available to any chapter who would like a NAWIC display to use at events. Each display is \$150 plus the cost of shipping the display to you (approximately \$50-\$60). There are only two displays available and they will go to the first chapter(s) to contact the NAWIC office and provide payment. For more information or to purchase one or both of the displays, contact Crissy Ingram at crissy@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. E-mail the membership department at membership@nawic.org to obtain a list of non-renewing members in your chapter.

Chapter Treasurers

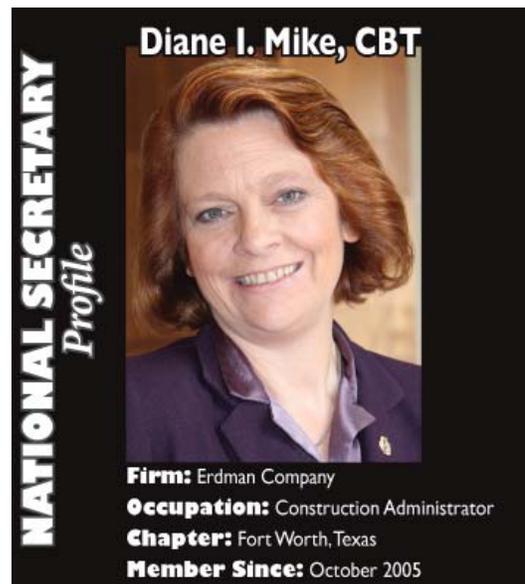
Your chapter's IRS 990 or 990T is due to the IRS before Feb. 15, 2017. To avoid a penalty, we suggest you e-file or mail your return directly to the IRS by Jan. 15.

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, email and phone number. When you field a call or email 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 we are giving them what they need. Also, please make sure you return calls and emails from prospects promptly. Following up with prospects and personally inviting them to your next meeting will help your chapter grow.

Also, if your chapter has a website and a chapter email address, please make sure that someone checks the inbox every day. Prospective members will often try to make contact through your chapter website and email. If no one responds, they are often discouraged and your chapter loses a potential member.

NATIONAL OFFICER'S MESSAGE



Where do you picture yourself in 2017?

By Diane I. Mike, CBT, NAWIC Secretary

A couple of days ago, I was playing one of those silly quizzes on Facebook and clicked on "What is your quote for 2017." The computer did its thing and poof, the response was, "Life's like a camera. You focus on what's important, capture the good

times, develop from the negatives, and if things don't work out, you take another shot." Of course I didn't think much of it at the time, but the more I thought about it, the truer it became.

Where do you picture yourself in 2017? The new year always gives us the opportunity to make new resolutions for ourselves. Focus on what's important—family and friends, career, health, financial stability, personal growth, etc. Choose your journey, open doors to opportunities that you didn't consider before, help others unlock potential they do not see in themselves, and reach beyond the stars to find success.

Capture the good times and share your successes and failures. Each life experience is a learning opportunity. We develop our success by overcoming negatives and failures, getting back up on that proverbial horse over and over again to take another shot.

As members of NAWIC, we have the opportunity to support one another along the way, encourage each other to take chances, and grow personally and professionally. Do you picture yourself being a mentor to a new member, leading a chapter, region, or national committee, becoming a chapter board member, campaigning for region director, or even being the national president?

Picture yourself there and find the path that leads to your success. Develop your own personal strategic plan and review it regularly. Attend leadership training sessions even if you are not currently in that position of leadership. Attend chapter meetings, regional Forums and the Annual Meeting and Education Conference to learn even more. These small steps will help you on your journey.

Now is the time to take steps into NAWIC leadership, which will not only impact your NAWIC career, but your professional career. Skills learned through NAWIC will make you a better owner, employee, coworker, friend, parent, and any other roles you've taken or picture in your life. A few months from now chapter nominating committees will be asking the question, "Are you ready to be a leader?" What will your answer be? Accept the challenge and you will be amazed by all that you receive in return.

So grab your camera and focus on what's important in 2017. You! Capture the good times, develop from the negatives, and if things don't work out, take another shot!

REGIONAL ROUNDUP

Region Directors report on NAWIC activities across the country.



Midwest Region | Vickie Nickel, CIT

Help! I need somebody ... Help! I need someone ... HeIIlllp!

We're all familiar with the Beatles song "Help!" To be honest, being a director requires "Help!" We (national board) had a conference call a few weeks ago with our Director's Advisor, Catherine Schoenenberger and guess what? Our director's article for January's Connection was moved up a couple of weeks due to the holidays, information for Spring Forums were due to Autumn by Dec. 1, and a draft of our Forum budget was requested. Yikes! I'm still recouping from Fall Conference.

When I'm wrapped up in NAWIC, client work, emails, and other commitments, meeting deadlines can be challenging. Can anyone else out there relate?

We all need a little help, but often, we are reluctant to ask for fear that it is a sign of weakness. After all, we are all superwomen; we can do everything. Reality is that when you don't ask for help, you assume all the burden that might easily (and gladly) be shared. You also deprive those who'd love to assist you of the opportunity to do so, which builds their skill. We all have gifts to share—time, talent, connections, insights, experience, skills, and resources.

When I was elected director for the Midwest Region, I immediately started recruiting members to serve in regional chair positions. When we support other people to be more successful, we discover opportunities for collaboration that ultimately enable us to be more successful ourselves.

Case in point number one, during the president's meeting at Fall Conference, we were discussing the new Midwest Region website (<http://www.nawicmidwestregion.org/>). I mentioned that I would like to see us blogging. Immediately, Katie Loughmiller, regional web chair, made a schedule and assigned chapter presidents and regional chairs a month that they will contribute a blog story. Even our

regional parliamentarian will contribute and members are encouraged to write. As of this writing we have three blog posts!

Case in point number two, Jodi Wiemerslage, regional PR/Marketing chair, confessed that she was not on Facebook and not a social media fan. She spent a little time considering the benefits of staying connected, but now her life has changed. "Leave it to NAWIC to bring me out of the dark!" she said. Jodi is now on Facebook and is regularly posting to the Midwest Region's Facebook page and contributing to our blog posts. She learned a new skill! (Check out her PR/Marketing article in December's Midwest region newsletter.)

Case in point number three, for those of you who have planned events, you know how time consuming this can be. As a director, we cannot plan our regional conference alone. I am blessed with a 2017 Forum coordinator, committee, and chapter who are on fire with planning the April 27-29, 2017 Forum conference in Omaha, Neb. Can they do this alone? No. Help from other chapters in the region, members, companies, attendees, and sponsorships will be required.

Do you see the value of asking others to participate? This opens the door for building leaders. As we grow in our NAWIC positions, the skill for asking for help will make you a better leader. Who can you ask for help today and give the gift of giving?



North Central Region | Jenny Mangas

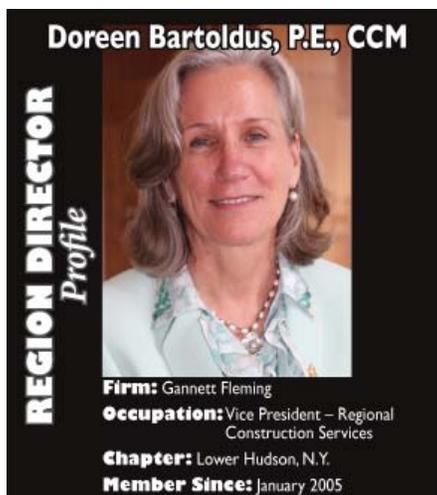
The North Central region held its Annual Fall Conference Oct. 21-22 in Akron, Ohio. The weekend was full of leadership training sessions, as well as a self-defense class! The self-defense class taught the fundamentals on how to ward off an attacker. What a great presentation!

Our Keynote Speaker, Morgan L. Hembree, Psy.D., MBA, BCB, taught us all how to be strong and motivated leaders with her excellent presentation. We also discussed the pre- and post-con summaries along with the strategic plan of NAWIC. It was a jam-packed day full of building leaders within our region. Thank you to all who attended! I look forward to Forum in Indianapolis, Ind., April 21-22. Mark your calendars!

I hope each of you have been able to listen in on the leadership training series presented by the awesome ladies of the board. These are amazing tools and resources that add value to your personal membership. The national website has links to the sessions, in

case you missed them, which were posted on YouTube.

With the New Year upon us, I ask all current members to please continue recruiting new members. We also need to reach out to the members that haven't renewed yet. NAWIC wants to continue building membership. We are strong women and we should keep on looking to help other women grow and strengthen their personal abilities with our leadership lectures. NAWIC has so much to offer. Let's constantly make other women aware of our organization!



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

With the national presidential election behind us, NAWIC has become more relevant now than ever before. Whatever your politics, it remains apparent women have a long way to go for equality. Our opportunities do exist, and will continue to grow, but only if we continue to support each other in our endeavor of diversifying and improving our industry together. Our Northeast Fall Conference occurred just days after the election, and the need to be in a room with women with the power to continue the change was palpable.

At our Northeast Fall Conference, "Peer Support: Building the Bridge from NAWIC to Your Career," there were so many positive takeaways. The trifecta of success came via our speakers and presenters. Jamey Barbas, project director for the New New York Bridge, specifically the Tappan Zee, presented on the actual construction of this bridge, from design to its current state and projected completion. Laura Casey of SafeCon

Solutions, walked us through her amazing career's journey, from EMT in the Northeast of the U.S. to Safety Solutions Consultant

in Africa. Lastly, Cynthia Phifer Kracauer of the Beverly Willis Architecture Foundation (BAAF) reflected on the history of women in the industry and on the future. Her message, "Changing Culture of Women in the Industry," offered both inspiration and reality.

Our big audacious goals discussion reaped many ideas that we're proud to bring forward to national. The Connie Leopard interview with Kathy Ireland, Ingrid Sletten's (Greater New York/Long Island Chapter #240) live Facebook feed of the bridge tour, and Piljo Yae's (Philadelphia, Penn Chapter #145) work on our region's website, are all great examples of the tools we are beginning to really put to work to make the industrial impact nationally, regionally and locally! Let's be sure to use them; collectively, they are most powerful!

I wish you all a very Happy and Healthy New Year. I am honored to be director, the liaison that supports and encourages our Northeast chapters in their growth, via implementation of the national strategies for success.

Anyone interested in more information on our project tour can go to the New New York Bridge link at <http://www.newnybridge.com/>.



Pacific Southwest | Elizabeth M. Teramoto, CIT

With the holidays behind us and 2016 firmly in the rearview mirror, the Pacific Southwest Region has turned its eyes towards the future and what 2017 has in store.

As you know, the first few months of the year are some of the busiest for NAWIC, especially with Block Kids, the CAD/Drafting competition and WIC Week on the horizon. Our regional chairs (Dana Scoggins, Block Kids; Cheri Hickman, CAD/Drafting; and Rita Hess, WIC Week) have been working hard getting everything in place and coordinating with their teams to make these occasions spectacular. As director, I can't help but want to attend each chapter's events and experience their different takes on these incredible programs. I really wish I had Hermione Granger's Time Turner!

Also, as spring approaches, thoughts turn to SATs, college acceptance letters and of course scholarships. The San Gabriel Valley, Calif. Chapter #110 will host its annual Run for the Roses scholarship fundraiser at the Santa Anita Race Track in February

and the Metro Denver, Colo. Chapter #112 will later host a wine and casino night for the same purpose.

In May, the Pacific Southwest Region will have a lot to celebrate when the Ventura County, Calif. Chapter #139 hits the big 5-0!

It is amazing to think that in that time society went from women being unable to get their own credit cards to nearly capturing the highest office in the land. Hopefully, we can all come together and join Ventura as they journey down a memory lane filled with history and tradition.

And finally, the region will head to Tucson, Ariz. as Chapter #122 hosts our 2017 Forum. The ladies of Tucson have been planning this meeting for almost a year and have put their heart and soul into sharing the joint beauty of the American Southwest and women in construction. I hope to see you there!

CORNERSTONE

Get connected to the latest news from NAWIC Committees.

U.S. Transportation

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

Agencies Working Together: Keeping traffic moving

Many organizations work together to operate, maintain and oversee our transportation system. Here are some great websites for resources and references:

Data & Statistics (for the data geeks)

This website shows areas of traffic congestion, information on many transportation areas including transit, rail, ferry, pedestrian and bike facilities, freight, and marine industries. <https://www.transportation.gov/research-technology>

The traffic management report (INRIX, a road traffic data company) reveals U.S. drivers spent an enormous number of hours in traffic. The top 10 cities with the worst traffic congestion and most hours wasted in traffic in 2015 are Los Angeles, 81 hours; Washington D.C., 75 hours; San Francisco, 75 hours; Houston, 74 hours; New York, 73 hours; Seattle, 66 hours; Boston, 64 hours; Chicago, 60 hours; Atlanta, 59 hours; and Honolulu, 49 hours. (<http://inrix.com/scorecard/>)

State DOT Civil Rights Personnel

This website lists state departments of transportation civil rights personnel. <https://www.fhwa.dot.gov/civilrights/overview/sdotcsrc.cfm>

FHWA Division Offices Civil Rights Personnel

This website lists Federal Highway Administration civil rights personnel.

<https://www.fhwa.dot.gov/civilrights/overview/crpersons.cfm>

Since 2009, more than \$14.1 billion in contracts were awarded by USDOT in contracts to small businesses including Small Disadvantaged Businesses, \$5.2 billion; Women-Owned Small Businesses, \$1.3 billion; Service-Disabled Veteran-Owned Small Businesses, \$349.9 million; and HUBZone Small Businesses, \$892.9 million.

Smart Technology and Innovation

It seems to me that Intelligent Transportation System (ITS) developments are moving faster than some people drive. What we could only imagine a short time ago is improving our transportation systems with the collaboration of many agencies. A report on developments and benefits is published at <https://www.its.dot.gov/history/>.

Source: Federal Highway Administration, www.fhwa.dog.gov and USDOT, www.transportation.gov.

Strategic Planning

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

Strategic Planning: How do we start?

If your chapter has never had a strategic plan, now is the time to start on one. We can do this in several steps so each month you can take time to go through a step to get a plan in place for the 2017-2018 NAWIC year.

For this month, we are going to look at how to assess where you chapter is and where it wants to go. To do this, I recommend that you do a SWOT analysis, which will help you categorize your chapter strengths, weaknesses, opportunities and the threats to what your chapter wants to do. This discussion can be enlightening to the membership and I encourage you to get

your whole membership involved so you get the full picture of the current state of your chapter.

This can easily be done on a piece of paper or flip chart divided into four quadrants to capture information on each category. Examples for each category include: strengths – business opportunities, friendships, community involvement; weaknesses – membership retention, mentoring, employer support; opportunities – professional growth, networking, leadership skills; and threats – no time, member burn out, being too social.

Once you have captured this information, you should be able to start to visualize what your chapter will need to do to ensure its future growth and meet the needs of a changing membership. We will look next month at what the next step will be to setup a strategic plan.

If you would like to access videos on strategic planning, Tecker International has many posted on its website. I encourage you to go to <http://www.tecker.com/> and look at the video library and publications. These videos are short, so take a few minutes to look at them. I learn something new every time I review one.

Alternatively, go to the NAWIC Professional Development and Education webpage. Click on “Resources” and then click on “Research/Strategy/Learning” and it will take you directly to the Tecker website. You can also investigate the information that this committee has available for your development while you are there!

If you need any assistance, please contact me at Cindy.Johnsen@gcinc.com.

National Founders Scholarship Fund (NFSF)

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

NFSF: What’s new for 2017

NFSF has been positioning itself strategically to grow. We are currently working on marketing the foundation to companies outside of NAWIC so that we can award more scholarships to students in financial need.

In addition to our marketing efforts, NFSF can now take donations by credit card. Since NFSF is a 509(a)(3) designated organization, your contributions are tax deductible as a charitable donation. Go to the NFSF website and click on “Donations” to contribute or set up recurring donations to the Foundation. Thank you for contributing to the education of someone going into our industry!

As a reminder, if you want NFSF to administer your scholarship fund, we need your contribution and the NFSF Administration of Scholarship Award form by February 15. The form is located on the NFSF website at <http://www.nawic.org/nawic/>

NFSFScholarships.asp. 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 Administrator Cindy Johnsen, Judy DeWeese, Yasmine Branden and Sandy Field. If we can be of service, please email us at NFSFScholarship@gmail.com.

OSHA/NAWIC Alliance

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

One of the goals of the OSHA/NAWIC alliance is to disseminate information. With the flurry of activity surrounding the outgoing administration, there is a lot of information to share. Right now, it appears that the new Secretary of Labor is slated to be Andy Pudzer, CEO of CKE Restaurant Holdings, Inc. (Carl's Jr. and Hardees). He, in turn, will select the Assistant Director for OSHA, replacing Dr. David Michaels, who will be departing in January.

First, on Dec. 1, the revised recordkeeping standard became enforceable. With the changes, the OSH administration can begin enforcing limits on incentives and drug testing related to injury reporting and new recordkeeping documentation requirements (1904.35). However, several agencies and associations are still challenging the changes.

Also, within the last couple of weeks, OSHA published both the "General Industry Guide for Walking/Working Surfaces and Fall Protection" and the guide entitled "Recommended Practices for Safety & Health Programs in Construction." The first standard will align general industry and construction more closely and will go into effect Jan. 17, 2017. The second is a 40-page document available to be downloaded off the www.osha.gov webpage or via OSHA QuickTakes – December 1, 2016 (volume 15/issue 26). Also, the dates have been selected for the National Fall Prevention Stand Down, May 8-12 2017, and the webpage is up and functioning.

Finally, in cooperation with the NAWIC Safety & Health Committee, we want to share the following information regarding the new silica standard.

Small Entity Compliance Guide for the Respirable Crystalline Silica Standard for Construction (OSHA 3902-10 2016)

OSHA announced the above small entity guide for compliance for the new respiratory standard (1926.1143) in mid-November 2016. The OSHA/NAWIC Alliance Committee and Safety and Health Committee strongly recommend downloading this guide and using it to meet the compliance requirements. It details what OSHA calls "Full and Proper Implementation" of the controls, and we feel this is where compliance will pay

closest attention.

As a reminder, this standard does not affect work that "stirs up" dust, as when trucks drive along a dirt road on a construction site, even though the sand does contain silica. Respirable crystalline silica that has health effects is 100 times smaller than grains of sand on a beach or on an earthen road.

Most operations in construction where tools are used on concrete, brick, block or mortar will typically result in exposure greater than the action level of 25 micrograms per cubic meter in an eight-hour period. The PEL (Permissible Exposure Limit) is 50 micrograms per cubic meter in an eight-hour time weighted average (TWA). With a few exceptions, the only activities unlikely to exceed this exposure level are mixing concrete for postholes, pouring footers, slabs and foundation walls and removing formwork.

For construction, the primary method of control is found in the new standard is a fully implemented program which follows Table 1 for the use of various tools and exposures. Full and proper implementation requires the employer to operate and maintain tools according to manufacturers' instructions for minimizing dust emissions, including water flow, vacuum equipment, blade speed and rotation, maintenance of the tools and blades and changing the water to reduce slurry.

It is our opinion that compliance will look at how employers use Table 1, but also that employers are following manufacturers' recommendations, which may mean that if you have Brand X tool, you must use Brand X blades, etc. and not Brand Z or a generic substitute.

Table 1 specifies engineering and work practice controls as the primary method of protection, followed by respiratory protection, and each section identifies the full and proper implementation of the engineering/work practice controls.

Some, but not all sections of Table 1 require the use of respiratory protection with a minimum assigned protection factor (APF). In situations where respiratory protection is required, a respiratory protection program must be in place.

Eighteen different tasks are outlined in Table 1. We recommend using the compliance guide to follow specific engineering and work controls. Each task is also divided into Over Four Hour Exposures and Under Four Hour Exposures. In these sections, the table helps define the type of respirator to meet the minimum APF. Employers always have the option of exceeding the requirements to a more protective respirator.

Additionally, if you are performing any activity that does not fall into one of the 18 Table 1 categories, you must implement the "alternate exposure control methods" in the standard.

Starting in Section D of the standard, the alternate exposure controls include assuring that an exposure assessment is done, limiting their employees' exposure to respirable crystalline silica, using engineering and work practice controls as well as respiratory protection.

How do you determine exposure? You conduct air monitoring. Personal sampling and area monitoring is recommended during the task. An industrial hygienist, with knowledge of how and where to place monitors as well as an independent reliable laboratory is important.

Other options include having industry-wide surveys of typical tasks or operations, or historical data of monitoring results, which are consistent with current operations.

Another key component of the standard, as well as an easy way to prevent citations, is to follow the housekeeping recommendations in the compliance guide.

ALL employers will be required to have a written exposure control plan. Each component is listed below.

1. Identify a competent person.
2. Have a description of workplace tasks involving exposure to respirable crystalline silica. Do this by describing the equipment used and the factors that affect exposure, such as weather conditions, soil types, indoors vs. outdoor or enclosed locations.
3. Describe engineering controls such as using dust collectors, using filters with 99 percent efficiency, and clearing water nozzles.
4. Describe work practices.
5. Identify respiratory protection required.
6. Describe signs that controls are not effective.
7. Identify and understand manufacturers' instructions for operating and maintaining tools.
8. Training to the requirements of the standard.
9. Housekeeping methods.
10. Describe how to restrict access to the work area including scheduling of tasks, communicating, posting signs, and relocating employees to other areas.

The plan must be reviewed annually, and the plan must be available to each employee. The small entity guidelines have a sample plan for employers to follow.

Much of the remainder of the standard and the small entity guide follows medical surveillance guidelines and recordkeeping.

Is the standard a little scary? Sure it is, but if you use the tools available to you from OSHA, the OSHA/NAWIC Alliance, and the NAWIC Safety and Health Committee, you should be able to protect your employees and meet the requirements outlined in the small entity compliance guide.

Contact Kathi Dobson or Schelle Wood if you have questions regarding this or other OSHA standards.

PR/Marketing

By Victoria Kurczyn PR/Marketing Co-Chair

Happy New Year, everyone!

You know what's great about a new year? The freshness of everything and having a clean slate to work on are what's great about a new year. Many people take this time to change bad habits, start eating right, or undertake new projects. At least, I know I have. It was around this time last year that I began the task of updating the website for the Pittsburgh, Penn. Chapter. By updating, I mean I created a brand new site from scratch. I am by no means a woman of great technological savvy. As a Millennial, the Internet and computing have been an integral part of my daily life since middle-school, but I'd never so much as written a blog post, let alone designed a website. However, I did have an idea of how I wanted to showcase our organization and my chapter. And, I understood who my audience would be and what they should take away from a visit to our new site. Knowing these key factors made the process quite easy. Now, NAWIC Pittsburgh has a professional, contemporary-looking website for our members, prospects, and industry peers to visit. (www.nawicpittsburgh.com)

If you are starting 2017 with the mission of crafting a custom website for your NAWIC chapter, here is a brief guide to help you get started.

Where?

There are many platforms which allow users, with little to zero experience in the joys of HTML, to build an aesthetically pleasing, professional-quality website with just a few drag and clicks. Here are a few for you to check out.

- Wix.com
- Squarespace.com
- Weebly.com
- Websuitebuilder.com

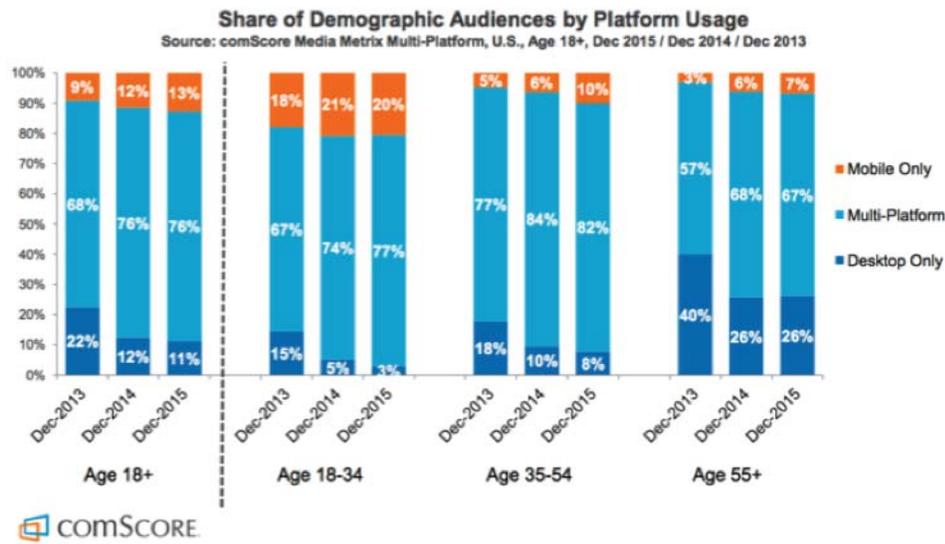
Not sure who to go with? Sample each one; if it's easy for you to use and you are happy with the layout, proceed!

All of the above-listed companies (and undoubtedly many more) offer "free" website solutions. Often, when using a "free" version of a website builder, you will not have an entirely personalized domain name. In fact, the company may only host your site for free. Depending on which provider you choose, there may be a few unobtrusive watermarks on the web page. If you are on a tight, micro-budget, this should not be a deal breaker! Having the hosting company's logo on the footer of every page is less of a problem than not having a

website at all. If there are funds available in your chapter's budget, you can have a personalized web page for as little as \$10 per month. See <http://www.wix.com/upgrade/premium-plans> for details.

An important detail not to be overlooked is to make sure your website is responsive. A "responsive" website is one that formats for various devices, like tablets and mobile phones. This detail is crucial! As you will note in the chart below, from the 2016 Global Digital Future in Focus, issued by comScore, a media analytics company, accessing the Internet using devices other than computers is steadily on the rise.

Multi-platform internet usage is the norm across age segments today, while mobile-only usage is also becoming more prominent.



INSIGHT

Virtually all 18-34 year-old Millennials (97%) are mobile users, while 20% don't use desktop at all. The Age 35-54 demographic has the highest percentage of multi-platform users (82%), while the oldest segment still has a sizeable, but shrinking, portion of its audience that only uses desktop.

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What?

Keep your website simple, clean, and easy to navigate. Have clear, concise information about NAWIC and a link to the national website, a link to your region's website, and links to all of your social media. You can add relevant documents, like membership applications and sponsorship forms, to your web page using a form builder or by connecting a link to Google Drive or Adobe Acrobat. There are apps and widgets available that you can add to your web page that show a calendar of events that ties in with Google Maps. Facebook and Twitter streams can be added to the sidebar of your landing page, with real-time updates. If your chapter sells NAWIC merchandise, you can also add an e-commerce page. Explore all of the options and select what best suits your chapter's needs.

Who?

While theoretically anyone on the planet can visit your NAWIC web page, it's helpful to have a clearly defined audience in mind. Likely, your members, prospective members, and industry peers will definitely explore your site. Also, so will speakers you've invited to present at chapter events, local media (print, TV, radio), city or county officials, and business leaders. You want your website to be user-friendly, ensuring navigation between pages is effortless, and finding information is straightforward for visitors.

Think about your favorite websites for inspiration. Creating content for your pages should be painless; NAWIC Chapters across the US always have cool/fun/interesting things happening! Add great pictures of activities, events, and friendly faces to your website. Once you've got everything up and running, make sure to periodically (weekly/monthly/as needed) update your web page. Think of it as no different as updating your Facebook or Instagram account; it is fun and easy!

Please note that this is not at all an exhaustive run-down of how to develop and maintain a website! 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. To share your thoughts with me, send me an email at kurczyn@casesabatini.com.

Legislation and Policy

By L'Tryce Slade, Legislation and Policy Chair

It is important for our NAWIC members to know what is going on nationally with legislation on a national scale. There will be a meeting held in Washington, D.C. at the Hyatt Regency Capitol Hill, June 19-23 by the Associated Builders and Contractors (ABC). The specific dates for the Legal Conference are June 22-23. The meeting will feature a national board meeting, legislative breakfast, congressional visits, a Free Enterprise Alliance reception, the ABC Legal Conference, the Diversity and Inclusion Summit, and Lobbying 101 for Young Professionals. Lets take advantage to make our organization stronger and more informed on legislation and policy that affects our businesses and us.

Membership

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

#HearNAWICRoar



Happy New Year to all! We are happy to report that our membership numbers continue to be ahead of where we were last year at this time. Remember to keep submitting those surveys; we are getting great feedback. The information you are sharing from your own chapter experiences, is helping to spark ideas for others. Great job to all!

We did not have a membership/marketing/PR freeconferencecall meeting in December. The last recorded session was from Nov. 3 and can be found here.

The Jan. 5 call is scheduled at 12 p.m. EST and again in the evening at 6 p.m. EST. Our meeting topics include using Lunch and Learns to promote NAWIC and for education purposes and sourcing contacts/places for press releases.

Now that we are past the holidays, it's a good time to circle back to renewals again. Take a look at your membership list (from last year) and if you have not connected with your past members on the "Need to Renew" membership list, now is a good time to call them.

Here are some notes to get you started:

- Keep your members' phone numbers in your cell phone. Drive time and lunchtime are great for making these phone calls.
 - Discuss upcoming events. Send them the updated calendar.
 - Add them to your meeting invite list if they are not already on it.
 - Tell them about an event or committee that you could really use their help with. Maybe they weren't feeling a part of the chapter.
 - Did this past member possibly become overwhelmed by a committee or position? Ask them to stay on and advise as a mentor.
 - We have found that many past members are planning to sign up, but are waiting on approval or a check from their accounting department. Others are waiting on approval through the local DOT in order to be reimbursed as a DBE. This is a good time to check back on that status.

Kudos to Tim Elmore for giving us all a wonderful holiday gift. If you haven't visited the newly updated Membership/PR and Marketing Committee page in the Member Center, go check it out! Go to <http://www.nawic.org/nawic/Membership.asp>. 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.

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!

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 lagging indicators, they can be useful in the event of a tie.

[Click here for the 2017 Application](#)

NEW OSHA SILICA STANDARD!

OSHA will be enforcing its' new silica standard in 2017. As previously reported, the NAWIC Safety & Health Awareness Committee is collaborating with the OSHA/NAWIC Alliance Committee to provide information for all members and member companies on pertinent safety, health, and regulatory compliance information, so this report will provide the health hazards associated with respirable silica dust, and the OSHA/NAWIC Alliance Committee report will provide details on OSHA compliance requirements.

Silica is the most common hazard on a construction work site! Silica dust can cause silicosis, a serious and irreversible lung disease. It can also cause lung cancer. Cutting, breaking, crushing, drilling, grinding, or blasting concrete or stone releases the dust. As workers breathe in the dust, the silica settles in their lungs. Silica particles are very similar to asbestos particles. They are both minerals commonly found in the earth's crust and soil, both become broken down into respirable particles through common construction processes (as listed above), and as a result, both cause similar diseases known as asbestosis and silicosis. The sharp, tiny particles become lodged in the lungs where they irritate the lining of the lungs. The lungs then secrete mucous to surround the particles, which then hardens and becomes scar tissue. Over time and with repeat exposure, the scar tissue becomes so expansive that it inhibits the air-gas exchange across the lung membranes, eventually leading to suffocation on one's own bodily fluids, known as silicosis. Similar to asbestosis, silicosis is a death sentence, and is not curable. The only true "cure" is prevention. This is why OSHA has released new standards requiring protection for employees who do work that exposes them to silica dust routinely.

[Click here for OSHA's Construction Fact Sheet](#)