

National Association of Women in Construction



Career

Education



Future



THE CONNECTION

Connecting leaders and members
to news from NAWIC

June 2016

Stay Ahead! The Connection is designed to keep you informed with pertinent Association news. Read up on timely announcements and messages from the NAWIC Board, and learn about the outstanding activities our regions, chapters and members are involved in!

ANNOUNCEMENTS

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Credentials Due June 17!

Remember to register for NAWIC's 2016 AMEC in San Antonio, Texas. Then, remember to send in your credential forms.

Your credential forms may be found at www.nawicconvention.org > Credentials and are due to the NAWIC Office on or before June 17, 2016. You may learn more about credentials there as well. Please remember to register for AMEC before you send in your credentials.

We look forward to seeing you in San Antonio for NAWIC's 61st Annual Meeting and Education Conference!



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NAWIC Elects New Region Directors

NAWIC's Regions have elected their newest group of Directors. They will be installed at the 61st Annual Meeting and Education Conference in San Antonio, Texas. Congratulations ladies!

Midwest Region

Vickie J. Nickel, CIT

North Central Region

Jenny L. Mangas

Northeast Region

Doreen Bartoldus, P.E., CCM

Pacific Southwest Region

Elizabeth M. Teramoto, CIT

Period for Membership Awards Changed

At the recent NAWIC Mid-Year Board meeting, it was decided to change the membership recruiting award period to run from August 1, 2015 through June 30, 2016 for this year only. In subsequent years, the award period will be from July 1 through June 30.

This change was necessary because we have changed our AMEC dates to mid-August and we would be unable to get the awards for AMEC if we waited until the end of July.

Deadline for Chapter Table Sales at the NAWIC Mini Trade Show is here!

Plans for the 2016 NAWIC Annual Meeting and Education Conference (AMEC) are well under way. The NAWIC Mini Trade Show will be held on Wednesday, Aug. 17, from 10 a.m. to 6 p.m. and Thursday, Aug. 18, from 1:30 p.m. to 6 p.m. Chapters and regions are invited to participate in this event. This program is being offered as a cost-effective method for chapters to increase non-dues revenue by increasing sales of their NAWIC items. Each chapter will be responsible for collecting sales tax on the items that they sell at AMEC. A form will be given to you so you can give us your sales tax money.

NAWIC will pay all sales tax with one check.

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

Reservation forms and the rules and regulations governing the event will be sent to all chapter presidents. You may also download the form and rules online at www.nawicconvention.org.

All reservations for tables were due to the NAWIC Office on June 1, 2016. A check, made payable to NAWIC, must accompany the Reservation Form. Sorry, no verbal commitments or requests will be honored. For more information, contact Dede Hughes at dedeh@nawic.org.

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

Send in Chapter Dues Updates

The deadline is June 30, 2016.

It's getting close to renewal time, and the NAWIC office needs your help to ensure all renewals reflect accurate chapter dues.

The Chapter Dues Update Form was e-mailed to all chapter presidents on June 1, 2016. To download a Chapter Dues Update Form, go to www.nawic.org > Member Center > Member Forms.

This information is necessary to update the NAWIC Database in order to generate 2016-2017 Online Renewal Invoices. Please complete the Chapter Dues Update Form, and submit it to the NAWIC Office no later than June 30, 2016.

Send in Chapter Leadership Updates

The deadline is July 15, 2016.

Your 2016-2017 chapter officers should be elected by June 30. Current chapter presidents should complete the Chapter Leadership Update Form, and return it to the NAWIC Office as soon as the results are in but no later than July 15. The Chapter Leadership Update Form was emailed to all chapter presidents on June 1, 2016. Please note: We only maintain records for the offices of president, treasurer and membership chair. To download a Chapter Leadership Update Form, go to www.nawic.org > Member Center > Member Forms.

Advertise in the Daily Bulletin

Would you like to promote your company, announce news or recognize or congratulate someone at the 2016 Annual Meeting and Education Conference? If so, consider advertising in The Daily Bulletin, a daily newsletter distributed to all attendees at NAWIC's Annual Meeting and Convention on Wednesday, Thursday, Friday and Saturday.

Advertising in The Daily Bulletin is an inexpensive and convenient way to reach members attending AMEC in San Antonio, Texas. To advertise, complete The Daily Bulletin Advertising Form located here. Return the form by July 11, 2016 to autumnd@nawic.org to be included in the Wednesday edition of The Daily Bulletin.

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

Limited space is available—first come, first served! For more information, contact autumnd@nawic.org.

Register for AMEC at NAWIC Online

You do not want to miss NAWIC's 61st Annual Meeting and Education Conference in San Antonio, Texas. AMEC is a wonderful opportunity to experience the power of NAWIC! Registering online is quick and easy. You can pay by check, VISA, MasterCard, American Express and Discover. Click here to register.

Registration Rates

May 1-June 30, 2016

Members: \$665

Non-members: \$765

After June 30, 2016 and onsite

Members: \$765

Non-members: \$865

Visit the NAWIC Store's June Sale

Purchase a gift for fellow NAWIC members or treat yourself to great NAWIC merchandise. The NAWIC store is a one-stop shopping opportunity.

NAWIC store items on sale this month include:

- Limited-edition 60th Anniversary Tote Bag, \$10
- NAWIC large padfolio, clearance priced \$5
- NAWIC Operations Manual (binder and dividers only), \$15
- NAWIC Operations Manual (complete), \$35



A Green Supply Chain Saves Money

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To learn more, visit savewithups.com/nawic.

CHAPTER OFFICER REMINDERS

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

Chapter Presidents

Credentials forms are due to the NAWIC Office by June 17, 2016. Forms are available online at www.nawicconvention.org > Credentials. Please note: Even if your chapter will not have anyone attending the Annual Meeting and Education Conference in San Antonio, Texas, it is still necessary to submit the form with "no representation" indicated. This allows the NAWIC office to submit the proper reports regarding chapters attending the Conference to the national Secretary. Please contact the NAWIC office if you have questions about completing the forms.

Chapter Treasurers

With the Annual Meeting and Education Conference fast approaching, you may have questions about using chapter funds for Conference costs. Chapter funds can be used to

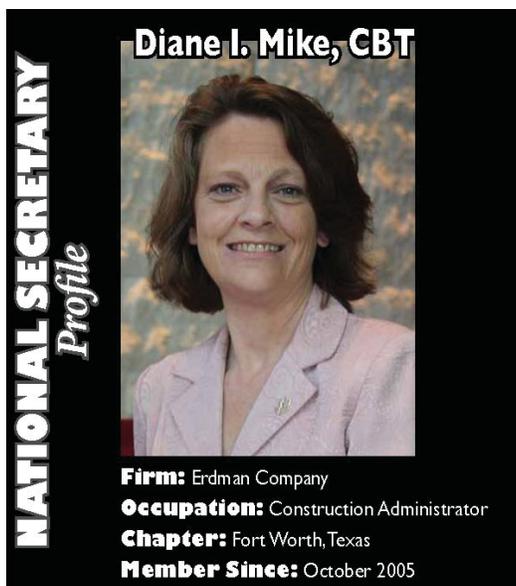
defray all or part of costs incurred by members who attend the Annual Meeting and Education Conference, Forum or Fall Planning Conferences.

However, to avoid problems with the IRS, any member who is reimbursed for all or part of her expenses to attend these functions is required to present a report to chapter members within 45 days of the event. Standing Rule #4 reads: "Any member accepting chapter funds to attend any Association function shall prepare a report to be either published or distributed within 45 days following the event. The report shall be attached to the appropriate chapter minutes." This keeps everything in one place in the event the IRS audits a chapter and reimbursements are questioned.

Chapter Membership Chairs

What's the difference between an Active Membership and a Corporate Membership? This is a common question from prospective members. Prospective members often do not understand the difference between an Active Membership and a Corporate Membership. These memberships receive the same benefits, with one exception. The Corporate Membership belongs to a company. The company appoints a female employee to represent the company in NAWIC and can transfer the membership within the company if needed. In contrast, an Active Membership belongs to the individual and is not transferable from one person to another.

NATIONAL OFFICER'S MESSAGE



NATIONAL SECRETARY
Profile

Diane I. Mike, CBT

Firm: Erdman Company
Occupation: Construction Administrator
Chapter: Fort Worth, Texas
Member Since: October 2005

Building a Pathway to Success

By Diane I. Mike, CBT, NAWIC Secretary

With another successful Forum season behind us and elections either completed or close to it, the time has come to

transition leadership and begin planning our new NAWIC year. Successful leadership transition and proper planning will build a pathway to success for chapters in the Association.

Mentoring and planning will play an extensive role in determining the success of the chapter as they will affect how the chapter proceeds through the year and aid in the creation of a pipeline of future leadership.

Mentoring: The current board and incoming board should begin to work together on an individual and team basis and begin a mentoring relationship. Transitioning of the board is more than handing over files to the new person; it is about mentoring and training to set them up for success. Discussion of key items, successes, failures, and clearly communicating role responsibilities will drive future success.

Mentoring also includes bringing new members into the chapter with the goal of building their leadership skills to one day lead the chapter. Finding one's true passion within NAWIC—whether that is membership, marketing, block kids etc.—is the stepping stone on the path to growing and changing personally and professionally. This is where we find the true value of NAWIC; growth as a leader within the chapter will spill over into one's professional career.

Planning: The incoming board should have a clear understanding of the current strategic plan, what was accomplished, what is currently being worked on, and what still needs to be achieved. The chapter strategic plan is the roadmap by which the chapter builds and plans the activities for the next year. This "live" document should be reviewed throughout the year to determine additions, deletions, and changes that move the chapter forward.

Planning should also include training of the board members and committee chairs. Expectations are set at the beginning of the year, clearly defining roles and responsibilities, communication strategy, and budgets. Planning and preparation is where all the work happens, if done well, success will follow.

Mentoring and planning are just two pieces of the process, but they are a huge part of what creates a successful chapter. Will there be bumps in the road? Absolutely. By supporting one another and building each other, we, as members of the chapter, can accomplish anything we set our minds to and overcome any obstacle set before us.

At the Forums this year, President Riki Lovejoy's report spoke to the many changes taking place, which includes the creation of a taskforce to develop a Chapter Leadership Program to help chapters with training and leadership development and a Young Professionals Advisory Committee to engage young professionals in the Association. President-Elect Connie Leopard also implemented a Region Director-Elect Training

Program this past year. With all levels of our Association working together to build a pathway to success our Association will grow, change, and build leaders who will impact the construction industry.

NAWIC builds leaders. Get started on your path to success.

REGIONAL ROUNDUP

Region Directors report on NAWIC activities across the country.



Midwest Region | Debbie Speake

Ladies, Forum season is over and what a season it has been. While I would love to attend each one to see all the exciting speakers, seminars, and workshops and enjoy the company of my NAWIC sisters across the country, that was not possible. Reading through all the posts, summaries and emails regarding the success of each Forum has been a joy. Each region changed things up a bit this year in keeping with President Riki Lovejoy's theme "Be the Change." Change in a positive forward motion has been seen in all regions this year.

Election time is upon us as well. The NAWIC national office cannot possibly make it any easier to vote than they have. Hopefully each of you have exercised your right and voted. Remember that this is your Association and you do have a voice. Congratulations to each of the candidates on a successful campaign process.

Also underway are chapter elections to fill board positions for 2016-2017. It seems like we just started this year and we are already planning for the next one! We are having more and more ladies step up to the next level of membership by taking on a position on the chapter board. This is a great step in your personal and professional growth. Do not hesitate to reach out to those around you for guidance and support. That is after all what we are all about.

AMEC is just a few short months away. Make plans now to attend. Keep the momentum going from Forum by attending NAWIC 61st Annual Meeting and Education Conference in San Antonio, Texas. An enormous amount of thought, time and energy go into the planning of this event and you will not be disappointed with the line up of speakers, seminars and workshops. You will meet ladies from all the regions and I am certain you will come away with a renewed energy as well as personal and professional growth.



North Central Region | Anne Pflieger, CIT

North Central Region Forum 2.0. "Be the Change, Build Your Future" was the theme and boy did we change! The Region's Past Directors and I completely changed the format of Forum. All day Friday workshops were set along two tracks—Construction Education and Personal Development. Also on Friday a CIS Boot camp/Exam was held and the majority of those that attended passed the exam. Friday evening there was a "Meet the Candidates" networking opportunity before dinner where members could meet and ask questions of the national and director candidates.

Saturday events started at 8:15 a.m. and were all NAWIC business except for the keynote speaker who spoke about reclaiming your time and reconnecting with yourself. We were fortunate to have two director candidates this year! The election took place in the afternoon with Jenny Mangas from the Cincinnati Chapter being elected. Congratulations, Jenny! After the director election, the Region New Leader and

Foremost Member awards were presented to Ashley Tiano from the Cleveland Chapter and Barbara Strachan from the Lansing Chapter respectively. Congratulations Ashley and Barbara! Even with all of the business on the agenda, we adjourned at 3:30 p.m., which allowed members to drive home or enjoy some more time with friends and/or exploring Fort Wayne. Thank you to the past directors for all their hard work in putting together an awesome Forum!

Another change this year was that instead of printing the chapters' year in review and region committee reports in the Forum program, they were put on the Region's website for everyone to read. If you get a chance visit <http://www.nawic4.org/2016-forum>.

html to read about the amazing things the North Central Region chapters and committees are doing and share them with your chapter and region.

On a final note, the North Central Region has been doing an amazing job recruiting and retaining members. We are only 44 members away from reaching national's goal. The Columbus, Indianapolis, Lansing and Pittsburgh chapters have exceeded National's goal and are continuing to recruit and retain members. The Detroit, Grand Rapids, Kalamazoo/Battle Creek and Toledo Chapters are within two members of reaching their goal. Way to go, ladies! Keep up the great work!



Northeast Region | Catherine D. Schoenenberger

I am writing this less than 48 hours after the conclusion of the 2016 Northeast Spring Forum, which had the theme “The Strength of our Past and the Force of our Future!” Seaside Mystic, Connecticut welcomed 70 of our Northeast members, plus our President-Elect Connie Leipard, and another out-of-region guest, Amy Berg.

It was an exhilarating and inspirational gathering. We elected the next Northeast Region Director for 2016 to 2018—Doreen Bartoldus, P.E. of the Lower Hudson, N.Y. Chapter #379. Doreen is a self-made construction professional and has an impeccable reputation in the field and in the Boardroom. We are honored to have such leadership before us. Doreen's seat on the National Board will only complement the entirety of the incoming Leipard Board, so congratulations to Doreen, and congratulations to all elected. NAWIC is positioned like no other time in her-story!

The top spot for the Northeast Membership went to the Greater Rochester, N.Y. Chapter #314. As of May 13, 2016 they were at 138 percent growth and retention! They are cresting 60 members. President Jillian Penkin, in high fashion and flair, accepted this award on behalf of the entire TEAM Rochester! The year isn't over yet, and I can't wait to see where our final Northeast Membership ends up. Retention strategies were a huge topic of discussion. It's one thing to bring in a new member, and it's a whole other thing to retain them. I liked the conversations, and I think we will do just fine at renewing time!

Our regional safety awards went to companies from three separate chapters: WM Schultz, Capital District, N.Y. #261; LeChase Construction Services, Greater Rochester, N.Y. #314 and Wayman Fire Protection, Wilmington, Del. #96. Leah Curran (both national and regional Safety chair) did an outstanding job, yet again! Thank you Leah.

CADD winners included third place Hartford, Conn. Chapter #165; second place Greater New York/Long Island #240; and first place and national honorable mention, No. 1 of Rhode Island #52! Block Kids competitions had six chapters participate with the Greater Rochester Chapter's entry taking top regional placement. Corey McGrath's WIC Week report was nearly three pages long, detailing all the great work all of our chapters exhibited, not only during the week, but also during the entire month!

Our Northeast Member of the Year 2016 is Eileen Venn of the Capital District, N.Y. Chapter #261! Eileen was the catalyst behind the highly successful NYS (New York State) WBE (Women Business Enterprise) Showcase. She also leads her chapter in recruitment efforts, and is the incoming chapter president. She owns Mechanical Testing, Inc., a testing services company for indoor environments. Thank you Eileen for being the spark in the Capital District, helping to increase membership by 116 percent thus far!

We also celebrated NAWIC Longevity Awards, too. We were thrilled to have “the power of the past” present with us. Beth Lorenz, Greater Rochester, N.Y. Chapter #314 achieved her 35-year milestone with NAWIC and Gerry Burton, Philadelphia, Penn. Chapter #145 clocked her 50th year. It is simply amazing!

Our Chapters will be electing their next slate of officers and boards of directors this month. Thank you to all who are stepping up for the first time or for the nth time. We are all in this Association to make a difference, and the only way we can do that is through our collective efforts. As is evident in my own Granite State Chapter, it's not the title, nor the position; it's the TEAM that makes things happen. Let's figure this out ladies and have an incredible 2016-2017 year! The force of the future is within our ranks right here and right now!

AMEC San Antonio will have great representation from the Northeast. Members from each of our 15 chapters will be there. The prospects of collaborations and networking, and the bounce from our AMEC Nashville, have our members anxious to experience all things Texas! Hope to see y'all on the Riverwalk.

Gracias Presidente Lovejoy. Esperamos una fiesta fantastica. Bienvenido Presidente Leipard. Esperamos grandes cosas.



Pacific Southwest | Lorelee Langworthy, CBT, CDS, CIT

Can you believe it is June already? Where has this year gone? It seems like only yesterday we were planning for Forum! That conference has come and gone for all of our regions. I hope you had the opportunity to attend one or more. We had a fabulous time in the Central California Coast April 15-16.

Our hostess chapter did a wonderful job of making us feel welcome and engaged. There were tours of the Flight Museum where women were especially recognized and honored for their contribution to aviation, afternoon leadership workshops where we learned about the five communication languages, a welcome party, and a wine tasting. There was something for everyone with plenty of camaraderie to spare.

It was a great time to get to know new region members and to catch up with old friends. Saturday was our business meeting. It also featured excellent keynote speakers with

topics that both engaged and empowered us. We also held elections for our 2016-2018 regional director. Congratulations to Liz Teramoto of the Las Vegas, Nev. Chapter. We then heard from our national candidates and held a Q&A session in place of the usual caucus. I understand most, if not all, regions went with this new format, and I believe it was more beneficial to all our members to get a personal, up close exchange with them. I trust these sessions helped you with your choices when it was time to vote in May.

Speaking of voting, by now our 2016-2017 slate of officers will have been elected by our membership. It was nice to see almost all offices had more than one candidate to consider. Congratulations to those who were elected! I know they will continue the strong leadership that we currently have and strive to enhance the core values of our Association.

June is also time for us to focus on our local chapter elections. Our chapters can only continue to thrive if we all participate. That includes attending the monthly meetings, participating in the community outreach programs, and serving on the local board of directors. You make the difference. You make the change. How will you help your chapter, your region, and your Association grow?

CORNERSTONE

Get connected to the latest news from NAWIC Committees.

U.S. Transportation

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

It's a bird. It's a plane. No, it's a drone.

Everyone calls them drones and they are also known as Unmanned Aircraft Systems (UAS). I remember two or three years ago looking at a set of photographs from a local construction project and asking if the company owner had purchased an airplane. They were amazing photos with a clarity that rivaled a professional photographer. No, was the reply. They were taken by a drone, which the owner had recently purchased.

Well, since then there has been much discussion and controversy with the increasing popularity of UAS. For the purposes of photographing construction projects, I feel they are a great new tool of technology. I am sure they have been around for quite some time, and not being very technological, they flew under my radar (pun intended).

Due to airspace regulations, the Federal Aviation Administration (FAA) implemented some rules and registration procedures to ensure that safety is the number one priority.

The U.S. has the busiest, most complex airspace in the world. The responsibility to fly safely applies equally to manned and unmanned aircraft operations. The FAA is partnering with several industry associations to promote safe and responsible use of unmanned aircraft.

There are three categories of operation: Public/Governmental, Civil (Non-Governmental), and Model/Hobby or Recreation. I will write here about the civil category since it is most closely related to construction operations. All UAS must comply with FAA regulations and my summary should not be confused with a complete list of regulations for any category. I encourage the use of the online FAA website listed below.

There are presently two methods of gaining FAA authorization to fly civil (non-governmental) UAS:

1. Section 333 Exemption – a grant of exemption in accordance with Section 333 AND a civil Certificate of Waiver or Authorization (COA); this process may be used to perform commercial operations in low-risk, controlled environments.
2. Special Airworthiness Certificate (SAC) – applicants must be able to describe how their system is designed, constructed, and manufactured, including engineering processes, software development and control,

configuration management, and quality assurance procedures used, along with how and where they intend to fly.

Anyone who owns a small unmanned aircraft that weighs more than 0.55 lbs. (250g) and less than 55 lbs. (25kg) must register with the FAA's UAS registry before they fly outdoors. People who do not register could face civil and criminal penalties.

Owners must register their UAS online and the owner must be: 13 years of age or older. (If the owner is less than 13 years of age, a person 13 years of age or older must register the small unmanned aircraft.). And a U.S. citizen or legal permanent resident.

Registration costs only \$5 and the process is simple and web-based. The registration is valid for three years.

Again, please consult the FAA website for detailed information and instructions for registering.

I know the subject of drones is a long-standing and emotional topic. Please know that my opinion is only the use of them for the purpose of recording the progress and success of construction projects.

For more information: <https://www.faa.gov/uas/>

Source: www.dot.gov/blog/fastlane; <https://www.faa.gov/uas/>

OSHA/NAWIC Alliance

By Kathi Dobson and Schelle Wood Co-Chairs of OSHA/NAWIC Alliance Committee

Your OSHA/NAWIC Alliance committee will have materials from OSHA at AMEC again this year. Please plan on stopping by our table at the Trade Show and visiting with us. We hope to have again have a field officer on hand to answer any questions you and your companies have pertaining to any OSHA regulation.

OSHA's Campaign to Prevent Heat Illness in Outdoor Workers

Heat illness can be deadly. Every year, thousands of workers become sick from exposure to heat, and some even die. Heat illnesses and deaths are preventable. Employers are responsible for providing workplaces that are safe from excessive heat.

What is heat illness?

The body normally cools itself by sweating. During hot weather, especially with high humidity, sweating isn't enough. Body temperature can rise to dangerous levels if precautions are not taken, such as drinking water frequently and resting in the shade or air conditioning. Heat illnesses range from heat rash and heat cramps to heat exhaustion and heat stroke. Heat

stroke requires immediate medical attention and can result in death.

How can heat illness be prevented?

Employers should establish a complete heat illness prevention program to prevent heat illness. This includes:

- Providing workers with water, rest and shade;
- Gradually increasing workloads and allowing more frequent breaks for new workers or workers who have been away for a week or more. This allows them to build a tolerance for working in the heat (acclimatization);
- Modifying work schedules as necessary;
- Planning for emergencies and training workers about the symptoms of heat-related illnesses and their prevention;
- And monitoring workers for signs of illness.

Workers new to the heat or those that have been away from work and are returning can be most vulnerable to heat stress and they must be acclimatized.

To prevent heat-related illness and fatalities:

- Drink water every 15 minutes, even if you are not thirsty.
- Rest in the shade to cool down.
- Wear a hat and light-colored clothing.
- Learn the signs of heat illness and what to do in an emergency.
- Keep an eye on fellow workers.
- "Easy does it" on your first days of work in the heat. You need to get used to it.

If workers are new to working in the heat or returning from more than a week off, and for all workers on the first day of a sudden heat wave, implement a work schedule to allow them to get used to the heat gradually. Working in full sunlight can increase heat index values by 15 degrees Fahrenheit. Keep this in mind and plan additional precautions for working in these conditions.

Remember these three simple words: Water, Rest, Shade. Taking these precautions can mean the difference between life and death.

Who is affected?

Any worker exposed to hot and humid conditions is at risk of heat illness, especially those doing heavy work tasks or using bulky protective clothing and equipment. Some workers might be at greater risk than others if they have not built up a tolerance to hot conditions, including new workers, temporary workers, or those returning to work after a week or more off. This also includes everyone during a heat wave.

Industries most affected by heat-related illness are: construction; trade, transportation and utilities; agriculture;

building, grounds maintenance; landscaping services; and support activities for oil and gas operation.

Thousands of workers are affected by heat illness each year. Environmental heat is a recognized hazard. Workers have the right to receive information and training about hazards and their prevention, and it is the employer's responsibility to provide this.

In a training, it is important to include the health effects of heat, how and when to respond to symptoms, and how to prevent them from occurring. The OSHA Heat Illness Prevention Training Guide (PDF*) includes information in short, interactive lesson plans that can be completed in a tailgate or toolbox talk. Training should be in a language that the worker can understand.

Knowledge is the first step of prevention. To create a plan of preventing heat illness to communicate during these trainings, Using the Heat Index: A Guide for Employers (PDF*) is a helpful resource. Having a plan and knowing what to do in the event of a heat-related emergency is part of first aid that can save lives.

OSHA has provided Apps for Android and iPhones for the heat index tool

Strategic Planning

By L'Tryce Slade, MRP, JD, Strategic Planning Chair

Do You Want to Do a Strategic Plan, But You Do Not Know How?

Do you want to do strategic planning for your chapter, but do not know how? Here is an outline that you can tweak and make your own:

- Presentation on what strategic planning entails (Power point slides or oral presentation.)
- Review the current strategic plan. (Pass out a copy of the old strategic plan so people remember what was accomplished and the direction of the chapter.)
- Asset Exercise. (Use post it notes to post on the wall or flip chart paper.) Discuss the positive attributes of your chapter.
- What is good about NAWIC? Use flip chart and scribe
- Visioning Exercise in Small Group of five. (You may have multiple tables.)

Explain the purpose of the vision wall

1. What is good and great about NAWIC?
2. What needs improvement?
3. What are the jewels in NAWIC that can be enhanced?

- Small Group Report. Pick a spokesperson to present the small group discussion
- The facilitator of the strategic plan should take all the flip chart notes and compile them into a report and give a report back to the group.

Legislation and Policy

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

Workers Compensation

Are you fully aware of ways to make sure that your workers compensation is bringing your company the best value and best value cost? There are a few questions that will affect your workers compensation experience rating. You should make sure that you have a workplace safety plan that is being implemented. Next, you should do random drug screening of employees, in order to lower the insurance experiences.

Next, there are a few additional questions you should ask and set up best policies and methodologies in your office. Is your company required to pay medical only? Is your company required to pay lost time? Is your company requesting surveillance? Is an accident certification signed? Was the claimant drug tested? Is the claimant represented? Did claimant treat within the network? Has the claimant returned to light duty status? Has an independent medical examination (IME) been assigned? Has the claimant reached maximum medical improvement (MMI)? What is the claimant's permanent impairment rate (PIR)? Has a medication been scheduled? Workers compensation can be extremely complicated. For small and large businesses we must make sure that we fully understand the ramifications of the insurance.

Highlights

Discover how members and chapters are enhancing their success.

Helen Bruce – Dodge Trailblazer An Original Steel Magnolia

At least once a year, the Atlanta Chapter of the National Association of Women in Construction (NAWIC) recognizes the presence and participation of local Dodge employees in attendance at their monthly meetings. This recognition and appreciation is in honor of a former Dodge Reporter, Helen Bruce Verhey, who founded the Atlanta WIC Chapter in 1961.

Verhey started at F. W. Dodge around 1945 as a plan room file clerk and shortly thereafter she became the first female reporter in Atlanta. Later, she worked as Assistant to the News Manager and eventually resigned after 22 fruitful and productive years at F. W. Dodge.

The Atlanta Chapter received its NAWIC charter in June 1961 with 85 members, at the time, the largest chapter in the country. Aside from producing their own newsletter and featuring architects and contractors as guest speakers at their meeting, Verhey, now the first Atlanta Chapter president, moved swiftly to request not only declarations from the mayors of Atlanta and surrounding cities, but a proclamation from the Georgia governor recognizing the organization. She and Lettie Nixon with J. A. Jones Construction Company went to the Georgia Capitol to receive a WIC Week proclamation from Governor Ernest Vandiver in 1961. WIC Week in Atlanta was established and they joined the annual observation, still held during the second week in March by all the chapters across the country. Verhey and the other officers proceeded to recruit and build chapters across Georgia.

At the February 2016 Atlanta NAWIC meeting, after being recognized for Verhey's pioneering and trailblazing work, the chapter was informed that she, still residing in Georgia, was celebrating her 100th birthday. Cards were signed by all the attendees and sent along with a birthday shout out. The National NAWIC office was also informed and sent greetings as well.

"Trailblazer" is the most fitting title for Helen Bruce Verhey. She had vivid and colorful recall of her involvement with NAWIC and her days at Dodge. She was born in Newton County Georgia, one of eight girls, at time when families had to buy the books if their children wanted to attend high school or go beyond the 7th grade. At the age of 13 Helen's formal education ended and she moved to Atlanta, practically on her own, and worked as a maid and then a waitress. She later married and had a son, Dan, who while in high school worked at Dodge during the summers reading news clippings, and is now a well-known author. When her son was 4 or 5 years old, Verhey's marriage ended making her a single parent and sole provider. It was then that she pursued a higher paying job and landed at Dodge as a File Clerk or Plan Room Attendant in the Atlanta Plan room. At that time, the plan room had 50 or 60 tables for customers to view plans and do take offs.

Verhey actually taught herself how to type. She established such great rapport and trust with the general contractors and engineers to the point that they would specifically ask for her by name. She boasted that she knew all of the subscribers and customers by name. She took bid information over the phone, went to bid openings, logged in bid information, typed up information, and followed the laborious procedures in order to get the information to the distribution department and in the mail to customers by 4 p.m. each day. Verhey also logged in plans, wrote summaries and attached addenda. Through this work experience she saw too few women involved in the

construction industry and the majority of those that she met were clerical or administrative and underpaid.

It did not take long for managers to notice her dedication, skills and talents and she became the first female Dodge Reporter in the Atlanta office along with five male counterparts. She readily admitted that those gents were not very receptive. This, she recalled, was typical of those times when women were not given equal pay or recognition and were seen as competition in the work place. Above all, she grew more and more interested in the construction industry. It was through this experience that she sought to strengthen her position in the workplace and those of other women in construction.

Soon, through her relationships and connections at local construction firms, Helen was able to get private news information that was not being made available to the public, all to the chagrin of her male counterparts. Based on her success, Verhey's manager eventually gave her the opportunity to develop those contacts. As she networked with other women, the interest and the support to start a NAWIC chapter was born. Thus through persistence, hard work and a lot of legwork by Verhey and Nixon, NAWIC's Atlanta Chapter was organized and became a viable organization with Verhey serving as the first president and founder of NAWIC Atlanta.

Verhey loved her work with NAWIC and at Dodge and stated that she sincerely enjoyed the fast pace and working under pressure. She was excited to hear that her work in establishing NAWIC Atlanta and its missions are still appreciated some 55 years later. Of course, she was quite flattered to know that the local chapter has recognized her annually for many, many years and was so appreciative of the cards, greetings and attention that she received at 100 years old. She was anxious to hear how things had changed at NAWIC and even more concerned about how women in the industry have progressed.

Sadly, Verhey passed away shortly after her 100 birthday. Helen Bruce Verhey was an extraordinary woman who overcame some difficult challenges during a time when women's rights were just beginning to emerge. She has left a great and outstanding legacy at NAWIC Atlanta. As her longevity and her pioneering fortitude displayed, Verhey was a true treasure and truly an original steel magnolia.

Lynn Logan, Director Atlanta NAWIC Chapter, Chasm Architecture, Dodge Reporters, Debbie Guthrie, Kathy Conrad and Margaret Walters contributed to this article. The article was edited for length before appearing in the Connection.

June is NATIONAL SAFETY MONTH!

Join the National Safety Council as the month of June is recognized as National Safety Month. Each week in June the NSC will provide downloadable materials for the below topics. Please share with your chapter members and employers!

Week 1: Stand Ready to Respond

Week 2: Be Healthy

Week 3: Watch Out for Dangers

Week 4: Share Roads Safely

[Visit NSC's site here!](#)

Summer months are almost here, which means warmer temps. Follow these tips to help prevent heat related illnesses....

- *Drink more fluids regardless of your activity level. Don't wait until you're thirsty.*
 - *Don't drink fluids that contain large amounts of sugar.*
- *Sports drinks can help replace the salt and minerals you lose when you sweat.*
 - *Wear light weight, light-colored, and loose-fitting clothing.*
 - *Electric fans make dealing with the heat more comfortable, but when temperatures are in the 90s, fans will not prevent heat related illness.*
- *Some of the best ways to cool down is by taking a cool shower or just by moving to a cool air-conditioned place.*
 - *Protect yourself from the sun by wearing sunglasses, wide-brimmed hat, and apply sunscreen.*

Identifying Different Heat Related Illnesses:

- Heat Stroke: Symptoms include dry skin, dizziness, and a rapid strong pulse. With

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