

National Association of Women in Construction



Career

Education



Future



THE CONNECTION

Connecting leaders and members
to news from NAWIC

March 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!

Your Partner in Learning

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

Rowan University's B.A. in Construction Management Online is designed as a degree completion program for individuals with experience in the construction field who already have an associate's degree or equivalent number of credits, and prefer to continue working while earning a degree. However, applicants with less than 60 credits may work with an enrollment counselor to explore available options. The program prepares individuals to supervise, manage, and inspect construction sites, buildings, and associated facilities.

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

Apply Today!

www.RowanU.com/Construction

856-256-4747 | global@rowan.edu

Celebrate WIC Week

WIC Week (March 5-11) is back. It's time to celebrate your accomplishments and those of every other woman working in the construction industry. To help you celebrate, 2017 WIC Week materials are available online. All promotional materials are available for easy downloading. Included in the materials are:

- A sample proclamation,
- WIC Week letterhead,
- WIC Week sample press release,
- The WIC Week logo and
- More.

Click here to get more information about WIC Week or download promotional materials or go to <http://www.nawic.org/nawic/wicweek.asp>.

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 classified as "Active," "Corporate" and "Member-at-Large" on 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

Ruth Fritts

Jill Hanson, CIT

Treasurer

Anne Pflieger, CIT

AMEC Registration is Open! Register Today for Early Bird Discount!

As of March 1, registration for the 2017 Annual Meeting and Education Conference (AMEC) is open! Are you planning to attend? If not, start thinking about it today. AMEC will be held Aug. 16-19, 2017 at the Hyatt Regency Orange County in Anaheim, Calif.

Those who plan ahead and register early can take advantage of special "early bird" registration rates. Early bird registration is available March 1 through April 30. Click here starting March 1 to register. 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.

Registration Rates

Early Bird Registration

March 1-April 30, 2017

Members: \$635

Non-members: \$735

May 1-June 30, 2017

Members: \$685

Non-members: \$785

After June 30, 2017 and onsite

Members: \$785

Non-members: \$885

Check Your Mailbox for NAWIC's 2017 AMEC Promo

NAWIC's 2017 Conference Promo should be in member mailboxes any day. If you can't wait, the promo is available online. This piece includes all of the information you'll need to plan your attendance at the 2017 Annual Meeting and Education Conference in Anaheim, Calif. It's also a great item to show employers.

Download a Copy of 2017 Employer Letter for Your Boss

Connie M. Leipard, NAWIC's 2016-2017 president, has written a letter for members to pass on to their employers outlining the many reasons to send their female employees to the 62nd Annual Meeting and Education Conference. Click here to download a copy of the letter.

Chapters No Longer Allowed To Purchase Early Bird Registrations for Unelected Delegates

Every year, the NAWIC Office gets asked, "What do we do if we don't know whom our chapter will send to AMEC yet? Can we still secure the early bird registration rate?"

Unfortunately, the answer is no. 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. That is why we encourage you to choose your delegates as soon as possible. That way your chapter is still able to take advantage of the early bird registration rate.

If you have any questions, please contact Lauri McCullough at laurim@nawic.org.

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.

Get to Know ConsensusDocs –

NEW Video

Keeping You Ahead of the Curve

In just a few minutes, this animated, whiteboard video describes how ConsensusDocs can help you and your business.

ConsensusDocs are the only standard contracts written by 40 leading design and construction industry associations. Through fair risk allocation, incorporation of best practices, and contracts designed to keep you ahead of the curve, ConsensusDocs provides you with a better way to build.

Check out the new ConsensusDocs video!



Forum 2017 Coming Soon

Every NAWIC region holds a spring Forum each year. This event is a chance for you to learn, network and have fun with other members from your region. You won't want to miss all that your region has in store for you. Annual Forums offer educational seminars, solutions for your business and career, networking and much more. And don't forget the fun! Forums will be held all over the country, so don't miss the opportunity to attend a NAWIC Forum near you. Check out http://www.nawic.org/nawic/Region_Forums.asp or click here for the 2017 Forum Preview Guide.

BuiltWorlds Profiles Women in Construction

In support of National Women in Construction Week (March 6-10), BuiltWorlds will feature profiles on five women making an impact on the industry, including: Jen Suerth, Vice President of Technical Services at Pepper Construction; Utopia Hill, Director of Project Management, Procurement and Construction at Invenergy; Lauren Lake, co-founder of construction technology startup Bridgit; and more. Visit www.builtworlds.com starting March 6 to learn more about these outstanding women.



NAWIC National Awards Are Seeking Nominees

Every year, NAWIC awards three outstanding members one of its three national 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. Simply log into the website at www.nawic.org. Then go to Member Center > Committees > Awards and download the forms.

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 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.

Unravel the Secret of Forms

Have you ever wondered why a particular form needs to be submitted to national? Attend the webinar, FORMS: **Fill Out Return Mystery Solved**, and the mystery will be solved. Plus learn about the national office's top 10 form blunders. The Leadership Training seminar will be presented by Anne Pfl eger, CIT, NAWIC Treasurer, akpnawic@charlesinc.com, on Wednesday, March 29, 2017 at 7 p.m. ET. All NAWIC members are welcome. To call in, call 515-604-9309 and use access code: 391116. Join the meeting online at <https://join.freeconferencecall.com/nawicleadershipskills>.

The Power Point Presentation will be made available on national's website (http://www.nawic.org/nawic/Leadership_Training.asp) at least one week prior to the scheduled webinar for review. Any questions should be directed to the presenter and Colleen Cribbs, NAWIC Committee Liaison, colleenc@nawic.org.

NAWIC Seeks 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.

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.

- **Save Up to 28% on UPS Next Day Air® and Worldwide Express®**
- **Save Up to 21% on UPS 2nd Day Air®**
- **Customized discounts on LTL freight shipping (Call for a free quote)**

Go Green with UPS®. Enrollment in the NAWIC/UPS Savings Program is free for Members, with no minimum shipping requirements.

Enroll online!

Call: 866.443.9303, ext. 4082

Email: upsfreightassociations@ups.com

To learn more, visit savewithups.com/nawic.

CHAPTER OFFICER REMINDERS

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

Chapter Presidents

The Annual Meeting and Education Conference (AMEC) Promo will be in the mailboxes of all NAWIC members within days. It is also currently available at NAWIC Online. Please share this information with your chapter. Encourage members to use the promo as a tool to solicit financial support from their employers. Get an idea of how many members will be attending the 2017 Conference as early as possible. These members should be considered as delegates and alternates to represent your chapter. You must have your delegates and

alternates elected no later than June 15, 2017 (60 days prior to AMEC). Credential forms are due to Dede Hughes, dedeh@nawic.org, at the NAWIC Office June 15, 2017. Click here to download credential forms.

Chapter Treasurers

Question:

Can chapter funds be used to defray all or part of costs incurred by members who attend AMEC, Forum or Fall Planning Conference?

Answer:

Yes, but to avoid issues 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 the 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 that the IRS audits the chapter and reimbursements are questioned.

Chapter Membership Chairs

Ever wonder how to encourage members at meetings to get acquainted? There are many different ways to accomplish "ice breakers." Here are a few ideas.

- **Mixed seating at the regular business meeting.** This may be done by having numbered tables (members and guests draw numbers and sit at their designated table) or color-coded tables (handled the same as above).
- **Assign a member of the board to each table.** This accomplishes two objectives. The board member can initiate the conversation and she also is able to talk to the members on a one-to-one basis.
- **Have members and guests exchange business cards when they are seated.** After the meeting, they must return the card to its rightful owner and be able to remember her name, place of employment and position.
- **Appoint a hospitality committee** whose duties are to introduce new members, prospective members and guests to other members. Make sure as the meeting progresses that they are not left alone and that they always feel welcomed.
- **Plan to meet for lunch and invite prospective members and especially new members.** These informal get-togethers are great ways to get to know each other.

- **Call one of the guests from your last meeting** and tell them why you are a member of NAWIC. Invite them back. You don't have to be their sponsor to tell her how glad you are she was a guest.
- **Provide special identification for new members to wear for their first year**, such as a red rose, a special ribbon for their membership pin, a permanent name badge, etc.

NATIONAL OFFICER'S MESSAGE

There are Many Ways to Get the Most Out of Your Membership

By Riki F. Lovejoy, CBT, CIT, Immediate Past President



Wow! It is hard to believe that we are already at the halfway mark of our NAWIC year! As you read this message, WIC Week is upon us, and a lot of work is ongoing for Annual Forums across the country! And, of course, a lot of work has already been completed for the Annual Meeting and Education Conference in Anaheim, Calif. in August. Whether you participate in a social activity, a community benefit or one of the multitudes of educational programs being offered through NAWIC, you are developing skills to continue your successes in your personal, professional and NAWIC life. All you have to do is show up and participate!

President Connie Leipard's message of "Support, Encourage, Grow" speaks directly to our core purpose and core values. We are members of an Association that is all about challenging women to excel in their chosen field. By being an active member of NAWIC, you are obviously up for the challenge! This is your first step to becoming the best leader you can be!

As an industry association, we are always competing for your time, talents and allegiance to a core purpose, as are all the other industry associations. As more women are becoming an

integral part of the construction industry, NAWIC will continue to provide education, resources and support to help define each woman's idea of their personal success. NAWIC can only do this with the input, good or bad, of its members. Your time, talents and passion are very important to the up and coming leaders of our Association. Speak up!

So at this halfway point, let all the women in your professional life learn about NAWIC during (and beyond) WIC Week. Attend the Annual Forums in your region to get the most education or indulge and go to other region Forums. Meet the national officer candidates who will be at the different Forums and discuss the future of NAWIC. Let your leadership teams—be it chapter, regional or national—know what you think, good or bad. We need to know "the good, the bad, and the ugly." We can only improve with the right facts and ideas for solutions. We also want to know what we are doing right. Tell us your success stories! Let President Leipard know how you are succeeding! She welcomes the stories and photos! Drop her a note at President@NAWIC.org.

I hope to see you at Annual Meeting and Education Conference in Anaheim, Calif. Early bird registration opened March 1, so register today!

REGIONAL ROUNDUP

Region Directors report on NAWIC activities across the country.

Midwest Region | Vickie Nickel, CIT



Four years ago, I wrote a fun script that was presented at Region 6's Forum titled "You Asked...NAWIC Food Network Stars Share Their Secret." Cast members included Rachel Ray, Prep for Success; Barefoot Contessa Ina Garten, Back to Basic; Sandra Lee, Create a Wow Experience; Paula Deen, Celebrate; and Iron Chef Mario Batali, The Secret Ingredient. Throughout the day, these "Food Network Stars" presented

their episode by sharing their secrets for enhancing the flavor of NAWIC dishes. A few months later “Paula Deen” (aka Vickie Nickel) attended the Welcome Party at AMEC and handed out autographed copies of the NAWIC Cookbook. Were you one of the lucky members that received this priceless gift?

In this article, I wanted to share Iron Chef Mario Batali’s Secret Ingredient. It’s you, the NAWIC member. So, how do we create an “Iron Chef” member?

- This year, national launched the Leadership Training Series to help us build our skills to better serve our Association.
- In our strategic planning, we developed NAWIC’s BAG (Big Audacious Goal or Vision). We want to be the Association that empowers women to influence the direction of the construction industry. “That is a big goal that has been set for us,” said Karli Meisinger, Greater Omaha, Neb. chapter president. “But like any big goal, when you break it down, it’s easy. Look at yourself and the women you interact with every day. We are influencing the direction of the construction industry.” Read below for what’s in Omaha’s BAG!
- Spice up your NAWIC recipe by stepping outside your comfort zone and trying new dishes. Have a CAN-I Attitude (Constant and Never-ending Improvement) by investing in yourself. Attend chapter, regional and national meetings; join a committee; or serve on your chapter’s board.
- Seasoned members should be a mentor to new members.
- New members, bring fresh ingredients to your chapter. Let them share ideas and skills.
- Turn the heat up by attending your region Forum and AMEC. This helps members gain a “Molto Gusto” appetite for NAWIC (zest for life).

What’s in The Midwest Region’s Bag?

In January, the Greater Omaha, Nebraska Chapter #116 sponsored an informational meeting/presentation for 107 contractors and interested parties for the City of Omaha to introduce a new inspection option powered by VuSpex. The City has expanded its electronic offerings for the Permits & Inspections department and is starting to allow live inspections via a smartphone app. Technology continues to change the way we do business and NAWIC’s Omaha chapter was chosen to help spread the word about this major change. VuSpex will be attending the Midwest region Forum and members will have an opportunity to view a demonstration using VuSpex.

NAWIC’s Midwest region partnered with the AGC of Kansas, American Council of Engineering Companies (ACEC), Construction Specification Institute (CSI), Design Build Institute of America (DBIA), and Plumbing Heating Cooling Contractors Association (PHCC) in a joint collaborative conference of construction industry professionals called KAN-STRUCT. The event was held in Wichita, Kansas, Feb. 2-3. This director along with Bev Sauerwein, past Region 6 director and the Greater Wichita, Kan. Chapter’s current president represented NAWIC on the KAN-STRUCT planning committee. NAWIC had a booth during the exhibition and sponsored one of the workshop presentations titled “Generation Gap: Real or Imagined?” The format for the workshop was a panel discussion moderated by Katie Loughmiller, president of NAWIC’s NE Kansas Chapter #142. Panelists included four young millennial generation industry professionals, including Kelsey Billingsley, a member of the Greater Wichita, Kan. Chapter. They presented their thoughts on the generation gap in the construction industry. There was a great interaction between panelists and the audience, which was standing room only. The PowerPoint presentation has been forwarded to national requesting it be posted on the website for PD&E use.

National President Connie Leopard also attended and gave a warm welcome before the keynote address.

Karli Meisinger said, “How do you impact the direction and success of your company? How does your company impact the construction market? How does our market affect the industry? Now combine all of those little influences through the “funnel” of NAWIC and we are a power force to be reckoned with.”

From my region to yours, best wishes for enhancing your NAWIC dishes.



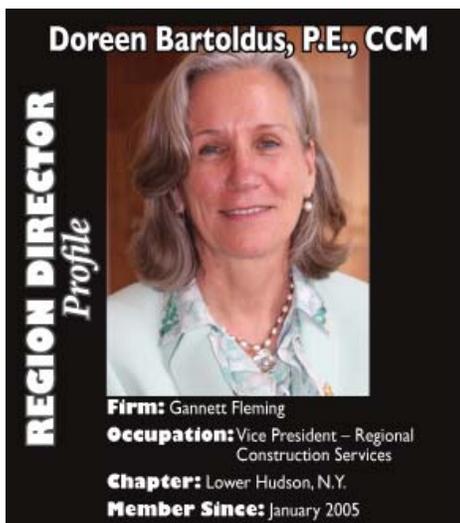
North Central Region | Jenny Mangas

Can you believe we are almost to mid-year? Time flies when you're having fun! With chapters busy with Block Kids, chapter meetings, and WIC Week, we are in full bloom here in the North Central Region! I wish the weather was that cooperative! Spring will be here soon enough and so will our 2017 Forum!

We continue doing an outstanding job of retaining and recruiting members. We have 449 total members as of Jan. 31. We only need 169 more to meet our national goal. Several chapters are above the 80 percent renewal target! Keep up the good work recruiting! I encouraged everyone in my last newsletter to "Each One, Recruit One" as a New Year's resolution. Let's keep up the energy! The more excited we are as members, the easier it is to recruit new members!

Are you ready to board the NAWIC train? The Indianapolis, Ind. Chapter and I have been busy over the last couple of months planning the 2017 Forum. This will be held in Indianapolis, Ind. the weekend of April 21-22. We have some amazing workshops planned for Friday, including Social Media, Blue Beam Training, and Silica in Construction. Our keynote speaker on Saturday is Holly Bolton, who will be "Connecting the Dots to Success." She is the Director of Marketing at CE Solutions and presents around the country on marketing and business development topics. Our session will explore how the experiences we have, both positive and challenging, affect our future growth and success. I am personally looking forward to listening and learning from Holly! I hope you can join us for this exciting weekend of seminars, networking, and a little fun!

"There is no tool for development more effective than the empowerment of women." —Kofi Annan



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

The Northeast is looking forward to getting together in Boston, Mass., April 28-30. We will encourage our members and guests to continue to grow both personally and professionally. We look forward to spending time and celebrating with our extraordinary Executive Vice President Dede Hughes. The City of Boston is the perfect backdrop in spring; it is the historic city of patriots and an example of resilience and spirit, Boston Strong.

All of our chapters continue to empower and build with incredible WIC week activities. The Wilmington, Del. Chapter #96 will hold three events including a panel, a tour, and a wear red day (March 7). The Lower Hudson, N.Y. Chapter #379 will have a paint night and a session with empowerment coach Lane Cobb. The Greater New York/Long Island Chapter #240 will host a movie night featuring the film "Sisters in the Brotherhood." The Greater Worcester, Mass. Chapter #241 is holding an art contest looking for works of art of any type that feature women in construction. I am so looking

forward to those results. The Boston, Mass. Chapter #15, is having a past presidents panel, a construction breakfast hosted by Shawmut Design and Construction, and a Habitat for Humanity Build Day. Whew! Basically, wherever you go in the Northeast, there is an event planned for WIC week.

NAWIC is also getting lots of market exposure through NY Builds. You may have seen our linked in and Facebook posts sponsored by NY Builds at the Javits Center in NYC. They are giving us fantastic local exposure. Ingrid Sletten and I will be participating in a diversity panel on March 15 and all women are invited to a networking event that same afternoon hosted by NY Builds. Plus, the Greater New York/Long Island and Lower Hudson Chapters will be sharing a booth March 15-16.

We had sad news in December when Viola Leskinen, a member of the Capital District, N.Y. Chapter #261 and a past region director, passed away. In January, her friends held a celebration of life that was truly a celebration. She is missed.

There is so much more to share. I will be going to Hartford, Conn., Albany, N.Y., New York City and Westchester, N.Y. I hope to expand my travels a to other chapters (and regions) after spring Forum.

Of course, I am looking forward to the mid-year board meeting with NAWIC President Connie Leipard, our great board of directors and executive board. The goal is always to build a better and stronger NAWIC to serve our members.

I continue to be impressed by our region's leadership. Everyone is dedicated, motivated and positive. Hey 2017! We, NAWIC, are here and there is no stopping us!



Pacific Southwest | Elizabeth M. Teramoto, CIT

As we settle into this new year, the Pacific Southwest Region has jumped headfirst into a packed schedule!

Once again participation in both the Block Kids and CADD programs was high. After seeing the reports and projects turned in by various chapters, it is clear that anyone disparaging the youth of America hasn't taken the time to really listen to these kids and see the talent and ability just waiting to blossom.

Also in February, as many set their sights on Valentine's Day hearts full of chocolate, the Salt Lake, Utah Chapter #90 took the time to remind us to look after the health of our actual hearts by celebrating Heart Health Month. They promoted Go Red for Women Day and shared "Life's Simple 7" rules that can help control your risk for heart disease.

March is already shaping up to be busy month, too! In addition to all of the incredible WIC Week celebrations and activities, the San Diego, Calif. Chapter #21 will host a Do-It Herself Electrical Workshop where attendees will learn the basics of electrical functions and installations. The Pikes Peak, Colo. Chapter #356 celebrates their 20th anniversary this month. Finally, the Tucson, Ariz. Chapter #122 has issued a worldwide invitation to explore "Expanding Borders with NAWIC" during our annual Forum at the Westward Look Wyndham Grand Resort and Spa in Arizona. I hope to see you there!

CORNERSTONE

Get connected to the latest news from NAWIC Committees.

OSHA/NAWIC Alliance

By Kathleen Dobson, CIT, CSP, STS-C, LEED AP, OSHA Alliance Chair, and Schelle Wood, OSHA Alliance Co-Chair

OSHA's activities have slowed since the Presidential inauguration, as most appointed personnel and many lifetime employees left the directorate. Without a Secretary of Labor, there can be no appointees to the various lead positions within the Department of Labor, including OSHA. Currently, Dorothy Dougherty, the Assistant Secretary for Occupational Safety & Health is overseeing the operations and maintaining the functionality of the department. Dean McKenzie continues to head up the directorate of Construction, and there are still some familiar faces within OSHA, including Doug Kalinowski, who is in charge of the Directorate of State and Cooperative Programs, including all the Alliances.

As with any change in administration, there have been a number of changes to the OSHA webpage, so if you are unable to locate something you've seen in the past, we're happy to assist. Of course, OSHA is more and more active on social media, so you could ask a question of them on their Facebook or Twitter accounts. (@OSHA_DOL) or <https://>

www.facebook.com/departmentoflabor. Also, we'd be remiss if we did not remind you to sign up for QuickTakes, the twice-monthly newsletter of OSHA. It's free and more than 170,000 people are currently subscribing!

Some general industry (1910) regulations were revised late last year and a couple of them will likely cross over and may have an impact on the construction industry.

The first, walking and working surfaces, (Subpart D – 1910.21) revised in November 2016, aligns itself much closer with construction, especially in relation to duty to have fall protection, ladders and training requirements. The rule had not been revised since 1971, and was long overdue in keeping up with industry needs. Included in the new standard were items related to fall protection flexibility (not just guardrails, but other fall protection items that we've become used to); updated scaffold requirements; personal fall protection system performance and use requirements; inspections and training. Since slips, trips and falls are a leading cause of lost work and restricted work in general industry and construction, the standard is being welcomed by both employees and employers and has widespread support overall.

Another general industry standard for Powered Industrial Trucks (Subpart N – 1910.178) had a few minor changes made, and it may impact operators of those lift trucks.

The Alliance team held a teleconference in February to discuss the alliance activities, look to the future for new projects to tackle and to discuss the role of the alliance in the Association. We are also working with NAWIC President Connie Leopard to have a great presentation from Cal-OSHA at our Annual Meeting and Education Conference in August.

If you need help keeping up with changes at OSHA, or just have questions about the alliance and how you can get involved, please contact Schelle Wood (schelle@dolphinsheetmetal.com) or Kathi Dobson (kdobson@alberici.com).

U.S. Transportation

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

There was a spirited discussion in a meeting at my workplace just the other day about how technology is speeding ahead. Many in the room were recollecting the use of paper recordkeeping and our progress to the use of smartphones. Here are some helpful applications for those that are using these devices and the ever-increasing collection of “apps.” I am sure there are many more.

511 Traveler Information Systems

Many states offer their own 511 system as an app. These apps provide useful, high-quality, comprehensive, readily available and accessible travel information, for multiple modes of transportation. The 511 service provides information on incidents, status, modal availability, travel speed and time, roadway conditions, congestion, work zones, weather, planned events, and tourism.

SaferBus

The Federal Motor Carrier Safety Administration (FMCSA) mobile app is part of the agency's Look Before you Book program. It provides easy access to bus company safety information and checks if a bus company is allowed to operate, reviews bus safety performance, and allows you to file a complaint.

B4UFLY

The Federal Aviation Administration (FAA) mobile app provides drone and model aircraft users with situational awareness and considers the user's current or planned location in relation to operational restrictions. It has a review of current status, a map interface for nearby flight restrictions, a planner for flight locations and times, and helpful links to FAA resources.

SaferRide

The National Highway Traffic Safety Administration (NHTSA) mobile app is a simple system that helps the traveler get home safely with three easy buttons on the home screen. Choose from a list of possible taxi services, call a pre-programmed contact, and bring up a map of your current location.

SaferCar

Another NHTSA mobile app provides information and functions that help make informed safety decisions involving your vehicle, including 5-Star safety ratings, recalls and complaints, help to install car seats properly, and safety headlines and alerts.

Sources: U.S. Department of Transportation, USDOT, www.transportation.gov, and Federal Highway Administration, www.fhwa.dot.gov

PR/Marketing and Membership

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

#TakeAimForNAWIC

Can you feel the excitement! WIC Week is here! This is your chapter's best opportunity to show up and show pride for our industry. Every event is an occasion



to celebrate and to let your prospective and new members know about your chapter. Talk to everyone and post on social media about all the amazing events and meetings your chapter hosts that benefit our industry, our community and the people within them. Here are a couple examples for social media:

- Post a video montage of your chapter's event photos from the past year, and
- Post or re-post your upcoming events calendar on social media and your website.

As you host each event, have someone ready to take lots of photos. Upload to social media, and be sure to hash tag with #WICWeek2017. Also, you'll want to send press releases to your local media outlets, describing what happened at your events, and include photos!

Good photo opportunities include:

- New/prospective members,
- Sponsors with chapter officers,
- Action photos during the event (job site tour, WIC Week cookie delivery, billboard drive-by, etc.), and
- So much more, so be creative!

Speaking of photos. Remember in our November Connection article that we announced new awards for AMEC! One of the awards is a photo contest. Submit a creative photo or series of photos of a chapter event, showing how your chapter is “Enhancing and Promoting.” In a future email, we'll be sending information about how you can participate in this challenge.

Strategic Planning

By Author Cindy Johnsen, CBT, CDS, CIT

We Are Ready to be SMART!

Now that you have organized what your chapter wants to do, let's work on writing your strategic plan goals and objectives. You should have the items of work (strategies) separated into goal categories of awareness (marketing), education, infrastructure (resources), or membership. If you looked at the national strategic plan, this is how the national board categorized the goals and objectives.

Next, let's write your chapter objectives, which are summations of your strategies. Objectives are short declarative statements that start with words that give direction so you can see movement as you work to achieve them. An example is "Enhance marketing efforts." Look to the national strategic plan for further help—your chapter may have more in common with national than you realize. Please steal with pride knowing that your chapter is in alignment with national. Take your time and have a small group work on these objectives so it is easier to get consensus.

Once you have your objectives, review them with everyone. If everyone is in the agreement, we are ready to write the overarching goals. Previously we talked about SMART goals—**Specific, Measurable, Achievable, Realistic, Time-bound.**

Specific: Have a clear outcome of the goal.

Measurable: Have a clear indicator of progress.

Achievable: Can be achieved in the next three to five years.

Realistic: Have human and monetary resources available.

Time-bound: Specify when the outcome will be achieved.

Let's keep these in mind as we write our goals. As a chapter, realize your goals could be the same/similar as the national strategic plan goals or they may be totally different. There is no wrong goal for your chapter as long as you are moving towards NAWIC being a "must" for all women desiring to grow and succeed as leaders within the construction industry. Remember that just because you don't have a resource to achieve the goal now, it does not mean that goal is not realistic. Your chapter can work towards developing specific resources needed to achieve a goal (remember your strategies). More time can be allowed for a goal if required as well as determining a goal is no longer needed. We will talk in a later Connection about working the plan and annual strategic plan reviews.

Need some help? Tecker International is consulting with the national board on its strategic plan and has on its website many videos on strategic planning and leadership development. I encourage you to go to <http://www.tecker.com/> and look at the video library and publications to help guide your chapter towards implementing a strategic plan or tuning up your

current one. These videos are short so take a few minutes to look at them. You can also contact me with any questions at Cindy.Johnsen@gcinc.com.

Until next month.

Legislative Awareness

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

Do you know what is going on in ballot initiatives that affect construction?

- **Alabama: Right to Work, Amendment 8**

This amendment to the state constitution would prohibit businesses from denying individuals work opportunities based on union membership.

- **Virginia: "Right to Work" Amendment**

Joining Alabama in strengthening its right-to-work position, Virginia wants to make it illegal for employers to require that their workers be union members.

- **South Dakota: Right for Organizations to Charge Fees for Services, Initiated Measure 23**

South Dakota, which is a right-to-work state, has put forth a measure that would let unions, in addition to other businesses and nonprofits, charge members a fee for services related to their membership.

- **Arkansas: Removal of Cap on State-Issued Bonds, Issue 3**

The states aren't waiting on Washington to come up with a comprehensive infrastructure plan but instead are forging ahead with proposals to approve big-ticket spending at home.

- **California: Proposition 53, Voter Approval Requirement of Revenue Bonds above \$2 Billion**

Requiring voters to approve state-issued bonds for projects over \$2 billion, this proposition does not have the support of California Gov. Jerry Brown,

- **California: Proposition 51, Public School Facility Bonds**

The ballot in California is a \$9 billion bond issue to fund renovations and new construction in K-12 schools and community colleges. This follows a \$10.4 billion bond in 2006 that financed renovations to K-12 schools and community colleges in addition to state colleges and universities.

- **California: Proposition 64, California Marijuana Legalization**

The legalization of marijuana for recreational or medicinal uses is on the ballot in nine states.

- **Missouri: Prohibition on Extending Sales Tax to Previously Untaxed Services, Constitutional Amendment 4**

With Amendment 4, Missouri wants to put a stop to state

sales or use taxes on services or activities that weren't already subject to them before January 2015.

- **Illinois: Transportation Taxes and Fees Lockbox Amendment**

Several ballot initiatives in this election aim to more clearly allocate infrastructure spending.

- **Washington: Carbon Emission Tax and Sales Tax Reduction, Initiative 732**

I-732 intends to be revenue-neutral and thus calls for lowering the state sales tax by 1% in addition to raising a tax credit for low-income families and slightly lowering the business and occupation tax rate

To find out more, go to <http://www.constructiondive.com/news/10-construction-related-state-ballot-initiatives-to-watch/429768/>.

Highlights

Discover how members and chapters are enhancing their success.

Carol O'Donnell, Member of the No. 1 of Rhode Island Chapter, Featured in Providence Business News

The Providence Business News recently profiled NAWIC member Carol O'Donnell, CIT. O'Donnell, a member of the No. 1 of Rhode Island Chapter, is the owner and president of CRM Modular Homes, Emerald Re-Construction LLC and Emmy LLC. To read the full article, go [here](#).

Worcester Business Journal Online Profiles Jennie Lee Colosi, Member of Greater Worcester, Mass. Chapter

Jennie Lee Colosi was the subject of a recent article in the Worcester Business Journal Online. Colosi, a member of NAWIC's Greater Worcester, Mass. Chapter, is the president of E.T. & L. Corp., the largest woman-owned company in Central Massachusetts. To read the article in its entirety, please go [here](#).

Biz New Orleans Interviews Millie M. Munsch, CIT, President of NAWIC's New Orleans, La. Chapter

The publication Biz New Orleans recently published an article on women in construction and the great strides women are making within the industry. To this end, the publication interviewed Millie M. Munsch, CIT, president of NAWIC's New Orleans, La. Chapter. If you'd like to read the article, please go [here](#).

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? Were you interviewed by the media? If the answer to any of these questions is yes, NAWIC encourages you to share the news in the Connection newsletter. Simply send an email to Autumn Daughetee at autumnd@nawic.org. Be sure to include all the pertinent details and related photos. Then sit back and see your news reported in the next Connection!

Safety Newsletter

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!

[Click here for the 2017 Application](#)

Creating and Implementing a Strong Safety Culture

[Download this as a pdf](#)

Many companies, particularly small, specialty trade contracting companies, know they need help with their organization's safety and health management system (SHMS), but they don't know where to start. This article is designed to provide simple, but necessary steps to take to create, implement, and maintain a compliant safety program.

Every organization falls somewhere along the "safety spectrum". Some have nothing in place for a SHMS, and some are fully compliant, experience little to no accidents or injuries, and win safety awards. Most lie somewhere in between.

The first step in creating your organization's system is to do a thorough S.W.O.T. analysis of the organization as a whole. Identify the company's Strengths, Weaknesses, Opportunities, and Threats when it comes to safety behaviors, attitudes (starting with the company management), procedures, policies, competitors, regulatory & industry agencies' (OSHA, NFPA, NEC, ANSI) standards for your trade work, and company OSHA record. You need to get an accurate "big picture" of what is really going on in the field, and in the office. Get onsite, study your employees' work processes and behaviors,

as well as your foremen or superintendent's leadership in this area. Review your organization's safety and health manual. Do you have policies in place for safe work procedures that are based on OSHA's standards guidelines? Do you have an enforcement policy in place? If you do have any of these systems already in place, are you actually following them? What is the company doing for training? Is training being documented? This stage should simply be observational, and should not be used for discipline (unless there is very unsafe behavior observed. This should always be stopped and dealt with). This should be observational in nature only, gathering information for implementation of a proper system.

Once you feel you have a good understanding of where the company is at with regards to safety and compliance, you have the information necessary to begin creating policies and procedures which will be the basis for your SHMS.

Once the S.W.O.T. analysis is complete, you should have identified areas of weakness to focus on improving, and strengths to build on. Don't be discouraged if, after a thorough analysis, you realize you don't really have a safety program at all. That is not uncommon, especially for smaller trade contractors. The positive thing about this realization is just that; the recognition. You cannot change a problem that you do not even know exists. If you are doing well in some areas, but not so well in others, you have an idea of what you need to focus on.

To begin, you should take the Safety & Health Management Guidelines (SHMG) that OSHA requires organizations to have in place, and start creating policies that will bring your organization to this level of performance. OSHA has step by step guidelines you can access by clicking [here](#). These guidelines, in addition to your S.W.O.T. analysis, will show you where the company is lacking so you can create policies and procedures that will bring the company up to par. As you begin, keep in mind that policies and procedures are part of quality control, so these should be things that are of a routine nature, or expected repeat performance, that will bring consistent results. While policies and procedures are routine in nature, they do not speak to the culture that you want to create, which is one of complete buy-in. However, over time, that culture will naturally develop out of the expected and enforced policies that the organization adopts, enforces, and trains employees on. The company culture is a natural by-product and response to the newly developed safety protocols that the company embraces. Be patient. It takes time.

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 companywide 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.