

National Association of Women in Construction



Career

Education



Future



THE CONNECTION

Connecting leaders and members
to news from NAWIC

November 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

Get connected to what you need to know!



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Add NAWIC to Your Phone's Home Screen

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

NAWIC Now Has Podcasts

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



NAWIC Partners with Troy University

NAWIC is pleased to announce the national agreement between NAWIC and Troy University. This corporate partnership between NAWIC and Troy will encourage both professional and personal development among our members by offering tuition discounts and scholarship opportunities at Troy University to all national NAWIC members and staff.

What began as a seed of inspiration in NAWIC's Montgomery, Ala. Chapter #267 has sprouted into a national partnership. Troy University is an international university with sites all over the world, offering undergraduate degree programs, graduate degree programs, certificates and professional development courses on several campuses and online. Carl Collins and Amy Waters attended a NAWIC Montgomery, Ala. Chapter business meeting where they shared information about Troy University's Corporate Partnership program. Through this program, partnership organization members and staff can receive education benefits at Troy, including waived registration fees, a 10-percent tuition discount, and the opportunity to apply for Corporate Partner Scholarships. These benefits are available to all NAWIC members and NAWIC staff. They may be used at any Troy University campus, including Troy Online.

Troy University is world renowned for excellence in education. NAWIC's Montgomery, Ala. Chapter members and associates include Troy alumni, parents of current Troy students and alumni, and Troy faculty and staff. NAWIC's ties with Troy run deep and the Montgomery, Ala. Chapter is honored to have a role in the development of this partnership.

NAWIC members can learn more about the Troy Corporate Partnership on Troy's partnership site at www.troy.edu/partnerships/women-in-construction.html.

Would You Like to Serve on the NAWIC Board?

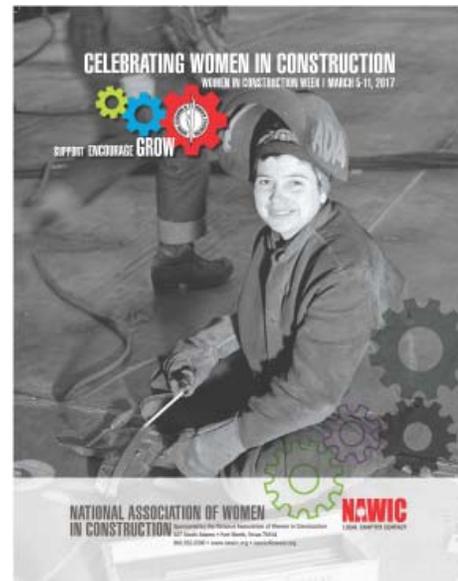
Have you ever considered serving on the NAWIC board as an officer? Can you help the NAWIC office locate and encourage qualified members to run for the offices of President-Elect, Vice President, Secretary and Treasurer? If the answer to either of these questions is yes, please click [here](#) for more information and instructions.

The NAWIC office is also looking for qualified members of to submit for candidacy for Region Director for the Pacific Northwest Region, South Atlantic Region, South Central Region and Southeast Region. If your chapter has one or more prospective candidates for Region Director or you are interested in serving yourself, please click [here](#) for more information and instructions.

Free From NAWIC

Chapter presidents should have received their "Free From NAWIC" mailing. This mailing contains samples of NAWIC's Chapter Marketing Tools. Chapter Marketing Tools help you easily share NAWIC with employers, potential members and sponsors. The mailing included an updated sample of each available item and an order form. Items included are the "NAWIC Facts & Education," "Who Do You Want To Be," "The Value Brochure" and more. Free From NAWIC items can be obtained anytime by ordering online or submitting a Marketing Tools Order Form to the NAWIC Office.

WIC Week 2017



Have you started planning for WIC Week 2017. It's approaching fast and will be here before you know it. If your chapter hasn't started crafting its plans yet, lets get started. Visit the WIC Week website for information about WIC Week, forms and to order the 2017 pins and posters

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



Updated NAWIC manual available for download

The updated NAWIC manual is now available in the Member Center at www.nawic.org. Choose the Board of Directors tab and scroll down and click on Operations Manual. Please download and print these items at your earliest convenience.

NAWIC Items on Sale in November

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

- NAWIC Red Padfolio, price \$10
- NAWIC 60th Anniversary Tote Bag, originally \$14, sale price \$8
- NAWIC Black Padfolio, originally \$10, sale price \$5
- NAWIC Stylus Pen, originally \$3.50, sale price \$3

Visit the store online here.

NAWIC Career Center offers employment tools, jobs targeted to NAWIC members

Employers want you. The NAWIC Career Center features hundreds of jobs that employers want you to see. Where do employers go when they want a talented woman with experience in the construction industry? They go to the NAWIC Career Center. You can post a resume, view jobs and set up personal job alerts. Best of all, it's free. Visit the NAWIC Career Center at <http://nawic-jobs.careerwebsite.com/> today.

NAWIC Members - Discover The New Logistics



Logistics has always been about getting things where they need to be exactly when they need to be there. And doing it as efficiently as possible. The NAWIC/UPS Savings Program is here to help NAWIC Members do just that at a discounted rate.

Package Shipping

- NAWIC Members save up to 28% on UPS Next Day Air® and Worldwide Express® with the UPS Savings Program, an unmatched selection of package delivery services at a discounted rate.

Freight Shipping

- NAWIC Members with LTL freight shipments of 150 lbs. or more, receive customized discounts for all three types of freight shipments — regional, interregional and long haul. Call for a free savings analysis or quote.

Enroll online!

Call: 866.443.9303, ext. 4082

Email: upsfreightassociations@ups.com

To learn more, visit savewithups.com/nawic.

CORNERSTONE

Get connected to the latest news from NAWIC Committees.

NAWIC Founders Scholarship Fund

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

NFSF is Here to Help Your Chapter

For those of you that are not aware, NFSF, the NAWIC Founders Scholarship Foundation would love to administer your scholarship fund. NFSF is a self-supporting scholarship program established in 1963 by NAWIC to assist in providing the construction industry with trained employees through higher education. NFSF is a 509(a)(3) designated organization so **contributions are tax deductible as a charitable donation.**

We are here to help your chapter! You can fundraise for your scholarship fund when it is with NFSF and take advantage of NFSF's tax status. Just make sure the check is made out to NFSF and we will send a receipt. Also, any NAWIC member or their families are also eligible for an NFSF scholarship.

You still have a choice on the types of scholarship we award on your behalf (undergraduate and/or trade). You can also tell us the college/trade schools or geographic locations that you want us to award to. This information is in the NFSF Administration of Scholarship Award form on the NFSF website at www.nawic.org/nawic/NFSFScholarships.asp. We just ask that you do not restrict it so much that we cannot award a scholarship since we want to assist students with their construction careers.

The trustees of NFSF this year are Cindy Johnsen, Administrator; Judy DeWeese; Yasmine Branden; and Sandy Field. We appreciate your help in getting the word out about NFSF and if we can be of service, please email us at NFSFscholarship@gmail.com.

Strategic Plan

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

SMART?

No, I am not yelling at you or questioning your intelligence! I am asking if your personal or chapter goals are SMART.

When working on goals for your chapter strategic plan (this works on personal goals as well), make them SMART— **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.

Remember that just because you don't have a resource to achieve the goal now, it does not mean that you cannot work towards the resources needed to achieve a goal in the future. This is part of your working strategies that will follow once you set a goal. Also, you can always allow more time if needed on a goal should you determine it is necessary as well as determining a goal is no longer needed. This is all part of working the plan.

Tecker International is consulting with the national board on NAWIC's strategic plan and has on its website many videos on strategic planning and leadership development. I encourage you to go to www.tecker.com/ and look at the video library and publications to help guide your chapter toward implementing a strategic plan or tuning up your current one. The videos are short; so take a few minutes to look at them. I learn something new every time I review one.

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

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

Legislation and Policy

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

The Next 12 to 18 Months

Women in NAWIC are directly influenced by construction spending growth. It is important for us to understand where the industry is going. Architecture business is on the rise. Therefore construction is on the rise for the next 12 to 18 Months. ABC's Construction Backlog Indicator, AIA's latest Architecture Billings Index and Construction Consensus Forecast, and the NAHB/Wells Fargo Housing Market Index provide influence on the construction industry. According to the Associated Builders and Contractors Chief Economist, Anirban Baus, "Nonresidential construction spending growth will continue into the next year with an estimated increase in the range of three percent to four percent. Growth will continue to be led by privately financed projects, with commercial construction continuing to lead the way. Energy-related construction will become less of a drag in 2017, while public spending will continue to [be] lackluster."

NAWIC members' firms should see a direct upswing for more construction projects that should result in more revenue.

NAHB's forecast shows single-family production expanding by more than 10 percent in 2016. The growing multifamily sector is leveling off. The labor shortage is affecting residential and commercial constructions. We, as women in construction, should be a part of the solution to address the labor shortage and help prepare more women to enter into the profession to serve as part of the solution. This is an opportunity for women to rise in the industry and bridge the workforce shortage in the industry. In order to achieve sustainability in the industry, we must be part of the solution.

U.S. Transportation

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

Does the yellow light on the traffic signal mean you should drive faster?

Well, no, not really. Sometimes we are all in a hurry. It may seem like the thing to do. New technology is helping to enforce the rules and you may just be caught on camera so a ticket can be issued for driving through a red light. Let's look back to a time when traffic signals and lights were first used.

The world's first traffic lights were installed near London's House of Commons (intersection of George and Bridge Streets) in 1868. They were invented by J P Knight. James Hoge patented manually controlled traffic lights in 1913, which were installed in Cleveland, Ohio a year later by the American Traffic Signal Company. Hoge's electric-powered lights used the illuminated words "stop" and "move." William Ghiglieri of San Francisco, Calif. patented perhaps the first automatic traffic signal using colored lights (red and green) in 1917. Ghiglieri's traffic signal had the option of being either manual or automatic. In 1920 in Detroit, Mich., a policeman named William L. Potts invented the four-way, three-color traffic signal using all three of the colors now used in the railroad system. Thus, Detroit became the first to use the red, green, and yellow lights to control road traffic. Most signals usually needed a person to push a button or flip a switch to change the light. This manpower intensive way to change the lights proved costly.

The first electric signal was installed in Cleveland, Ohio in 1914 by the American Traffic Signal Company. The man credited with inventing the traffic signal and applying for the 1923 patent is Garrett Morgan. Said to be the first African American to own an automobile in Cleveland, Morgan also invented the gas mask and the zigzag attachments for sewing machines.

In the late 1920's, an inventor named Charles Adler Jr. had an idea to get around the problem of cars waiting at a signal when no other cars were going in the other direction. He

invented a signal that could detect a vehicle's horn honking. A microphone was mounted on a pole at the intersection and once the vehicle stopped, all they need do is honk their horn and the light would change. To keep people from continually honking to get the light to change, and thus causing havoc, once the light was tripped, it wouldn't change again for 10 seconds, allowing at least one car to get through. Presumably this system was incredibly annoying to people walking by and to nearby homes and businesses.

What is the purpose of a traffic signal, who makes up the designs, and how many signals exist?

The purpose of traffic signals is to manage the right of way at signalized intersections to provide for the safe and efficient movement of vehicles and pedestrians. They distribute the green time amongst the competing traffic flows to provide for efficient operations. The designs for signalized intersections are based on the "The Manual on Uniform Traffic Control Devices (MUTCD)," published by the Federal Highway Administration (FHWA), which contains national design, application, and placement standards for all traffic control devices such as signs, signals, and pavement markings. The objective of this Federal standard is to promote highway safety, efficiency, and uniformity on the Nation's streets and highways.

How many signals exist? An estimated total from a 2004 survey reports that there are more than 300,000 signals in the U.S.

So here are just a few bits of trivia you can think about while you are waiting for that green light.

Source: Federal Highway Administration: www.fhwa.dot.gov and Institute of Transportation Engineers, an international educational and scientific association of transportation professionals for meeting mobility and safety needs, www.ite.org.

PR/Marketing

By Laurie Jimenez, PR/Marketing Committee Chair, and Victoria Kurczyn, PR/Marketing Committee Co-Chair

#TakeAimForNAWIC

Can you feel the excitement? A lot of good news is being published on social media by chapters and regions alike. We love it, and want you to keep it up.



Earlier this month, we hosted the first joint Membership/PR Marketing virtual meetings, introducing the chairs and co-chairs of both committees. We had approximately 40 in attendance for the noon session, and almost 20 in the evening session. If you missed either of the sessions, you can find a recording of the evening session here.

By now, your chapter president and/or Membership and PR/Marketing chairs should have received the link for the monthly Survey Monkey. We are asking that you respond to the survey during the time allotment requested. Your national chairs will be reviewing the information you provide, so that we can provide meaningful information in our future virtual meetings and correspondence to everyone. Chapter presidents, if your chairs did not receive an email direct, and you had to forward, please send us their information. We'll be sure to include them next month.

We are happy to announce that we are rolling out new awards for AMEC! It is time to change it up a bit. We really want to #hearNAWICroar! In upcoming months, we'll be providing more information and guidance, but you'll want to start working toward these awards now.

- Best Website for Design and Content: Is it up to date? Does it include widgets for social media? Does it contain links to the national and regional sites? Does it roar NAWIC?
- Photo Contest: Submit a creative photo or series of photos of a chapter event, showing how your chapter is "Enhancing and Promoting."
- Social Media Challenge: This award will be based on chapter responses and participation to the Survey Monkey questions related to PR/Marketing questions.

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

We look forward to hearing from you.

WIC Week

By Barbara Allen, LEED AP, WIC Week Committee Chair

Hello ladies and happy November.

We are only four months away from WIC Week, March 5-11, 2017!

The focus of WIC Week this year is to increase the visibility of women in the construction industry. In last month's issue I told the story of how I ended up in this industry and requested that you to submit your stories for this issue of the Connection. Michelle Tull, with Tull Crane & Rigging, LLC from the Greater Sioux Falls, S.D. Chapter #237, stepped forward with the encouraging and motivational story below.

Two years ago my life started switching courses and I started traveling down a path that I never would have dreamed of, but I am so glad it did.

After two years of my husband working and living in St. Cloud, Minn. during the week and only coming home on weekends (when he could be), we said enough is enough. We sold our home and moved the three of us to St. Cloud.

Here I am in a new city, don't know anyone, a new house, new school for our son and a new job at St. Cloud Hospital where I am in charge of 300 employees' daily work life. About nine months after the move, my husband comes home one day and said to me, "What would you say if I said I want to move back to South Dakota and start our own construction company?" My initial reaction was, "I'm going to kill you! You moved us up here, we bought a house and now nine months later you want to move back?" He said he wanted us to start our own crane rental business back in South Dakota because that was home. He then proceeds to tell me that he wants me to run and manage all the daily operations of the business and wants to make me majority owner. I told him, "You're nuts! I've spent the last 20-plus years in the health care industry, all I know about construction and cranes is what I've learned from you and that is it. But he believed that I could do it and so we did. We sold our house and 363 days after moving to St. Cloud we moved back to South Dakota and started our business.

We started out as a crane rental and transportation business. Within six months we also became a structural steel and precast erecting company and we travel all over. Tull Companies will proudly celebrate its first anniversary in business on Nov. 1. I learn more and more about the construction industry every day. I am so glad we choose to do this and so excited about getting more women involved in the construction industry. Since our business is mostly centered around cranes, I am working on trying to get an apprenticeship type program set up to help teach women to be crane operators.

Being a woman in the construction industry has never been easy. Thanks to those women who came before us in this industry, it is not as hard as it once was. We women need to stick together and support each other. We have to believe in ourselves and create who we want to be. We all want to be the best version of ourselves that we can be and that means stepping outside our comfort zone, which is pivotal for our own evolution and growth. You have to be willing to stretch beyond what you already know, willing to feel awkward and uncomfortable to become a bigger and better version of yourself. Just like we always tell our children, you can do and be anything you want to be. That statement applies to adults as well. So go out and be a leader, take charge. Don't wait for something to happen; go out and make it happen.

I want to thank Michelle for sharing her story, and I ask that others continue to submit their stories to wicweek@gmail.com for the next issue.

I'd like to remind you that **commitment forms are due Nov. 18, 2016**. All things WIC Week can be found at www.nawic.org/nawic/wicweek.asp, including a link to order forms for NAWIC safety vests, billboard pricing and other great tools to help you

have a successful WIC Week that increases the visibility of women in the construction industry.

OSHA/NAWIC Alliance

By Kathleen Dobson, CSP, CHST, STS-C, LEED® AP BD+C, OSHA/NAWIC Alliance Committee Chair

As part of our OSHA/NAWIC strategic plan, we occasionally provide updates regarding OSHA strategies and initiatives. On Oct. 18, 2016, OSHA presented a webinar to introduce its newly revised Recommended Practices for Safety and Health and that document is now available. The Recommended Practices update OSHA's 1989 guidelines and include seven core elements for a safety and health program. Additionally, OSHA launched a Campaign for Safety and Health Programs to promote safety and health programs in all workplaces. The campaign is called Safe + Sound because safe workplaces are also sound businesses. OSHA tells us that the construction industry's recommended practices for safety and health are coming soon.

The OSHA/NAWIC alliance supports the campaign and encourages all employees and employers as well as employer/employee groups to review and support it as well.

Here's some information as a response to several FAQ's from OSHA.

What are safety and health programs?

- Safety and health programs are a proactive approach to managing workplace safety and health to prevent workplace injuries, illnesses, and deaths.
- They are built around a core set of business processes that can be implemented in any workplace and industry, and there are different frameworks available.
- All safety and health programs have three core principles: management leadership, worker participation, and a proactive process to find and fix hazards.
- OSHA's new Recommended Practices for safety and health programs now have seven key elements to protect worker safety.
- OSHA's seven key elements for safety and health programs include: management leadership; worker participation; hazard identification and assessment; hazard prevention and control; education and training; program evaluation and improvement; and communication and coordination for host employers, contractors and staffing agencies.
- You can find other types of programs and information on OSHA's website at www.osha.gov/shpguidelines/.

Why should we implement a safety and health program?

- Safety and health programs protect workers before they are hurt, using a proactive process to find and fix hazards.

- Worker injuries and illnesses are not only damaging to workers and their families, they cost a lot in worker's compensation, lost productivity, turnover, workplace morale, and business reputation.
- Safety and health programs have been linked to improved employee recruiting and retention and improvements in product, process and service quality.

What can we do next?

- Visit OSHA's website to learn how to get your safety and health program started, access tools for continual improvement, see state-specific requirements and other OSHA requirements, and see how others have implemented safety and health programs in various industries.
- Contact OSHA's On-Site Consultation Program for free assistance with establishing and improving safety and health programs for small businesses.
- Check out the website for Safe + Sound, the Campaign for Safety and Health Programs, and sign on as a co-sponsor if you agree that every workplace in America can and should develop, implement and maintain a safety and health program. You can also see how much a workplace injury could cost your business—\$afetyPays and other resources.



Share the wealth. Share OSHA and other resources with others at your workplace and electronically to prevent workplace injuries, illnesses and deaths.

The Recommended Practices and Safe + Sound Campaign are informational and are not new standards or regulations; they do not create new legal obligations or alter existing obligations created by OSHA standards, OSHA regulations, or the OSH Act.

Also on Oct. 18, OSHA announced today that it will delay enforcement for a second time of the anti-retaliation provisions in its injury and illness tracking rule until Dec. 1, 2016. The first delay in enforcement may have been associated with ongoing litigation over the provisions in the Northern District of Texas, captioned *TEXO ABC/AGC, Inc., et al. v. United States Sec'y of Lab.*, Civil Action No. 3:16-cv-01998-D. OSHA has now confirmed that its newest delay is in response to Judge Lindsay's request for more time to consider the employer

group's motion for injunctive relief to prevent enforcement of the provisions.

Judge Lindsay has specified that any additional briefing by the parties must focus on "the issues of (1) whether a nationwide injunction that applies to Plaintiffs, as well as nonparties, is warranted in this case; and (2) whether such an injunction can be lawfully imposed by the court." This particular focus by the Court may be a positive sign for concerned employers. Any additional briefing by the parties to that litigation is due by Nov. 1, 2016. Such briefing may shed further light on the issues presented. So we will continue to monitor and report on developments.

Finally, the ASSE, as part of its relationship as secretariat for the A10 Committee for Construction and Demolition Operations published its most recently approved ANSI/ASSI standard – A10.43-2016, which focuses on Confined Spaces in Construction and Demolition. OSHA often adopts these standards by reference, or cites based on best practices found in the A10 documents. The entire A10.43 standard may be purchased. However, here are some areas of emphasis that have expanded on and may vary from the Construction Safety Standard – 1926.1200 – 1926.1213 (subpart AA):

- There are 79 definitions related to confined space entry in construction.
- There are 20 specific general requirements for entry.
- There is a section for entrant/attendant participation requirements.
- The confined spaces is clearly identified as a space which contains restricted access or egress, is not designed for continuous occupation, and is large enough to enter and perform work.
- The hazard assessment section is expanded.
- Based on the hazard assessment, confined spaces are classified as non-permit or permit spaces.
- Responsibilities and education for permit spaces are expanded and clarified.
- A section on evacuation has been added.
- The confined space entry program is expanded and defined.
- The permit requirements are outlined.
- Training.
- Duties of attendant, entrant and supervisor are spelled out.
- Rescue service requirements are expanded.
- Several appendices for confined space assessment, structures under construction, classification of confined spaces and CSE permits are included.

Go to www.osha.gov/confinedspaces/index.html to see the section contained within OSHA for Confined Space in

Construction. It has substantial information about compliance assistance, highlights of the standard, new or updated FAQ's, and a small entity compliance guide.

For more information on Confined Spaces, please see the Safety and Health Awareness Committee's article in this issue of the Connection.

Membership

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

#HearNAWICRoar

We are coming down from the high of our first Membership/PR Marketing FreeConferenceCall.com meeting that was held on Oct. 6 and ramping up for our next call that will be held on Nov. 3. Invites to follow!



Tips for helping your chapter focus on membership retention were discussed during the call on Oct 6. We were honored to have a special guest, Carole Flad of Flad Group Inc. Carole is a member of the Houston, Texas Chapter. She shared how she gathered a team/committee to help with all of the tasks a Membership committee handles. Not only did Carole have some great points, she created a great dialogue of questions from those in attendance on the calls. It was a great learning experience. This is something we hope to recreate with each call.

If you missed the first call, you can find a recording of the evening session here.

We are also pleased to inform you that we are announcing our 2016-2017 awards for AMEC! More information will be coming from us soon with more detail but for now, make sure your chapter is aligned to be competitive! Awards include:

- Highest Retention: Categories will be rolled out (small, medium, large) so that chapters are competing in their group size, making it fair to each chapter!
- Most Interesting/Innovative Way of Attracting New Members: This can be a fun chapter meeting, contest, etc. Anything you do to make NAWIC shine and bring in new people!
- Most New Members as a Chapter: Categories will be rolled out (small, medium, large) so that chapters are competing in their group size, making it fair to each chapter!

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

We look forward to hearing from you.

CHAPTER OFFICER REMINDERS

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

Chapter Presidents

As NAWIC begins its new fiscal year, it is imperative that all of your chapter officers are renewed. Please check the online membership directory to make sure all of their renewals have been processed.

WIC Week is coming up in March, and if you haven't already, it's time to discuss with your chapter how to promote the week. WIC Week is a time to give back to your communities, and the positive press achieved during WIC Week as a result of your dedication and involvement helps NAWIC enhance its core purpose. When you decide what your chapter will be doing for WIC Week, be sure to submit the WIC Week Commitment Form. Our goal is for every region to have 100 percent participation, and that means we need every chapter to do something! Commitment forms may be found online at www.nawic.org/images/nawic/wicweek/docs/2017_WW_Commitment_form.pdf or by clicking here.

Chapter Treasurers

It's renewal time at the NAWIC Office! This means that the Office is processing chapter dues for the 2016-2017 year. As chapter treasurer, you should have begun receiving electronic ACH payments from the NAWIC Office for chapter dues paid on behalf of your chapter members.

Below is more information about the chapter dues process.

On the 15th and 30th of every month

- The NAWIC Bookkeeper and Membership Director reconcile their records to ensure accurate processing. This means all funds and renewals received for each renewed member are accounted for.
- Chapter electronic ACH payments are issued for chapter dues.
- When an electronic ACH payment is processed, an email notification will be sent to chapter treasurers. This will also include a renewal report. Be sure to communicate the renewal report with your president and membership chair, so they are also aware of who has renewed.

Chapter Membership Chairs

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

Prospective members are looking for knowledge, education and networking opportunities. So, we want to make sure we are giving them what they need. Also, please make sure you return calls from prospects promptly. Following up with prospects and personally inviting them to your next meeting will help your chapter grow.

Officers and Chairs

Chapter president, secretary, treasurer and membership committee Handbooks are now available online at www.nawic.org. You should have already received your sample of chapter marketing tools. Order forms from the NAWIC website at www.nawic.org.

Highlights

Discover how members and chapters are enhancing their success.

NAWIC President Connie Leipard named Columbia Daily Tribune's Business Woman of the Year

Congratulations to NAWIC President Connie M. Leipard, CIT. She was recently named the Columbia Daily Tribune's Business Woman of the Year as part of the paper's 2016 Women in Business Awards.

The Women in Business Awards are given annually to three outstanding businesswomen in the categories of Business Woman of the Year, Professional Excellence and Emerging Business Woman of the Year. Nominations were submitted by members of the community during a summer nomination period, and then reviewed by a panel of local business leaders. Finalists and award recipients were recognized for their exceptional work at a luncheon Oct. 4. Almost 340 people attended the luncheon.

Leipard is the President of Quality Drywall Construction and a member of the Central Missouri Chapter of NAWIC. For more on the Women in Business Awards, go to www.columbiatribune.com/womeninbusiness/.

L'Tryce Slade Named One of 20 for the Next 20

L'Tryce Slade, a member of NAWIC's Greater Birmingham, Ala. Chapter, was recently honored as one of 20 for the Next 20.

The event was celebrated Oct. 20 at the Abroms-Engel Institute for the Visual Arts in Birmingham, Ala. It honored 20 emerging leaders who have already made major contributions to Birmingham business and who are expected to have an even greater impact over the next two decades.

Share Your News With NAWIC Members

Have you been promoted? Have you won an award? Has a member of your chapter been honored or promoted? Did your chapter hold a successful event? If the answer to any of these questions is yes, NAWIC encourages you to share the news in the Connection newsletter. Simply send an email to Autumn Daughetee at autumnd@nawic.org. Be sure to include all the pertinent details and related photos. Then sit back and see your news reported in the next Connection!

NATIONAL OFFICER'S MESSAGE



Get on Board the NAWIC Train –ing

By Catherine Schoenenberger, NAWIC President-Elect

Training. It's here. It's Relevant. It's Engaging. It's designed to bring you to the next level, not just in NAWIC, but also in your own career. The Chapter Leadership Training series being conducted by the national NAWIC Officers is full of valuable information. Yes, much of it pertains to NAWIC itself (our tax status, our bylaws and standing rules, etc.), but much of this information can be applied to your position in the workplace and in your personal life, too.

For instance, are you thinking, "Well I don't really need to know about budgets. I don't deal with money. I am not a numbers kind of gal." What? Do you get a paycheck? Do you have living expenses? Have you written a check (or equivalent) this month? Then you deal with money. You have to balance things out or you'll be seeing red in a very different light, right? So, learn about the importance of budgets and financials through the NAWIC experience. Attend National Treasurer Anne Pflieger's webinars to clear the fear. We all learn best by actually doing something, hands-on/involved/participating in the process, so start by being on an event's committee, perhaps. Didn't you

have to get behind the wheel of the car before all drivers' education made any sense and before you really learned how to drive?

NAWIC provides that safe base for you to explore these uncharted out-of-my-comfort-zone areas. These chapter training sessions have been designed to help you better understand the business of NAWIC, and business overall. For example, National Secretary Diane Mike's upcoming "Do's & Don'ts of Meeting Minutes" webinar (Nov. 15) is simple and full of excellent tips for every meeting, whether you're the secretary/record keeper or not and whether the meeting is for NAWIC or not. This is information that you can use, and you may not even know that yet!

Here's what will come of your involvement with NAWIC's Leadership Training.

When you sit at the table in your next meeting (whether for NAWIC, another association, or at your company), you'll sit with more confidence. You'll be in the know. You'll have working knowledge of terms and phrases, and as you gain experience, the leader within will emerge. Then, when you sit at the table the next time, and the time after that, you will find your voice—a voice to be heard, regarded and respected.

NAWIC is compressing timeframes and learning curves with this leadership training series. It is providing consistency and continuity now and going forward. We are all on board this train, from our Executive Committee and Board of Directors, to our committee chairs and Past National Presidents. How about you? Your ticket is ready; your seat is waiting. All aboard!

Support. Encourage. Grow.

REGIONAL ROUNDUP

Region Directors report on NAWIC activities across the country.



Midwest Region | Vickie Nickel, CIT

"I just love bossy women. I could be around them all day. To me, bossy is not a pejorative term at all. It means somebody's passionate and engaged and ambitious and doesn't mind leading." —Amy Poehler

Put a group of women together in a room or car and within a short amount of time, we find ways to connect and that connection lasts far beyond the initial meeting. Whether we've spoken about careers, families, goals, or struggles, women connect at the core. Fall Conference offers us a time to ignite our drive and passion for NAWIC and connect with our members.

"NAWIC BUILDS: May the Force be with You!" was the theme for the Midwest Region's Fall Conference. The Conference was designed to help members emerge with a true understanding of the "power within the room" and provide attendees with the tools to become an authentic, agile leader who can navigate the highs and the lows of any workplace and within NAWIC. Often times, we don't recognize the leader in us until someone points it out.

In this director's message, I would like to highlight one of the workshops: "Crucial Conversations." However, before you can have the crucial conversations, you need to understand emotional intelligence (EQ) and why these skills are important to a person's career. "Any career professional, regardless of position or time in the workforce, can develop their non-technical skills," said Leasa Geerlings, a Senior Learning and Development Specialist with JE Dunn Construction and conference speaker. These are often called "soft" skills.

There are four "skills" of EQ:

1. **Self-Awareness:** Ability to perceive our emotions and understand our tendencies to act in certain ways in given situations.
2. **Self-Management:** Ability to use awareness of our emotions to stay flexible and direct our behavior positively and constructively.
3. **Social Awareness:** Ability to understand the emotions of other people and what they are thinking and feeling.
4. **Relationship Management:** Ability to use our awareness of our own emotions and those of others to manage interactions successfully.

Here is an interesting fact. Women, on average, have an overall EQ that is four points higher than men's. In fact, women generally score higher on self-management, social awareness and relation management, while our scores on self-awareness tend to be equal. Also, women's relationship skills build trust and collaboration. In John Keyser's article, "Emotional Intelligence Leads to Personal Achievement, Happiness and Professional Success," he said it's for this reason that he believes that business leadership is most effective when shared between women and men. However, most companies continue to be run predominantly by men.

I recommend that you follow this link to Keyser's article on the concept of emotional intelligence.

<https://progressity.wordpress.com/2013/05/14/emotional-intelligence-leads-to-personal-achievement-happiness-and-professional-success/>. Also, check out the Midwest Region's website at www.nawicmidwestregion.org for the emotional intelligence self-assessment and scoring key.



Jenny Mangas

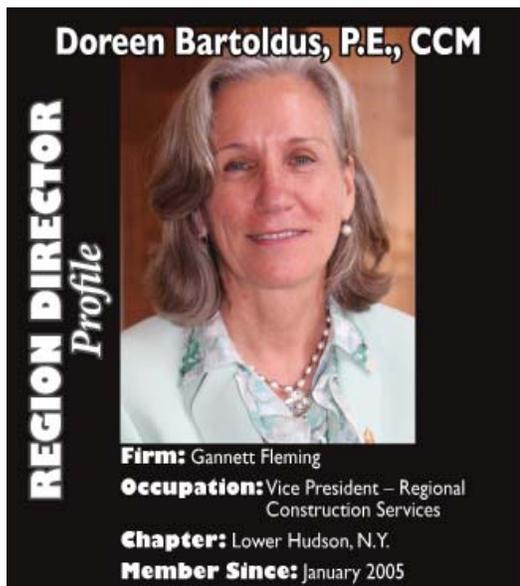
REGION DIRECTOR
Profile

Firm: Thomas J. Dyer Company
Occupation: Project Administrator
Chapter: Cincinnati, Ohio
Member Since: October 2007

North Central Region | Jenny Mangas

Everyone is jumping aboard the NAWIC train as it speeds through the North Central Region. It's been a busy year so far for NAWIC. We just wrapped up the AMEC, as well as our regional conference. The North Central Region's Fall Conference was held in Akron, Ohio, Oct. 21-22. The theme for our conference this year was "Building Leadership Skills." With the strong combination of our keynote speaker, Morgan L. Hembree, Psy.D., MBA, BCB, and our various workshops designed around becoming strong leaders, everyone should be motivated to be the best leader possible.

I am extremely excited about the national marketing campaign with Kathy Ireland, along with the many webinars available through the New Leadership Training Series. NAWIC always strives to help their members in all areas and open as many doors as possible within the organization. We want to help build strong women with strong qualities and a solid base of support. Our goal is to constantly attract new members and continue growing as an organization. The possibilities are endless in all that NAWIC has to offer all members.



Doreen Bartoldus, P.E., CCM

REGION DIRECTOR
Profile

Firm: Gannett Fleming
Occupation: Vice President - Regional Construction Services
Chapter: Lower Hudson, N.Y.
Member Since: January 2005

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

Whew! Since AMEC we remain energized and strong. We are in the throes of finalizing our Fall Conference with incredible support from our previous directors Catherine Schoenenberger and Sharon Adkins, plus super support from volunteers all around me. A vision of mine is being realized.

Our Fall Conference theme, "Peer Support: Building the Bridge from NAWIC to your Career" was inspired by President Connie M. Leopard's "Support. Encourage. Grow." theme, as well as one of the largest construction projects in the United States, the New Tappan Zee Bridge, an actual bridge right in our back yard! We've incorporated guided boat tours and a presentation on its construction by the project director himself! We will also feature an incredible keynote from Laura Casey, CSP. Casey has been traveling extensively, making construction safe worldwide. I am so excited to bring this to our regional members and bring the message of how NAWIC builds careers.

Membership (and I personally believe we have the best regional co-chairs in Kelsey Holt of the Boston, Mass. Chapter and Jennifer Harter of the Greater Rochester, N.Y. Chapter) continues to move forward in our region. Our PR/Marketing co-chair, Corey McGrath of the Baltimore, Md. Chapter, has launched our new Facebook page. So be sure to "like" us (NAWIC Northeast Region). Also, our fresh new website is to the credit of our other PR/Marketing co-chair Piljo Yae of the Philadelphia, Penn. Chapter. Yae is constantly updating and revamping this fluid marketing tool, thus keeping the Northeast Region timely, informational and inviting. Check it out at www.nawicnortheast.org.

Our chapters have all inducted their new officers too. The Greater New York/Long Island Chapter #240 and the Lower Hudson, N.Y. Chapter #379 are included, having inducted their new presidents Ingrid Sletten and Rose Jesse respectfully. The Tappan Zee isn't the only thing on the rise in this area! These Chapters may look small now, but there is such power there!

Inspiration continues to come from up and down the Northeast with WIC week plans already underway. Block Kids' plans are also in full swing. Finally, the overall calendar of events for 2016-2017 is bursting with quality everywhere. It's exciting to lay witness to such incredible efforts.

Of course, we have many who serve and volunteer, but I'd like to give a special shout out to the Wilmington, Del. Chapter's Natacha Ricks. She has been volunteering with the Red Cross in the South Atlantic/Southeast where they have been devastated by floods. Our hearts and well wishes are with all who have been struck, and to all of those who put themselves in harm's way.



Pacific Southwest | Elizabeth Teramoto, CIT

We are only a few weeks into this new NAWIC year and already it has been a whirlwind of excitement and energy. Our Fall Conference was hosted by the Las Vegas, Nev. Chapter, which put on a fabulous Mardi Gras-themed event at the Orleans Hotel and Casino. The event featured two great speakers. The first, Beth Campbell, Executive Vice President of Design for Westfield, spoke about "Construction through the Eyes of a Developer" and touched on various projects throughout the U.S. and how the repurposing of existing sites and structures is part of the current trend to redevelop urban areas and make them more appealing to modern consumers. The second speaker was Tina Quigley, General Manager of the Regional Transportation Commission of Southern Nevada. She spoke on "Transportation Technologies that will Change Everything." Quigley touched on how as we start to embrace technologies like driverless vehicles and cities implement better infrastructure and more mass transit systems it will allow for larger green spaces and even better living/life conditions as the need for permanent parking areas begins to diminish.

Also during the conference our regional Membership committee, headed by Tami McCarthy and her co-chairs Karen Ellis and Carol Hagen, shared a motivating presentation that reflected the "Support. Encourage. Grow." focus of the national Membership/PR Marketing team. They reminded us that to "Show SUPPORT of your membership is to offer knowledge, share experiences, and provide ENCOURAGEMENT as new ideas are embraced. This positive inspiration helps to increase and GROW our membership." Furthermore, Lisa Thibodeaux, our regional NEF Liaison promoted the idea of the Pacific Southwest becoming the most lettered region in the nation by encouraging members to take advantage of the NEF educational programs. The region also received an invitation from the Tucson Chapter to attend Forum and celebrate both NAWIC and Cinco de Mayo at the Westward Look Wyndham Grand Resort and Spa. They also reminded to region to save the date for the Ventura County Chapter's 50th Anniversary in 2017.

Safety Newsletter

Safety and Health Topic: Confined Spaces in Construction

Confined spaces in construction has been the topic of many recent discussions due to the latest OSHA revisions to the confined space standard. Workers may find themselves working in confined spaces while doing many different projects during the course of their work, yet many do not realize they are actually working in what OSHA would classify an enclosed or confined space. Many examples include: pits, boilers, machine pits, commercial freezers, enclosed MEP work areas, vats, agriculture grain and manure storage areas, pools, tanks, manholes, attics, some excavations, and any enclosed, poorly ventilated work areas that are not designed for continuous employee occupancy and have a limited area for access and egress. I think back to a project which required MEP contractors to work underneath a flo-rider pool, yet nobody clued in to the fact that this was actually an enclosed/confined space until the CO monitors went off. This is just one example of a confined space, so to help recognize when employees are exposed to confined space work, and how to ensure they work safely and compliantly, the following guidelines should be applied

Recognition: Confined spaces are defined as areas that are not designed for continuous employee occupancy, and have a very limited means of access and egress.

Hazards: Confined spaces by their very design, have poor ventilation and can be subject to the accumulation of hazardous atmospheres, or put employees in greater danger due to proximity to dangerous equipment that is unguarded as it is not normally an exposure risk.

Corrective measures: If an area is suspect of being a confined space, follow the steps listed below:

- Test the area with an air/gas monitor. These spaces can be oxygen deficient due to hazardous gasses that displace oxygen in the air. Before allowing an employee to enter, ensure there are no hazardous atmospheres (use a 4-gas monitor, and test specifically for carbon monoxide), and that oxygen levels are between 19.5 and 23.5 percent.
- Ensure that the confined space is not classified as a "Permit-required confined space". These are spaces that are known to be, or could reasonably be anticipated to be subject to the accumulation of hazardous atmospheres.
- If a space is classified as "Permit-required" because of the above-mentioned concerns, a permit procedure for entry must be followed. If the space is not classified as "Permit-required", employees may enter and work in the area as long the atmosphere remains within acceptable levels and other hazards are eliminated (machines guarded, etc.). To ensure employees are working according to the new standard, [click here](#).

New Collaboration Efforts!

The Safety & Health Awareness Committee and the OSHA/NAWIC Alliance Committee have decided to collaborate this year to provide more comprehensive and timely information and resources to members regarding all things safety, health, and regulatory in nature. We will be focusing on one topic per month to provide relevant, thorough information, and our reports will be complimentary in nature, in order to provide as much information on the safety, health, regulatory, and practical application on the subject as possible. We will also make additional training resources available on the topics, as OSHA requires documentation of employees' training records. It is our hope that the resources we provide will help your organization to provide solid training for your employees. Just remember to document the training and retain the records! Please see the OSHA/NAWIC Alliance report for much more information on this month's topic of confined spaces in construction!

The Safety and Health Committee is making an OSHA PowerPoint on confined spaces available on the NAWIC website under the Safety and Health Committee page. If you would like to utilize this resource to train employees, you may use the PowerPoint as a reference and training guide, but it

is **NOT** a replacement for Competent Person Certification on confined space entry or rescue. It is simply for your company's use and education of employees that will help to ensure proper training and documentation of confined space entry procedures, and should be presented by your company's Competent Person or Safety Director to ensure complete and thorough training information.

Where to Begin? Creating and Implementing a Strong Safety Culture

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. As I stated in the October/November issue of The Image, I will be outlining three important steps to take to create, implement, and maintain a compliant safety program.

This month, I want to focus on recognition and identification. 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 (see the OSHA/NAWIC Alliance report for this month on additional information for the creation of an OSHA-compliant SHMS).

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. I will cover the creation and implementation of policies and procedures in next month's Connection, so stay tuned!