

National Association of Women in Construction



Career

Education



Future



THE CONNECTION

Connecting leaders and members
to news from NAWIC

October 2015

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!

Support Special Spaces



Special Spaces is a 501 (c) 3 nonprofit that creates extreme one-day dream bedroom makeovers for children battling life-threatening illnesses. We are currently recruiting all over the country for dedicated volunteer directors to help us further our mission by creating rooms for children in their community. Special Spaces has 39 chapters across America and we need more! As a Special Spaces Director, you will be fulfilling the dreams of children with life-threatening medical illnesses, creating that "special space" that only they can imagine while keeping their medical needs in focus. This process will encompass everything from interviewing the child and their family, to fundraising, designing and installing their dream bedroom with the assistance of a local volunteer staff.

For more information contact Jennifer at Jennifer@specialspaces.org or visit our website at www.specialspaces.org.

NAWIC Welcomes the 2015-2016 National Board of Directors

During NAWIC's 60th Annual Meeting and Education Conference in Nashville, Tenn., the following members were officially installed as the 2015-2016 NAWIC National Board of Directors.

NAWIC Officers

President: Riki F. Lovejoy, CBT, CIT
President-Elect: Connie M. Leopard, CIT
Vice President: Stephanie K. Crane, CIT
Secretary: Diane I. Mike, CBT
Treasurer: Jennifer M. Swinney, CBT, CDS, CIT
Immediate Past President: Sandy K. Field, CBT, CIT

Region Directors

Midwest Region: Debbie Speake
North Central Region: Anne Pflieger, CIT
Northeast Region: Catherine D. Schoenenberger
Pacific Northwest Region: Ruth Fritts
Pacific Southwest Region: Lorelee Langworthy, CBT, CDS, CIT
South Atlantic Region: Lorie Lythgoe
South Central Region: Dena Rowland
Southeast Region: Angelia McElroy, CIT
Begin NAWIC's 2015-2016 year on a high note!

Now that AMEC is behind us, the NAWIC 2015-2016 year has officially begun!

NAWIC is poised to continue enhancing your success as women in construction. NAWIC offers invaluable benefits such as educational, leadership and networking opportunities—just to name a few. To continue receiving these benefits, plus The Connection and The NAWIC IMAGE, be sure to renew your membership today, if you haven't already.

Renewing your membership

Membership renewals for the new 2015-2016 year were due at the NAWIC Office by Sept. 30. After Oct. 1, a \$25 late fee will automatically be assessed. Renewals must have been received (not postmarked) by the NAWIC Office by Oct. 1, 2015 to avoid the late fee.

We have created a short instructional slide show for you to show you how easy it is to renew. You can download it here!

Which category do I choose when renewing my NAWIC membership?

When you renew your membership for the 2015-2016 year, you will be prompted to choose a membership category. It is important that all renewing NAWIC members choose the appropriate membership type, which depends on your occupation and type of business.

Please note: An Associate member can move to an Active membership during the year if she becomes employed in the construction industry.

Accessing your renewal

Easily access your renewal invoice by going to www.nawic.org > Member Sign In. You will need your unique username and password. If you do not know your password, click on the "Forgot Password" link below the Member Sign In section. Enter your username, and click "Retrieve." Your username is your first and last name, all together with no spaces (example: JaneDoe). Your password will be immediately emailed to the address listed in the NAWIC Database. Once logged in, click on the "Member Center" link and then the "Click Here to Renew" link.

Paying your renewal dues by credit card

This is the quickest and easiest way to renew. To pay online using Visa, MasterCard, Discover or American Express, simply follow the on-screen prompts. Your payment will be processed through our secure site. Once we approve your transaction, a link to your receipt will be emailed to you.

Paying your renewal dues by check

Click on "Click Here to Renew," select your membership type, verify/change your contact information, choose check as form of payment, and click submit. A link to your invoice will be sent to the email address listed for you in the NAWIC database. You can print the invoice and submit it to your employer. Your renewal will not be complete until we receive payment. To expedite the renewal process, please include a copy of the invoice with your payment. To decrease processing time of your renewal, we strongly recommend paying online by credit or debit card.

Plan to attend New York Build 2016

New York Build 2016 (March 7 -8, 2016) is the leading construction expo to focus on New York. The expo will include a two-day conference and 24 training workshops (CPE accredited) that attendees are welcome to attend, plus they'll have the chance to hear from 50-plus industry expert speakers from government and the construction industry. The event will take place at the Javits Center, welcoming thousands of attendees, accommodating 200-plus booths all showcasing the latest projects, developments, investment and opportunities around New York. The exhibition, conference and training workshops are free to register for online at www.newyorkbuildexpo.com/register/.

To receive the agenda or for further information, please contact kaltrina@oliverkinross.com or call 917-981-0774.

Follow us on Twitter @NewYorkBuild, #newyorkbuild.

The 2015 AMEC and 60th NAWIC Anniversary was a huge success!



NAWIC wrapped up the 2014-2015 year at its 60th Annual Meeting and Education Conference, Sept. 2-5, in Nashville, Tenn. We had 457 members attend the Conference! That is nearly 100 more members than attended the year before. Way to go NAWIC! Those

who attended know that it was a fun time, filled with Association business, education and networking. Thank you to all who attended the biggest NAWIC meeting of the year. Select handouts from seminars and workshops are available at www.nawicconvention.org.

You should also take the time to purchase photos from the official NAWIC Conference photographer, Jacqueline & Associates. This is a great way to remember friends or share your Conference experience with your Chapter. Click here to purchase photos.

Let's keep up the higher attendance by planning to attend the 61st AMEC in San Antonio, Texas, Aug. 17-20. More information will be available soon on the Conference website.

Limited number of 60th anniversary tote bags for sale

During the 60th Annual Meeting and Education Conference the NAWIC Store sold special 60th anniversary commemorative tote bags. If you didn't attend AMEC or forgot to pick one up, you are in luck. There are a limited number of tote bags left and available for purchase in the NAWIC store for the sale price of \$10.

The bags are a high-quality Leeds brand bag with the special 60th Anniversary NAWIC logo on the side. Bags are 13 inches by 15 inches by 3.5 inches with a zippered main compartment, D-ring and multiple front pockets.

Visit the NAWIC Store here to purchase your bag before it is too late.

Congratulations to the NAWIC national award winners

The following businesses, individuals, chapters and regions received special recognition during NAWIC's 60th Annual Meeting and Education Conference in Nashville, Tenn.

- NAWIC Lifetime Achievement: Sandra Carter
- NAWIC Member of the Year: Dove Sifers-Putman
- NAWIC Future Leader: Jodi Wiemerslage
- PD&E Committee, Idea Exchange: Greater Orlando, Fla. Chapter #73
- WIC Week, Best Use of Theme: Cleveland, Ohio Chapter #156
- WIC Week, Best Community Service Event: Greater Phoenix, Ariz. Chapter #98
- WIC Week, Best Charity Fundraising Event: Fort Worth, Texas Chapter #1
- WIC Week, Week's Top Membership Increase: Houston, Texas Chapter #3
- WIC Week, Best Use of Technology: Baltimore, Md. Chapter #135
- WIC Week, Biggest Blood Drive: Charlotte, N.C. Chapter #121 and Greater Orlando, Fla. Chapter #73
- Safety & Health, Contractor Safety Excellence: WM Schultz Construction, Inc.

- Safety & Health, Sub-Contractor Safety Excellence: Dynalectric San Diego
- Safety & Health, Construction-Related Safety Excellence: S&ME, Inc.
- Safety & Health, Superlative Regional Chair: Suzanne Tollefson
- PR/Marketing, Regional PR/Marketing Chair: Laurie Jimenez
- PR/Marketing, Chapter PR/Marketing Chair: Dewey Brashire
- PR/Marketing, Social Media Award: Karianne Tyler
- PR/Marketing, Most Press Releases: Corpus Christi, Texas Chapter #4
- Membership, Regional Retention and Growth: Northeast (14) Region and South Central (5) Region
- Membership, Membership Bulls eye: Greater Rochester, N.Y. Chapter #314, Northeast (14) Region
- Membership, Game Changer: Detroit, Mich. Chapter #183, North Central (4) Region
- Membership, Small Chapter Retention and Growth: Greater Washington, D.C. Chapter #67, Northeast (1) Region and Greater Omaha, Neb. Chapter #116, Midwest (13) Region
- Executive Spotlight, Deb Gregoire, Woman of Action: Jennifer Sproul
- Executive Spotlight, Yasmine Branden: San Diego, Calif. Chapter #21
- Executive Spotlight, Dede Hughes, Moving on Up: Corpus Christi, Texas Chapter #4
- Executive Spotlight, Sandy Field, NAWIC Rising Star: Mackenzie Kersbergen
- Executive Spotlight, Riki Lovejoy, Take It and Run: Angela Highland
- Executive Spotlight, Connie Leopard, Stepping Up to the Plate: Anne Welch and Rachel Stroup
- Executive Spotlight, Amy Berg, Coordinator Extraordinaire: Brandy Hamilton
- Executive Spotlight, Stephanie Crane, Work Hard, Stay Humble: Debbie Rodriguez
- Red Rose Recruiter Jacket: Jenny McCool O'Dell, Terri Underhill, Angelina Sacco and Rita Brown
- Red Rose Recruiter Star Award: Jennifer Swinney
- Founder's Trophy: Rita Brown

Updated NAWIC manual available for download

The updated NAWIC manual is now available in the Member Center here. Please download and print the updated manual at your earliest convenience.

Chapter/region website updates needed

We are now starting NAWIC's new fiscal year and that means you need to update your chapter and region websites with the newest membership application. You can use the links below to have your site always up to date.

<http://www.nawic.org/images/pdfs/memapp.pdf> (printable application)

<https://www.nawic.org/assnfe/enrollme.asp> (online application)

NEF has new certification available

NEF has just released a new construction industry certification—Construction Industry Specialist (CIS). This certificate program conveys a comprehensive introductory look at the construction industry and will prepare the participant for further training and educational opportunities needed in the various construction career pathways.

For more information, visit NEF at <http://nawiceducation.org>.

CORNERSTONE

Get connected to the latest news from NAWIC Committees.

Strategic Planning

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

SMART

I would like to share SMART for Strategic Planning.

Specific – target a specific area for improvement.

- Narrative
- Outlines
- Talking Points
- Is everyone singing the same song?

Measurable – quantify or at least suggest an indicator of progress.

- How do we measure success?
– Daily, weekly, monthly, quarterly, yearly
- How do we become leaner?
- How do we determine efficiency?
- How can technology help with measurement?
- Social media's influence
- Gantt Charts

Assignable – specify who will do it.

- Who is sitting on the bus?
- Are they sitting in the right seat?
- How can we rearrange the order that people sit in the seat?
- How can we work in teams?

Realistic – state what results can realistically be achieved, given available resources.

- Achieved in a set amount of time
- You have the human and monetary resources
- Can people buy into the vision?

Time-related – specify when the result(s) can be achieved

- Scheduling
- Start and End Dates
- Hold accountable
- Is it obtainable in the time allocated

I hope each chapter will try to use the SMART technique this year to take their chapter to another level.

Legislation and Policy Committee

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

White Collar Overtime

Are you a white-collar worker or do you own a business that you employ white-collar workers? For instance, are you administrative, executive, professional, and computer professional employees. If so, you should read on. The purpose of the Legislation and Policy Committee is to present factual information on current legislation or proposed language. For years, white-collar workers were salary employees. The issue is whether or not, white-collar workers should be exempt from being paid time-and-one-half for working more than 40 hours a week. The U.S. Department of Labor proposed a rule on June 30 commonly known as "the overtime proposal" for workers working more than 40 hours per week.

The overtime for white-collar workers would change federal overtime exemptions for administrative, executive, professional, and computer professional employees. If you have one of these job titles, this overtime proposal may have a direct impact on you. Although the comment period is closed, you can still write to express your opinion to your elected representative.

This new legislation could more than double the minimum salary for the white collar overtime exemption and would alter the salary levels every year.

Membership Committee

By Hilda Cox, AC, CIT, Membership Chair

This is an exciting time to be asked to serve as the national Membership Chair! At the time of this writing our Association is 4,023 strong! NAWIC is on the grow! This is very close to our 2011 membership total, and I believe by the time you read this note, we will have exceeded our 2011 membership of 4,160.

Our Membership Goals (challenge) for 2015-16 will remain the same as last year—85 percent retention and 20 percent growth. Many chapters have shown this is an attainable goal, with several chapters exceeding this goal. Those chapters who meet the Challenge will be recognized at the 2016 AMEC in San Antonio, Texas.

This year we will use the form on page 15 of the Membership Handbook as our reporting form. We are asking that your chapter send quarterly reports to your region chair and national chair, with the first report due by Jan. 10. A fillable pdf of this form has been emailed to the region directors and region membership committee chairs.

We will also continue with the GoToMeetings, or conference calls. The date and time to be determined. We encourage at least one member from each chapter to participate. This is a great opportunity to learn from other chapters what works, or does not work for recruiting and retaining members.

At this time of year we need to focus on retention. Experience shows that about 20 percent of the members who actually resign or terminate will rejoin simply by being told that someone cares. We are an association of members who care about their fellow members, so pick up the phone and give those non-renewals a call. You might just change their mind!

Together we can grow NAWIC! Your PR/Marketing/Membership Team is here to support and help each chapter. If you need help, please contact one of the leadership team: Diandra Staples, Laurie Jimenez, Angelina Sacco and Hilda Cox are here to assist.

Happy Recruiting!

NAWIC/OSHA Alliance

By Kathi Dobson, CIT, CSP, STS-C, CHST, LEED AP, NAWIC/OSHA Alliance Co-Chair

Schelle Wood of the Greater Palm Beach Chapter and I are honored to be recognized by President Riki Lovejoy as your NAWIC /OSHA Alliance co-chairs. We hope to bring you valuable information regarding health and safety compliance and education over the next 12 months as we renew our alliance commitment with OSHA. Our efforts are continuing with developing publications addressing sanitation issues on construction sites, PPE—specifically the use of fall protection harnesses for women and ergonomics affecting women in our industry.

We encourage chapters and regions to request their local or regional OSHA offices to present at your meetings throughout the year. We think you'll discover, as we have, that OSHA can be a tremendous partner in assuring all workers across the country are safe. (And they'll do it at no cost to you!) A couple of the key initiatives we learned of at our Annual Meeting and Educational Conference are the efforts OSHA puts into small business compliance assistance as well as residential construction assistance. Bill Cochran, Area Director for OSHA Region IV, was kind enough to spend the day with us handing out material and offering assistance to members who participated in the mini-tradeshow in Nashville. We distributed approximately 7,000 publications to the more than 300 members who stopped by our table on Wednesday. We enjoyed the opportunity to share in our passion for safe work and our commitment to safety with all those who said "Hi!"

One thing we wanted to address with you this month is the 2015 Confined Space in Construction Standard. The standard became effective Aug. 3, but OSHA has deferred the issuance of citations until Oct. 1, and because of this, they expect all companies who may have confined space entries to be in compliance with the standard, Subpart AA, starting at 29CFR1926.1200.

A great place for resources is the OSHA webpage on confined space in construction, (www.osha.gov/confinedspaces/index.html). You'll not only find the entire standard, but also case studies, publications, eTools (www.osha.gov/SLTC/etools/construction/index.html) and confined space topics on the OSHA Safety & Health Topics page (www.osha.gov/SLTC/confinedspaces/index.html).

We're always looking for volunteers who would like to be a part of NAWIC's Alliance team. Feel free to contact me at kdobson@alberici.com or Shelle Wood at shelle@dolphinsheetmetal.com if you think you'd like to be a part of our committee and as always, let us know what you want to see the alliance accomplish.

NATIONAL OFFICER'S MESSAGE



Riki Lovejoy, NAWIC President, Pushes Members to 'Be the Change!'

By Riki F. Lovejoy, CBT, CIT, NAWIC President

WOW it's the start of a new NAWIC year—2015-2016! And with the new year, we have the start of a "New NAWIC." We officially have eight grand regions! And all eight regions are excited about the future as will be revealed in the respective Annual Planning Conferences (APC). The Board is already working on tasks that will bring new ideas and, hopefully, more value to the membership. And the attitude of our members is changing as we all realize that the future for NAWIC is exciting and being a part of the changes can be really fun!

But this doesn't mean that everything is going to change. It was quite comical to me when I heard comments after the installation of the 2015-2016 Board. "Well, looks like she's going to change everything!" said one and then the next member said, "Well, sounds like nothing is going to change!" Hmm, did I confuse everyone? We just returned from our 60th Anniversary; we have a lot of history! So you're dang right members, some things need to stay the same because that's who we are, but to celebrate our 70th, 75th, 120th anniversary change is needed.

Our message this year is "Be The Change! You. Your Industry. Your NAWIC." I have been asked through the years on my journey to becoming President of this great Association, with even more questions this past year, "What do you see for the future of our Association?" When I went to my first national board meeting, I came to the realization that this Association could be a force to be reckoned with in the industry, but I

couldn't see how that would be accomplished. Today, I see it! But to be "The Force," we need to get the message out to the industry is that NAWIC is the resource for leaders that will affect change in our industry. We need to change the mindset of the thought leaders in the industry; we need to provide the skills to our members to affect the changes and we need to help our members understand within themselves that they can accomplish all of the above. I've said it before; there are some incredible women, young and old, in this Association! These women will be the game changers in our industry, not just NAWIC.

To get all this skill and knowledge, you just have to show up! Go to your chapter meetings! Participate in chapter events. Bring new ideas to the chapter. Try new things. Annual Planning Conference is the first region event for the new year; show up! Participate in the planning of your region's success! And, yes, I'm saying it already, come to the Annual Meeting and Education Conference next August in San Antonio, Texas! Planning has already started and we're barely back from Nashville! Let's see what you can change to make this your NAWIC!

CHAPTER OFFICER REMINDERS

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

Chapter Presidents

Communicate to your chapter members that renewals were due at the NAWIC Office by Sept. 30. Refer to "Begin NAWIC's 2015-2016 year on a high note!" in the Announcements section of this newsletter for more details about how to pay or obtain a renewal invoice online. Stress the importance of renewing their memberships, so they do not miss out on the benefits of NAWIC membership. NAWIC leaders should set the example and renew in a prompt manner. Please ensure each member serving on the board or on a committee has renewed her membership. Chapter officers not renewed by Oct. 15 will no longer receive further communications from the NAWIC Office, including new member notifications. Until their dues are paid, they will not be considered members of the Association.

Chapter Treasurers

It's renewal time at the NAWIC Office! This means that the Office is processing chapter dues for the 2015-2016 year. As chapter treasurer, you will be 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

Please ensure your chapter websites are updated with the 2015-2016 New Member Application. Please be sure to destroy old applications and replace them with new ones. Any old applications received with the incorrect amount of money will be held until full payment is received. Not paying the correct amount because the application is “wrong” can be very frustrating for the new member. Help us make the new member process go smoothly by destroying the old applications today. Thank you!

REGIONAL ROUNDUP

Region Directors report on NAWIC activities across the country.



Midwest Region | Debbie Speake

Ladies, Usually September is the time I both reflect back and look forward as we close one NAWIC year and embark upon another. It is a time to record our successes as well as an opportunity to plan for greater successes. It is my opinion that great things are happening in NAWIC.

Immediate Past President Sandy K. Field, CBT, CIT has done a fantastic job of making each member and each prospective member aware of the value of being a NAWIC member. I believe that is shown with the increased membership as well as the well-attended AMEC.

The region mergers are just one of the many positive things that will be completed this year. We have new ideas to put in place as well as a wonderful strategic plan to be rolled out. Over the upcoming months, it is my goal to help to make the value of NAWIC obvious here in the Midwest Region. We will start off with our upcoming APC and continue to communicate to each other and to those in our industry exactly why being a member of NAWIC has truly been an essential part of building leaders.

If you have not renewed yet, it is time! You want to be a part of the great future of this organization so that together we can achieve our potential.

REGION DIRECTOR Profile



Anne Pflieger, CIT

Firm: Charles Construction Services, Inc.
Occupation: Project Administrator
Chapter: Lima Ohio Area
Member Since: April 2006

North Central Region | Anne Pflieger, CIT

It's hard to believe another NAWIC year has started. "Sounds of Success, Celebrating 60 Years of NAWIC" was the theme at AMEC in Nashville, Tenn. and what a celebration! Starting with the "A Little Bit Country... And A Little Bit Rock-N-Roll" welcome reception where then-President Sandy Field and then-Vice President Connie Leopard sang a duet to the Award Banquets Saturday night it was an AMEC to remember. During the banquet, Rita Brown from the Detroit Chapter received the Founders Trophy for recruiting the most members for the year. Throughout the conference, there were great speakers, excellent workshops and incredible networking opportunities. Nearly 450 members attended the event, which included 19 Past National Presidents and 137 First Timers. It was the largest attended AMEC in a number of years and a great way to finish Sandy Field's year as NAWIC President.

Throughout this past year, Field's message has been "There is VALUE in NAWIC." For the retirement of the 2014-2015 Board, we were asked to answer

the following question: "As a member, what do you see as a value that NAWIC provides or continues to provide?" My response was "David Allen Coe, an American songwriter said, 'It is not the beauty of a building you should look at, it's the construction of the foundation that will stand the test of time.'" Since NAWIC's inception, the members have been the foundation and greatest value of our Association. Each and every one of the members is very important to our Association. Members' knowledge, inspiration, ideas and support of one another have formed and strengthened NAWIC's foundation to enhance the success of women in the construction industry. This past year on the national board, serving as the North Central Region Director, I've witnessed and have been a part of the teamwork of members that continue to build, grow and strengthen our Association."

As the new NAWIC year begins, ask yourself what do you see as a value that NAWIC provides? Whatever your answer may be, share that with other members, coworkers, business associates, etc. so that they too can see that we are an organization enhancing the success of women in the construction industry. The North Central Region has definitely been sharing the value of NAWIC this past year and has come within three members of achieving National's 20 percent growth goal, which by the time this article is published should be met.

Also with the start of the NAWIC New Year, it's time for APC, which provides great networking opportunities, the ability to be surrounded by some amazing women and the opportunity to gain more insight on how to be a contributing member of NAWIC. The North Central Region's APC will be held in Kalamazoo, Mich., Nov. 6-7. "Tap into NAWIC: Experience the Flavor" (of what NAWIC has to offer) is this year's theme. The Kalamazoo/Battle Creek, Mich. Chapter #302 has been doing an amazing job planning the event! One of the major things we will be able to offer is CEU credit for the majority of the workshops.

Lastly, the new year brings new leaders to the chapter board that were elected by you the members. Sheri Dew, an American author and publisher said, "True leaders understand that leadership is not about them but about those they serve. It is not about exalting themselves but about lifting others up." Members, you are to be congratulated on your selection, but in placing them as your leaders, you must not lose sight of the fact that cooperation from every member is necessary for continuing the success of your Chapter and our great Association!

REGION DIRECTOR Profile



Catherine D. Schoenenberger

Firm: Stay Safe Traffic Products Inc.
Occupation: Owner
Chapter: Granite State Chapter, N.H.
Member Since: February 2008

Northeast Region | Catherine D. Schoenenberger

We had an amazing time in Nashville celebrating NAWIC at 60! Our Northeast Region boasted 45 attendees with 11 first timers! Each of our now 15 chapters was well represented. We are "Together Again" Northeast Region! It is so very inspiring to be in the company of such fantastic women. Most exciting was the diversity in the ages of the attendees. We ran the spectrum from age 22 to age 86, and everyone in between. (We, the "in between", were the perfect demographic age for our keynote speaker/entertainer Anita Renfro. Anita's song, "Those Ain't Pants You're Wearing," instantly comes to mind when I witness an offender)!

More seriously, however, is the incredible influence NAWIC is having in the entire construction industry. At our Industry Luncheon, we heard from the

Baltimore, Md. Chapter #135's own Doreen Hartley. Doreen represents Exelon, the nation's leading competitive energy provider. Exelon is also the latest NAWIC national and AMEC sponsor. Exelon is a \$27.4 billion company that values a diverse and inclusive workforce, and now partners with NAWIC, signifying NAWIC's reach and value. Welcome Doreen, and thank you Exelon.

The 2015-2016 year began at AMEC, and is very much in full swing. The Northeast Region has prominent national leadership positions. Karen Long, CIT, Granite State Chapter #218 was elected as NEF President, while Sue-Ellen Stoddard, CIT, Greater Worcester, Mass. #241, holds the NEF Vice President position. The Block Kids National Chair is Virginia Bragger-Hucks from the No. 1 of Rhode Island Chapter #52. The NEF Fundraiser Chair is Joyce Newman from the Maine Chapter #276. The national PR & Marketing Chair is Diandra Staples from the Eastern Maine Chapter #329. The Professional Development and Education co-Chair is Jennifer Sproul from the Baltimore, Md. Chapter #135. Finally, Leah Curran of the Wilmington, Del. Chapter #96 retains her National Safety Chair position. Thank you Ladies for stepping up and representing our corner of the country so well.

Among the many national awards received in the Northeast, Northeast Region (14) was recognized at AMEC as First Place for its overall retention of 83.76 percent. The Northeast is up for repeating this title. Retention is where our Region is focused. Our Chapter Leaders will be reaching out to our members to insure their renewals happen. We know by retaining members, we will be attracting new members! Explosive growth potential in our Region is real. With new members, comes new energy and emerging leaders. No doubt, this year is going to be quite the ride.

We are literally together again at our "You be the Change" Fall Conference, Oct. 23-24, 2015 in beautiful Sturbridge, Mass. We are working hard to insure this conference accomplishes the finishing touches of the "official merge" as well as further soldering the seams for further unity. Our registration form is on line on the regional website www.nawicnortheast.org. (The web site is a work in progress and is evolving everyday.)



Lorelee Langworthy, CBT, CDS, CIT

REGION DIRECTOR
Profile

Firm: Dynalectric Co.
Occupation: Contract Management
Chapter: San Diego, Calif.
Member Since: November 2005

Pacific Southwest | Lorelee Langworthy, CBT, CDS, CIT

September marks the end of the 2014-2015 NAWIC year. It has been an incredible year here in the Pacific Southwest Region. We said goodbye to the old Regions 8 and 12 and hello to the Pacific Southwest Region. It was a privilege to be the first Regions to forge forward with the merges. It was also a challenge to be sure, but also an opportunity to shape what we want our new Region to look like as move forward. I know all eyes were on us to see how the merger went. I trust we showed it could be done with dignity and grace, as we put aside differences and embraced our similarities. Most of the other regions will experience this thrill in the 2015-2016 year. Hopefully they are well on their way to formulating their new guidelines and policies and embracing their sister chapters as they create a new regional identity. Best of luck to all of you; the journey is worth it.

September is also the time to send in your membership renewals. You all should have received your notice via email. Take the time to fill out the form and either renew online or send in your renewal by mail if you need to attach a

check, or your company is covering the costs. Either way, remember the Oct. 1 deadline.

Now is also a good time to review what you got out of your membership this year. Did you pass one of the NEF certifications? Maybe this coming year you will make the commitment to do so. Did you participate in your chapter's programs? Perhaps this year you will take up the challenge and serve on more committees. Did you attend your Chapter meetings, Regional conferences, or National AMEC? These are where you get the full benefits of NAWIC, in networking, professional and personal workshops, and camaraderie with women who are likeminded. Was there an area where you challenged, or where you wanted to learn more? Do you have ideas for workshops or meeting topics? This is your Association. We are looking to you to make us better and stronger as we move into the 2015-2016 year and beyond. So be vocal, step up and make a difference. You do make a difference. You are NAWIC. Together we make NAWIC an Association worth belonging to.

Highlights

Discover how members and chapters are enhancing their success.

ASA Will Celebrate 50 Years of Accomplishments During SUBExcel 2016 — Miami

The American Subcontractors Association will celebrate its 50th anniversary during its annual convention, SUBExcel 2016, March 3-5, 2016, in Miami, Fla.

“As we prepare to celebrate this important milestone and reflect on our Association’s many accomplishments over the past 50 years, we recognize that none of these triumphs would have been possible without the strong leadership, membership, and valued collaboration with our fellow industry associations that we have been so fortunate to have over the years,” said 2015-16 ASA President Letitia “Tish” Haley Barker, president of Haley-Greer, Inc., Dallas, Texas, one of the largest curtain wall contractors in the United States. “These individuals and organizations form the foundation upon which our Association stands, and we will continue to rely on them to represent and carry out our ideals, mission, and values over the next 50 years and beyond.”

Since 1966, ASA has served as the united voice for construction subcontractors and helped improve the business environment for these firms through professional education offerings during SUBExcel workshops and online webinars, influencing numerous court decisions, protecting subcontractors’ legal rights in construction documents, and effecting state and federal public policy changes on such issues as prompt payment, contingent payment, retainage, mechanic’s liens and surety bonding, risk allocation, and many others.

“Subcontractors across the country are scoring new victories every legislative session,” said Phil Nevlud, chair of the ASA Task Force on Government Advocacy. “And success breeds success. When subcontractors in one state are able to help pass a law that protects subs’ rights, it makes it easier to promote similar legislation in another state.”

Nevlud, drywall sales manager for Marek Brothers Systems, Inc., Houston, Texas, has experienced first-hand how subcontractors can make a difference in the state legislative arena. He was there when ASA of Texas, working in coalition with the Texas Construction Association, pushed through subcontractor legislation. “It’s critical that subs get involved at the local level,” Nevlud noted. “Some of the changes subcontractors need to bring fairness to the industry aren’t going to come from the federal level.”

ASA Chief Advocacy Officer E. Colette Nelson added, “ASA focuses its advocacy resources to subcontractor-specific

issues that no other organization is likely to work on.”

Some examples of ASA initiatives include eliminating pay-if-paid clauses, eliminating retainage, reforming mechanic’s liens and surety bond laws, and limiting inappropriate risk shifting.

“ASA provides important input on broad construction and business issues, where it is important that policymakers hear about the unique challenges of construction subcontractors,” Nelson said.

Protecting subcontractors’ legal rights in construction documents and representing their interests in the negotiation of various model documents is another key goal of ASA. The ASA Task Force on Contract Documents, charged with these responsibilities, approaches its task with a seriousness and intensity equaled by few others.

ASA Task Force on Contract Documents Chair Brian Cubbage, contracts administration counsel for Heico Construction Group, Alexandria, Va., exemplifies the ASA task force’s commitment to assuring that subcontractors get a fair deal in their contract dealings. Fair contracts and documents can often make-or-break a subcontractor. According to Cubbage, the most important focus of the task force is to “remember what our middle name is—‘subcontractors,’” and its most important function is to “educate subcontractors on what to look for when a subcontract arrives on their desks,” he said. “If the work the task force does saves one subcontractor from signing a bad subcontract, we’ve done our job.”

Furthermore, the ASA Task Force on the Subcontractors Legal Defense Fund is responsible for managing ASA’s advocacy efforts before the judicial branch of government. Each year, courts across the country hand down hundreds of decisions interpreting federal and state laws that apply to subcontractors’ businesses. Many of the decisions impacting subcontractors interpret the contract provisions of subcontract agreements—provisions like pay-if-paid, hold-harmless, duty-to-defend and no-damages-for-delay. Some of these decisions are precedent setting and carry significance for subcontractors across state lines. ASA’s Subcontractors Legal Defense Fund supports ASA’s critical legal activities in precedent-setting cases to protect the interests of all subcontractors. ASA taps the SLDF to fund amicus curiae, or “friend of the court,” briefs in appellate-level cases that would have a significant impact on subcontractor rights. No other construction association has an active advocacy effort in the courts.

ASA invites subcontractors, specialty trade contractors, and suppliers to register for SUBExcel 2016, in Miami, and join the association in celebrating its accomplishments over the past 50 years. Register online by the Feb. 8, 2016, early-bird deadline to save! Registrants are invited to arrive early to attend the

President's Welcome Reception from 5:00 p.m. to 7:00 p.m. on Wednesday, March 2, and the annual convention will kick off the following morning. The 50th anniversary celebration will take place from 7:00 p.m. to 10:00 p.m. on Saturday, March 5, during the Reception, Banquet & Awards Gala.

Make your hotel reservations online to stay in the ASA room block at the Hyatt Regency Miami. ASA has negotiated the special room rate of \$199 single/double or \$244 triple/quad, and the cutoff date for the room block is on or before 5 p.m. Eastern time on Wednesday, Jan. 26.

Learn more at www.SUBExcel.com.

Founded in 1966, ASA amplifies the voice of, and leads, trade contractors to improve the business environment for the construction industry and to serve as a steward for the community. The ideals and beliefs of ASA are ethical and equitable business practices, quality construction, a safe and healthy work environment, and integrity and membership diversity.

Safety Newsletter

Welcome our new committee co-chair, Tammy Clark!

Tammy K. Clark is a Safety & Health Consultant who splits her time between teaching certification courses such as Red Cross & OSHA certifications, and offering health and safety consultation services. She enjoys helping clients create and maintain a strong safety culture within their organizations. Her services range from writing & implementing safety programs, to safety training and site safety audits.

Tammy's goal is to help companies create a safe working environment for employees by applying Total Quality Management principles to the company's safety program. Tammy also teaches clients how to manage their program so it is sustainable and always up-to-date. Clients benefit from her services as their working environments become safer while their safety programs become compliant with current regulatory requirements.

Tammy is a proud member of the National Association of Women in Construction, and serves as Co-Chair for the National Safety and Health Committee.

Tammy is also proud to serve on the ABC of Western Michigan Chapter Board as a founding committee member of the Construction Workforce Development Alliance. The CWDA has received praise from Governor Snyder as well as awards from MichiganWorks! for recognizing the need within the construction industry for qualified workers, creating a craft

training program (Tammy is also a Core Curriculum Committee member), and graduating the initial 16 pilot program members, all within a year's time. This program is a collaboration between ABC, ASAM, HBA, Grand Rapids Community College, and industry representatives, and will continue to run each fall at GRCC's M-Tec building. Tammy not only participated in this initiative as a founding member, but also served as Instructor for the Red Cross First Aid/CPR/AED module of the training.

Please visit www.tammykclarkcompanies.com for a complete list of services offered within the TKCC family of businesses, as well as Tammy's credentials.

Congratulations to our National Safety Excellence Award Winners!

Contractor

WM Schultz Construction, Inc
Northeast Region
Chapter 261 Capital District
Submitted by Terri Boland

Sub-Contractor

Dynalectric San Diego
Pacific Southwest Region
Chapter 21 San Diego
Submitted by Lorelee Langworthy, CIT, CDS, CBT

Construction Related

S&ME, Inc.
Southeast Region
Chapter 49 Atlanta
Submitted by Mitzy Gann

October 4-10 is National Fire Prevention Week

- Home fires killed an average of eight people every day in 2013
- During 2007-2011, roughly one of every 320 households had a reported home fire per year
- Two of every five home fires started in the kitchen
- Working smoke alarms cut the risk of dying in reported home fires in half
- Nearly three in five candle fires start when things that can burn are too close to the candle

Quick Facts: OSHA's Fire Prevention Standard

- 1.) The employer shall be responsible for the development of a fire protection program to be followed throughout all phases of the construction and demolition work, and shall provide for the firefighting equipment as specified in this subpart. As fire hazards occur, there shall be no delay in providing the necessary equipment.

- 2.) A fire extinguisher, rated not less than 2A, shall be provided for each 3,000 square feet of the protected building area, or major fraction thereof. Travel distance from any point of the protected area to the nearest fire extinguisher shall not exceed 100 feet.
- 3.) One or more fire extinguishers, rated not less than 2A, shall be provided on each floor. In multistory buildings, at least one fire extinguisher shall be located adjacent to stairway.
- 4.) All firefighting equipment shall be periodically inspected and maintained in operating condition. Defective equipment shall be immediately replaced.

For a complete list of employer requirements pertaining to OSHA's Fire Protection and Prevention Standard, see www.osha.gov, regulations, construction, Subpart F.

Take this quiz to test your knowledge on smoke alarm safety

Visit the National Fire Protection Association's website for more info!

Recent OSHA Standard Changes

The most recent OSHA Construction Industry changes are in the Confined Spaces Standard. The regulations pertaining to confined spaces have been significantly changed, imposing more stringent requirements, particularly for the "Controlling Contractor" (in most cases, the G.C. or C.M.). To view the new Standard, visit www.osha.gov, regulations, construction, subpart AA.

For a quick overview & comparison, [click here!](#)

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You're Tying Off to What? Providing Compliant Anchorage Points

October 15th at 2pm EST

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