

National Association of Women in Construction



Career

Education



Future



THE CONNECTION

Connecting leaders and members
to news from NAWIC

October 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!

NAWIC Welcomes the 2016-2017 National Board of Directors

During NAWIC's 61st Annual Meeting and Education Conference in San Antonio, Texas the following members were officially installed as the 2016-2017 NAWIC National Board of Directors.

NAWIC Officers

President: Connie M. Leipard, CIT
President-Elect: Catherine D. Schoenenberger
Vice President: Dove Sifers-Putman, CBT
Secretary: Diane I. Mike, CBT
Treasurer: Anne Pfleger, CIT
Immediate Past President: Riki F. Lovejoy, CBT, CIT

Region Directors

Midwest Region: Vickie J. Nickel, CIT
North Central Region: Jenny Mangas
Northeast Region: Doreen Bartoldus, P.E., CCM
Pacific Northwest Region: Ruth Fritts
Pacific Southwest Region: Elizabeth M. Teramoto, CIT
South Atlantic Region: Lorie Lythgoe
South Central Region: Dena Rowland
Southeast Region: Angelia McElroy, CIT

Begin NAWIC's 2016-2017 Year on a High Note!

Now that AMEC is behind us, the NAWIC 2016-2017 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 2016-2017 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, 2016 to avoid the late fee.

Which category do I choose when renewing my NAWIC membership?

When you renew your membership for the 2016-2017 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 > Login/Sign Up. You will need your unique username and password. If you do not know your password, type in your username, but leave the password field blank. Then click on

the login button. This will send your password to the email address you have on file. 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.

The NAWIC Education Foundation Has a New Email Address

The NAWIC Education Foundation (NEF) has a new email address, effective immediately. To reach NEF, email nawicedu@gmail.com.

NAWIC Strategic Plan Available Online

NAWIC's 2016 strategic plan and a list of strategic plan task forces and their members have been posted to the NAWIC website. To see these documents, go to www.nawic.org > Member Center > Board of Directors > Strategic Plan.

NAWIC Updates Social Media Policy

NAWIC has updated its social media policy to reflect the widespread use of social networking sites, blogs, forums and other social media platforms. Please take a moment to read through the updated policy at www.nawic.org > Member Center or click here.

Proposed NAWIC National Dues Increase for 2017-2018 NAWIC Year

A proposal for an increase in dues for the 2017-2018 NAWIC year has been put forward. The proposed increase will be voted on at the 2017 NAWIC mid-year board meeting. If approved the dues increase will take effect for the 2017-2018 NAWIC membership year. See the proposed dues increase at

www.nawic.org > Member Center or click here.

Consider Proposed Change to NAWIC National Bylaws

A change has been proposed to NAWIC's national bylaws. Please take a moment to read through the proposed change at www.nawic.org > Member Center or click here. The proposed change will be voted on at the 2017 NAWIC mid-year board meeting.

NAWIC Launches Chapter Leadership Training Series

The first session of NAWIC's Chapter Leadership Training Series will be held on Tuesday, Oct. 4 at 7 p.m. Eastern time. The session, "Conducting an Audit/Review of Chapter Financial Records" has a target audience of chapter treasurers and presidents, but is open to any interested NAWIC member. To join, call the dial-in number at 712-775-7031 or go to <https://join.freeconferencecall.com/akpnawic> on your computer. You will need the meeting access code 525-486-050. Those who call in will not be able to see the session's visual aids unless they also go to the website above.

An audit doesn't have to be scary. This session, presented by NAWIC Treasurer Anne Pfleger, CIT, will cover the why and how of conducting an audit and review of the chapter financial records.

To see a calendar of future sessions of the Chapter Leadership Training Series, go to www.nawic.org > Member Center or click here.

CURT To Host Young Professionals Summit

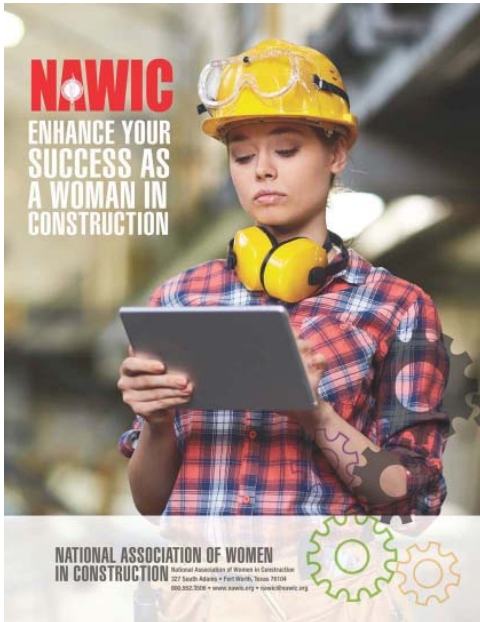
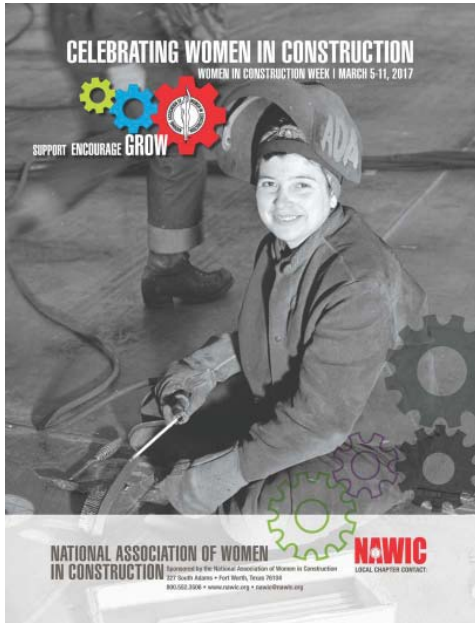
The Construction Users Roundtable will host a Young Professionals Summit, Oct. 10-11, 2016 at the Conrad Hotel in Indianapolis, Ind. For more information, go to www.curt.org/Events.aspx.

The graphic features the CURT logo (a red triangle with 'CURT' inside) and a group photo of seven professionals. Text includes: "The Owners Voice to the Construction Industry", "CONSTRUCTION USERS ROUNDTABLE", "Young Professionals Summit", "LEARN ABOUT AND TRAIN ON:", "APPLIED LEADERSHIP & DIFFICULT CONVERSATIONS", "Sponsored By:" with logos for MARATHON, HUNT, and BMWC, "Session Titles:" with a bulleted list of topics, "CLICK TO REGISTER*", and a footer with "THE CONRAD HOTEL • INDIANAPOLIS, IN", "WWW.CURT.ORG", "OCT. 10TH-11TH /2016", and "513.563.4131".

Updated NAWIC Manual Available for Download

The updated NAWIC manual is now available in the Member Center. Simply go to www.nawic.org > Member Center > Board of Directors > Operations Manual or click here. Please download and print the updated manual at your earliest convenience.

Get WIC Week Pins and Posters Before They're Gone



WIC Week pins and posters are going fast. Have you ordered some for your office and chapter yet? If not, it is time.. Visit the WIC Week website at www.nawic.org > 2017 WIC Week or click here for information about WIC Week, forms and to order the 2017 pins and posters. You may also visit the WIC Week Store to order your posters and pins.

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

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)

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

Congratulations to the NAWIC National Award Winners

Congratulations to the NAWIC members, chapters, regions and businesses who received special awards at the NAWIC Awards Gala during the Association's 61st Annual Meeting and Education Conference in San Antonio, Texas. A full list of award winners will be published in the October/November 2016 issue of The IMAGE magazine.

CORNERSTONE

Get connected to the latest news from NAWIC Committees.

National Founders Scholarship Fund

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

NFSF needs your help!

The NAWIC Founders Scholarship Foundation is a self-supporting scholarship program. It was 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. NAWIC chapters are encouraged to utilize NFSF to administer their scholarship program so that donators can take advantage of NFSF's tax status.

We need your help! Please let any college or trade school in your area know that we have scholarships available. We have a template available for your use on our website at www.nawic.org/nawic/NFSFScholarships.asp to notify schools about NFSF. All who possess a commitment to obtaining an education leading to a degree through a course of study in construction are encouraged to review the scholarship guidelines and eligibility requirements and submit their application for consideration. Scholarship awards may be

applied toward the cost of tuition and/or course expenses as selected by the recipient. The dollar amount of scholarships awards range from \$500 to \$2,500. Your assistance in finding eligible candidates is greatly appreciated.

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.

Membership and PR/Marketing

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

Focus 101: Transition Reminders for Membership and PR/Marketing Committees

We are so excited about this new year for NAWIC! President Connie Leipard, CIT has challenged everyone to grow, and that's one of the goals of our joint committees: Building NAWIC leaders through membership opportunities in education, networking and leadership positions on the chapter, regional and national levels

For those of you who attended AMEC, this information will be a repeat. You can find copies of all the documents we distributed during the Membership/PR & Marketing workshop on the National website at www.nawic.org/nawic/Handouts.asp.

Also, we have scheduled regular joint conference calls each month through the year. By the time you read this, we will have already conducted the first set of calls. They are scheduled on the first Thursday of every month throughout the year (except December and July), at two different times to accommodate schedules (noon EST and 6:30 pm CST). Please contact us if you would like to join future calls, but did not get the first invitation.

As you move into your new roles of Membership or PR/Marketing Chair for your chapter or region, consider the following thoughts to help you have a successful year.

Chapters should gather additional members to serve on the membership committee, not just a committee chair. It takes a village.

- Gather a committee team (i.e. for PR/Marketing – have a photographer, a webmaster, a social media guru, and someone specifically responsible for press releases).

Chapters must effectively continue to market themselves (Marketing/PR and Membership work hand-in-hand).

- Have your events calendar in place by Oct. 1.

- Post your events calendar on social media (LinkedIn, Facebook, Twitter, and Instagram) and on your chapter's website.
- Keep your website updated and professional looking.
- Advertise events and utilize press releases.
- Plan when press releases will go out before the events, schedule in time for deadlines for each publication.

i.e. The event happens in the middle of next month, but the publication has a deadline of 10th of this month for notices for next month.

Be sure to gather enough information to publicize the event and get your press release to the publication by the 10th of this month.

The information in the press release can be simple—event name, date, time, location, website link for more info, and contact information for more info.

Have all the details updated on the website link as soon as possible.

Plan when post-event press releases will go out with photos!

Your members are individuals that join for self-interest. Find out why your members initially joined.

- Prepare a list of questions you would like to ask each member.
- Divide up your membership list between all your board members. Board members should call general members and record member responses.
- Invite members to a planning meeting. Get everyone's input to help make the new NAWIC year productive and exciting for all.
- Send thank-you-for-joining or renewing letters. Templates are on the national website under Committees/Membership & Marketing.

Motivate members to renew their memberships before the deadline.

- Implement a membership renewal incentive. For example, every member who renews early (by Sept. 1) will receive a \$5 Panera Bread Gift Card and anyone who renews by Oct. 1 will have her name put in a drawing for a \$50 Home Depot Gift Card.

Talk with your President and Chair from the previous year

- Ask what worked and didn't work for them with regards to Membership or PR/Marketing.
- Ask them what can be improved?

- Ask for list of contacts for Press Releases from previous President and PR/Marketing Chair
- Ask for list of logins and passwords from Chapter Webmaster for Social Media outlets (Facebook, LinkedIn, Twitter, Chapter website)
- Use hashtags in all posts.
- Create Save the Date events early, then promote, as you get closer to time.

Questions? Call your region chair or contact the national chairs for more information.

Strategic Planning

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

Do You Have a Strategic Plan or Just a Budget?

All chapters have a budget (annual operational plan) so they know what financially they can plan for during the year. Are you ready for the next step? A strategic plan will allow you to plan for 1-3 years into the future so your chapter can make choices on what it wants to accomplish. The process of planning strategically will allow your chapter to be more successful.

We are fortunate to have Tecker International consulting the national board on their strategic plan. Tecker has on their website many videos on strategic planning and leadership development. I encourage you to go to www.tecker.com/ and look at the video library to help guide your chapter towards implementing a strategic plan or tuning up your current one. The videos are short and will guide you through developing a strategic plan and then working the plan, the process of planning strategically!

If you need any assistance, please contact Cindy Johnsen, CBT, CDS, CIT at Cindy.Johnsen@gcinc.com.

Workforce Development

By Linda Young, CBT, CIT, Workforce Development Chair

Careers in Construction Month

NCCER and its Build Your Future initiative are once again declaring October as Careers in Construction Month. Throughout the month, industry and education partner locally to host career events that introduce students to rewarding construction careers. A number of online resources are available on byf.org to make it easy for organizations to participate. Don't forget to register your event for added publicity!

Proclaim October as Careers in Construction Month!

Help us make Careers in Construction Month officially recognized in every state! Contact BYF to find out how to file your state proclamation.

Planning an event for Careers in Construction Month? Download the Careers in Construction Month Field Guide for great tips and the How To: Plan a Career Day guide to help plan a successful event. Additional Careers in Construction Month materials are available for download on BYF's Resources page.

U.S. Transportation

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

A Call to Action – Accident Data, First Responder Training, Transportation App

35,092. That is the number of people who died on our nation's highways in motor vehicle accidents in 2015. Every day nearly 100 people die from vehicle related accidents. With the increase in technology comes the ability to track data so that this statistic can be lowered. Data is available at the U.S. Department of Transportation website (www.transportation.gov). It contains detailed information about each of these accidents. Unfortunately, 2015 showed a marked increase in traffic fatalities nationwide. More people died in traffic related activities in 2015 (7.2 percent) than in 2014. This breaks a recent historical trend of fewer deaths occurring per year. The data is being analyzed to help understand what this means and the National Highway Traffic Safety Administration (www.nhtsa.gov) is soliciting help from anyone interested in contributing to the conversation to provide answers to key questions worth exploring. The U.S. Department of Transportation is seeking ways to improve safety on the roads and they are looking to technology to make driving safer.

In an effort to make working on roadways safer, personnel from law enforcement, highway workers, first responders, and tow truck companies have completed training to improve their safety while working at highway accident scenes. The Federal Highway Administration (www.fhwa.dot.gov) announced that the 200,000th emergency first responder has completed their Traffic Incident Management responder training. This national effort is life saving training to improve safety of first responders and others on the scene of highway crashes. They learn a common set of practices including quick clearance techniques that improve communication and reduce the amount of time needed to remain on the scene. Those trained represent all 50 states, the District of Columbia, and Puerto Rico. It is important to remember that 43 states, so far, have enacted "Move Over laws" to further protect these workers. This means that drivers must move over, or slow down, near vehicles pulled over. They should also do this safely. For more information and a list of states visit www.moveoveramerica.com.

More technology is here. The U.S. Department of Transportation, celebrating their 50th anniversary, has

introduced a smartphone app for the Bureau of Transportation Statistics (www.bts.gov) *Pocket Guide to Transportation*. It combines the print publication with smartphone app. It is just one of the innovations coming out in the near future. This will be a new focus on the use of technology to deliver the most recent transportation statistics in new and different ways.

For more information visit the White House Office of Science, Technology Policy and National Highway Traffic Safety, U.S. Department of Transportation, Federal Highway Administration, and Bureau of Transportation Statistics.

WIC Week

By Barbara Allen, LEED AP, WIC Week Chair

We are 5 months away from Women In Construction (WIC) Week, March 5-11, 2017!

Our goal for WIC Week 2017 is to increase the visibility of women in the construction industry. We want to place this initiative at the forefront of the week in lieu of community service, which has been a selfless avenue for increasing the awareness of NAWIC in the past. This year we want to boldly acknowledge the successful, hardworking women of our industry, remind employers that women are an asset in construction and make other women aware of the opportunities that are available for them in our exciting and challenging industry.

With hopes of increasing your interest and involvement in WIC Week, we thought it would be great to hear your stories of success in the industry and why you feel it is important to increase the visibility of women in construction. We will choose one story each month from those submitted at wicweek@gmail.com to share in the Connection. To get the stories rolling I thought I would share my story.

After changing my major twice, I was starting my third year in college and yet was still unsure what path I wanted to complete. I seriously considered quitting college because I felt I was wasting my money on a degree I didn't want. After scanning the college programs book for the third time I stumbled across Construction Management. As soon as I read the degree description I knew it was exactly the career path I wanted to follow. I began the program that semester and graduated with my Bachelor's a year and a half later. I was hired by a large general contractor in Kansas City as the first female superintendent trainee they had hired from college. I spent 20 years with that company working my way up from union carpenter apprentice, to foreman, assistant superintendent and finally superintendent of large-scale hospital and school projects. I recently switched career paths and moved to the owner/developer side of the business where I am managing a \$100 million project in downtown Kansas City. What I haven't told you is that my dad owned an HVAC company and I worked

in a lumber/hardware store all through high school and college and yet it never crossed my mind that there were outstanding opportunities for women in construction. That is why it is important to me that we focus on increasing the visibility of women in the industry now!

You will find everything WIC Week related on the website, including a list of ideas for increasing the visibility of women which can be found under the "Resource" tab at www.nawic.org/nawic/wicweek.asp.

OSHA/NAWIC Alliance

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

First, here is a special announcement for a free webinar with very limited space offered by Howard Mavity, one of our 2016 AMEC presenters. Contact Kathi Dobson (kdobson@alberici.com or call 734 367-2560) to be added to the attendee list. Several sessions limited to 12 attendees each will be offered of this "Small Group Interactive OSHA Webinar for Women in Construction (NAWIC)." Each session will feature two or more Fisher Phillips attorneys who will walk attendees through the OSHA inspection process, discuss responding to written complaints, and outline a few recent whistleblower concerns. Attendance will be open microphone and attendees will be able to ask questions and participate in these sessions. Materials and fact settings will be provided in advance.

Session one will be held on Thursday, Oct. 20, from noon to 1:30 p.m. Eastern. It will be made available first to women in construction as part of Fisher Phillip's support of the increasing numbers of women stepping up to address the burgeoning managerial, professional and craft needs of this dynamic industry.

NAWIC's alliance with OSHA is now over three years old, and we think it's brought a lot of benefit to our members. At AMEC in San Antonio, we saw close to 200 people at the mini-trade show, and we calculated that every person who stopped took away (on average) between eight and 10 OSHA publications. Our members were most interested in the revised recordkeeping requirements, including electronic reporting; the new citation matrix (fines increased approximately 80 percent on Aug. 1, 2016); temporary workers; silica, respiratory protection and the new silica standard; working from heights on ladders, scaffolds and elevated work platforms (aerial lifts); and implications regarding confined space in residential work and rescue plans for confined spaces. We wish to thank Raul Carrillo, a Compliance Assistance Specialist from the San Antonio Area OSHA Office, who aided and assisted us in answering questions and talking "shop" with the safety (and non-safety) specialists who visited our tables.

Since we recently celebrated the three-year anniversary of the signing of the alliance, we thought we should refresh your knowledge on what the alliance is all about. We work with the Department of Labor's Office of Outreach Services and Alliances to develop products for our industry and to raise awareness of OSHA's key strategies for alliances. Areas of emphasis to OSHA include construction and temporary workers among many others, so reaching out to women in the construction industry to make their work safer and healthier is a great fit for the association.

Some of the strategies, objectives and activity types are listed below.

Key strategies (approach taken to achieve the goal) include:

- Raise Awareness of OSHA's rulemaking and enforcement initiatives.
- Outreach and Communication
- Training and Education

Objectives (measurable step taken to achieve the strategy) may include:

- Implement new practices to improve safety performance.
- Establish an approach for measuring industry safety performance and demonstrate steady improvement.
- Expose a greater number of members to the advantages of OSHA's outreach and consulting programs.

Activity Type (tools used in pursuing an objective associated with a strategy) include:

- **Alliance Product:** Products (e.g., fact sheets, videos, toolbox talks) developed by Alliance participants as part of the Alliance. These are not OSHA products.
- **Dissemination:** An Alliance participant sends OSHA information, Alliance products, or other safety and health information to its stakeholders. This includes information sent by email or social media (Facebook, Twitter), and information included in newsletters and other publications. It also includes hits on the Alliance participant's or OSHA's web page.
- **Evaluation:** Any efforts by the Alliance participant to evaluate the effectiveness of an Alliance activity or the Alliance as a whole.
- **Event:** Participation in events such as the Construction Roundtable and NAOSH Week.
- **Exhibit:** OSHA exhibits at events sponsored by the Alliance participant.
- **OSHA Product Review:** Review of an OSHA product by Alliance participants. For example, an Alliance participant may provide technical comments on an OSHA eTool or publication. The review itself is considered the Alliance activity.

- **Speech/Presentation:** Speeches or presentation by OSHA staff at events sponsored by the Alliance participant.
- **Training:** This includes best practice seminars or other training that Alliance participants provide for OSHA staff. It also includes training for workers/employers/others by Alliance participants.

And if you really want to learn more, check out this OSHA factsheet on the alliance program at www.osha.gov/OshDoc/data_General_Facts/factsheet-alliance.pdf.

Our first emphasis was sanitation because it seemed to be one of the biggest problems for women in our industry and thus the publication "Portable Toilets and Sanitation Best Practices for Women in the Construction Industry" was developed. See it online at www.nawic.org/images/nawic/documents/Sanitation_Handout_for_Employees.pdf. Other areas of emphasis for us were PPE Issues for women in construction and ergonomic issues in construction.

Now we want to hear from our members! What do you want emphasized? And how are our chapters and regions participating in Alliance activities?

If you have an idea for an emphasis area, please don't keep it to yourselves. Let us know! When your chapter or region holds a safety and health event, utilizes your area OSHA compliance division, or has a great presentation on safe work practices, please let us know. If your company, chapter or region does something in support of OSHA's emphasis programs like heat stress awareness or fall prevention, we'd like to hear from you. We report regularly to OSHA any alliance activity including anyone who might click on the link to the Alliance through the national website at www.nawic.org.

We're also always looking for members who are interested in supporting the alliance on the OSHA-NAWIC Alliance Committee. Kathi Dobson (kdobson@alberici.com or 734 367-2560) and Schelle Wood (schelle@dolphinsheetmetal.com) are always happy to hear from you or answer any questions you might have about the alliance. As an Alliance bonus for everyone, here's a link to OSHA's women in construction page, www.osha.gov/doc/topics/women/.

Highlights

Discover how members and chapters are enhancing their success.

Birmingham NAWIC Chapter Tours Dunn Building Company's New Shop Building

The National Association of Women in Construction (NAWIC) Greater Birmingham Chapter recently toured Dunn Construction Company's new shop. Dunn Building Company

is building on the recently purchased 12-acre site in the Avondale area. The building consists of office space (9,600 square feet), shop area (14,300 square feet), a storage building (2,337 square feet) and a fuel island with three 12,000-gallon fuel tanks along with a 100-foot certified truck scale. Robert Holman of Dunn Building Company directed the tour and talked about various aspects of the new construction.



Pictured left to right, Dana McDonald, Dunn Building Company; Gloria Cook, The Robbins & Morton Group; Tonya McLaughlin, Ram Tool Construction Supply; Virnetta Woodbury, Brasfield & Gorrie LLC; Carol Alford, Print Resources, Inc.; Ginger Thompson, Wyatt General Contractor, LLC; Amber Kinney, Dunn Building Company; Rhonda Grounds, M.J. Harris Construction Services, LLC; Judi Torres, Dunn Building Company; Miryam Todd, Brasfield & Gorrie LLC; and Alecia Melvin, M.J. Harris Construction Services, LLC.

Montgomery, Ala. Chapter Donates ‘Buddy Bench’ to Chisholm Elementary School

The Montgomery, Ala. Chapter recently donated a “Buddy Bench” to Chisholm Elementary School. The bench is meant to foster friendship and kindness while combatting bullying. For more information, please go to

<http://www.montgomeryadvertiser.com/story/news/2016/08/25/buddy-bench-promotes-friendship-chisholm-school/89308070/>.

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!

REGIONAL ROUNDUP

Region Directors report on NAWIC activities across the country.

Ruth Fritts

REGION DIRECTOR
Profile

Firm: McAlvain Group of Companies, Inc.
Occupation: Environmental Health and Safety Director
Chapter: Boise, Idaho
Member Since: October 1996

Pacific Northwest Region | Ruth Fritts

With the Annual Meeting and Education Conference (AMEC) behind us we are looking forward to a busy year. I am excited about the upcoming Leadership Training Series of webinars and the national marketing campaign interview with Kathy Ireland. This interview will help us get the NAWIC name out to a larger audience. It should bring new membership possibilities to all chapters.

The Strategic Plan developed at AMEC is going to focus on enhancing marketing efforts, increasing our media exposure, bringing value to our employers, and increasing leadership development. This is a long-range plan so we have identified priorities and will be working toward starting on the high priority strategies this fiscal year. I encourage each chapter to look at their strategic plan to make sure that it is still relevant.

Fall Conference is rapidly speeding toward us. Fifty-six members of the Pacific Northwest are going to meet in Boise, Idaho on Oct. 15 for Fall Conference. We are embracing Connie Leopard's theme of Support – Encourage – Grow. The past presidents and past directors of our region will be meeting to discuss how to move our chapters and region forward with leadership succession planning. We have a chapter leadership session planned for Friday afternoon for all that have stepped up into a leadership role or those that are thinking about it and want to learn more. This session will be interactive so come ready to participate.

We have also successfully booked our regional events out for the next two years. Forum 2017 will be hosted by Greater East Bay Chapter #30 and San Francisco, Calif. Chapter #19, May 19-20. Fall Conference 2017 will be hosted by the Portland, Ore. Chapter #54 and held in Portland, Ore., Oct. 21-22. The Regional Event Taskforce has chosen Salem, Ore. to be the location of the 2018 Forum, which will be held April 19-21, 2018.

There are some great educational opportunities and marketing efforts planned this year. Be sure that you take advantage of them.



South Atlantic Region | Lorie Lythgoe

As we roll into a new NAWIC year, I would like to reflect on last year and say just how proud I am of all the wonderful things accomplished by the South Atlantic Region. Each chapter did their part to make us stronger and better and our membership goals were met. We continue to grow, change and adapt to meet the needs of our members.

Summer Leadership was well attended with more than 50 members. It was nice to see all those new faces stepping up to leadership roles and those planning on moving up in the future. I know that we are moving in the right direction and that this movement will just continue to grow as we focus on our core purpose. New chapter leadership is in place and ready to meet the challenges of the upcoming year as we all work together to move into a bright future.

Fall Conference will be held on Oct. 21-22 in Richmond, Virginia, hosted by the Richmond, Va. Chapter #141. We are celebrating 50 years as a region and have a wide variety of workshops, such as Dealing with Harassment, Sustainable Design, Ways and Means, Membership, and Leadership training. We would love to have you come down and visit us!



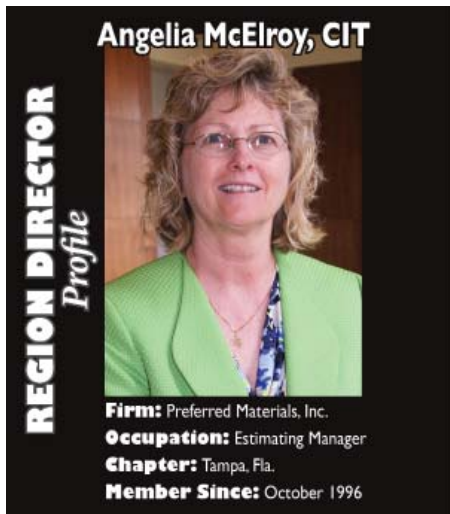
South Central Region | Dena Rowland

I am so excited about the new NAWIC year and being "On Board the NAWIC Train." Planning is well under way and the national officers have lined up a fantastic calendar of chapter leadership training topics that they will be presenting via freeconferencecall.com. I hope all of the leaders and interested members will take advantage of these great meetings. Make sure you log into the national website and put these events on your calendar so you don't miss out.

The South Central Region is gearing up and getting ready for its Annual Fall Conference. This event will be held Nov. 11-12, 2016 at the Royal Sonesta Hotel in Houston, Texas. We would love for you to join us. The past directors are hosting this event and there is a full agenda with something for everyone. They even have a "virtual race" planned for the Welcome Reception on Friday night. The proceeds will benefit Addi's Faith. Addi's Faith is dedicated to ending childhood cancer. The money that is raised is used for research

on pediatric brain tumors as well as to provide financial assistance to families struggling to care for children with cancer. Our region is committed to giving back and of course our members love to participate in a challenge. If you are interested in donating to Addi's Faith, visit <http://bit.ly/2c7TqT1>.

Congratulations to all of the new board officers across the country. I wish each of your chapters a very successful year!



Southeast Region | Angelia McElroy, CIT

We are off to a running start in our new NAWIC year within the Southeast Region. Four satellite locations were used as 2016 Southeast Leadership and Planning hosts on Sept. 17, in lieu of a single location held over an entire weekend. The Atlanta, Ga. Chapter hosted the Tallahassee, Fla.; Greater Birmingham, Ala.; Montgomery, Ala.; and Sugarloaf/Gwinnett, Ga. chapters with facilitator Dove Sifers-Putman, CBT, NAWIC Vice President. The Knoxville, Tenn. Chapter hosted the Nashville, Tenn. and Knoxville, Tenn. chapters with facilitator Anne Pflieger, CIT, NAWIC Treasurer. The Orlando, Fla. Chapter hosted the Space Coast, Fla.; Tampa, Fla.; and Orlando, Fla. chapters with facilitator Pat Walker, CIT, CDS. Finally, the Fort Myers, Fla. Chapter hosted the Miami, Fla.; Greater Fort Lauderdale, Fla.; Greater Palm Beach, Fla.; and Southwest Florida chapters with facilitators Jean Cox, CBT and yours truly! This was a very unique approach for the region, which was wholly embraced by the members in attendance who numbered 75-plus across all locations.

Around the region, the Tallahassee, Fla. Chapter will host a very successful annual Open House membership promotion on Oct. 18. The Space Coast, Fla. Chapter will hold its annual golf tournament on Oct. 28 and the Atlanta, Ga. Chapter will host its annual Block Kids competition on Oct. 29. Nashville continues to be on fire for membership adding 26 new members between Oct. 1, 2015 and Aug. 31, 2016. Outstanding job ladies. The Tampa, Fla. Chapter held a well-attended Installation and Awards banquet on Sept. 12 and presented two scholarships to local students. The Southwest Florida Chapter will get back to basics with NAWIC 101 during its Oct. 10 meeting and the Montgomery, Ala. Chapter got some great PR with the donation of the "Buddy Bench" to Chisholm Elementary School. President Anne Welch and several chapter members were at the unveiling "to foster kindness and stand up to bullying" and were featured in the local paper! The Greater Orlando, Florida Chapter and its President Rose Buchanan have established a theme this year of SOAR – Strengths, Objectives, Aspirations and Results. The October program will feature Nickelodeon Suites Hotel founder Terry Whaples speaking on her career path/journey as she climbed her way up the ladder. The Miami, Fla. Chapter will hold an inspiring luncheon on Oct. 19 with the theme "Celebrating Women in Leadership." The Greater Fort Lauderdale, Fla. Chapter's Lunch and Learn program, to be held Oct. 4, featured Marker Construction and learning how to do business with the premier local builder.

Keep those renewals coming! Members can choose to renew anytime within this year and keep their longevity intact. However, after Oct. 1, there will be a late fee. Sometimes a friendly phone call reminder can be the difference in keeping or losing a member.

The Greater Birmingham, Ala. Chapter is busy planning Forum 2017 with the theme "Experience the MAGIC!" It will be held March 31-April 1, 2017. The event will feature an interesting and informational tour of Birmingham (Thursday afternoon), education (workshops on Friday), networking (a business Expo to highlight our region firms), fun, spectacular speakers and a great downtown venue (Hilton Birmingham). Make plans now to visit the historic and innovative magic city of Birmingham, Ala. I am certain the room block will fill quickly for this event. All forms are posted to the Southeast Region website at www.nawicsoutheastregion.org.

NATIONAL OFFICER'S MESSAGE

NAWIC President Connie Leopard Wants You to Support, Encourage, Grow

By Connie M. Leopard, CIT, NAWIC President



Congratulations to newly installed NAWIC chapter officers and directors! Each new NAWIC year brings with it a sense of excitement for new experiences and high hopes of accomplishment. I wish each and every chapter success and hope that what you envision becomes reality!

Start the new NAWIC year off on the right track by remembering the core purpose of our Association—enhancing the success of women in the construction industry. Success can be more easily achieved when the environment within a chapter is supportive. Members support each other through the ups and downs of life and the challenges of family and careers.

Success can be more easily achieved when members encourage each other to accept new challenges, to take risks and to face fears that may hold them back. Encourage others with words and with your actions. Be positive, optimistic and willing to share your knowledge, skill and experiences that can help others around you learn and grow.

Encourage members who exhibit leadership traits (developed or not) to step into leadership roles within your chapter. NAWIC builds leaders by providing opportunities for women to grow in a safe environment. Provide mentoring for young leaders. Help them learn from mistakes by remaining supportive and encouraging as they learn.

Leadership opportunities in NAWIC will lead to success in careers. Critical skills such as learning to communicate

effectively, building relationships, analyzing problems and implementing solutions can be practiced and polished. Volunteer to serve on committees as well as chapter officer and director positions.

It is up to each and every member to accept responsibility for her part in maintaining a positive environment conducive to optimal growth for everyone. “Support – Encourage – Grow.” It’s easy as 1-2-3 when we take it seriously and we make it happen.

CHAPTER OFFICER REMINDERS

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

Chapter Presidents and Treasurers

The first session of NAWIC’s Chapter Leadership Training Series will be held on Tuesday, Oct. 4 at 7 p.m. Eastern time. The session, “Conducting an Audit/Review of Chapter Financial Records” has a target audience of chapter treasurers and presidents, but is open to any interested NAWIC member. To join, call the dial-in number at 712-775-7031 or go to <https://join.freeconferencecall.com/akpnavic> on your computer. You will need the meeting access code 525-486-050. Those who call in will not be able to see the session’s visual aids unless they also go to the website above.

An audit doesn’t have to be scary. This session, presented by NAWIC Treasurer Anne Pflieger, CIT, will cover the why and how of conducting an audit and review of the chapter financial records.

To see a calendar of future sessions of the Chapter Leadership Training Series, go to www.nawic.org/images/nawic/chapterofficer/2016-17_Chapter_Leadership_Training_Cal.pdf.

Chapter Presidents

Communicate to your chapter members that renewals were due at the NAWIC Office by Sept. 30. Refer to “Renewing your membership” 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 2016-2017 year. As chapter treasurer, you will soon begin 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 2016-2017 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!

Safety Newsletter



I am pleased to be serving as Chair of the National Safety & Health Awareness Committee this year, and am focusing my efforts on helping all NAWIC members and member companies benefit greatly through relevant construction industry safety, health, and OSHA compliance information.

As a safety and health consultant to the construction industry, an authorized OSHA trainer, a Strategic Partner with the American Red Cross, and a nutrition coach, I definitely have my finger on the pulse of what's happening in our industry, including regulatory changes and updates.

A common theme I am hearing is how challenging it is for businesses to maintain safe and compliant jobsites today given the schedules that owners are requesting and G.C's/C.M.'s are demanding. I explain the "big picture" construction process like a 3-legged stool. You have safety, quality, and schedule. With a reasonable schedule, you can have all three. With the "crash schedule" becoming the new normal (just ask any student in a C.M. program what a crash schedule is and they'll look at you like you're crazy. There is no such thing any more. More and more projects today are being scheduled in this manner as if it is just normal production, not to be questioned), safety is becoming harder and harder to manage, while OSHA is becoming less tolerant, levying exorbitant fines (if you haven't heard, OSHA fines increased 78% as of August 1st, 2016). The problem is, with this type of drive, you can have two of the three legs of the stool at any given time, but something's got to give. Unfortunately, that something is typically safety. So how do we prevent this? Stay tuned! I will be outlining several of my proven successful methodologies over the course of the next several months in the Connection newsletter. These methodologies have been combined into a safety management system that I call "The Safety Edge". It is a simple system that has helped many of my clients create, implement, and maintain safe and compliant workplaces. It's not a matter of working harder, it's a matter of working smarter! The application of these processes have been proven to produce predictable outcomes due to the implementation of systematic processes.

In addition, I, along with Co-Chair, Leah Curran, will continue to upload resources to the Safety & Health Awareness Committee page, and share information through our social media outlets.

I look forward to working with the regional Chairs to provide all members and member companies with relevant, timely information to help you maintain safe and complaint jobsites, as well as provide you and your organizations with educational opportunities.

Sincerely,

Tammy K. Clark