

# National Association of Women in Construction



Career

Education



Future



## THE CONNECTION

Connecting leaders and members  
to news from NAWIC

October 2017

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

### ANNOUNCEMENTS

Get connected to what you need to know!

#### The 2017-2018 NAWIC National Board of Directors is Installed

On Friday, Aug. 18, during NAWIC's 62nd Annual Meeting and Education Conference in Anaheim, Calif. NAWIC's 2017-2018 Board of Directors was officially installed. The 2017-2018 Board of Directors consists of:

##### NAWIC Officers

President: Catherine D. Schoenenberger

President-Elect: Dove Sifers-Putman, CBT

Vice President: Diane I. Mike, CBT

Secretary: Jill Hanson, CIT

Treasurer: Anne Pflieger, CIT

Immediate Past President: Connie M. Leipard, CIT

##### Region Directors

Midwest Region: Vickie J. Nickel, CIT

North Central Region: Jenny Mangas

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

Pacific Northwest Region: Lauline Mitchell

Pacific Southwest Region: Elizabeth M. Teramoto, CIT

South Atlantic Region: Kristey Stewart, CIT

South Central Region: Laurie Jimenez, CBT

Southeast Region: Karen Hager, CBT, CIT

#### 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 62nd Annual Meeting and Education Conference in Anaheim, Calif. A special congratulations goes to the Future Leader of the Year award winner Romina Byrd, SHRM-CP; the NAWIC Member of the Year Shelie Gaffron; and the NAWIC Lifetime Achievement Award winner Linda Young, CBT, CIT. A full list of award winners will be published in the October/November 2017 issue of The IMAGE magazine.

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

Rowan University's B.A. in Construction Management Online is designed as a degree completion program for

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

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



Learn More!

856-256-4747 | [global@rowan.edu](mailto:global@rowan.edu)

## Start the NAWIC Year Off Right; Renew Your Membership

The NAWIC 2017-2018 year officially began Oct. 1!

With a new Executive Vice President, Beth Brooks, CAE, and a number of changes in the works this looks to be an exciting year. Be a part of it and enhance your success as women in construction. Renew your membership today! 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, renew your membership immediately, if you haven't already.

### Renewing your membership

Membership renewals for the new 2017-2018 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, 2017 to avoid the late fee.

### Which category do I choose when renewing my NAWIC membership?

When you renew your membership for the 2017-2018 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](http://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 "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.

## UPS Now Offers Larger Discount to NAWIC Members



Dear National Association of Women in Construction members,

It was great seeing you at the 2017 NAWIC 62nd Annual Meeting & Education Conference!

Did you know? Your NAWIC members discount with UPS® has changed. Now you can SAVE up to 34% off shipping with no minimum requirements.

Simply sign up for the offer by going to [savewithups.com/nawic](http://savewithups.com/nawic) and logging in. Once logged in, click I have an account or I need an account to start the process.

If you require assistance, our Association Ambassadors are ready to help. Call (800) 325-7000 (8AM – 9PM EST).

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### Update Your Chapter/Region Websites

With the start of a new NAWIC year, you need to spend a few minutes to make sure your chapter and region websites are updated with the newest membership application. You can use the links below to have your site always up to date.

[www.nawic.org/images/pdfs/memapp.pdf](http://www.nawic.org/images/pdfs/memapp.pdf) (printable application)

[www.nawic.org/assnfe/enrollme.asp](http://www.nawic.org/assnfe/enrollme.asp) (online application)

## NAWIC Board Proposes Bylaws Changes

The NAWIC Board of Directors has proposed two bylaws changes. The first change concerns the elimination of delegates at the Annual Meeting and Education Conference. The second change regards the election of Region Directors. For more information on the changes, [click here](#).

## Learn About the NAWIC Strategic Plan

Do you know about the NAWIC Strategic Plan? The NAWIC Board of Directors has crafted a detailed plan to move NAWIC forward. To see the NAWIC Strategic Plan, [click here](#).

## 2017-2018 NAWIC Budget Recap

At NAWIC's post-Annual Meeting Board of Directors meeting, the board adopted a budget for the Association's 2017-2018 fiscal year. Here are the highlights.

**Total Revenue: \$1,165,965**

**Total Expenses: \$1,144,596**

**Net Income: \$21,369**

**Save the Date for AMEC 2018!**

NAWIC's 2018 Annual Meeting and Education Conference will be held Aug. 15-18 at the Hilton Orlando Lake Buena Vista in Orlando, Fla. Add it to your calendar and let your employer know that you'd like to attend. It's also a great opportunity to combine a family vacation with some professional development. We hope to see you there!

## A Message from NAWIC's Retired EVP Dede Hughes

I put this beautiful quilt on my bed yesterday. I will turn it often so I can enjoy every square. I cannot thank everyone enough for this gift full of memories. If your chapter or region sent in a square, thank you. To Linda Young and Pam Dullum, a special thank you for sewing this together. This whole quilt warms my heart. I love you all.

Dede Hughes, IOM





## CORNERSTONE

Get connected to the latest news from NAWIC Committees.

### **NAWIC Founders Scholarship Foundation**

By Yasmine Branden, CCA, NFSF Administrator

#### **NFSF: Your Partner in Building Our Workforce**

Congratulations to the newly installed chapter boards! The start of the new NAWIC year brings many opportunities to include the important work of the NAWIC Founders Scholarship Foundation (NFSF) in chapter and regional events.

**What is NFSF?** NFSF was established in 1963 by NAWIC as a means to help students pay for a construction-related program. Both construction trades and undergraduate programs are eligible to receive scholarships. We are a 509(c)(3) designated organization, meaning contributions are tax deductible as charitable donations.

**Who runs NFSF?** NFSF has four trustees who are the four most recent NAWIC Past National Presidents (not including the Immediate Past President). This year's trustees are Cindy Johnsen, CBT, CDS, CIT; Yasmine A. Branden, CCA (Administrator); Sandy Field, CBT, CIT; and Riki Lovejoy, CBT, CIT.

**What does NFSF do?** We administer chapter scholarships and NFSF awards. We work with chapters to establish scholarships within NFSF or transfer existing chapter scholarships to NFSF. We are happy to help you reach out to programs to increase the pool of applicants. Every year we have scholarships we can't award because we don't have applicants!

**Are there deadlines?** Applications for NFSF administration of scholarships are due Feb. 15, 2018. Student applications are due Feb. 28, 2018. This allows the trustees to review the applications and make awards by mid-April.

**Where is the scholarship application?** The application for the 2018 awards will be posted shortly. Chapters will be notified when the new application is posted on the website. We'll also post a link to the application in the Connection.

**Where do I send chapter scholarship funds for NFSF?** Please mail to the Administrator for deposit:

Yasmine A. Branden, CCA  
2821 NE 10th Ave  
Portland, OR 97212

Look to future issues of the Connection for updates and additional information on the Foundation. Oh, and visit our link: <http://www.nawic.org/nawic/NFSFScholarships.asp>.

## **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 its website many videos on strategic planning and leadership development. I encourage you to go to [www.tecker.com](http://www.tecker.com) and look at its 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 Strategic Planning Chair Cindy Johnsen at [Cindy.Johnsen@gcinc.com](mailto:Cindy.Johnsen@gcinc.com) or co-chair Connie Leipard at [cleipard@aol.com](mailto:cleipard@aol.com).

### **OSHA/NAWIC Alliance**

By Kathy Dobson, OSHA/NAWIC Alliance Co-Chair

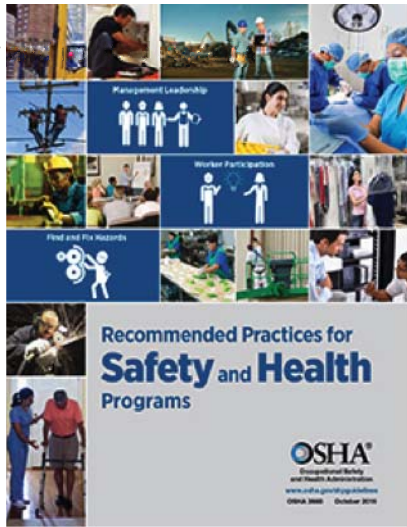
Our alliance with OSHA is entering its fourth year and is slated for renewal, hopefully by the end of the year. The renewal package should go down to the Office of the Assistant Secretary (OAS) for review and approval in mid-late September. It is slowly but surely making its way through the process. Once we have approval, we can begin to discuss signing dates. Each month the Alliance committee will bring you up-to-date information regarding "all things OSHA." We also have a couple of webinar topics under consideration, so keep that in mind.

#### **OSHA Deputy Assistant Secretary appointed.**

Loren Sweatt joined the Occupational Safety and Health Administration (OSHA) on July 24. Sweatt joins the agency from the U.S. House of Representatives where she served as a Senior Policy Advisor at the Committee on Education and the Workforce for the last 15 years. In this role, Sweatt handled workplace safety issues before the Committee to include OSHA and the Mine Safety and Health Administration. In her new role as Deputy Assistant Secretary, Sweatt will be the second in command responsible for the oversight of the Occupational Safety and Health Administration of the Department of Labor, including construction, general industry, agriculture and maritime operations. At the time of this writing, there is no appointed OSHA Assistant Secretary.

## OSHA partners share tips for effective safety

NAWIC was the first alliance participant to pledge support for OSHA's first Safe + Sound Week. As part of our efforts, Kathi Dobson, co-chair of the OSHA/NAWIC Alliance committee was interviewed. You can click on the links below to access her interview.



From June 12-18, more than 100 organizations, many of which participate in OSHA's Cooperative Programs, partnered with the agency for the first Safe + Sound Week promoting workplace safety and health programs. Kathi Dobson of the National Association of Women in Construction (an Alliance Program participant) and safety director at Alberici Constructors in St. Louis, led her company's efforts to find and fix hazards before they caused injuries. These efforts included workers performing walkarounds to identify hazards before the start of each workday, and management tracking trends and incidents so that they can better respond to hazards. Learn more about Alberici's safety journey and their tips for starting a safety and health program here.

## OSHA Proposes Extension to Compliance Deadline for Crane Requirements

OSHA issued a Notice of Proposed Rulemaking to extend the employer's responsibility to ensure crane operator competency and enforcement for crane operator certification to Nov. 10, 2018. OSHA proposed a delay of the enforcement date to address stakeholder concerns over the operator certification requirements in the Cranes and Derricks in Construction standard. Comments may be submitted by Sept. 29 either electronically, at [www.regulations.gov](http://www.regulations.gov), or by facsimile or mail. See the Federal Register notice for submission details and more information.



## OSHA's Mobile-Friendly Publication on Training Requirements is Easy to Use on the Job

OSHA's comprehensive guide to Training Requirements in OSHA Standards is a valuable reference to help employers,

safety and health professionals, and training directors comply with the law and keep workers safe. However, at more than 250 pages, the printed version can be cumbersome to carry on some jobsites. That's why the guide is available in digital (MOBI and EPUB) formats; it can be read on a smartphone or tablet and easily searched for the standards that apply to specific industries or activities. Visit OSHA's website to download a copy.

## Silica

We will be reporting on silica, the updated standard and any new information we receive regularly during the year.

As of this writing, OSHA has indicated that they are moving forward with enforcement of the new silica standard, effective September 23, 2017. If you have an exposure to silica or if you have employees who work around others who work with silica, you need to have a plan.

Basics for your Silica Exposure Control Plan (from a great colleague, Abby Ferri, CSP, of The Ferri Group)

1. Identify tasks with respirable crystalline silica exposure.
2. Compare these tasks to OSHA's Table 1.
3. Update your respiratory protection program, if needed.
4. Implement alternative controls, if applicable.
5. Conduct training.
6. Evaluate and adjust.

And for general contractors, here are some additional recommendations to follow. In our opinion, you'll be cited as well if you have a subcontractor who is not following the program.

1. Familiarize yourself with the OSHA standard and Table 1 at [www.osha.gov/silica](http://www.osha.gov/silica).
2. Ensure your program meets the standard before talking to your subs about theirs.
3. Train your staff, both safety and field supervisors, on the highlights of the standard, your program and their roles and responsibilities.
4. Review contract language for subs that may create silica dust as part of their work.
5. Support communication that must take place to ensure work areas with silica exposure are restricted.
6. Download <https://lnkd.in/evZVhAC> for a written program template.

We are actively seeking new members to support the committee from each region. Please contact committee co-chairs Kathi Dobson, ([kdobson@alberici.com](mailto:kdobson@alberici.com)), Schelle Wood, ([schelle@dolphinsheetmetal.com](mailto:schelle@dolphinsheetmetal.com)) or your region's director if you are interested.

## Professional Development and Education

By Jessica Murphy, Professional Development and Education Chair

Most of us know what we should be doing, but there are times when we just don't seem to be able to get it all done. On Sept. 13, 2017, Dr. Sarah Reiff-Hekking presented PD&E's first seminar of the year on "5 Steps to Bust Through Procrastination and Overwhelm." More than 100 NAWIC members participated in the online presentation live at 4 p.m. EST, and the rest of our members can now access the recorded presentation on NAWIC's YouTube Channel and [nawic.org](http://nawic.org). Go to the Member Center > Committees > Professional Development > Webinars and Podcasts.

It is important to recognize and address procrastination and being overwhelmed because, as Reiff-Hekking pointed out, these can create negative feelings of self-worth and keep us trapped in a downward negative spiral. In short, we feel bad about what we are not getting done and can't escape the negative feelings. I know I am not alone in feeling this at times. The key is to break the cycle. Find a new way to address your bad habits. Reiff-Hekking offers five steps to do it.

**Step 1:** Recognize what is overwhelming you. What part of your daily routine or job are you leaving to do last? What do you dread to do? Once you have identified it, change your response to stop procrastination and the feeling of being overwhelmed.

**Step 2:** Change your mind set and tame the dragon. Don't give it the power to create fear and anxiety.

**Step 3:** Put good strategies into place and set up your environment for success. My favorite tip is to set up times to check work emails and a time to check my personal messages. That keeps me engaged in the other things I should be doing the rest of the time.

**Step 4:** Get support. Maybe it's your boss, co-workers, friends or your NAWIC sisters. After all, you can't fight a dragon alone, no matter how hard you try.

**Step 5:** Keep redoing these steps until it works. The definition of insanity is continuing to do the same thing and expecting different results. So stop. Restart again with new ideas and strategies.

Reiff-Hekking's presentation was inspiring and exciting. I encourage you to check it out for yourself or incorporate it in to your chapter meeting. If you already watched it, don't forget to revisit it when you get stuck.

PD&E has monthly seminars planned throughout the year. Keep an eye out for presentations on changes to AIA construction documents, NEF courses, sexual harassment,

personal branding and more. Mark your calendar now for our next presentation live at noon EST on Oct. 18, 2017 on "Negotiating - A Woman's Perspective." You'll become aware of the role gender plays in negotiating, and learn practical tips to help you get what you want out of your next negotiation.

## Highlights

Discover how members and chapters are enhancing their success.

## A New Executive Vice President Named by NAWIC



The National Association of Women in Construction is pleased to announce the hiring of its new Executive Vice President Beth Brooks, CAE. Brooks is a respected association professional and advisor on governance, board orientation and strategic planning.

"We are extremely fortunate to have someone of the caliber of Beth Brooks as NAWIC's next Executive Vice President," said NAWIC President Catherine Schoenenberger. "Already Beth has begun to realign staff and has assessed ways to better serve our members, renew partnerships and increase our national sponsorships. This is a brand new day and a brand new way for NAWIC, and we are excited that Beth is here at the dawning."

"I am so pleased to be joining NAWIC during strategic time of change," said Brooks. The excitement I have heard and seen from the leadership and members is palpable. The committee chairs and the Board of Directors have so many ideas to grow membership, offer valuable benefits and increase the educational offerings.

One immediate focus is to evaluate and streamline the infrastructure of NAWIC – from office structure and procedures to bylaws, volunteer roles, and policies. We want to follow best practices throughout NAWIC, and make sure that our practices



are current, and enticing to younger members.”

She added, “We have already started to create new sponsorship opportunities, and build a creative, educational annual meeting for next August in Orlando. The NAWIC members I have met are dedicated and hardworking. I am so impressed with the work they do, and their dedication to NAWIC. I am looking forward to meeting more of them, and to promoting the great programs of NAWIC.”

Brooks is a sought-after speaker and trainer. She is also the author of “The New CEO’s Guide,” published by the American Society of Association Executives.

As the long-term chief executive for two state associations, the Texas Pest Control Association and the Texas Society of Association Executives, Brooks worked in close collaboration with multiple boards of directors to create strategic initiatives and move the associations forward. She established the first statewide office for the Texas Pest Control Association and was responsible for the successful turnaround of the Texas Society of Association Executives.

Beth Brooks succeeds Dede Hughes, IOM. Hughes served as NAWIC’s Executive Vice President for 21 years.

## **NAWIC’s Long-Serving EVP Dede Hughes Retires**



It was January 2, 1996 when Dede Hughes, IOM arrived at the offices of the National Association of Women in Construction to take on the job as the Association’s Executive Vice President. More than 21 years later, she is retiring from NAWIC. Her tenure officially ended with the conclusion of NAWIC’s Annual Meeting and Education Conference, Aug. 16-19.

“We wish Dede Hughes our very best with her retirement from NAWIC,” said NAWIC President Catherine Schoenenberger. “She’s witnessed and lived much of the her-story of this association, and gave us an incredible foundation on which to build. Thank you Dede, for your many years as our Executive Vice President, colleague and friend. We look forward to your role as a “retired member at large” and your continued passion for NAWIC.”

NAWIC’s Immediate Past President Connie Leopard, CIT, said, “Retirement is an opportunity to experience life in a new way, opening doors to be an influencer in another path. I have no doubt that Dede will enjoy a remarkable retirement, investing in the lives of those around her.”

Leopard credits Hughes with helping NAWIC attain its current position. She said, “Dede has been solid, steady and wise in guiding NAWIC’s board of directors to build a foundation of financial strength and service to members and their employers.”

“Dede’s legacy is built on her commitment and personal belief in the core purpose of NAWIC,” Leopard said. “Dede understands the importance of NAWIC, embraced the spirit of the founders of NAWIC and reinforced that message for more than 20 years. It is vitally important for the executive of an association to believe in the power of the mission. Dede continues to display her belief in us.”

The admiration Association members have for Hughes is mirrored by her feelings for NAWIC. “I have loved NAWIC and its mission from the beginning,” said Hughes. “I have the utmost respect for women in the construction industry.”

Beth Brooks, CAE, will succeed Hughes as NAWIC’s EVP. Brooks is a respected association professional and advisor on governance, board orientation and strategic planning. She previously served as the chief executive of the Texas Pest Control Association and the Texas Society of Association Executives.

## **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](mailto:autumnd@nawic.org). Be sure to include all the pertinent details and related photos. Then sit back and see your news reported in the next Connection!

## NATIONAL OFFICER'S MESSAGE

### New NAWIC President Catherine Schoenenberger

By Catherine Schoenenberger, NAWIC President



Well, it is Fall Conference season, and welcome to it! With the exception of the Southeast Region, our Fall Conferences are still in front of us. Our region directors have all put into place valuable industry workshops, networking events and yes, discussion sessions for critical NAWIC business. If you're unable to make your region's Conference, then please consider attending another region's event. There are a lot of transitions and changes afoot for NAWIC, and our Fall Conferences will offer a perfect venue for in-person discussion.

This first quarter of 2017–2018 is already full of exciting transitions for NAWIC! On the chapter level, I extend my sincerest congratulations and gratitude to all of the newly elected chapter board leadership. Our region directors are looking forward to working with you, so make sure your director knows the best way to communicate with you. NAWIC's new Executive Vice President Beth Brooks is hard at work streamlining operations at the home office. She and the NAWIC staff are navigating unfamiliar waters with great care and patience, and are making tremendous positive progress. You'll be seeing those results in real time, if you haven't already!

Our Infrastructure Goals have been brought to the forefront of the NAWIC Strategic Plan. The proposed national (and thereby chapter) Bylaw changes regarding the elimination of delegates and altering the means by which region directors are elected before our next election are now out for circulation. Circulation for review and comment began Sept. 18. I invite you to read and offer comment/discussion on these proposals.

Please utilize the Bulletin Board Forum to ask your questions or express your thoughts. Again, if you're able to make Fall Conference, there will be a portion of the director's agenda dedicated to these proposals of change.

The primary intent of these proposed changes is to secure one full vote for all eligible voting members, by eliminating "delegates." At the national level this translates to all eligible members in attendance at AMEC (including our Members at Large) receiving one full vote (no fractions). At the Region level, the proposed change would allow all eligible members within the region to cast her individual vote via electronic ballot, as we currently do for the election of our national officers. On the chapter level, huge chunks of time and energy will be freed up for the chapter leadership by eliminating the need to elect delegates or to file proxy forms for compliance. These proposed changes will allow for better discussion and stronger leadership choices. Everyone's vote will count.

As with all things NAWIC, your entire national board is available to you and your chapter. During this transition period, may we continue to support, encourage and grow; a measurable difference will be the result.

## 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 "Start the NAWIC Year Off Right; Renew 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 2017-2018 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.



Around 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 2017-2018 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 | Vickie Nickel, CIT

How many remember the song “So Groovy” by artist Jocylyn Alice and Right the Stars?

I think it's so groovy now  
That people are finally getting together  
I think it's wonderful and how  
That people are finally getting together

Another NAWIC year is upon us, which means that Fall Conferences are in full swing and chapters are busy planning their year. There is a lot to do to get a jump-start on the NAWIC year. There is new chapter leadership, sharing of accomplishments, speakers, workshops, reinforcing connections made at AMEC, opportunities for professional development, and chances to network. It's “So Groovy” that people are getting together.

As part of the board installation ceremony at AMEC, president Catherine Schoenenberger asked each of the incoming board members to pick a song that represents our incoming year. My song is “Girl is on fire” by Alicia Keys. There's a NAWIC passion in each of us. Do you agree? Are you on fire with the desire to create meaningful impact through chapter events?

- Be the spark that will ignite transformation.
- Help break the boundaries that hold women back.
- Explore emerging direction. Think strategically. That will move your chapter forward.
- Make bold decisions required to create the future for all women in construction.



## North Central Region | Jenny Mangas

Wow. It's hard to believe that my first year as director is almost over. It's been a great journey so far and I'm really looking forward to my second year! The knowledge I have gained and the support from members on the local, regional, and national level has been more than I ever thought would be possible.

We had an awesome AMEC in California! It was an amazing week of networking and professional seminars. It has been a pleasure serving under Connie Leopard's leadership. She had the vision and drive to take NAWIC to the next level and I know that Catherine is going to do the same. Thank you to everyone who made it a success, especially the staff, who put in countless hours planning the event.

As of Aug. 31, the North Central Region has 548 members. We only need 61 more! We can do it! Renewals have been sent out. I hope you have renewed and are encouraging all members to renew.

**Save the date: Nov. 3-4, Louisville, Ky.  
The Marriott Louisville East**

Fall conference will be here before we know it! We are very excited to be having some top-notch professional speakers. Peggy Noel Stevens will be speaking on the "12 Traits of Powerful Women" and Brittany Young, Certified Celebrator, will be speaking on "Self-Branding." The registration deadline is Oct. 25, 2017. Registration is open and can be found on the region's website at [www.nawic4.org](http://www.nawic4.org) under the events tab.



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

I write this as I travel through western France. This is a reminder of how fortunate I have been to still enjoy what I have worked so hard for. In 2012 the Northeast was hit by superstorm Sandy. Emergency response, recovery and resilience, became the front and center action items and still are today. I lost power for about a week but luckily, nothing else. I had gone to our project site the day after the storm to find everything previously built completely washed away. It took several weeks to get the project back on track. One of my employees, who lived near the water, lost just about everything except for the shell of her home. Remnants of the storm linger, New York is still building back.

Now Our NAWIC sister regions have been hit hard this past month from hurricanes Harvey and Irma. We could only wait and pray for word of what we could do. Natacha Ricks of the Wilmington, Del. Chapter, as part of the Red Cross, became a part of the emergency response in Houston. As word came to us of what was needed, I am proud to say, many stepped up in our region to send donations via "go fund me" and gave hotel points, and so much more I am sure I do not know about. I do know that we need to stay tuned as the areas recover.

Eventually, as an industry we will all be called upon to recover and to build once again with resilience, in particular, in our coastal regions. Keeping this all in our hearts, as well as our heads, is what makes women key to enhancing the construction industry. At the risk of generalization, it is what we all bring to the table. We remain vigilant and ready for whatever else is required for a full recovery. We know we need to build stronger.

So, many of us have taken the education and empowerment from AMEC back home to members and non-members. We continue to grow. Chapters have all set their plans for the year and are installing new officers. The excitement and strength is palpable. I have been privileged to take part in some chapter board discussions and planning meetings and we are in for a great year! I can only hope this momentum is contagious and helps all regions rebuild and grow.

To note, it was a privilege to join Sharon Adkins (Northeast region past director) on stage at AMEC and be able to present congratulations to Catherine Schoenenberger as she begins her year as national president! Many thanks to Carlie Biron and Kelsey holt (Boston); Carol O'Donnell (past director, Rhode Island); Leah Curran (Wilmington); Jenn Sproul (Baltimore), Paula Cantara (Granite State); Keith Schoenenberger; and Northeast attendees for making it all special for Catherine!

We put on our top siders Nov. 10-12, when the Northeast Region and guests will be "Smooth Sailing for Stronger Chapters" at our fall planning conference. Along with some local construction education, we will be focused on what chapters can do to stay "lean" (think lean construction) and strong. Also, we look forward to hosting Diane Mike, NAWIC national vice president!

We look forward to getting stronger, more resilient, and making a measurable difference! See you soon.



## Pacific Southwest | Elizabeth M. Teramoto, CIT

The leaves are changing and pumpkin spice is everywhere you look! But despite the dropping temperatures, the warmth of the summer still lingers, especially when thinking about AMEC 2017 and how fantastic it was to have all of NAWIC join us on the Golden Coast to experience the charm of Southern California. It was a true pleasure to be the host region and I cannot thank the Orange County, Calif. Chapter #91 enough for putting on the best beach party this Association has ever seen!

All around the county, regions are preparing for Fall Conference and the Pacific Southwest is no exception. This October, we will meet in Aurora, Colo. where the Metro Denver, Colo. Chapter #112 and Pikes Peak Chapter #356 will present a joint event that will explore "LEEDing the Way" to green living and a future filled with renewable resources. It is impossible to deny that we have not always taken the best care of our planet and with horrific storms and floods at one end of the country and wildfires at the other, it is clear that we need to act now. Speakers will include Brittany Evans of Clear Intentions Glass who will talk to us about the difficulties and benefits of recycling glass as well as Damon

Carson, founder of repurposedMaterials, who has literally made a career of turning one man's trash into another's treasure. We will also have a guided tour of the Stanley Marketplace, a repurposed hanger that now houses more than 50 locally owned restaurants and boutiques. Rumor also has it that there just might be an upcycled fashion show in the works, too.

I hope to see you in Colorado!

## Safety Newsletter

What can you look forward to this year?....

### Webinars and on-the-job, real-time training materials

- Updated online resources
- Safety Awards
- Chapter meeting solutions
- Combined efforts with our OSHA Alliance & other NAWIC Committees

### Meet our new co-chair, Renell....

I may be new to NAWIC but I have been in the safety field for over a decade. I live and breathe all things safety. I am here to help with whatever questions or assistance you may have or that may come your way. When I am not on a job site I am working to help women. I have my duties and commitment with NAWIC, but I also volunteer at The Foundry which is an amazing organization that helps to free women from addiction (I mentor one to two women a year throughout their stay in the program).





I am also the mother of two grown children ages 19 & 24 whom I adore.

## Stay Engaged w/ these FREE Webinars!

### Protecting Workers in the Electrical Utility Industry

This webinar provides an overview of best practices and procedures in four key areas where focused efforts can continue to reduce injury risks.

Date: Oct 05, 2017  
Time: 2:00 PM EST

### Get the Facts: The Truth Behind the Real Cost of Burns

This webinar uncovers the direct and hidden costs associated with burns, and learn more about the benefits of an appropriate burn PPE program.

Date: Oct 11, 2017  
Time: 2:00 PM EST

## OSHA's Silica Rules Effective September 23rd for the Construction Industry

Missed Tammy Clark's webinar? ...Check it out here!

## What You Need To Know

**The New Rule:**  
OSHA's new rule reduces the Permissible Exposure Limit (PEL) to **50  $\mu\text{g}/\text{m}^3$**  (micrograms per cubic meter) and sets an actionable level of 25  $\mu\text{g}/\text{m}^3$ . Additionally, OSHA has increased the regulation from a **half-page to a 30 page, extensive document**.

Along with the new regulation comes increased fees for citations. What was once a **\$7,000 maximum for serious citations** has become a **\$12, 675 maximum**, with rates adjusting for inflation every year.

OSHA area offices are prepared for implementation and will be seeking companies to fine with a **standard packet of four citations: Silica Control, Written Silica Plan, Medical Surveillance, and Training**.

These four citations total **penalties up to \$50,700** and constitute eligibility for a **press release shaming the company**.

**Employers are Required To:**

- Develop a written exposure control plan
- Train workers on silica risks and how to limit exposures
- Use engineering controls (such as water or ventilation) to limit worker exposure to the PEL
- Provide respirators when engineering controls cannot adequately limit exposure
- Limit worker access to high exposure areas
- Offer medical exams to highly exposed workers

### Exposure Levels

New Sampling Methods and Levels ...  
Don't Assume You Are Okay.

OLD	NEW
 Construction 250 $\mu\text{g}/\text{m}^3$	 Industrial 100 $\mu\text{g}/\text{m}^3$ All Industries 50 $\mu\text{g}/\text{m}^3$

### Regulations

OLD	NEW
 1/2 Page	 30 Pages

## Full Webinar on Silica

## EYE SAFETY: Do you Suffer from CVS? What is Computer Vision Syndrome?

Computer vision syndrome, also referred to as digital eyestrain, encompasses a group of vision-related problems that result from prolonged computer, tablet, e-reader and smartphone use, according to the American Optometric Association. With the average American worker spending seven hours a day on a computer, that's a lot of screen time.

CVS can cause many problems for workers, including eyestrain, headaches, dry eyes, blurry vision, and neck and shoulder pain. Poor lighting, poor posture, screen glare and improper viewing distance can contribute to these issues.

Fortunately, many of these issues are only temporary and will stop when the worker no longer is using the computer or device. However, some workers may continue to experience problems, such as blurred vision, even after no longer using a screen device.

## What to do

CVS can be diagnosed with a comprehensive eye exam. If you have CVS, your eye care professional will help you come up with a plan of action. Although plans will vary by case, some general steps workers can take to help alleviate problems associated with CVS:

- Make sure you're wearing the right glasses or contact lenses.
- Consider vision therapy, a program that trains the eyes and brain to work together better.
- Ensure your computer screen is properly placed. It should be 15 to 20 degrees below your eye level as measured from the screen's center, and about 20 to 28 inches away from your eyes.
- Prevent glare on your screen by closing blinds or drapes on windows and using lower-wattage bulbs in lamps or overhead lights. Additionally, use an antiglare screen, which reduces the amount of light reflected from your screen.
- Keep your chair adjusted so your feet rest flat on the floor.
- Remember to rest your eyes, ideally for 15 minutes after every two hours of continuous screen use. Also, practice the 20-20-20 method: After every 20 minutes of work, look 20 feet away for 20 seconds.
- Blink regularly, which will help keep your eyes moist.

## Hand Tool Safety

The greatest hazards posed by hand tools result from misuse and improper maintenance. Some examples of this include the following:

- Using a screwdriver as a chisel may cause the blade tip to break off and injure a coworker or yourself. Using a knife blade as a screwdriver can have the same bad result.
- If a wooden handle is cracked, loose, or splintered, the head may separate from the handle and injure anyone nearby. Don't tape the handle and think it's fixed. Replace the handle completely or discard the tool.
- A sprung jaw on a wrench can cause slippage and should never be used.
- Using impact tools with mushroomed heads can release flying fragments that cause eye damage or sight loss.
- Want to get in touch with us? Here's how...Follow us on Facebook & Twitter.  
Email us: [safety@nawic.org](mailto:safety@nawic.org)

