Message from Your President

Chris Hall

South Sound had a very successful WIC event. Meg Winch, owner of Communication Skills, gave a great presentation on how to make yourself more marketable in a predominately male industry. We had another great speaker, Jeannette Adams Gorman, an attorney who discussed employment and labor law. I would like to thank our many guests who attended. It was a great turn out and so nice to network with new faces. We hope to see you again soon. If you happen to read Contracts and Careers, they did a nice little article on our chapters event. We've attached a copy to the end of this newsletter.

March was a busy month. Several of us joined the Oregon chapters for a great retreat in Cannon Beach. Thank you for a great weekend. There is still time to get registered for the Pacific N.W. Built Industry Forum in Troutdale, Oregon, May 16-17. You won't want to miss the diverse group of panelists and workshops.

We will be going on a tour to the Construction Testing Labs in Puyallup before our April 8th meeting. Our membership meeting will follow at Casa Mia.

I would like to give a big welcome to our newest member, Shannon Parsons from Wayne's Roofing, Inc.

I hope you have all been thinking about your future in NAWIC. If you are interested in stepping into a different role in your chapter, please let the nominating committee know.
## Upcoming Meeting Schedule

### April Meeting (Tuesday, 4-8-14)

**Location:** Construction Testing Labs, 400 Valley Ave NE, Suite 102, Puyallup 253-383-8778  
**Program:** Facility Tour

NAWIC South Sound is excited to announce an action packed event on Tuesday, April 8th. Dennis Smith, Operations Manager with *Construction Testing Laboratories* (CTL) is hosting us on a tour of their facility located in Puyallup, WA. This will be a highly informative evening that you won’t want to miss. Please plan to meet at their facility at approximately 5:30.

Dinner and a brief NAWIC meeting will follow at: *Casa Mia Italian Restaurant*, 505 North Meridian, Puyallup, 253.770.0400. (1 mile from CTL)

CTL, WA’s website [www.ctlwa.com](http://www.ctlwa.com) provides a wealth of information to include:

“Reduce Testing Expense, Increase Construction Revenue: CTL is a specialty inspection agency and testing laboratory. They have been located in the Tacoma area for over 15 years. CTL maintains the highest level of accreditation available for technical competence in our industry.” Some of their unique services in-clude: soils testing, cast in place concrete, structural masonry, reinforcing steel, structural steel & metals, and more.

### Puget Sound NAWIC—April Meeting (Monday, 4-14-14)

**Location:** Neil Kelly Seattle Design Center, 5959 Corson Ave S, Suite B Seattle, WA 98108  
**Program:** Leadership in the Construction Industry

5:00 pm – Arrival & Networking  
5:30 pm – Welcome/Introductions/Dinner  
6:00 pm – Leadership Presentation


Don’t miss an opportunity to hear NAWIC National President, Yasmine Brandon, speak.

### May Meeting (Tuesday, 5-13-14)

**Location:** Ben Dews Club House Grill, 6501 6th Ave, Tacoma, WA 98406  (253) 564-4442

Brittany Rose, Attorney with Travelers will be presenting on “How to Make a Surety Bond Claim”

### June Meeting (Tuesday, 6-10-14)

**Location:** Ben Dews Club House Grill, 6501 6th Ave, Tacoma, WA 98406  (253) 564-4442  
**Program:** Facility Tour

Alison Unterreiner, will be presenting on “Women and Physical Therapy in the Work Place.” Alison owns her own business and enjoys speaking to groups.
Self-evaluation is critical for business ethics. Examining your own behavior takes courage. Reflect over the last several months, have you:

- Knowingly delivered poor quality?
- Called in sick when you weren't?
- Used company resources for personal reasons?
- Lied or intentionally failed to follow through on a promise?
- Accepted an inappropriate gift or gratuity?
- Said to yourself, "Everyone is doing it," "No one will know or care," or "That's close enough"?

Organizations earn respect by walking their talk. Do the people in your organization:

- Treat others both inside and outside your organization with fairness and respect?
- Provide quality goods and services to your customers in exchange for their hard earned money?
- Insure honesty and fairness are part of everyday behavior?
- Communicate even when the news isn’t good?

Not living in integrity causes stress and leads to negative energy draining behaviors and company cultures. Instead of contributing their talents, negative people remain focused on their own agenda. Author Monica Miller does a great job explaining how complainers and energy drainers choose to use their strengths and power for good or evil like Super Heroes vs. Super Villains.

Become an ethical Super Hero by making a point to:

- Recognize others' efforts and behaviors.
- Expect and allow for mistakes.
- Tell others when you feel slighted.
- Be polite and go the extra mile.
- Apologize for mistakes.
- Listen as much as you speak.

Ethical choices should not paralyze your decision making. Taking a stand and speaking about wrongdoing isn't always easy but can make a big difference in your life. Making the right choice will keep you from “throwing others under the bus”.

By committing to ethics you can have a positive and lasting impact on your organization's culture, your industry and, ultimately, society.

A recognized authority on negotiations, workplace issues and strategic communication, Linda Byars Swindling, JD, CSP is an author, media expert, a “recovering” employment attorney, and a Certified Speaking Professional.
4 Things you might not have known about your cell phone

For all the folks with cell phones. (This should be printed and kept in your car, purse, and wallet. Good information to have with you.) There are a few things that can be done in times of grave emergencies. Your mobile phone can actually be a life saver or an emergency tool for survival. Check out the things that you can do with it:

**FIRST (Emergency)**

The Emergency Number worldwide for Mobile is 112. If you find yourself out of the coverage area of your mobile network and there is an Emergency, dial 112 and the mobile will search any existing network to establish the emergency number for you, and interestingly, this number 112 can be dialed even if the keypad is locked. Try it out.

**SECOND (Hidden Battery Power)**

Imagine your cell battery is very low. To activate, press the keys *3370#. Your cell phone will restart with this reserve and the instrument will show a 50% increase in battery. This reserve will get charged when you charge your cell phone next time.

**THIRD (How to disable a STOLEN mobile phone?)**

To check your Mobile phone's serial number, key in the following Digits on your phone: *#06#. A 15-digit code will appear on the screen. This number is unique to your handset. Write it down and keep it somewhere safe.

If your phone is stolen, you can phone your service provider and give them this code. They will then be able to block your handset so even if the thief changes the SIM card, your phone will be totally useless. You probably won't get your phone back, but at least you know that whoever stole it can't use/sell it either. If everybody does this, there would be no point in people stealing mobile phones.

And Finally....

**FOURTH (Free Directory Service for Cells)**

Cell phone companies are charging us $1.00 to $1.75 or more for 411 information calls when they don't have to. Most of us do not carry a telephone directory in our vehicle, which makes this situation even more of a problem. When you need to use the 411 information option, simply dial:

**(800) FREE411** or **(800) 373-3411**

Without incurring any charge at all. Program this into your cell phone now.

Stay Connected
During our WIC program last month, Jeannette Adams Gorman talked a little bit about *bullying* in the workplace. I think a lot of us were surprised that there really aren’t any laws Federally or Statewide that addresses this issue. Therefore, I wanted to include some additional information about bullying and what we can do if we witness it or it is reported to us.

Nearly half of U.S. employees have experienced or witnessed bullying on the job, says a recent Zogby survey. The estimated toll from absenteeism, stress-related issues and poor productivity related to bullying: $83,000 a year. It could be worse. Experts speculate the job market is muzzling people who otherwise would report being bullied.

The best defense:
A supervisor who’s tuned in to the more-subtle actions and expressions people use to undermine a co-worker’s confidence. The red-faced blowhard in the office is often a case of bark being worse than bite, and rarely the biggest threat. But there are things a supervisor can look for that indicate someone could be the victim of bullying.

**Signs an employee is at risk of or already being bullied include:**

- being left out of work-related gatherings
- receiving the silent treatment
- being singled out for “dirty looks” from a co-worker
- experiencing rudeness or disrespect
- being turned down by co-workers they asked for assistance
- being the victim of false rumors – which co-workers don’t deny
- being targeted for mean-spirited pranks
- being denied resources necessary to do the expected job, and
- seeing accomplishments diminished or even claimed by someone else.

**What should a supervisor do?**
Urge employees to come to you when there’s a problem; if they’re uncomfortable with that, suggest HR. Tell the person to get it on the record, even if no further action is sought. If the bully retaliates, there’s proof it happened after the complaint.
April 2, 1931 - 17-year-old Jackie Mitchell, the second woman to play baseball in the all-male minor leagues, pitches an exhibition game against the N.Y. Yankees and strikes out both Babe Ruth and Lou Gehrig. The next day, the Baseball Commissioner voided her contract, claiming baseball too strenuous for women. The ban was not overturned until 1992

April 5, 1911 - 100,000 to 500,000 people march in New York City to attend the funeral of seven unidentified victims of the Triangle Shirtwaist Company fire in late March

April 7, 1805 - Sacagawea begins helping the Lewis and Clark Expedition as an interpreter

April 7, 1987 - Opening of the National Museum of Women in the Arts in Washington, D.C., the first museum devoted to women artists

April 9, 1939 - Marian Anderson sings an Easter Sunday concert for more than 75,000 at Lincoln Memorial

April 13, 1933 - Ruth Bryan Owen is the first woman to represent the U.S. as a foreign minister when she is appointed as envoy to Denmark

April 19, 1977 - Fifteen women in the House of Representatives form the Congressional Caucus for Women's Issues

April 22 - Earth Day, honor Rachel Carson today, a woman who changed America and greatly influenced the environmental movement (her revolutionary book, Silent Spring, is available at www.nwhp.org)

April 26, 1777 - American Revolution heroine Sybil Ludington, 16 years old, rides 40 miles on horseback in the middle of the night to warn the American militia that the British were invading

April 28, 1993 - First "Take Our Daughters to Work" Day, sponsored by the Ms. Foundation, in 2003 it became "Take Our Daughters and Sons to Work" Day
The National Association of Women in Construction (NAWIC) specializes in building bridges that instill confidence, develop leadership and expand knowledge. One week is taken each year to show off the character, beauty, and strength of NAWIC. Women in Construction (WIC) Week provides a unified time for more than 5,500 NAWIC members to raise awareness of the opportunities the construction industry holds for potential employees and to highlight women as a visible, growing force in the industry.

The focus of WIC Week is to highlight women as a visible component of the construction industry. The South Sound Washington Chapter of NAWIC held a “Celebrating You – a Woman In Construction” event at the Emerald Queen Casino in Fife, WA on March 4th. Jeannette Adams-Gorman, a founding partner for the Socius Law Group, spoke on bullying and harassment in the workplace. It was an informative discussion on how to recognize and report these behaviors in the workplace.

Meg Winch, the owner and president of Communication Resources spoke on marketability in a predominantly male industry. Meg assists construction companies on presentation skills for project interviews, and shared how these same skills can provide advancement and marketability in the industry.

Wonderful hors d’oeuvres were served, and several door prizes were awarded, including a UP Band by Jawbone.

Founded in Fort Worth, Texas in 1955, NAWIC is an international association serving 135 chapters in the United States. If you would like more information on the South Sound chapter of NAWIC please visit http://www.nawicsouthsoundwachapter187.com/.

NAWIC’s objectives are:

- Unite for the mutual benefit of the women who are actively engaged in the various phases of the construction industry.

Jetta Hood, event organizer, director; chapter #187.

Laura Rannow, Lead PE/Office Manager, Seattle NAWIC (left); and Chris Hall, chapter #187 president for WIC.

Meg Winch, the owner and president of Communication Resources.

Women in Construction Week continued on page 6.
Women in Construction Week

• Promote cooperation, fellowship and a better understanding among members of the association.
• Promote education and contribute to the betterment of the construction industry.
• Encourage women to pursue and establish careers in the construction industry.
• Provide members an awareness of the legislative process and legislation as it relates to the construction industry.

Core Purpose: To enhance the success of women in the construction industry.

Core Values: Believe. Persevere. Dare.

Achievements & Accomplishments:
1. Each year we award over $25,000 in scholarships to recipients in construction related programs through the NAWIC Founders Scholarship Foundation (NFSF).
2. NAWIC has also established the NAWIC Education Foundation (NEF). NEF offers a number of construction related adult education programs. NEF also sponsors youth educational programs designed to make students aware of the career opportunities in the construction industry. For elementary students there is the Block Kids program where students in grades 1-6 are given one hour to use blocks and selected items to build a project. These projects are judged and the local, regional and national level. Since launching the program over 300,000 children have participated. For grades 8-12 NEF sponsors the Accessory Structure Project and the CAD Design/Drafting program.
3. Individual NAWIC chapters also participate in community outreach. The South Sound Chapter raises funds at Christmas for the Family Renewal Shelter, a shelter for the victims of domestic violence and their children. The South Sound chapter also regularly volunteers at the Emergency Food Network in Tacoma.

To learn more about NAWIC, or to find a chapter in your area, please visit www.nawic.org.