



# NAWIC



*As material for the construction of our building, I pledge the agility of my hands, the ability of my mind, and the integrity of my heart.*

## Message from Your President

Chris Hall

I hope you are all having a great summer. Hydrate, hydrate, hydrate. I can't believe how much gorgeous (and hot) weather we are having. Hopefully you all have time for a little fun during this busy construction season. The South Sound Chapter got out in the community Saturday, July 19th for a little beach cleanup. It was the 7th Annual Shoreline Clean Up at Yowkwala Beach inside Tyee Marina. They started with coffee (Starbucks), and wrapped up the event with lunch (Ivar's clam chowder and wraps). Thanks to those members who were able to make it. August 2nd we will be volunteering at the Emergency Food Network. Their food comes in bulk and volunteers repack it to be distributed to local food banks. And of course followed up with a little lunch. Our August 12th meeting will be our annual summer picnic at one of our members homes. Looking forward to a relaxing change of pace and time to visit with each other over good food.

### **PRESIDENT**

CHRIS HALL

Lakeside Industries

### **VICE PRESIDENT**

CATHY HALL

Bristol General Contractors LLC

### **TREASURER/ SECRETARY**

NANCY WEBBER

Webber Electric

### **IMMEDIATE PAST-PRESIDENT**

SARAH WEBB

Miller Sheet Metal Inc.

### **DIRECTORS**

JUTTA HOOD

VECA Electric & Technologies

LAURA RANOW

VECA Electric & Technologies

### **PARLIMENTARIAN**

KELLY MILSTEAD



Jaycene was missed in these photos



## Upcoming Meeting Schedule

### August Meeting (Tuesday, 8-12-14)

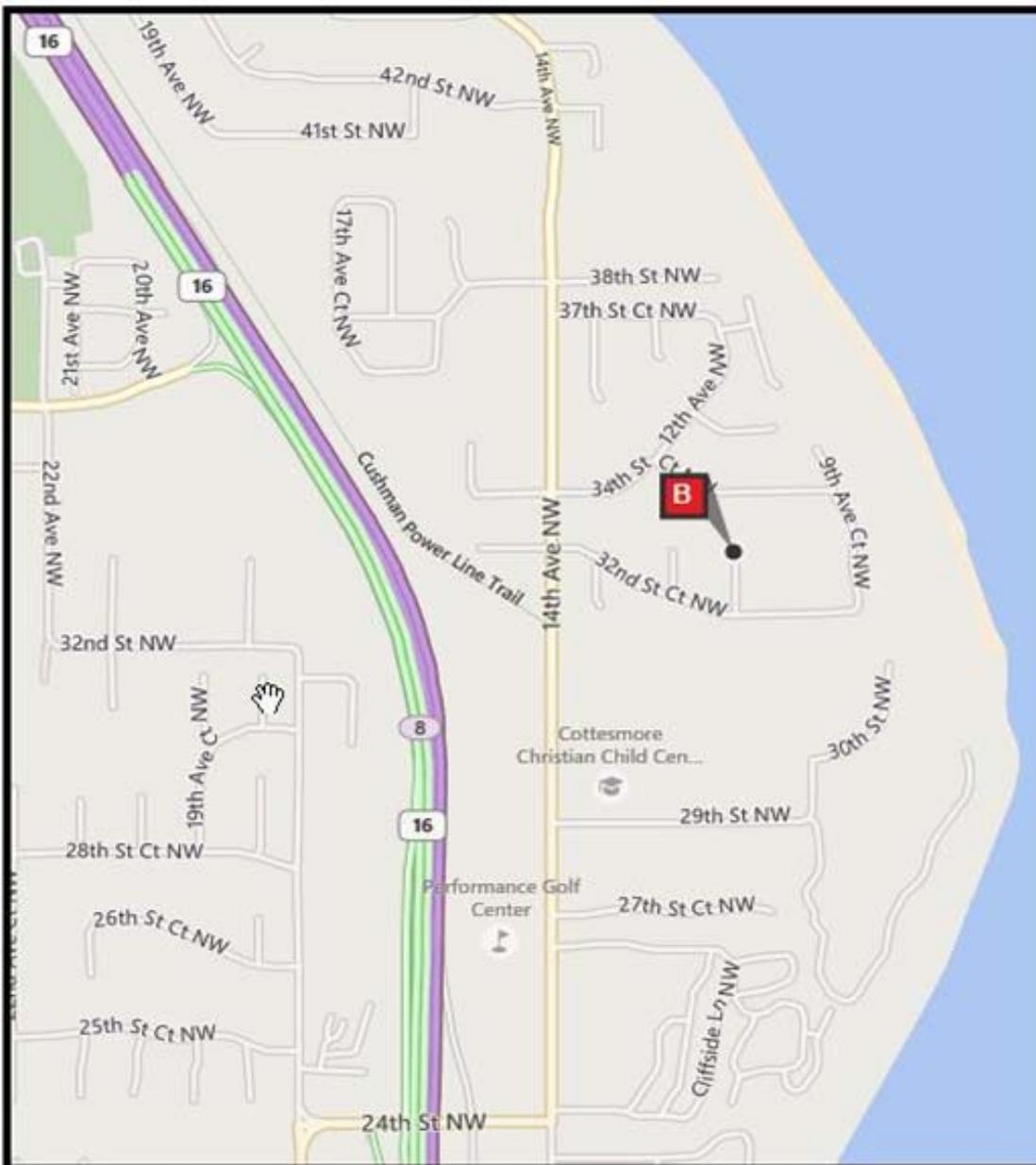
**Location: Sue McKinney's Home** (5:30 pm until 8:00 pm)

Here is the info for our meeting on August 12<sup>th</sup>. It's a really casual one....BBQ at one of our members' homes. But it's a good chance to meet our ladies and find out what NAWIC is all about!

Please bring an appetizer, salad or dessert to share. Sue will provide hamburgers, hotdogs and drinks.

We will be entertained with a game hosted by Nancy Webber.

Plan on a casual evening out on the deck, enjoying our great relationships with NAWIC South Sound ladies!



3316 11<sup>th</sup>  
Avenue CT NW  
Gig Harbor, WA  
253.229.9172



## Sorry, but not really, and why should we . . .

Pantene continues in their quest for female empowerment through commercials that shows a whole lot more than just hair products. The latest arrives in the form of an advertisement titled, “Not Sorry,” a series of quick vignettes featuring women in the office, in the waiting room, and even in their own home, apologizing for — to be perfectly honest — no good reason. Why are women always apologizing?” the video asks.

A woman interrupts her male colleague while he’s speaking. “Sorry, can I ask a stupid question?” she says. A two-fold of poor word choices. “Sorry, you go first,” says a young woman as she and her male friend begin to speak at the same time. A man sits at the end of the conference table during a meeting, and like a chain reaction, “Sorry,” “sorry,” “sorry.” But no, Pantene has some better suggestions.

The second half of the advert focuses on the women re-phrasing their conversations. “I have a question,” says the first woman. (Note: Not a *stupid* question.) “Why don’t we go back to the original thing we did?”

How often do we say “sorry” out of habit? As a precursor? As a way to lighten a conversation we’re not entirely confident about?

Yahoo! Shine pointed out a study published by *Psychological Science* where researchers said apologizing is a verbal tick found predominately in females. Researchers noted that men were *not* less likely to say ‘sorry,’ because they were fearful of appearing weak, but because they just believed they did fewer things wrong. The study found that while men and women were equally likely to apologize when they believed they were in the wrong, female participants just considered themselves in the red *more often* than the opposite sex.

So, it’s not that we’re actually *sorry*, but it’s that we *think* we’re consistently doing things we should be apologizing for. And that’s an even bigger problem.

[The American Association of University Women] and Pantene will join forces in the 2014-2015 academic year on a new program designed to challenge women student leaders on college campuses throughout the country to initiate change and tackle biases and stereotypes that permeate our culture.

*Editor’s Note: Since reading the articles on this subject, I’ve found that I also say “sorry” a lot more times than I care to, perhaps out of habit. I am going to watch myself more carefully and try to remove that word from my vocabulary, unless of course I’m really apologizing for something I did wrong. Watch yourself and see if you aren’t doing this too.*

## Chapter 2014-15 Year

### **Committees that still need chair people: for the upcoming year:**

Finance—Standing Rules/Bylaws—PEP (Programs, Education, & Projects) - Speakers— Membership/Marketing— WIC (Women in Construction event) - Ways & Means - Public Service

## Stay Connected



## Portland to host national AGC safety meeting

By: Jeff McDonald in Construction June 17, 2014 8:08 am

Construction safety will be at the forefront of discussion in the metro area the third week in July, when the **Associated General Contractors' Oregon-Columbia** chapter hosts a pair of events geared to improve awareness.

First, a free, one-day fall protection training session will take place July 15 at AGC's center in Wilsonville. It's available to both members and nonmembers, though space is limited to 50 attendees. Employers, supervisors, project managers and others can benefit from participation, said Colette Evers, safety and education director for AGC in Wilsonville.

"Falls are one of the biggest claims that we have," she said. "We really want to get our folks trained. When you fall, it's usually either a fatality or a really serious claim." Second, AGC's Oregon-Columbia chapter will host the national **Safety and Health Committee** meeting July 16-18 at the **Portland Marriott Downtown Waterfront**. It will be the first time in several years that the national committee meets here, Evers said.

The three-day meeting will include a panel discussion on **Oregon OSHA's** proposed silica standards as well as a presentation by **Oregon State University** engineering professor John Gambatese. Some participants will take a river trip looking at bridges and other projects.

The national organization also will seek to learn how the local chapter has built a staff of nine full-time employees dedicated to safety-related issues, Evers said.

"We have a very effective program," she said. "Most chapters only have one (full-time safety employee), but through our successful relationship with our workers' comp program, we've been able to grow for over 20 years. They want to see how we do this."

Registration fees are \$175 for AGC members and \$325 for nonmembers. To register, visit [www.agc.org](http://www.agc.org).

For more information about the free training, contact Eliot Lapidus at 503-685-8325 or [eliotl@agc-oregon.org](mailto:eliotl@agc-oregon.org).

## Equal Pay Report would help combat pay discrimination

Washington

The U.S. Department of Labor announced a proposed rule requiring federal contractors and subcontractors to submit an annual Equal Pay Report on employee compensation to the Office of Federal Contract Compliance Programs. Under the terms of the proposal, this requirement would apply to companies that file EEO-1 reports, have more than 100 employees and hold federal contracts or subcontracts worth \$50,000 or more for at least 30 days. Through the Equal Pay Report, OFCCP would be able to collect summary employee pay and demographic data using existing government reporting frameworks.

President Obama signed a presidential memorandum on April 8 instructing the secretary of labor to propose a rule within 120 days to collect summary compensation data from federal contractors and subcontractors. The proposal tabled at the Federal Register today reflects criteria set forth by the president to maximize the efficiency and effectiveness of OFCCP's enforcement programs, minimize the burden placed on federal contractors, and use data to encourage greater voluntary compliance with the law. The proposed Equal Pay Report would also help OFCCP direct its enforcement resources toward contractors whose summary compensation data suggests potential pay violations.

The rule will be published in the Federal Register on Aug. 8, and all comments must be received by Nov. 6, 2014. To read and comment on the proposed rule, please visit <http://www.dol.gov/ofccp/EPR>.

OFCCP enforces Executive Order 11246, Section 503 of the Rehabilitation Act of 1973 and the Vietnam Era Veterans' Readjustment Assistance Act of 1974. These three laws require those who do business with the federal government, contractors and subcontractors, to follow the fair and reasonable standard that they not discriminate in employment on the basis of sex, race, color, religion, national origin, disability or status as a protected veteran. For more information, please call OFCCP's toll-free helpline at 800-397-6251 or visit <http://www.dol.gov/ofccp>.

## Now and Then

## August 2014

Sun	Mon	Tue	Wed	Thu	Fri	Sat
					1	2 Arabian Horse Show
3 Arabian Horse Show	4	5	6	7	8	9 Electric Run
10	11	12 NAWIC	13	14	15	16 Fitness Expo
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

1785: Caroline Herschel discovered a comet -- the first woman known to have done so

1984: Mary Lou Retton became the first US woman to win an Olympic gold medal in women's gymnastics all-around event

1950: Florence Chadwick swam the English Channel from France to England in 13 hours and 20 minutes, breaking Gertrude Ederle's previous record; in 1951 she became the first woman to swim the Channel from England to France (16:22)

1956: Women in South Africa protested the pass laws

1993: Second woman to serve on the Supreme Court sworn in: Ruth Bader Ginsburg

1953: Ann Davidson became the first woman to sail solo across the Atlantic

1920: Tennessee ratified the 19th amendment which gave the vote to women in the United States

1847: Elizabeth Flynn Rodgers born (labor leader, businesswoman, first woman to join the Knights of Labor)

1971: Congress recognized August 26 as Women's Equality Day