



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

June is the first official month of summer. Bring on the sun!

It is also national safety month. As we get busier at work, make sure the long days and deadline pressures don't reduce your safety awareness. While we are all trained at work to be safe in areas of slips, trips, and falls; don't forget to apply these safety tips at home also. Part of being safe is taking care of yourself physically to prevent injury. Come join our June meeting to learn techniques to doing things around the house and work safely. The founders of FLOW Fitness and Physical Therapy will share simple rules to protect your spine.

The South Sound chapter had many award winners at the Region 9 Forum last month. I would like to give a big congratulations to Jutta Hood for winning the Future Leader of the Year for Region 9. VECA Electric and Centennial Contractors won regional safety awards. Great job ladies.

June is also an important month for the leadership of NAWIC, both locally and nationally. I hope you will all consider taking on new roles in your chapters. Voting will be at this month's membership meeting, so there is still time if you are interested, We also have nationally elections open until June 15th. I encourage you to go vote for your national officers.

I would also like to say Happy Father's Day to the men and women who fill that role. Wishing you a happy and safe start to the summer.

Chris Hall

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Upcoming Meeting Schedule

June Meeting (Tuesday, 6-10-14)

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

Program: Simple rules to protect your spine at home and at work

Don't let long hours at work, in addition to the challenges of completing household chores, increase your neck and back pain. Join us for an interactive discussion to learn a few simple tools and tricks to protect and care for your body. We'll cover basic ergonomic set up for the work or home office; general strengthening exercises and stretches; and some tricks of the trade to get things done around the house.

Michele Jackson graduated from the University of Manitoba, Canada with a Bachelor of Science in Microbiology in 1998. She pursued and graduated with a Doctor of Physical Therapy degree from the University of North Dakota in 2004. She completed clinical rotations at the Mayo Clinic in Rochester, Minnesota and at the University of Washington. As a student, she performed community postural screens and staff health assessments. She has worked in outpatient physical therapy over the past 10 years in the Tacoma area, and recently cofounded FLOW Fitness and Physical Therapy. FLOW is dedicated to guiding every day people in the transition to a more active lifestyle and reaching their physical goals.

Joanne Williams graduated from Gonzaga University in 1997 with a Bachelor of Science in Exercise Science. She was active in playing soccer and worked as a student athletic trainer. She pursued her Masters Degree in Physical Therapy from MCP-Hahnemann (Drexel) University in 2000. She has worked in both inpatient and outpatient physical therapy settings. She has spent time coaching youth swimming and soccer teams. She is the cofounder of FLOW Fitness and Physical Therapy. Through FLOW, Joanne continues to follow her passion and works diligently with clients to achieve their optimal function and goals.

July Meeting (Tuesday, 7-08-14)

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

Program: Current Perspective on Our Local Construction Marketplace and Challenges Contractors Face

Presented by: Karen Say-Valadez, Saybr Construction

Since our inception in 1997, Saybr Contractors, Inc. has been providing our customers with quality workmanship, unprecedented response time, and safe work practices. It is our commitment to quality that has kept our clients coming back - over 85 percent of our clients are repeat clients. Our project history reflects our proven ability to perform work on time and within budget, providing superior client service by going beyond the rudimentary project requirements and becoming an extension of our client's team.

To find out more about Saybr, click here



How to Focus on Your Strengths

Linda Byars Swindling

How would you finish this statement: "I will be successful when _____."

It may not be easy to answer but it's important to know your vision of success.

In the *Passport to Success* I co-authored with Chris Clarke-Epstein called "[Be a STAR Performer](#)" we reveal ways to develop your full potential to reach your personal success.

- **Discover strengths as soon as possible.** You might be surprised. A few ways to improve the strengths you identify are: volunteering, taking an advanced class, reading books, teaching a young person, or applying them to new situations.
- **Ask for feedback.** If you aren't receiving the quality or quantity of feedback you wish, ask for it. Be specific with your questions and make sure you really listen to what others say to you. Later, you can evaluate if the advice is helpful at this time.
- **Relationships count.** Using your skill in the workforce is only half the story. People who shine know how to develop and nurture relationships. Remember to listen to others, share what you know and keep your promises.

Avoid negative people, especially Complainers.

Keep on developing your talents and start adding value NOW. Don't wait for something big to occur. Start where you are with what you have. Ready? It's time to dive in!

Journey On!

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.

In Pursuit of Pay Equity

US Department of Labor

The role of women in the U.S. workforce has changed dramatically over the past century. Today, women compose nearly half of the workforce, but a gap persists between women's earnings and men's. On April 8, President Obama took two executive actions to counter pay discrimination and strengthen enforcement of equal pay laws. Office of Federal Contract Compliance Programs Director Patricia A. Shiu answers three questions about those actions.

Isn't the pay gap a myth? No. U.S. Census data indicates that women earn, on average, about 77 cents for every dollar paid to a man over the course of a year. The gap is even larger for women of color and women with disabilities. Different factors — like education, experience and occupation — contribute to the pay gap, but explaining the gap is different from disproving it; and even after factors like these are taken into account, the pay gap persists, in part because of discrimination.

Gender-based pay discrimination is already illegal. Why are these actions necessary? Equal pay is a legal right for all workers — and a legal responsibility for employers — but it's not a reality yet. Just ask Lilly Ledbetter, who lost hundreds of thousands of dollars over the course of her career because she was being paid less than her male colleagues for doing the same work. She discovered the discrepancy thanks to an anonymous note, because her colleagues, like many workers, were not legally permitted to discuss their pay. The recently signed Executive Order would prohibit federal contractors and subcontractors, like Lilly's former employer, from retaliating against employees who choose to discuss their pay. The president also signed a memorandum directing Secretary Perez to establish regulations that would require federal contractors to submit data on their compensation practices, including data by sex and race.

Doesn't the department do that already? In 2011, the department issued an advance notice of proposed rule-making, soliciting feedback on a series of questions regarding a compensation data collection tool for federal contractors. Through the memorandum created last month, the president is instructing the department to take the next step, which would be to publish a notice of proposed rulemaking that outlines exactly how such data would be collected from contractors and used by OFCCP. Of course, the department isn't the only player involved in closing the pay gap. Our sister agencies, the private sector and even individual workers, have a role to play as well. By working together, we can make the pay gap a problem of the past.

The Boys of Point Du Hoc

Ronald Reagan

(Note: The following are remarks delivered by President Ronald Reagan on June 6, 1984 commemorating the 40th Anniversary of the Invasion of Normandy.)

We're here to mark that day in history when the Allied armies joined in battle to reclaim this continent to liberty. For four long years, much of Europe had been under a terrible shadow. Free nations had fallen, Jews cried out in the camps, millions cried out for liberation. Europe was enslaved and the world prayed for its rescue. Here, in Normandy, the rescue began. Here, the Allies stood and fought against tyranny, in a giant undertaking unparalleled in human history. We stand on a lonely, windswept point on the northern shore of France. The air is soft, but forty years ago at this moment, the air was dense with smoke and the cries of men, and the air was filled with the crack of rifle fire and the roar of cannon. At dawn, on the morning of the 6th of June, 1944, two hundred and twenty-five Rangers jumped off the British landing craft and ran to the bottom of these cliffs. Their mission was one of the most difficult and daring of the invasion: to climb these sheer and desolate cliffs and take out the enemy guns. The Allies had been told that some of the mightiest of these guns were here, and they would be trained on the beaches to stop the Allied advance. The Rangers looked up and saw the enemy soldiers at the edge of the cliffs, shooting down at them with machine guns and throwing grenades. And the American Rangers began to climb. They shot rope ladders over the face of these cliffs and began to pull themselves up. When one Ranger fell, another would take his place. When one rope was cut, a Ranger would grab another and begin his climb again. They climbed, shot back, and held their footing. Soon, one by one, the Rangers pulled themselves over the top, and in seizing the firm land at the top of these cliffs, they began to seize back the continent of Europe. Two hundred and twenty-five came here. After two days of fighting, only ninety could still bear arms. And behind me is a memorial that symbolizes the Ranger daggers that were thrust into the top of these cliffs. And before me are the men who put them there. These are the boys of Pointe du Hoc. These are the men who took the cliffs. These are the champions who helped free a continent. And these are the heroes who helped end a war. Gentlemen, I look at you and I think of the words of Stephen Spender's poem. You are men who in your "lives fought for life and left the vivid air signed with your honor." I think I know what you may be thinking right now – thinking "we were just part of a bigger effort; everyone was brave that day." Well everyone was. Do you remember the story of Bill Millin of the 51st Highlanders? Forty years ago today, British troops were pinned down near a bridge, waiting desperately for help. Suddenly, they heard the sound of bagpipes, and some thought they were dreaming. Well, they weren't. They looked up and saw Bill Millin with his bagpipes, leading the reinforcements and ignoring the smack of the bullets into the ground around him. Lord Lovat was with him – Lord Lovat of Scotland, who calmly announced when he got to the bridge, "Sorry, I'm a few minutes late," as if he'd been delayed by a traffic jam, when in truth he'd just come from the bloody fighting on Sword Beach, which he and his men had just taken. There was the impossible valor of the Poles, who threw themselves between the enemy and the rest of Europe as the invasion took hold; and the unsurpassed courage of the Canadians who had already seen the horrors of war on this coast. They knew what awaited them there, but they would not be deterred. And once they hit Juno Beach, they never looked back. All of these men were part of a roll call of honor with names that spoke of a pride as bright as the colors they bore; The Royal Winnipeg Rifles, Poland's 24th Lancers, the Royal Scots' Fusiliers, the Screaming Eagles, the Yeomen of England's armored divisions, the forces of Free France, the Coast Guard's "Matchbox Fleet," and you, the American Rangers. Forty summers have passed since the battle that you fought here. You were young the day you took these cliffs; some of you were hardly more than boys, with the deepest joys of life before you. Yet you risked everything here. Why? Why did you do it? What impelled you to put aside the instinct for self-preservation and risk your lives to take these cliffs? What inspired all the men of the armies that met here? We look at you, and somehow we know the answer. It was faith and belief. It was loyalty and love. The men of Normandy had faith that what they were doing was right, faith that they fought for all humanity, faith that a just God would grant them mercy on this beachhead, or on the next. It was the deep knowledge – and pray God we have not lost it – that there is a profound moral difference between the use of force for liberation and the use of force for conquest. You were here to liberate, not to conquer, and so you and those others did not doubt your cause. And you were right not to doubt. You all knew that some things are worth dying for. One's country is worth dying for, and democracy is worth dying for, because it's the most deeply honorable form of government ever devised by man. All of you loved liberty. All of you were willing to fight tyranny, and you knew the people of your countries were behind you. The Americans who fought here that morning knew word of the invasion was spreading through the darkness back home. They fought – or felt in their hearts, though they couldn't know in fact, that in Georgia they were filling the churches at 4:00 am. In Kansas they were kneeling on their porches and praying. And in Philadelphia

The Boys of Point Du Hoc (continued)

they were ringing the Liberty Bell. Something else helped the men of D-day; their rock-hard belief that Providence would have a great hand in the events that would unfold here; that God was an ally in this great cause. And so, the night before the invasion, when Colonel Wolverton asked his parachute troops to kneel with him in prayer, he told them: "Do not bow your heads, but look up so you can see God and ask His blessing in what we're about to do." Also, that night, General Matthew Ridgway on his cot, listening in the darkness for the promise God made to Joshua: "I will not fail thee nor forsake thee." These are the things that impelled them; these are the things that shaped the unity of the Allies. When the war was over, there were lives to be rebuilt and governments to be returned to the people. There were nations to be reborn. Above all, there was a new peace to be assured. These were huge and daunting tasks. But the Allies summoned strength from the faith, belief, loyalty, and love of those who fell here. They rebuilt a new Europe together. There was first a great reconciliation among those who had been enemies, all of whom had suffered so greatly. The United States did its part, creating the Marshall Plan to help rebuild our allies and our former enemies. The Marshall Plan led to the Atlantic alliance a great alliance that serves to this day as our shield for freedom, for prosperity, and for peace. In spite of our great efforts and successes, not all that followed the end of the war was happy or planned. Some liberated countries were lost. The great sadness of this loss echoes down to our own time in the streets of Warsaw, Prague, and East Berlin. The Soviet troops that came to the center of this continent did not leave when peace came. They're still there, uninvited, unwanted, unyielding, almost forty years after the war. Because of this, allied forces still stand on this continent. Today, as forty years ago, our armies are here for only one purpose: to protect and defend democracy. The only territories we hold are memorials like this one and graveyards where our heroes rest. We in America have learned bitter lessons from two world wars. It is better to be here ready to protect the peace, than to take blind shelter across the sea, rushing to respond only after freedom is lost. We've learned that isolationism never was and never will be an acceptable response to tyrannical governments with an expansionist intent. But we try always to be prepared for peace, prepared to deter aggression, prepared to negotiate the reduction of arms, and yes, prepared to reach out again in the spirit of reconciliation. In truth, there is no reconciliation we would welcome more than a reconciliation with the Soviet Union, so, together, we can lessen the risks of war, now and forever. It's fitting to remember here the great losses also suffered by the Russian people during World War II. Twenty million perished, a terrible price that testifies to all the world the necessity of ending war. I tell you from my heart that we in the United States do not want war. We want to wipe from the face of the earth the terrible weapons that man now has in his hands. And I tell you, we are ready to seize that beachhead. We look for some sign from the Soviet Union that they are willing to move forward, that they share our desire and love for peace, and that they will give up the ways of conquest. There must be a changing there that will allow us to turn our hope into action. We will pray forever that someday that changing will come. But for now, particularly today, it is good and fitting to renew our commitment to each other, to our freedom, and to the alliance that protects it. We're bound today by what bound us 40 years ago, the same loyalties, traditions, and beliefs. We're bound by reality. The strength of America's allies is vital to the United States, and the American security guarantee is essential to the continued freedom of Europe's democracies. We were with you then; we're with you now. Your hopes are our hopes, and your destiny is our destiny. Here, in this place where the West held together, let us make a vow to our dead. Let us show them by our actions that we understand what they died for. Let our actions say to them the words for which Matthew Ridgway listened: "I will not fail thee, nor forsake thee." Strengthened by their courage and heartened by their value [valor] and borne by their memory, let us continue to stand for the ideals for which they lived and died.

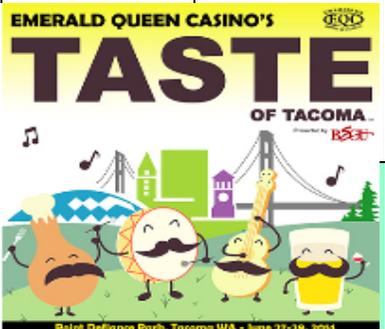
Thank you very much, and God bless you all.

Stay Connected



Now and Then

June 2014

Sun	Mon	Tue	Wed	Thu	Fri	Sat
1	2	3	4	5	6	7
8	9	10 NAWIC	11	12	13	14
15	16	17	18	19 	20	21
	23	24	25	26		
29	30					

June 4, 1920: The Woman Suffrage Amendment passed Congress to go to the states for ratification, which barely passed on August 26, 1920.

June 10, 1833: Birth of Pauline Cushing, actor and Union spy during the Civil War.

June 11, 1880: Birth of Jeannette Rankin of Montana, first woman elected to Congress, and the only legislator to vote against US entry in both World War and World War II.

June 14, 1811: Birth of Harriet Beecher Stowe, author of "Uncle Tom's Cabin," which caused an uproar over slavery.

June 16: Birth of geneticist Barbara McClintock, whose research in genetic transformation was dismissed for decades by other, mostly male, geneticists, who called her work "crazy." At the age of 81, McClintock won the Nobel Peace Prize for her groundbreaking work.

June 17, 1873: Susan B. Anthony was brought to trial for voting "as a citizen."

June 17, 1865: Birth of Susan La Flesche Picotte, first American Indian woman to receive a medical degree also, known for her medical work and leadership among her Omaha people.

June 18, 1983 Sally Ride becomes America's first woman astronaut.

June 19, 1945: Birth of Aung San Suu Kyi, Burmese opposition leader, human rights activist, and winner of the 1991 Nobel Peace Prize.

June 23, 1940: Birth of Wilma Rudolph, who overcame childhood polio to win three gold medals in track in the 1960 Olympics.

June 25, 1881: Birth of suffragist and pacifist Crystal Eastman, cofounder of the American Civil Liberties Union (ACLU) in 1920.

June 26, 1914: Birth of Babe Didrickson Zaharias--one of the greatest athlete ever.

June 27, 1880: Birth of Helen Keller, who overcame blindness and deafness to graduate from Radcliffe College, speak three languages, and become a speaker, an author and advocate for people with disabilities.