

SIB Tips...

Issue 62, April 2019

A newsletter of ideas for UBC Sisters
Committees to use to be more effective

SIB Committees See Successes Roll Along

Helping charities, recruiting women, hosting politicians, attending conferences – these are just a few of the many initiatives UBC Sisters have been undertaking. They did this by working within their SIB Committees, Councils, and Locals. But most importantly, Sisters are continuing their efforts and even adding to them. Check out the few examples highlighted in this newsletter:

- For women receiving awards, the Canadian District offers a few examples.
- The Eastern District really shines when it comes to implementing pre-apprenticeship programs.
- In the Midwestern and Southern Districts, combatting efforts to take away Union rights was high on the agenda.
- In the Western District, retention and education topped the list.

Successes? The best is yet to come!

In Solidarity,

International Sisters in the Brotherhood Committee

Canadian District

Regional Updates:

In the **Atlantic Canada Regional Council**, Sisters made some notable professional achievements. Consider these examples:

- Moved into the roles of shop stewards, foreman, and general foreman.
- Participated in training at the Carpenter's and Millwright Colleges.
- Attended the first ever Canadian Women in Trades Conference in Halifax, Nova Scotia.

Sisters have also been working hard to recruit women at high schools and colleges. New Brunswick signed up three women, and Newfoundland helped three women get hired by a company looking for tradeswomen.

Terrific Atlantic Canada!

In the **British Columbia Regional Council**, Sisters received recognition for their community involvement and professional accomplishments. Two examples include:

- Rachelle Premack was one of two females in Canada to receive the ACTIMS (Alberta Council of Turnaround Industry Maintenance Stakeholders) award. Candidates must have demonstrated excellence and leadership within the maintenance/construction trades industry. Click [here](#) to see Rachelle.
- Kristene Beyers received the Doug Urquhart Humanitarian award. Kristene was recognized for her work with Habitat for Humanity in Illinois during Women Build Nations week. Click [here](#) to see Kristene.

Way to go British Columbia!

In the **Carpenters District Council of Ontario**, Sisters worked hard to promote training and carpentry. Female instructors were featured in an article that highlighted a unique program being delivered at the College of Carpenters. The program is for women and will be facilitated by women. Click [here](#) to read more and see the instructors.

Sisters also went on the recruitment circuit. They delivered three presentations to female residents who reside in houses managed by Toronto Community Housing. Also, they helped promote a new Canadian Federal Government incentive grant for attracting women into the trades.

Good Ontario!

Canadian District (continued)

In the **Prairie Arctic Regional Council**, Sisters showcased their talents on the job and at competitive events. Look at this list:

- Competition: Leah Peters from Manitoba placed third for Carpentry in the UBC National Apprenticeship Competition held in British Columbia. Click [here](#) to see Leah.
- Membership: Two Sisters reached one year and one reached five years.
- Scaffolding Apprenticeship: Two Sisters completed level one.
- Carpentry Apprenticeship: One Sister completed level one; one completed level two; one completed level three; and five completed level four.

Sisters also worked hard to recruit women and promote Union membership. One area of their involvement is with Build Together, an organization that works to recruit and retain females in the trades. Martine Laccasse was elected as Vice Chairperson for the Manitoba Chapter and three Sisters remain involved in their Provincial committees.

Awesome Prairie Arctic!

Eastern District

In the **Keystone Mountain Lakes Regional Council**, Sisters hosted the first-ever Sisters in the Brotherhood (SIB) “Leading the Way” Conference at the Carpenters Training Center in Edison, New Jersey. The conference served to recognize the many accomplishments of women. It also provided the education, motivation, and inspiration for women to pursue success at the UBC and on the jobsite. Click [here](#) to see some conference photos.

The **New Jersey SIB Committee** had a lot of success recruiting women locally as well as in Maryland and Pennsylvania. Graduates from pre-apprentice classes included 45 women from New Jersey and 5 from Baltimore, Maryland. Plans for future pre-apprentice classes include implementing programs in Allentown as well as Philadelphia, Pennsylvania.

Sisters also engaged in strategic outreach initiatives that offered opportunities to share information about the SIB pre-apprentice program. A few examples include:

- Susan Schultz visited “WomenRising” in Jersey City, New Jersey. Click [here](#) to see Susan.
- Yajaira Torres, served on a panel at the Women Construction and Utilities Talent Network Industry Summit. Click [here](#) to see Yajaira.

Eastern District (continued)

- Layla Bibi joined the General Building Contractors Association (GBCA), serving as a presenter on the topic of career opportunities in construction. Click [here](#) to see Layla.

The **Pittsburgh SIB Committee** received some national publicity – Hannah Grey had an article written about her in the New York Times. Click [here](#) to see Hannah and read the article.

Marvelous Keystone Mountain Lakes!

In the **New England Regional Council**, 22 women were appointed to various leadership positions – delegate, alternate delegate, recording secretary, trustee, treasurer. Sisters also worked closely with Council leadership to recruit women; using methods such as pitching articles, creating videos, holding open houses, making presentations, and conducting informational meetings. Below are examples of a few specific committee initiatives.

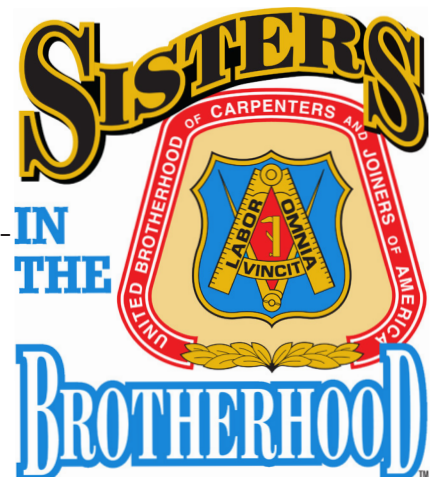
The Connecticut SIB Committee worked really hard to encourage involvement. For example, they replaced a regular meeting with a bowling alley outing. Click [here](#) to see the Sisters.

They also started a photo-of-the-month contest where Sisters sent in photos from their jobsite. Click [here](#) to see the photo.

Additionally, Sisters undertook initiatives to promote the Union and help others. One example involved SIB chair Ana Cardona. She joined other NERCC members on a trip to help teach a group of apprentices in Orocovis, Puerto Rico. Ana spoke about the gender wage gap, diversity, and different issues women face in the construction trades. Click [here](#) to see some pictures from the training.

The **Boston SIB Committee** had many successes recruiting women, with Boston Locals 326 and 327 having reached over 10% of female apprentices. A few recruitment initiatives include:

- Held the fourth annual Conference & Career Fair in Boston as part of the US DOL National Apprenticeship Week. Attendees included 500 young women from 27 vocational schools. Click [here](#) to see the pictures.



Eastern District (continued)

- Helped get “Build A Life That Works” outreach posters placed on Boston city buses and in bus shelters. Half of them featured Local 327 Joan Bennett, an 18-year carpenter. Click [here](#) to see the pictures.
- Launched a campaign that marketed to women by posting images of female Carpenters on the NERCC’s electronic billboard. A different female is showcased on the billboard each month. Click [here](#) to see the pictures and learn more about this campaign.

Boston Sisters also celebrated the committee’s 20-year anniversary. The 200 attendees included well-known politicians Senator Elizabeth Warren and Congresswomen Ayanna Pressley. Both were keynote speakers who applauded the committee for its many successes over the years. Click [here](#) to see the pictures and read more about the celebration.

The **Western Massachusetts SIB Committee** made progress with getting contractors to hire Union. One huge success involved Smith College: A UBC signatory contractor won two jobs, \$100 million and \$10 million, based on a push for diversity. Click [here](#) to read more about this achievement.

Sisters also started building a pipeline for new apprentices by working with the Girls In Trades (GIT) organization. They held their second GIT event in Springfield where over 100 students attended. Click [here](#) to learn more about the event. The **New York State SIB Committee** implemented pre-apprenticeship programs in several areas: Elmira/Binghamton, Rochester, Local 279, Long Island, and Albany/Plattsburg.

Sisters also helped out in the community. One example involved covering Veterans grave markers with a wreath as part of Wreaths Across America Day. Click [here](#) to see the pictures.

Outstanding New England Regional Council!



The **New York City & Vicinity District Council SIB Committee** promoted Union values to the public and members. SIB chair Tammy Rivera delivered a presentation to help members understand how Community Boards work and how to become active participants. Click [here](#) to see Tammy presenting.

Eastern District (continued)

Sinade Wadsworth received two honors that gave her the opportunity to tout a career in the trades. One honor came from MSNBC where she was profiled in connection with the Robin Hood Foundation, an organization that fights against poverty. Click [here](#) to watch the video.

The other honor was from NEW (Nontraditional Employment for Women), an organization that prepares, trains, and places women in careers within the skilled trades. Sinade received an Equity Leadership Award for her role in assisting women with these career choices. Click [here](#) to see Sinade at the event.

Stupendous New York City!

Midwestern & Southern Districts

Sisters in the **Central South Regional Council SIB Committee** had a positive impact on their community. They helped congresswoman Sheila Jackson Lee with her “Beat the Heat” program. Click [here](#) to see the pictures.

They also partnered with FEMA to help some people rebuild after hurricane Harvey, as well as participated in the “fill the bus” project with the Pasadena School District.

Great Central South!

Sisters in the **Indiana/Kentucky/Ohio Regional Council SIB Committee** have seen positive results from their recruitment efforts. Their numbers for women increased from 395 to 414!

In an effort to continue that trend, they are pursuing several strategic approaches to recruit women. One example is where Sisters reach out to area Vocational Schools. After they make contact, Business Representatives introduce the school to the UBC Career Connections program.

Additionally, Sisters received accolades for their work with girls. They hosted a Girls Build event at the Prairie Township Community Center in Columbus, Ohio for twenty girls from age 8 to 14. Click [here](#) to read about the event.

Fabulous Indiana/Kentucky/Ohio!

Southern and Midwestern Districts (continued)

Sisters in the **Michigan Regional Council SIB Committee** had some notable recruitment results. They signed up 24 female Carpenters and 2 female Millwrights. A few initiatives that helped them achieve these results include:

- Had a Sisters career booth at two events: the Women's Empowerment Expo in Detroit and the Labor Fest in Grand Rapids.
- Used the Texting program to invite women to sign-up for the Apprenticeship program by texting "future" to 91990.
- Promoted the Apprenticeship program on social media: Fox 2 Detroit ran a story with a video called "City of Detroit trains Detroiters for construction jobs." Click [here](#) to see the video.

Splendid Michigan!

Sisters from the **Minnesota Metro SIB Committee** participated in the North Central States Regional Council's Interior Systems Conference. The goal was to build a better relationship and partnership with interior systems contacts. Sisters did their part by interacting with contractors and sharing their success stories. Click [here](#) to read more and see the pictures.

Sisters in other areas focused on outreach to girls. **Madison, Wisconsin Sisters** exhibited at the Girls World Expo. Click [here](#) to see the pictures.

Pewaukee, Wisconsin Sisters hosted a Girls Scouts "Kids Build" event. Click [here](#) to see the pictures.

Kudos North Central States!

Sisters in the **St. Louis and Kansas City Regional Council SIB Committee** worked hard to combat attacks on Union rights and wages. They attended rallies, knocked on doors, and participated in hearings. Sisters also joined a group of 75 women who visited elected officials on International Women's Day. Click [here](#) to see the pictures.

Additionally, they participated in a bi-annual Labor Rally at the Missouri State Capitol. Click [here](#) to see the marchers and presenters.



Southern and Midwestern Districts (continued)

Switching from legislative issues, Sisters contributed to fellow and future members. In one instance, they Made a quilt of STLKCRCC Locals t-shirts for a raffle to benefit the Carpenters Scholarship Fund – raising \$10,409.44. click [here](#) to see the quilt.

They also taught a Survival Skills Class for apprentices and future carpenters. Click [here](#) to see the pictures.

Super St. Louis and Kansas City!

Western District

The **Northern California Regional Council SIB Committee** put a lot of effort into recruiting. They continuously held outreach meetings with Community Based Organizations (CBO) and high school board members. Sisters also participated in several Career Fairs. For example:

- Calaveras Career Fair
- Rosie The Riveter Career Day Career fair
- Women Can Build Central Valley Career Fair – Fresno, California
- Women Can Build South Bay Career Fair – Morgan Hill, California.

Magnificent Northern California!

Sisters in **Pacific Northwest Regional Council SIB Committees** worked hard to engage members and promote education. Regarding engagement, committees consistently reached out to Sisters via Facebook and text. They also used the Hustle App to connect and offer invites.

As for education, Sisters participated in two major conferences. One was the 2018 Women Build Nations Conference. Brothers were also part of the group. Click [here](#) to see some pictures:

The other was the Empower Women's Conference. In addition to having an exhibitor table, there were three full tables of apprentices and journey women. Click [here](#) to see the pictures.



Western District (continued)

A few specific committee results and initiatives include: The **Portland SIB Committee** has seen a large increase in attendance at meetings, which also includes Brothers. In fact, the committee outgrew their meeting location and had to find new accommodations. Additionally, SIB chair Amber McCoy took the message of “women in construction” abroad – she travelled to the Philippines and Australia to participate in the International Women’s Day Conference.

The **North Puget Sound SIB Committee** integrated fun and exercise into their meetings. Attendees participated in stretches and exercises with an Electrician Sister who is also a personal trainer.

The **Eastern Washington SIB Committee** started holding concurrent meetings with Spokane and the Tri-cities. They conduct five to ten minutes of the meeting in video conferencing so the groups can share important information such as upcoming conferences, useful trainings, and future events.

The **Seattle SIB Committee** engaged Sisters by taking on a member-focused project. For the third year, Sisters from Local 41 hosted a backpack give-away, with the recipients being families of Carpenter members. Click [here](#) to see the pictures:

Wonderful Pacific Northwest!

Sisters in Southwest Regional Council SIB Committees concentrated on recruitment. They spent time identifying potential recruitment opportunities related to two major Council initiatives. One is the CUPP (Carpenters Union Participation Program), which provides a way for members to actively and positively participate in the SWRCC goal of achieving 70% market share. The other is Vision 20/20, which focuses on building a better tomorrow for the Union.

In addition to participating in this Council initiative, Sisters in the **Southern California SIB Committee** continued their recruitment efforts with the very successful BOOTS (Bridging Opportunities with Tradeswoman Skills) program. It is a 4-week daytime, pre-apprenticeship program specifically developed for women.

Stupendous Southwest Regional Council!

Your International SIB Committee

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Keep These Items In Mind

Have a tip?

We welcome your news for the SIB Tips newsletter. Please email your news to your district representative on the International SIB Committee.

Looking to Start a Committee?

There's a document on the Resources page in the UBC Sisters web site that will help you get started.

Don't Forget: Get in the Loop!

Join the UBC's texting program!

Get news and information about the UBC delivered straight to your mobile phone. Here's how:

Text UBC to 91990 (USA) for UBC info

Text UBC to 52267 (Canada) for UBC info

AND

Get news and information about the Sisters in the Brotherhood program!

Text SIB to 91990 (USA) for Sisters-only info

Text SIB to 52267 (Canada) for Sisters-only info

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