

5th ANNUAL

WOMEN

BUILDING

THE NATION

LOS ANGELES • 2015



Dear Conference Attendee:

Women are crucial to the success of the building and construction industry. Now that the economy is rebounding, the union construction trades need to fill millions of work-hours. We've been actively going into communities to promote local hire, and have worked diligently to recruit our nation's veterans. Now is the time to expand our outreach, welcome and support a huge sector of the population—women.

I'm glad you're here to be part of this important history-making event. This is the 14th conference our council has put on for California tradeswomen, and we are very pleased to be joined by North America's Building Trades Unions (NABTU) to make it a truly national event. Our goal for the next three days is to enable tradeswomen from all crafts to network, learn skills and develop strategies to recruit, retain and advance leadership of women in construction.

This conference is different from any others that the Council organizes because it is planned by many of the participants themselves. I thank the NABTU Women's Committee, the tradeswomen advocacy organizations and my staff for their hard work to create a full and enriching agenda.

I also thank the union leaders, apprenticeship coordinators, contractors, advocates, politicians and tradeswomen who are making presentations at more than 50 workshops and plenary sessions.

And finally, I give very special thanks to the unions and organizations who have made major contributions to support the conference. All are acknowledged in this journal.

Enjoy!

In solidarity,



Robbie Hunter

President, State Building and Construction Trades Council

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and search for 2015 Women Building**

Conference sponsors



State Building and Construction Trades Council of California, AFL-CIO (SBCTC)

1231 I Street, #302, Sacramento, CA 95814

916-443-3302  www.sbctc.org

With more than 175 union affiliates and 22 Building Trades Councils across the state, the SBCTC works to improve the health, job safety and economic conditions of all working men and women in the construction industry. For 114 years, the SBCTC has sought to protect and strengthen collective bargaining as a means of securing and improving the wages, hours and other conditions of employment for construction workers. The SBCTC advocates at the state and local levels to win passage of laws and regulations that protect and promote the rights and aspirations of working people. The SBCTC has sponsored a women's conference every year beginning in 2002, first as a California conference, and now, nationally.



North America's Building Trades Unions (NABTU)

815 16th Street, # 600, Washington, D.C. 20006

202-347-1461  www.buildingtrades.org

NABTU provides essential coordination and support to the work of its affiliated national and international unions in order that, through inter-trade solidarity, organized construction workers achieve a powerful voice in government, in bargaining, and in their communities. NABTU has 386 state, local and provincial councils in the United States and Canada. Seven standing committees assist the Governing Board of Presidents and Officers in implementing policy: Apprenticeship and Training; the Canadian Executive Board; General Presidents' Committee on Contract Maintenance; Labor-Management Committee; Legislative Task Force Committee; National Organizing Committee; and the Women in the Trades Committee, which played a major role in planning this conference.

Without the support from the following unions and supporting organizations, this conference could never have taken place. We offer our most sincere thanks.

Tradeswomen Visionaries

North America's Building Trades Unions (NABTU)

State Building & Construction Trades Council
California (SBCTC)

AFL-CIO Building Investment Trust

Int'l Assoc of Iron Workers

Int'l Union of Elevator Constructors

LiUNA Laborers' Int'l Union of North America

UA So CA Pipe Trades DC 16

Tradeswomen Champions

Int'l Brotherhood of Boilermakers

Int'l Brotherhood of Electrical Workers

Insulators Labor Management Trust

United Association (UA)

Tradeswomen Mentors

American Income Life
IBEW-NECA LMCC, Los Angeles, CA
Int'l Brotherhood of Electrical Workers, Local 617
Int'l Brotherhood of Teamsters
Int'l Union of Bricklayers & Allied Craftworkers
Int'l Union of Operating Engineers
Int'l Union of Painters & Allied Trades
Sheet Metal Workers Int'l Association
ULLICO Inc

Tradeswomen Advocates

Associated Maintenance Contractors
Bank of Labor
Los Angeles/Orange County Building Trades Council
Metro LA
North American Contractors Assn
Operative & Maintenance Engineers, So Cal. JATC
Robbins Geller Rudman & Dowd LLP
The Association of Union Constructors
United Union of Roofers, Waterproofers & Allied Workers

Tradeswomen Friends

AFL-CIO Housing Investment Trust
Elevator Constructors Local 8
Sacramento/Sierra BTC
Boilermakers Local 28
Boilermakers Local 40
Boilermakers Local 647
Elevator Constructors Local 18
UA Local 130

Workshops by Category

For pre-apprentices and those new to construction

- WS 1 Tools of the trades
- WS 2 Applying for apprenticeship 101
- WS 3 Surviving & thriving in apprenticeship
- WS 4 Good 1st impression: Interviewing

Policy issues and politics

- WS 1 Our fair share: TW policy in action
- WS 1 The political scene in California
- WS 2 Help create jobs: Run for office
- WS 2 The attack on unions, jobs, workers
- WS 3 Immigrant rights & the labor movement
- WS 4 What are PLAs and why care?
- WS 4 What to do about Calif's Prop 209

Staying strong in the trades

- WS 1 Creating a great mentoring program
- WS 1 LGBTQ in the trades
- WS 1 Workshop for men: Be a good ally
- WS 2 How to be a good mentor/mentee
- WS 2 Say what? The perils of noise
- WS 2 Rules of the game: Laws that impact you
- WS 2 Conversation about race
- WS 2 Fitness for tradeswomen
- WS 3 Dealing with a hostile workplace
- WS 3 The challenges & joys of women's committees
- WS 3 Balancing life & working in the trades
- WS 3 Grassroots organizing through school outreach
- WS 4 Solving conflicts on the job
- WS 4 Your right to safety & health under OSHA
- WS 4 Blueprint reading
- WS 4 Recruiting women vets
- WS 4 Challenges of child care
- WS 4 Aging in the trades

Building your union & leadership skills

- WS 1 How to be an effective union activist
- WS 1 How to influence and engage others: Public Speaking
- WS 1 Organizing/Community partnerships
- WS 2 Unions 101: History & Structure
- WS 3 Leadership 101
- WS 3 Using digital strategies to make change
- WS 4 What's in your collective bargaining agreement?
- WS 4 Run for union office
- WS 4 Meet CLUW

Beyond the tools

- WS 1 Career ladders in construction
- WS 3 Higher education options for women in the trades
- WS 4 How to be a successful contractor
- WS 4 Generating income for your retirement years

Nourishing extras

- WS 1 Blue jean pocket writers
- WS 1 Preparing for home ownership
- WS 2 Tell your story
- WS 2 A creativity moment: Make jewelry and magnets
- WS 2 Budgeting & financial planning
- WS 4 Tradeswomen's history: learning from our past
- WS 4 What's in your lunch bucket?

Friday, May 1

9:00 a.m. Pre-Apprenticeship Institute Cat-Clem ③

2:00-8:00 p.m. Registration Foyer/1st Floor

5:00-7:00 p.m. Welcome Reception California Ballroom

Start the conference by networking with tradeswomen from around the country—in your craft and others.

7:00 p.m. Open 12-step Recovery Meeting Salon 214 ②



Come one, come all!

Offered on the 7s: Friday/7 p.m., Saturday/7 a.m. & 7 p.m.; Sunday/7 a.m.

Many thanks for Angela C, Che A, and Jacqui P for stepping up to lead the groups.

8:00 p.m. Informal gathering at the bar 1st Floor

8:00 p.m. Movie Night: *Pride* Seminar ②

It's the summer of 1984 and much of blue-collar Great Britain is on strike. For one tiny Welsh village, the strike brings unexpected visitors—a group of London-based activists who decide to raise money to support the strikers' families and want to make their donation in person. In this feel-good, heartwarming comedy—inspired by a true story—two groups seemingly from worlds apart, discover that standing together makes for the strongest union of all. Just released in 2014, *Pride* was nominated for a Golden Globe award and many other British awards. If this amazing story of solidarity and coalition-building doesn't make you laugh and make you cry, nothing will!

Friday 9:00 a.m. - 9:30 p.m.

Thank you to our vendors & exhibitors for sharing goods and opportunities that support tradeswomen! The fees from these tables enabled us to provide scholarships to eight young tradeswomen from Chicago, Seattle, Portland, St. Louis and Biloxi.

AAVA Dental
American Income Life
Author's Table
Bank of Labor
Boilermakers Union Insurance Group
California Dept. of Water Resources
California High Speed Rail Authority
Carpenters Southwest Training Fund
CC Myers, Inc.
Cement Masons Local 300
Hard Hatted Women
Int'l Assoc of Plumbing & Mechanical Officials
Int'l Iron Workers/IMPACT
Int'l Union of Operating Engineers Local 501
JHC Agency Community Programs
Los Angeles Building Trades News
Long Beach Community College
Metro LA
North America's Building Trades Unions/Building Together
NCCT
Pride and a Paycheck
Robbins Gellar Rudman & Dowd
Rosies Workwear
Tradeswomen, Inc.
Wells Fargo Bank

Saturday, May 2

7:00 a.m. Registration Continues 1st Floor

7:00 a.m. 12-step Recovery Meeting Salon 214 ②

7:30 a.m. Continental Breakfast Grand Ballroom

8:30 a.m. Welcome Plenary Grand Ballroom

MCs: Debra Chaplan (SBCTC) and
Patti Edwards Devlin (LiUNA)

Welcome: Hilda Solis, Supervisor, County of Los Angeles; Former Secretary of Labor

Greeting: US Rep. Lucille Roybal-Allard

Speaker: Brent Booker, Secretary-Treasurer,
North America's Building Trades Unions

Banner Parade

Digital Action

Have you ever thought about getting more involved in local or national issues that impact you as a tradeswoman, but are not sure how to get started? Stop by the **Tradeswomen Action Clinic** table and learn about important issues ranging from state-by-state Right to Work campaigns, to safety, to federal compliance and antidiscrimination policy changes. Our volunteers will have information about how you can take action—during the conference, through digital advocacy on your smart phone, as well as how to write a letter to your legislators. We will have lots of information available for you to make your voice heard!

Twitter Handle: #WOMENBUILD15

Hosted by the Taskforce on Tradeswomen Issues and the AFL-CIO Digital Strategies office. Many thanks to: LJ Dolin, Connie Ashbrook, Nicole Aro, Patti Devlin and Kelly Kupcak.

Workshop Session 1

10:30 a.m. - Noon

Tools of the trades

Catalina/Clemente ③

Each construction craft has its own set of tools. Get a chance to meet women who work in different crafts and get introduced to the tools they work with.

Bricklayers/Tilesetters	Mary Lovette , BAC Local 1
Carpenters	Jamie Robison , SW Carpenters Training Fund Maria Coronado , Carpenters Local 209 Lupe Duncan , Carpenters Local 409
Electricians	Anthy Hadjimarkos , IBEW Local 11 Jennifer Murphy , IBEW Local 11
Elevator Constructors	Carisa Barrett , EIWIPF & NEIEP Roy Francesconi , NEIEP Ed Lackey , NEIEP
Iron Workers (shop)	Jaqui Pruitt , Iron Workers Local 416
Iron Workers (field)	Shannon Russell , Iron Workers Local 433
Laborers	Camille Dunn , LiUNA Local 300 Erma Davila , LiUNA Local 300 Katherine Norve , LiUNA Local 300 Mike Rubio , LiUNA Local 300/Appren. Training
Stationery Engineers	Heather See , IUOE Local 501 Stephanie A. Ramoser , IUOE Local 501
Painters	Janet Pineda , IUPAT, DC36 Nancy Arteaga , IUPAT, Local 1036
Pile Drivers	Cindy Cozart , Pile Drivers Local 2375 Sylvia Gordon , Pile Drivers Local 2375
Teamsters	Shelley Hinkle , Nor Cal Teamsters App Trg Melinda Gaumer , Teamsters Local 315
UA (Fitter/Refrigeration)	Rene Thorn , UA Local 250 Wendy Harris , UA Local 250 Aaron Marlow , UA Local 250
UA (Pipe Welding)	Ruby Wallis , UA Local 343

Creating a great mentoring program

Salon 205 ②

Mentoring programs empower, prepare and train future union leaders and keep unions strong. They also help teach tradeswomen some of the subtle skills they need that aren't taught at apprenticeship school. What goes into running a formal mentorship program? Do you need a formal program to partner up skilled workers with newbies or are there informal mechanisms that can work? Learn from people who have run a variety of different styles of mentoring programs in this interactive and fun session.

Alexandra Torres Galancid, Executive Director, Women in Non-Traditional Employment Roles (WINTER), Los Angeles, CA

Kelly Kienleitner, Chief Instructor, EJTC Local 213 IBEW, Vancouver, B.C. Canada

Connie Ashbrook, Oregon Tradeswomen, Inc., Portland, OR

Wendy Webb, Mason Tenders 79, New York, NY

LGBTQ in the Trades

Salon 201 ②

Open workshop to discuss whatever strikes the group, including but not limited to:

- Our own personal stories
- Being lesbian or transgender in the construction trades
- Out or not
- Discrimination in the workplace
- Working with transgender co-workers (pre, post, or no operation)

Pat Williams, Stationary Operating Engineer from 1979-2010.

Tradeswoman advocate, active in union trades community since 1980s.

Jesse Trepper, IBEW Local 595, Dublin, CA

Our fair share: Tradeswomen policy in action

Laguna

Women still hold fewer than 3% of skilled trades jobs and apprenticeships, less than they held in 1992. However, in places where tradeswomen are politically active and have found strong allies, women's participation in apprenticeship and on the job are much higher. Learn what tradeswomen and allies are doing around the country and how you can put the lessons they have learned into action in your own communities. Help prepare your community to bring more women into construction by working with your unions, cities, states and federal representatives.

Liz Skidmore, Business Representative, Carpenters Local 118, Roxbury, MA

Julie Kuklinski, Program Director, Moore Community House, Women in Construction, Biloxi, MS

Facilitator: **Françoise Jacobsohn**, Equal Rights Advocates, New York, NY

How to influence and engage others: Public speaking

Seminar ②

Just about everyone fears public speaking, but if you want to be a leader, that's something you'll have to overcome. Standing up in front of a crowd takes confidence, poise, and preparation. Fortunately, the more prepared you are, the easier it becomes. Whether you're standing up at a union meeting, presenting at a conference or testifying at city council, you'll want to organize your thoughts in a cohesive, persuasive and compelling way so that you get your points across and people remember them. Learn how to command audience attention and the pitfalls to avoid.

Hiba Hamdan, Senior Project Management professional, electrical engineer, and world class speaking coach, Performance Communications, Toastmasters, Int'l., Los Angeles, CA

How to be an effective union activist

Salon 105

If you want to get more involved in your union, but don't know where to start, this workshop is for you! If you've never been to your union meeting, do you just show up? What will be expected of you? What if you don't know the secret handshake? The good news is, there is no secret handshake. The better news is, there are tips and tricks to knowing how the union works and how you can be accepted, effective, and become a valued member of your union. Come learn what they are, and what some unions are doing to encourage members to get involved and get active. This workshop will offer tips on how to build your influence and be an effective member of your union.

Angela Molina, Sheet Metal Workers Local 104

Jane Templin, IBEW Local 11

Bobbie Whitmore, Carpenters Southwest Training Fund

Organizing/community partnerships

Salon 206

From the beginning, unions have fought to improve the wages, hours and working conditions—both for their members and for workers not yet in unions. Unions continue to wage these fights, but as union density declines and the standard of living for all workers declines, the importance of partnership with community and faith organizations has never been more essential. Learn how these labor/community partnerships are generating results in organizing construction workers; securing community benefits agreements that support union construction projects; and how you can get involved in these coalitions in your area.

Bernie Evers, General Vice President, Chief of Staff, Iron Workers International, Washington, D.C.

Elsa Barboza, Campaign Director, Strategic Concepts in Organizing & Policy Education (SCOPE), Los Angeles

Dyana Forester, Jobs with Justice, Washington, D.C.

Facilitator: **Patti Devlin**, LIUNA, Washington, D.C.

Workshop for men: Being a good ally

Salon 103

If you're a man attending this conference, we know that you're a friend and mentor of tradeswomen. What are your questions about how to be an effective ally to the women who are in your craft? How can you help recruit and retain more women in your union? Tradeswomen leaders will share best practices and we'll have discussion so that you can ask the gnawing questions and get feedback from others around the country.

Lauren Sugerman, Director, National Center for Women's Employment Equity, Wider Opportunities for Women, Washington, DC

Dan Penski, Director, IUPAT, Finishing Trades Institute, Hanover, MD

Lee Newgent, Executive Secretary, Washington State Building Trades Council, Olympia, WA

Career ladders in construction

Hermosa

An experienced tradeswoman can move up a career ladder that takes her into other construction-related jobs, such as inspector, safety and health manager, apprenticeship instructor or other positions in her union. Find out about the kinds of work available to you, what a typical day is like, and how to transition into those jobs.

Laura Biggie, Sr. Plumbing Inspector & Training Officer, City of Los Angeles

Rachel Bryan, Union Community Liaison, IBEW Local 595, Dublin, CA

Jackie Townsend, Safety Manager, Bricklayers, Chicago

Carolina Taylor, Welding Instructor, Iron Workers Local 86, Seattle, WA

Facilitator: **Sarah M. Coyne**, IUPAT Finishing Trades Institute, Hanover, MD

Blue jean pocket writers presents “Getting Social”

Malibu

Come bring your work life and yourself. The craft of writing is not a mystery. If you can “Facebook” on social media you can tell your own story in poetry or paragraph. Workshop sponsored by Pride and a Paycheck magazine.

Sue Doro, Editor of Pride and a Paycheck, Retired railroad machinist, Oakland, CA

Jeanne Park, Ironworker Local 377 and editor of Ironworker Women’s Calendar, San Francisco, CA

Preparing for home ownership using union benefits

Redondo

While it may be acceptable to buy a new tool or pair of pants on an impulse, buying a home requires thoughtful planning and decision-making. This workshop will help you prepare for sustainable home ownership by dealing with budgeting, credit, and employment stability. Look at the pros and cons of owning versus renting, and should you choose owning, learn how to start the process. Our goal is to share ideas of what you can do now to move toward your dream.

Mary Niederhaus, Divisional Manager, Union Plus Mortgage Benefit program at Wells Fargo Home Mortgage

The political scene in California

Salon 210 ②

Learn about the hot legislative and political issues in California this year for the building trades and all working Californians. While we may not be facing the drive for “right to work” legislation, we are going to be battling an effort to slash union pensions in 2016, we’re dealing with drought and water politics, and are doing all we can to shore up the prevailing wage. If you live in California, you need to know what the big battles are and how you can get involved.

Cesar Diaz, Legislative and Political Director, State Building Trades Council of California

Caitlin Vega, Legislative Director, California Labor Federation



*Madeline Mixer Tradeswomen of the Future
Scholarship Fund*

Tradeswomen Inc. sponsors the pre-apprentice workshops and program at the Women Building the Nation Conference in collaboration with the State Building and Construction Trades Council of California.

Tradeswomen, Inc. has named the fund that supports these activities after Madeline Mixer, co-founder of Tradeswomen, Inc., former Regional Director for the Women's Bureau and steadfast supporter of women in the trades and our organization for over four decades.

This year, the Madeline Mixer Tradeswomen of the Future Scholarship Fund expects to sponsor more than 100 future tradeswomen from 24 pre-apprentice training sites in California. The generous donors listed below help make this program possible. Please join us in thanking them.

Platinum

Swinerton Builders – *In honor of Madeline Mixer*

Gold

**Neyhart Anderson Flynn & Grosboll
Pacific Gas & Electric**

Silver

**Davillier-Sloan, Inc.
East Bay Municipal Utility District**

Copper

United Brotherhood of Carpenters Local 713

Noon - 2:00 p.m.

Lunch Plenary

Grand Ballroom
(overflow: Redondo)

Song: Chantel Lewis, IBEW Local 6

Welcome: Robbie Hunter, President, State Building Trades Council of California

International greetings: Edel Corrigan, Sinn Fein

National keynote: Magan Smith, Bricklayers Local 8

Speaker: Jim Boland, President, Bricklayers & Allied Crafts

California keynote: Yvonne Miranda, Laborers, Local 652

Speaker: Valerie Jarrett, Senior Advisor to President Obama

Workshop Session 2

2:30-4:00 p.m.

Say what? The perils of too much noise

Salon 210 

Most construction workers agree that job sites are noisy. But did you know that the noise can be hazardous? Imagine your life without music, nature sounds, your kid's laughter or your grandmother's last words. Construction produces many sounds, some continuous, some intermittent, that can damage your ears over time and cause irreversible hearing loss as well as other negative physical effects. Join us to learn how your ears work, what it would be like to have a hearing impairment, what makes noise a safety hazard and how you can protect one of your most vital human senses—hearing.

Laura Boatman, OSHA Program Coordinator, State Building and Construction Trades Council of California, Sacramento, CA
Nazima El-Askari, Labor Occupational Health Program, UC Berkeley, Berkeley, CA

 *Saturday* Noon - 4:00 p.m.

Applying for apprenticeship 101

Santa Catalina ③

You've decided you're ready to start working in construction, but that's just the first step. Which program(s) do you want to apply to? How do you find out if they've got openings, or what kind of tests they have? How do you make sure that you pass the tests and ace the interview? Learn about the process to get accepted for apprenticeship and get some helpful tips to ensure that you get in.

Joyce Guy, Journeyman Iron Worker, West Oakland Job Resource Center, Oakland

Della Cole, Journeyman Electrician, IBEW 569 JATC, San Diego

Facilitator: **Julina Bonilla**, West Oakland Job Resource Center, Oakland

How to be a good mentor/mentee

Salon 205 ②

What does it take to be a mentor? Do you have to be old and wise, or just wise? If you have the skill, experience and motivation to be a mentor to a co-worker, you can be a terrific mentor. Do you need training to be a mentee? Sure. It's good to know what to expect of your mentor—they can inspire you, they can help you figure out how to cope, but they're unlikely to lend you money, in a jam. We will discuss how to begin a mentor/mentee relationship that will last a lifetime.

Maggie Cooper-Harris, IBEW 11, Los Angeles, CA

Tawny Sayers, LIUNA NW, Seattle, WA

Delia Ayala, IBEW 11, Los Angeles, CA

Rules of the game: Laws that impact you

Salon 105

There's got to be a law.... Experienced attorneys explain how to handle sexual harassment and other discrimination, family/medical leave rights, disability discrimination protections, including reasonable accommodations, and newly enacted California employment protections available to survivors of domestic violence, sexual assault, and stalking.

Lorena Garcia-Bautista, Trial Attorney, Equal Employment Opportunity Commission, Los Angeles

Minsu Longiaru, Weinberg Roger & Rosenfeld, Alameda, CA

Facilitator: **LJ Dolin**, Elevator Constructors Local 131, Roswell, NM

Fitness for tradeswomen

Salon 214 ②

Are you freaked out by the real physical requirements of working in the trades? Are you tired of dreading your first week back to work after a lay-off? Or do you just want to stay fit and employed until retirement? Learn how to get strong and stay fit by incorporating functional fitness into your life. Wear loose clothing and be prepared to move in this fun workshop.

Rose Perez, Laborers Local 300, Los Angeles

Unions 101: History & structure

Salon 201 ②

If you want to be active and effective in your union, you need to know how the process works. These union pros will review why unions were formed and how they've evolved over the past 120 years; the nuts and bolts of how unions are structured, what the different officers and trustees do, and how the money gets spent. Bring your questions; you'll get answers!

Robyn O'Toole, Journeyman Iron Workers Local 433, Los Angeles

Madison Hull, Business Rep., Glaziers Local 718, IUPAT Dist. Council 16, San Francisco, CA

Alise Martiny, Business Manager, Kansas City Building Trades Council, MO

Facilitator: **Erin McDermott**, Roofers International, Washington, D.C.

Tell your story

Salon 103

The power of stories shapes our understanding of the world around us. When it comes to this work, telling the story about why women choose to go into the trades is not always easy. Our efforts as organizers, advocates and communicators to build more equitable workplaces requires an understanding of how to win the "Battle of the Story" for public opinion. We will look at some of the dominant assumptions that must be challenged and begin investigating what elements of winning narratives we need to get the just and equitable workplaces we're fighting for.

Kiara Nagel, Center for Story-Based Strategy will cover the fundamentals of story-based strategy: framing, memes, elements of story, and narrative power analysis, with an eye toward women in the trades.

Help create jobs: Run for public office

Seminar 2

A huge amount of Building Trades work comes from public projects. Who are the decision-makers? We talk with three leading female elected officials. They'll tell us how they won office and what they're doing now to create jobs.

Monica Garcia: Member of the Los Angeles Unified School District board and former board President, overseeing billions of dollars in Trades work

Lena Gonzalez: Long Beach City Councilmember, and lead advocate for the new Long Beach citywide Project Labor Agreement

Pam O'Connor: Santa Monica City Councilmember and former Mayor; currently Chair of the Exposition Metro Line Construction Authority Board that oversees building of the light rail line from Downtown Los Angeles to Santa Monica, under a Project Labor Agreement. Facilitator: **Anne-Marie Otey**, Los Angeles/Orange County Building Trades Council

Conversation about race

Hermosa

When President Obama got elected, pundits across the land exclaimed that we now live in a “post-racial America.” Then, last summer, when police in Ferguson, MO shot Michael Brown, and two weeks later in New York, when Eric Garner was killed by police, activists across the country came together in solidarity after their deaths and declared #BlackLives-Matter. This workshop brings together leaders in the civil rights and worker rights movements to talk about the long and continued history in this country of police violence, discrimination, voter suppression, and lack of opportunity; the implications for our communities and our nation's future; how people are responding, and what we can do about it. Race can be a tough subject to talk about. We're providing a safe space to talk about race and how to be an ally to people of color.

Lanita Morris, LA Black Workers Center, Los Angeles

Susan Li, SEIU Local 721, APALA—Los Angeles Chapter

Tiffany Loftin, Dept. of Civil, Human and Women's Rights, AFL-CIO, Washington, D.C.

Facilitator: **Carolyn Williams**, Director, Civic and Community Engagement Dept., IBEW, Washington, D.C.

Budgeting and financial planning

Redondo

Working as a union construction worker can provide great wages and benefits, especially if you work full-time, year-round. But that doesn't always happen. After the longest economic downturn in U.S. history, construction workers are justifiably skittish as the industry was one of the hardest hit. In this workshop, learn about budgeting for financial security, building cash reserves and paying down loans as ways to improve your credit rating, and much more.

Bridget Martin, Market President – East Region, Bank of Labor, Washington, DC

Joe Schoonover, Vice President Lending, Bank of Labor, Kansas City, KS

Heather Gayle, Special Assistant to the President – Bank Sector Operations, International Brotherhood of Boilermakers

The attack on unions, jobs & workers

Salon 206

Attacks on unions are coming fast and furious. States and localities are repealing project labor agreement and prevailing wage laws—long the backbone of good, middle-class construction careers. Indiana, Michigan, and Wisconsin are now “Right to Work” states. The misleading term “Right to Work” is a cynical legislative ploy that violates fundamental labor rights and erodes the benefits and higher wages that unions protect. Made-of-money corporate-backed think tanks and lobbyists are preemptively trying to expand these regulations on the state and local level, but workers and organizers are fighting back using innovative strategies to continue mobilizing and winning contracts. Come hear from two experts on ways to organize and keep workers engaged, how to work around hostile government actors, and how to educate workers about what these laws mean for their rights and their paycheck.

Sonia Ramirez, Government Affairs Director, North America's Building Trades Unions, Washington, D.C.

Iliana Flores, Southern Region Training Director, Int'l Brotherhood of Teamsters, Houston, TX

Facilitator: **Pommella Wegmann**, Campaign Specialist, Iron Workers Int'l

A creativity moment: Make jewelry and magnets

Malibu

Take a break from the heady workshops and let loose your creative streak to make art that you can wear or put on your refrigerator. This workshop is art-making for everyone. The main goal is fun. Everyone will leave the workshop with art work that you made. If you have pix of yourself or friends working with the tools, bring them to use!

Vicky Hamlin, Artist and tradeswoman (retired), Oakland, CA

Lisa Barber, IBEW Local 11, Los Angeles

Caucus by Trade

4:15 - 5:30 p.m.

Bricklayers	Salon 206 ②
Carpenters	Hermosa
Electricians	Grand Ballroom
Elevator Constructors	Salon 103
Iron Workers	Catalina/Clemente ⑤
Laborers	Gateway Ballroom
Operating Engineers	Salon 214 ②
Painters & Allied Trades	Malibu
Sheet Metal Workers	Salon 201 ②
UA/Plumbers & Pipefitters	Salon 105
All others	Redondo

(All others include: Boilermakers, Insulators, Plasterers & Cement Masons, Roofers, Teamsters, self-employed tradeswomen, and non-building trades union members. Meet in Redondo and circle some chairs for your group, or designate another place in the hotel to gather.)

6:00 p.m.-8:00 p.m.

Conference Reception

By the pool

Heavy appetizers only — dinner is on your own. Go out to eat and come back for dancing!

7:00 p.m.

Open 12-step Recovery Meeting

Salon 214 📍

8:00-Midnight

Dance

California Ballroom

DJ Keelez

Renowned LA DJ will spin the tunes that let us move our feet and shake off that energy!

8:00-10:00 p.m.

Movie Night

Seminar 📍

Hammering It Out

This spirited documentary spotlights the experience of women in the building trades, specifically those women involved in the Century Freeway Women's Employment Project in Los Angeles—just a mile from the conference hotel. Framed by the story of a community-initiated lawsuit that resulted in hundreds of women getting trained to work on a billion-dollar freeway project, the film evolves into a primer on the feminist issues of equality, identity, and changing gender roles. Powerful testimonials by the women workers tell stories of what it's like to be a woman on a mostly male worksite. The film demonstrates the importance of providing opportunity, embracing equity, and abandoning sexist traditions which deny talented women workers the right to support their families on a par equal with men. Filmmaker **Vivian Price** and women who worked on the project will be on hand to discuss the making of the movie.

Saturday 🌀 **4:15-5:30 p.m.**

2015 WOMEN BUILDING THE

FRIDAY

9-5	Pre-Apprenticeship Institute	③ Catalina-Clemente
2-8	Conference registration	Grand Foyer
5-7	Welcome Reception	California Ballroom
7-8	12-step meeting	② Salon 214
8-10	Movie night: <i>Pride</i>	② Seminar

SATURDAY

7-8	12-step meeting	② Salon 214
7:30 a.m.	Continental Breakfast	Grand Ballroom
8:30-10 a.m.	Welcome Plenary	Grand Ballroom
10:30-Noon	Workshop Session 1	
	Tools of the trades	③ Catalina-Clemente
	Creating a great mentoring program	② Salon 205
	LGBTQ in the Trades	② Salon 201
	How to be an effective union activist	Salon 105
	How to influence & engage others: Public speaking	② Seminar
	Our fair share: Tradeswomen policy in action	Laguna
	Organizing/community partnerships	② Salon 206
	Workshop for men: Being a good ally	Salon 103
	Career ladders in construction	Hermosa
	Blue jean pocket writers	Malibu
	Preparing for home ownership using union benefits	Redondo
	The political scene in California	② Salon 210
Noon-2	Lunch Plenary	Grand Ballroom (overflow: Redondo)
2:30-4:00	Workshop Session 2	
	Applying for apprenticeship 101	③ Santa Catalina
	How to be a good mentor/mentee	② Salon 205
	Say what? The perils of too much noise	② Salon 210
	Rules of the game: Laws that impact you	Salon 105
	Unions 101: History & structure	② Salon 201
	Tell your story	Salon 103
	Help create jobs: Run for public office	② Seminar
	Conversation about race	Hermosa
	A creativity moment: Make jewelry and magnets	Malibu
	Budgeting and financial planning	Redondo
	Fitness for tradeswomen	② Salon 214
	The attack on unions, jobs and workers	② Salon 206

E NATION: *Agenda at a Glance*

4:15-5:30	Caucus by Trade	See room listings on page 22
6-8	Reception	By the pool
8-midnight	Dance	California Ballroom
7-8	12-step meeting	② Salon 214
8-10	Movie night: <i>Hammering It Out</i>	② Seminar Room

SUNDAY

7-8	12-step meeting	② Salon 214
7:30-8:45	Breakfast	Grand Ballroom
7:30-8:30	Yoga	② Salon 201
9-10:30 a.m.	Workshop Session 3	
	Surviving and thriving in apprenticeship	② Seminar
	Dealing with a hostile workplace	③ Santa Catalina
	The challenges & joys of women's committees	Malibu
	Leadership 101	Hermosa
	Balancing life and working in the trades	② Salon 205
	Immigrant rights and the labor movement	Salon 105
	Using digital strategies to make change	Salon 103
	Higher education options for tradeswomen	Laguna
	Grassroots organizing through school outreach	③ San Clemente
10:45-12:15	Workshop Session 4	
	Making the all-important good first impression	③ Santa Catalina
	Solving conflicts on the job	Redondo
	Your right to safety & health under OSHA	Salon 103
	What's in your Collective Bargaining Agreement?	Salon 105
	Run for union office	Malibu
	What are Project Labor Agreements and why care?	Hermosa
	How to be a successful contractor	③ San Clemente
	Tradeswomen's history: Learning from our past	Laguna
	Generating income for your retirement years	② Salon 205
	Round Tables	All in the Grand Ballroom
	Blueprint reading • Recruiting women vets • Meet CLUW •	
	What's in your lunch bucket? • Challenges of child care •	
	Aging in the trades • What to do about California's Prop 209	
12:15-2	Lunch Plenary	Grand Ballroom
2:30-3:30	<i>My Walk Has Never Been Average</i> : Theater talk	Hermosa
2:30-5:00	Policy Forum	Gateway Ballroom

②—Second floor; ③—Third floor. Everything else is on First floor.

NABTU Committee of Women in the Trades

Founded in 2005, North America's Building Trades Unions (NABTU) Committee of Women in the Trades is committed to its mission of "increasing the number of women in skilled trades careers by promoting strategies for recruitment, retention and leadership advancement. The committee will give voice and visibility to these issues within the NABTU, its affiliates and industry partners."

Composed of representatives from the building trades affiliates, with input from tradeswomen organizations and state councils, the committee's long-range goals include: intensifying current efforts to recruit and retain women in all affiliated crafts; increasing efforts to combat discrimination in all its forms; and providing models for market strategies, gender-sensitive workplace policies and mentorship programs.

For more info, contact Chairperson Patti Devlin. (pdevlin@liuna.org)

Tradeswomen, Inc. (TWI)

www.tradeswomen.org

Tradeswomen, Inc. was founded in 1979 as a grassroots support organization for women in blue collar, skilled craft jobs. TWI works to increase recruitment of women into building trades jobs; promote retention of women; and develop tradeswomen's capacity for leadership and career growth—on the job and in their unions. TWI has played a central role in planning the Women Building conferences since the first one was held in 2002. This year, TWI worked to bring more than 120 pre-apprentices to the conference from dozens of organizations, and they organized the pre-apprenticeship track workshops. They also worked on the Pre-apprenticeship Institute and Policy Forum.

National Task Force on Tradeswomen's Issues

www.equalrights.org

Co-chaired by Equal Rights Advocates and Wider Opportunities for Women, the Task Force includes national, regional and local organizations as well as individual tradeswomen and supporters around the country who work on national policy issues impacting women in the trades. The Task Force was chiefly responsible for planning the Policy Forum. To get involved, contact fjacobsohn@equalrights.org

Oregon Tradeswomen, Inc. (OTI)

www.tradeswomen.net

Oregon Tradeswomen, Inc., (OTI) is dedicated to promoting success for women in the trades through education, leadership and mentorship. Founded in 1989 as a small support group led by four tradeswomen (an elevator constructor, two carpenters and an operating engineer), OTI was reorganized as Oregon Tradeswomen, Inc., a 501 (c)(3) non-profit, in 1999. OTI was founded on the principles that women deserve and can attain economic self-sufficiency through pursuing careers in the building, mechanical, electrical, and utility trades while helping and encouraging the trades industry build up a diverse workforce. Today the organization is comprised of nearly 400 members, three programs, an annual trades career fair for women and girls, and the support of trades industry employers.

Chicago Women in Trades (CWIT)

www.chicagowomenintradess2.org

Founded by tradeswomen in 1981, Chicago Women in Trades (CWIT) works for women's economic equity by increasing participation in well-paid, skilled jobs traditionally held by men and by eliminating barriers that prohibit women from entering and succeeding in these fields. CWIT provides support, advocacy, and education to tradeswomen; works to increase training for women and girls to enter nontraditional jobs; provides assistance to employers, unions, and other service providers; documents workforce trends; and advocates for policies and practices that support women's access to and retention in skilled training and jobs.

Wider Opportunities for Women (WOW)

www.wowonline.org

Wider Opportunities for Women works nationally and in its home community of Washington, D.C. to build pathways to economic independence for women, girls and families. WOW's programs emphasize literacy, technical and nontraditional skills, the welfare-to-work transition, career development, and retirement security.

The LA crew: We could not have done this conference without the help of IBEW Local 11 providing logistical, volunteer and on-the-ground support. We also owe a large debt to the Los Angeles/Orange Counties Building Trades Council, and the large group of tradeswomen in the LA area from numerous unions who are providing the event's volunteer backbone.

Sunday, May 3

7:00 a.m. Open 12-step meeting
Salon 214 📍

7:30 a.m. Continental Breakfast
Grand Ballroom

7:30 a.m. Get centered: Start your day with yoga
Salon 201 📍

In this class you will wake up all your muscles and energy centers with a fun lighthearted Vinyasa flow. The instructor demonstrating the poses prior to practice. The Vinyasa Flow practice, is where postures or asanas are connected through the breath for a transformative and balancing effect.

Erica Paul, a professional consultant with construction unions and members, has 8+ years of experience practicing yoga in many venues and taking yoga teacher training. She has studied yoga in Costa Rica and Bali.

Angela Molina, SMART 104, will assist with the class.

Workshop Session 3

Sunday, 9-10:30 a.m.

Grassroots organizing through school outreach

San Clemente 📍

If we want to get more young women to think about getting a building trades career, we have to reach them early—before they've decided to pursue a typical "women's" career path. Here's a primer on how to get into high schools and make fun and dynamic presentations so that, by the time you leave, you have swarms of girls saying "Who needs to be a nurse? I want to be in the Building Trades!"

Jamie McMillan, The Journeyman, Iron Workers Local 736, Hamilton, Ottawa, Canada

Surviving and thriving in apprenticeship

Seminar 2

Every new construction worker starts with apprenticeship, which can be demanding, fun, daunting and interesting—all at once. This great group of panelists will provide valuable lessons for anyone interested in getting into construction or new in apprenticeship. They'll help identify the expectations of employers, unions and apprenticeship programs, and will describe the actions and attitudes necessary to ensure success in the construction trades. Learn what to expect in your apprenticeship as well as what is expected of you.

Japlan Allen, Iron Workers Local 1, Chicago Women in the Trades

Sarah Stigler, UA Local 130, Chicago Women in the Trades

Angel Webster, IUPAT Local 1036, District Council 36, Monterey Park, CA

Bill Montgomery, Swinerton, Los Angeles

Facilitator: **Kristi Tuemmler**, Operating Engineers Local 3, Tradeswomen, Inc. Oakland, CA

Dealing with a hostile workplace

Santa Catalina 3

Sexual harassment is one sign of a hostile workplace. So is bullying. So is racism. Sometimes these things are out-and-out illegal. Sometimes, they're annoying and awful but not illegal. This workshop will deal with all that makes up a hostile workplace, and give the participants some tools to deal with it. We'll have a lawyer on the panel to talk about the legal tools....but taking it to court should be the last resort, not the first. Learn techniques that work (and maybe don't work so well) to create allies, and deal with a harasser and/or a hostile workplace, hopefully as steps before contacting a lawyer.

Sophia Johnson, LIUNA 79, New York, NY

Jennifer Reisch, Legal Director, Equal Rights Advocates, San Francisco

Terry Riban, Cement Masons Local 502, Chicago

Facilitator: **Sabrina Hernandez**, Business Representative, IBEW Local 6, San Francisco

Higher education options for tradeswomen

Laguna

The building trades apprenticeship system is sometimes called “the first four-year degree,” and many of your apprenticeship credits and working life experience may be used toward a degree, a different position in the construction industry, or even a new career. Get the tools you need to make a college degree more attainable by selecting the right college and degrees that may be more easily transitioned into. Learn to access the community colleges that allow apprenticeship credits to transfer to college credit (ACE), and ones that offer PLE/PLA credit. Find out about different certifications and degrees you can get, the courses you need to teach in an apprenticeship program or in a community college, how to apply for financial aid, transfer credits, and utilize the resources at your future college campus.

Dr. Lynn Shaw, Electrician, IBEW Local 477; Long Beach City College, President of LBCC Faculty Union.

Vicki O’Leary, Ironworker Local #1, Environmental Compliance Coordinator, OSHA 10 Trainer, Chicago, IL

Moderator: **Laurie Shadrick**, United Association of Plumbers & Pipefitters, Washington, D.C.

The challenges & joys of women’s committees

Malibu

Just invite all the women in your local or all the tradeswomen in your community to a meeting and you have a women’s committee.... If only it were so easy. Enticing women with busy work and home schedules to come to a meeting is just the first challenge. Keeping them interested and involved over the long-term is even tougher. Hear from some tradeswomen who have been making it work how to overcome those challenges and why it’s worth it to do so.

Lisa Langevin, IBEW Local 213, Vancouver, BC

Robin Smith, Northwest Laborers-Employers Training Trust, Everett, WA

Elly Spicer, NYC District Council of Carpenters (ret.), New York, NY

Carolyn Jacobson, CLUW, Berger Marks Foundation, Washington, D.C.

Leadership 101

Hermosa

Becoming a leader in your union can be a complex and daunting endeavor. Learn from women in leadership positions, their strategies and stories on ways to crack the glass ceiling. This interactive workshop will be inspiring, informative and entertaining as we work to develop and support women who want to take a more active role in their unions and on the job.

DJ Siegman, Recording Secretary, IBEW Local 617, San Francisco, CA

Mary Lieser, Vice President, Northern California Carpenters, Plesanton, CA

Rita Magner, Vice President, Sheet Metal Workers Local 104, San Ramon, CA

Christine Garrett, IUPAT District Council 16, Alameda Building Trades Council, Oakland, CA

Facilitator: **Diana Limon**, Compliance Officer, IBEW 11, Los Angeles

Balancing life and working in the trades

Salon 205 ②

Fighting for a better future is hard work but fighting through burnout is even harder. If you think “work-life balance” is for folks doing less important things, this session is for you. Join us as we discuss methods for prioritization, time management, and building sustainability into your daily schedule. Learn about your legal right to take leave to address your family and medical issues, and about your workplace rights when you are pregnant. After this session, you might be surprised to learn that life can fit into your work schedule!

Liz Morris, Labor and Employment Lawyer, Center for WorkLife Law, University of California, Hastings College of the Law, San Francisco, CA

Ellen Contente, M.A., RScP., NSA Professional Speaker, Heart-Centered Programs, Optum Health, Los Angeles, CA

Facilitator: **Jodi Guetzloe Parker**, LiUNA Local 320, Portland OR

Immigrant women's rights are women workers' rights: Building solidarity among women workers

Salon 105

In this session, a panel of women at the forefront of the immigrant and labor movements will provide perspectives on how to support immigrant women. This timely discussion will include the recent executive actions, DACA and DAPA, and highlight the importance of organizing immigrant women in the workforce. This session will also explore how growing power among immigrant women is essential in addressing issues that all working women face.

Yanira Merino, LiUNA, Washington, D.C.

Marlene Montanez, Los Angeles Alliance for a New Economy

Natalie Patrick-Knox, Jobs With Justice, Washington, D.C.

Facilitator: **Mariana Villafana**, Miguel Contreras Foundation, Los Angeles

Using digital strategies to make change

Salon 103

The name has gone from “social networking” to “digital strategies” but it’s all about connecting and advancing the cause of women in the trades. How can you build an organizing and mobilizing strategy with tools like Facebook, Twitter, Instagram and others? This hands-on workshop will review the basics and will do deeper to highlight some successful campaigns as well.

Mia Rivas, IBEW Local 595, Dublin, CA

Nicole Aro, AFL-CIO, Washington, D.C.

Workshop Session 4

10:45 a.m. – 12:15 p.m.

(Note: Workshops & Roundtable Discussions are at the same time)

What's in your Collective Bargaining Agreement?

Salon 105

The most important difference between union and non-union work is a document called a Collective Bargaining Agreement (or CBA). A CBA is the contract between your Union and your employer that covers pay and benefits, working conditions, the grievance process, and many other aspects of your employment. Without a CBA, you have no rights except those rights your employer decides to give you. Learn about how these important contracts get negotiated, what they cover, how you can exercise your rights under your contract, and why your contract is so important.

Jolene E Kramer, Weinberg Roger and Rosenfeld, Alameda, CA
Dee Soza, Business Rep., IBEW Local 551, Santa Rosa, CA
Moderator: **Connie Lambert**, Bricklayers & Allied Crafts, Washington, DC

Solving conflicts on the job

Redondo

Have you ever wondered how to handle a conflict better? Have you ever thought about the million things you should have said? Walked away feeling powerless, upset, angry, or misunderstood? Why did it seem as if the other person had control of the conversation?

Conflict uses energy, reduces productivity, increases stress, and dissolves relationships. “If one of us is right and the other is wrong,” and “do it my way” are all-too common thoughts. Learn how to initiate a joint problem-solving communication style that will facilitate keeping the conversation neutral and resolve conflicts. Find out how to transform conflicts into a win-win situation, feel empowered and resolve challenges with ease.

Erica Paul, HOPE Worldwide Consulting. Erica is a professional consultant with more than 13 years experience working with construction union members. She's gone from receptionist to project manager at a major construction company. She's designed curriculum and taught at the San Jose Pipe Trades Training Center and at several area colleges.

Your right to safety and health under OSHA

Salon 103

There's no denying that construction is a dangerous career, but engineering advances and good worker training can ensure that you go home from work every day with all your body parts intact. Most injuries could have been prevented, but too often, workers are blamed or blame themselves for not being careful. You have a right to a safe workplace, to know what the chemicals are that you're working with, to have personal protective equipment that fits, and to refuse unsafe work. Learn about your rights to a safe and healthy job and how to implement them.

Linda Delp, Labor Occupational Safety and Health Program, UCLA, Los Angeles, CA

Good first impressions: Interviewing well

Santa Catalina

If you're preparing to get into an apprenticeship program, you may need to ace the big interview or sell your skills to a contractor. You need to show the employer that you have the ability to do the job and that you can successfully fit into the program or company and its culture. Most employers do not hire on qualifications alone—personality, confidence, enthusiasm, a positive outlook, and strong communication skills weigh in heavily on the selection process. Learn how to show your best side in an interview to get the job you really want.

Pamyla Berryhill, Chicago Women in Trades, Chicago, IL

Run for union office

Malibu

Elected positions within our organizations require a lot more than just counting votes. This workshop will help you decide if you are truly ready to run an election and, if you decide to, who you should turn to for help. We will also be discussing how to maintain and build relationships regardless of the outcome of the election.

Diane Lewis, Laborers Local 295, Salt Lake City, Utah

Mary Cordes Hutchings, IBEW Local 6, San Francisco

Doreen Cannon, President, UA Local 55, Cleveland, Ohio

What are Project Labor Agreements and why should we care?

Hermosa

Project Labor Agreements and Community Benefits Agreements are amazing tools that, on the one hand, enable a city/county/school board/transit agency to set goals not only for the budget, staffing and timeline of a project, but also for initiating local hire programs, targeted hiring of women, veterans, minority workers, and even ensure amounts of parkland and low income housing is built as related to that project. For unions, a PLA is a contract for the number of union workers — journey and apprentice — that will be used. PLAs and CBAs are planning devices that benefit the agency building the project and union workers. Hear from agency people, a union person who's negotiated several PLAs, and a community group that works with unions to create community benefits, and why these are the backbone of union projects into the future.

Michelle Boehm, Southern California Regional Director, California High Speed Rail Authority, Los Angeles, CA

Michelle Helmholtz, Business Representative, LIUNA Local 440, Seattle, WA

Miriam Long, Regional Manager, Strategic Business and Construction Career Resources, Metro, Los Angeles

Jackie Cornejo, Project Director, Los Angeles Alliance for a New Economy (LAANE)

Facilitator: **Uyen Le**, Compliance & Outreach Rep, IBEW Local 11, Los Angeles

Generating income for your retirement years

Salon 205

If you are approaching retirement or are already there, here are some key questions that may be running through your mind ...

Will my money last as long as I do? Will my income grow to keep pace with inflation? Am I prepared for what my retirement years will bring? This program will help you understand the issues that surround retirement. You will learn strategies to help preserve your assets while generating the income you need in retirement.

Elizabeth Roman, Financial Advisor, Wells Fargo Advisors LLC
15056 Rosecrans Ave. La Mirada, CA 90638. Investments in securities and insurance products are: NOT FDIC-INSURED/NO BANK-GUARANTEES/MAY LOSE VALUE. Wells Fargo Advisors, LLC, Member SIPC, is a registered broker-dealer and a separate non-bank affiliate of Wells Fargo & Company.

How to be a successful contractor

San Clemente ③

You may be the most skilled worker in your craft, but becoming a licensed, successful contractor is a whole different animal. You need to be able to manage people, understand bidding, pay all the right taxes, file the right forms, identify clients, and market your services. Hear from contractor representatives about the challenges of being a business owner in the construction industry and the value of contractors getting bonded and licensed.

Linda Clifford, CFO, CC Myers, Inc., Rancho Cordova, CA.
Board Member, State of California, Contractors State License Board

Doris Velasquez, Enforcement Representative, Contractors State License Board, Norwalk, CA

Facilitator: **Lisa Dickerson**, Enforcement Representative I, California State Licensing Board; Tradeswomen, Inc., Oakland, CA

Tradeswomen's history: Learning from our past

Laguna

Tradeswomen have a long and proud history. Did you know that in 14th century France women were accepted equally with men as carpenters? That in 1813 Tabitha Babbitt invented the circular saw? That today San Francisco's Stella Cheng is a mason in France and a Guild member restoring gothic cathedrals? In this workshop learn your history: people, laws, unions, change. Analyze past successes and failures. Discover the history in your community and tell your own story. Develop a plan to pass this information on to others. Meet Rosie the Riveter and Libby Howard—don't know who she is? You'll find out. As sister Addie Wyatt, CLUW co-founder and leader of the Packinghouse Workers, often said, "If you don't know where you come from, you don't know where you're going."

Molly Martin, Tradeswoman activist, Retired Electrician, IBEW, San Francisco, CA

Brigid O'Farrell, Independent Scholar, National Writers Union, UAW Local 1981, Moss Beach, CA

Round Table Discussions

(These sessions all take place in the Grand Ballroom. Look for signs on the round tables.)

Blueprint reading

Grand Ballroom

This fun, hands-on workshop will provide an overview of blueprint reading and some tricks of the trades as we decode the instructions for that all important question, “You want me to build what...where?”

Elena Salinas, SMART Local 104, San Jose, CA

Missy Lewis and **Connie Mrdutt-Spratt**, SMART Local 104, San Ramon, CA

What’s in your lunch bucket?

Grand Ballroom

How can you expect to think well and work hard all day when you’re eating and drinking junk foods or sodas? Your body recreates itself completely every 90 days to three years and can only do that if you’re giving it good food and lots of pure water to flush out toxins and move healthy nutrition into each cell! We’ll talk about the importance of detoxification, how to change your stinking thinking, breathing exercises, super foods to give you energy all day, recipes for green smoothies, juicing, dehydrated foods, natural remedies, essential oils and homeopathics to carry in your lunch bucket.

Jan Jenson, a 25+ year ironworker and a health coach since 1968 wrote a book for the 2009 conference called “What’s In Your Lunch Bucket?” This book is for everyone who wants to feel and look good doing what they love!

Recruiting women vets

Grand Ballroom

Women are achieving full equality in the armed forces, and when they come back stateside, they’re as prepared to begin a new career in the trades as their male counterparts. Learn about what Helmets to Hardhats is doing to help women get into the trades and if you’re a vet exploring the trades, what they can do for you. If you’re a veteran already in the trades, this is a great place to network with other vets!

Lisa Ford, Helmets to Hardhats

 Sunday 10:45 a.m. - 12:15 p.m.

Challenges of child care

Grand Ballroom

Research shows that high quality early childhood education gives kids a tremendous advantage in educational achievement later on. Many cities and states are planning expansion of pre-kindergarten programs. At the same time, working women need safe, affordable and high quality child care when they are working. Often child care hours do not match up with our work schedules and is often unaffordable especially for lower income families. Most working families figure this out themselves and don't organize with other working parents to demand high quality, affordable child care for all. Come to a round table to discuss: your child care needs as a tradeswoman; barriers and obstacles; what's available in your community; organizing around these issues—locally and nationally, and how we can build a movement for high quality, affordable early care and education for our kids.

Netsy Firestein, First Five Years Fund. Netsy is a long time advocate for work and family issues with deep ties to the labor movement. She was formerly the Executive Director of the Labor Project for Working Families and led the coalition in California that won the first paid family leave law in the country.

Meet CLUW

Grand Ballroom

The Coalition of Labor Union Women is America's only national organization for union women. The organization was founded in 1974 to promote affirmative action in the workplace; to strengthen the role of women in unions; to organize the unorganized women; and to increase the involvement of women in the political and legislative process. These goals continue to be the cornerstone of CLUW's activities as members speak out for equal pay, child and elder care benefits, job security, safe workplaces, affordable health care, contraceptive equity, and protection from sexual harassment and violence at work. Learn about what CLUW is doing and how you can get involved. Also, learn about CLUW's new women's heart health campaign and how you can be part of it!

Carolyn Jacobson, CLUW, Washington, D.C.

What to do about Prop 209? Using public policy to advance opportunities for tradeswomen in California

Grand Ballroom

In 1999, California voters approved Prop 209, a state constitutional ban on affirmative action in public contracting and university admissions. Prop 209 has barred consideration of race or gender in all state-funded contracts and public programs. However, tradeswomen and their allies are looking for legislative and other public policy solutions to increase economic opportunity for women in California, focusing on what works and what could be done to improve women's access to jobs in the construction trades. What can we do as California tradeswomen and allies to push public policies that will increase access and ensure equitable treatment for women in the trades?

Jennifer Reisch, Esq., Legal Director, Equal Rights Advocates

Meg Vasey, Esq., Director of Tradeswomen Inc.

Beryl Schwartz, Business Representative, Southwest Regional Carpenters Council

Aging in the trades

Grand Ballroom

Join Wider Opportunities for Women staff to discuss challenges women face as they age in the trades. Participate in a roundtable conversation to share how your experience as a tradeswoman has evolved as you age.

...What are the challenges you face as you age in the trades that are different than those your male colleagues face

...How do inequities in work assignments and promotions impact women as they age in the trades?

...How have you personally prepared for retirement?

...How have your mentor or mentee relationships contributed to the longevity of your career?

Camille Browne, Associate Director, Elder Initiative, Wider Opportunities for Women, Washington, D.C.

 Sunday 10:45 a.m. - 12:15 p.m.

12:15 - 2:00 p.m.

Lunch Plenary
Grand Ballroom

CA State Assmblymember Christina Garcia

CA State Senator Connie Leyva

LIUNA President Terry O'Sullivan

CA Attorney General Kamala Harris

My Walk Has Never Been Average

Raffle

2:30-3:30

After-play Chat

Hermosa

An opportunity to talk with the actors & writer of *My Walk Has Never Been Average*: Marilyn Keller, Jocelyn Seid, and Roberta Hunte.

2:30-5:00

Policy Forum (see next page)

Gateway Ballroom

Throughout the conference, we show videos illustrating women who work in the trades. Many are created just for this event. We thank all of the videographers and artists who share their time and talent with us and create the images that show the world that we can do this work..

Videos Created By

Melina Harris, Sisters in the Building Trades

Lorien Barlow, Hard Hatted Woman

Build Together

Chicago Women in Trades

Sisters in the Brotherhood

WCCO-TV: Women at Vikings Stadium

2:30-5:00 p.m. Tradeswomen's Policy Forum
Gateway Ballroom

**The Nuances of Equality, Opportunity
and Affirmative Action:**

Making Policy Work for Tradeswomen

Join the Task Force on Tradeswomen's Issues in a facilitated discussion between policymakers and tradeswomen to discuss increasing women's participation, retention and advancement in the skilled construction trades.

Welcome: **Leah Rambo**, Sheet Metal Workers Union Local 28
Opening Remarks: **Lauren Sugerman**, Wider Opportunities for Women

Françoise Jacobsohn, Equal Rights Advocates

Virginia Hamilton, Reg. Administrator, ETA, US Dept. of Labor (USDOL)

Jill Houser, Office of Apprenticeship Administrator, USDOL

Martha Kenley, Office of Civil Rights, Federal Highway Administration

Latifa Lyles, Women's Bureau Director, USDOL

Moderator: **Carolyn Williams**, IBEW

- How do we ensure equal opportunity for tradeswomen as the construction economy rebuilds?
- How will tradeswomen benefit from the expansion of apprenticeship?
- How will current reviews and improvements of anti-discrimination, affirmative action and equal employment opportunity policies ensure equitable treatment for tradeswomen?

The forum will bring together the tradeswomen community and public policy leaders to talk together about the challenges of low female representation, gender bias and discrimination within the male-dominated construction industry and identify suggestions for how policymakers can best support full equal opportunity for women working in the industry.

James Boland has been President of the Bricklayers and Allied Crafts (BAC) since February, 2010. He previously served as Executive Vice President and Secretary-Treasurer of the union.

After becoming a BAC member in 1977, Boland spent the next decade working on commercial projects in the San Francisco Bay area in brick, block, stone, and marble. He became Business Agent in 1988, President in 1992 of BAC Local 3 California, and then moved to the International union level in 1994.

Boland chairs or serves as a trustee on several BAC-related Trust Funds. He is also a Vice President of the AFL-CIO Executive Council; a member of the Governing Board of Presidents of North America's Building Trades Unions and of the General Presidents' Committee on Contract Maintenance and the National Joint Heavy and Highway Committee. He also serves on the Boards of the AFL-CIO Housing Investment Trust, ULLICO, and the National Endowment for Democracy.

Brent Booker is a third generation Laborer and a graduate of the University of Virginia. In 2013, he became the Secretary-Treasurer of North America's Building Trades Unions (NABTU). In that position, he has been a driving force in the strategic re-positioning of NABTU, as well as conducting on-going outreach efforts targeted to construction owners and end-users that center upon the overall value proposition that defines America's Building Trades Unions.

Prior to assuming the position of Secretary-Treasurer of NABTU in 2012, Booker served as Director of the Construction Department at the Laborers International Union of North America (LiUNA). Booker held that position since 2007. Brent has also served as the Labor Section Co-Chairman and President of the National Maintenance Agreement Policy Committee, Inc.

Edel Corrigan has been a Sinn Féin elected representative to Louth County Council in Northern Ireland since 2009. Corrigan is a member of the Young Female Caucus National Women's Council of Ireland. She serves on the Infrastructure, European and Cross Border Affairs Special Policy Committees on the Louth County Council.

Corrigan has worked in the construction sector for over 10 years as a Health and Safety Consultant, developing and delivering health and safety training for employees and working with companies to develop and implement health and safety policies.. Previously she worked as an onsite safety officer for demolition, formwork, mechanical insulation, and plumbing contractors.

Christina Garcia was elected to the state Assembly in November 2012 and re-elected in 2014, representing California's 58th Assembly District in southeast Los Angeles County. In 2014, she was named Assistant Majority Floor Leader. She was also elected Vice-Chair of the Legislative Women's Caucus. In addition to being a legislator, Assemblymember Garcia is also a Commissioner on the Commission on the Status of Women and Girls, working at the forefront of making impressive change for California's women and girls.

Prior to getting elected to the Assembly, Garcia was a math teacher in the middle school, high school and community college levels, as well as teaching statistics at the University of Southern California.

Kamala Harris is the 32nd Attorney General of the State of California. She is the first woman, the first African American, and the first South Asian to hold the office in the history of California. As chief law enforcement officer for the State of California, Harris has focused on combating transnational gangs, increasing the adoption of technology and data-driven policing, and improving public safety by reducing recidivism. She has fought to ensure marriage equality for all Californians. Following the national mortgage crisis, she wrote the nation's most comprehensive package of foreclosure reforms.

Harris began her career in the Alameda County District Attorney's Office, where she specialized in prosecuting child sexual assault cases. In 1998, she joined the San Francisco District Attorney's Office, where she led the Career Criminal Unit. She also served as the head of the San Francisco City Attorney's Division on Children and Families.

Robbie Hunter was elected President of the State Building and Construction Trades Council in 2012. Hunter is a journeyman iron worker. Previously, Hunter had served as Executive-Secretary of the Los Angeles/Orange Counties Building and Construction Trades Council, where he negotiated agreements that incorporated all affiliated construction trades on individual projects, as well as master agreements with public and private entities like the Port of Los Angeles, LAX, Los Angeles Unified School District and Los Angeles Community College District.

Hunter is an Ironworker, and was the president of Local 433, Structural Ironworkers, from 2003 to 2009. He served on the board of the District Council of Ironworkers for California and Nevada, and as a board member/apprenticeship instructor/trainer for the Joint Labor Management apprenticeship program in California and Nevada.

Valerie Jarrett is a Senior Advisor to President Barack Obama, overseeing the White House Offices of Public Engagement and Intergovernmental Affairs, and chairing the White House Council on Women and Girls. Throughout her tenure at the White House, Valerie Jarrett has worked to mobilize elected officials, business and community leaders, and diverse groups of advocates behind efforts to strengthen and improve access to the middle class, to boost American businesses and our economy, and to champion equality and opportunity for all Americans. From ongoing campaigns to end sexual assault, raise the minimum wage, advocate workplace policies that empower working families, and promote entrepreneurship and early childhood education, Ms. Jarrett has helped the President develop a broad coalition of partners to execute a robust agenda.

Ms. Jarrett came to the White House with a background in both the public and private sectors. She served as Co-Chair of the Obama-Biden Presidential Transition Team, and as the director of numerous corporate and not-for-profit boards.

Connie Leyva was elected to represent the 20th State Senate District in November, 2014, Senator Connie M. Leyva is serving her first term in the California State Senate representing a large section of the Inland Empire. She serves as Democratic Caucus Chair of the California State Senate, as well as on the following committees:

Appropriations, Education, Energy, Utilities and Communications, Joint Legislative Audit, Rules, Transportation and Housing.

A lifelong activist standing up for working people and families, Leyva started working at her local Alpha Beta market as a senior in high school. She served as both Union Representative and President of the United Food and Commercial Workers (UFCW) Local 1428, helping grocery workers gain a stronger voice for fair wages and benefits. In 2004, she was elected to be the first woman President of the California Labor Federation, representing more than 2.1 million workers throughout the state.

Yvonne Miranda's road to a good middle class life didn't come easily. But once she found her way to joining Laborers Local 652 in Orange County, California her trajectory took a turn for the better. She started as a flagger in 2006, and through persistence, has worked her way up to be a foreman on the 405 Freeway re-build. With that responsibility comes rewards. She'll share her story.

Terry O'Sullivan became the tenth General President of the Laborers' International Union of North America (LiUNA) on January 1, 2000, and is dedicated to growing his union's membership and market share. O'Sullivan's mantra is "organize or die." Under his leadership, the union also has significantly expanded its efforts in, and commitment to, member activism, capital strategies, grassroots politics, labor-management cooperation, journeyworker upgrade training, apprenticeship, and leadership education. O'Sullivan has gained the support of his members to increase their investment significantly in both political action and organizing.

Terry O'Sullivan currently serves as the Labor Co-Chairman of the Laborers' Training and Education Fund, LiUNA's national training arm. General President O'Sullivan also holds leadership positions with North America's Building Trades Unions, the AFL-CIO, ULLICO, American Income Life, and the National Heavy and Highway Coalition.

Lucille Roybal-Allard became the first Mexican-American woman elected to Congress in 1992. She has worked tirelessly to create jobs, improve health services, and create stronger, better

educational opportunities for her constituents in California's 40th Congressional District. She also ranks as one of the House's foremost supporters of immigration reform, a strong homeland security system, labor unions, veterans, and the rights of women and children.

Congresswoman Roybal-Allard is the first Latina to serve on the House Appropriations Committee. From that position, she has secured millions of dollars to create jobs on much-needed local construction and transportation projects and to secure funding for local health needs, education and labor projects, including job training and placement services, arts and vocational education, after-school care, early education, magnet schools, and English literacy programs.

Magan Smith After serving more than eight years in the Air Force as an Aircraft Armament Systems Specialist, Victoria "Magan" Smith is transitioning to be a Bricklayer. She is currently an apprentice with Local 8 Bricklayers and Allied Craft Workers in Florida.

Magan transitioned into the trades utilizing the Helmets to Hardhats program to connect with Bricklayers and Allied Craftworkers Local 8. She completed her pre-apprenticeship program in Tampa, FL specializing in tile and brick laying and is currently a BAC apprentice.

Hilda Solis was elected to the Los Angeles County Board of Supervisors in June, 2014, enabling her to get back to her home town after a long career in Sacramento and Washington, D.C. As the first Latina in the U.S. Cabinet, Solis served as the 25th U.S. Secretary of Labor from 2009 to 2013, as part of the administration of President Barack Obama. In this position, she focused on workplace safety issues and on strengthening compliance with wage and hour laws.

Solis' elected career started with the Rio Hondo Community College Board of Trustees in 1985. She was elected to the California State Assembly in 1992, and became the first Latino woman elected to the California State Senate in 1994. She served in the US House of Representatives from 2001 to 2009, representing East Los Angeles and the San Gabriel Valley.

A recognized leader on clean energy jobs, Solis authored the Green Jobs Act which provided funding for "green" collar job training for veterans, displaced workers and at risk youth.

Special Performances

My Walk Has Never Been Average

Original play written by: Roberta Hunte & Bonnie Ratner

Directed by: Bonnie Ratner

We are thrilled to bring this abridged version of *My Walk Has Never Been Average* to Women Building the Nation! This piece is adapted from a 60-minute presentation of the same name. *My Walk* shares the stories of 15 black tradeswomen who have been in various trades for from 6-30+ years. Using composite characters, we explore the magic, humor, activism, and humanity of these women who build America. We have performed for sold-out audiences at the Fertile Ground Festival, Portland State University, Self-Enhancement Inc., and for the Oregon Tradeswomen Leadership Institute at the Alberta Rose Theatre. To bring *My Walk* to your city, contact Roberta at rhsuzette@gmail.com



Roberta Hunte (Writer) is an Assistant Professor at PSU in Black Studies and Women, Gender, and Sexuality Studies. *My Walk* is derived from her research with black tradeswomen.



Bonnie Ratner (Writer, Director) is a writer, consultant, trainer, and facilitator. She is the Executive Director of the August Wilson Red Door Project. She is a professional writer with an extensive theatre arts background. She also writes professionally in the community development and public health fields.



Marilyn Keller (Chantrelle) is known for her riveting Jazz, Gospel, and Blues vocals. She also takes her voice to the dramatic stage. She wowed audiences as Ma Rainey in the Portland Playhouse Production of Ma Rainey's Black Bottom.



Jocelyn Seid (Zetticia) is a regular presence on the Portland stage. Some of her favorite roles were in Public House Theater's *To Kill a Mockingbird* as Calpurnia and Mr. Gilmer. She is a member of the Drammy Award Winning ensemble of The Brother Sister Plays at Portland Playhouse.

Chantel Lewis, Journeyman Inside Wireman, Electrical Inspector, City of San Francisco, IBEW Local 6, Instructor at the Local 6 JATC and at Tradeswomen, Inc.'s Power Pathways classes. More importantly, she has been singing for years, and just celebrated her 10-year anniversary with the award-winning choir Echoes of Praise.

Masters of Ceremony

Debra Chaplan is the Director of Special Programs for the State Building and Construction Trades Council and has coordinated the Women Building California conferences since their inception in 2002. She develops and oversees the SBCTC's grant-funded projects and produces the Council's videos. She's a member of Teamsters Local 853.

Patti Edwards Devlin is the Federation Liaison to the General President of LiUNA—the Laborers International Union. She chairs the NABTU's National Committee for Women in the Trades.

Carolyn Williams is the Director of Civic and Community Engagement for the International Brotherhood of Electrical Workers in Washington, D.C., where her duties include human and civil rights, retiree clubs, women's affairs, charitable fundraising, work and family programs and community services. She is an electrician and 30-year member of the IBEW.