



SIB Tips...

Issue 73, September 2023

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

With Construction Booming, SIBs Making a Difference!

With infrastructure funding expected to continue for years to come, UBC regional council recruitment efforts are at an all-time high. The two new staff members who are leading the union's efforts to promote belonging and inclusion, among women and all UBC members, have spent the months since their appointments earlier this year reaching out to regional affiliates and training centers to gather ideas and best practices, and to offer support for local efforts.

Sandra Rodriguez is Director of the Sisters in the Brotherhood Department, while Amber McCoy serves as Coordinator of Recruitment and Retention for the Carpenters International Training Fund (CITF).

The two kicked off an efficient and effective meeting for UBC members at a pair of all-sisters virtual meetings in late August, presented online to keep members informed of union activities and resources. The meetings, one held on Eastern time and the other on Pacific time to make it convenient for as many members as possible to attend, included more than 350 participants and were held in conjunction with the anniversary of the last UBC Sisters in the Brotherhood conference, which took place at the International Training Center in August 2022. Check out the one-year anniversary video here.

The recent virtual meetings were moderated by Hayley Alves of the Southwest Mountain States Regional Council (SWMSRCC) and included presentations by General Vice President Tom Flynn and a series of sisters who shared stories of opportunities they have seized, as well as an interactive member-to-member organizing training during a break-out session.

The meetings also featured a presentation by Jovan Johnson of the SWMSRCC, who outlined many examples of the work projects that will mean opportunities for UBC growth due to infrastructure funding.

“For our UBC members it means plenty of work opportunities with lots of work hours,” Johnson said. “And something else to think about when thinking about all this upcoming work is that some of it may require specific certifications, so make sure you have the ones you need and make sure they’re up to date. All this work is also a chance to help bring more people into good-paying, union jobs and to increase the percentage of women in the UBC,” Johnson said .

**Sign up for the UBC's
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Welcome to ISIB Committee!

Jovan Johnson was recently appointed as Western District representative on the International Sisters in the Brotherhood (ISIB) Committee. A 20-year UBC member and general carpenter, Jovan serves as a council representative for the Southwest Mountain States Regional Council of Carpenters in Las Vegas.

“I’m really hoping to accomplish higher retention rates by helping sisters and siblings identify their individual paths to attainable success,” Jovan said. “I believe once they identify it, they’re more likely to stay in to accomplish that goal.”

Congratulations, Jovan!



Jovan Johnson

Regional Updates

Canadian District

Atlantic Canada Regional Council

SIB committee members across the regional council have completed three workshops on diversity, inclusion and leadership offered by the Women in Resources Development Corporation.

New Brunswick sisters held a curling social event to raise awareness of mental health, in

partnership with New Brunswick Building Trades Unions. That province’s SIB committee also partnered with New Boots to speak at a Trades and Technology event hosted by Postsecondary Education, Training and Labour (PETL) and the Women's Equity Branch. Eighty female high school students attended.

Newfoundland sisters partnered with Skills Canada for their annual Try a Trade event. They spoke with 35 junior high students and helped guide tours.

Carpenters’ Regional Council

In Alberta, a UBC sister attended multiple career fairs, including Young Women in the Trades and Tech (YWITT) and Ukrainian jobs fairs.

In British Columbia, Stephanie Leonard, Carol Cruz, Barbara James and Kristine Byers joined over 75 members of the Regional Representatives Program in attending the first Leaders in Trades Training Conference (LITTCO23), hosted by the BC Centre for Women in the Trades in Richmond. Barbara James delivered the opening statement and later brought the crowd to tears with the story of her journey to attaining her Carpentry Red Seal. The training included several workshops and speakers included Hilary Peach, author of the new book, "Thick Skin—Field Notes from a Sister in the Brotherhood." The conference was a great networking opportunity for sisters. To enroll in the fully funded Regional Representative Program, learn more and register [HERE](#).



Millwright Regional Council

The regional council was a Platinum Sponsor at the Skills Ontario competition this year. Sisters Heather Ferguson, Sarah Israel and Rita Moore helped staff the booth, demonstrating virtual MIG welding and pneumatics projects. Visiting were young people interested in the trades, groups interested in partnerships and instructors.



At the York Regional School Board's "Fast Track" career fair, Sister Sarah Israel was a guest speaker on the apprenticeship panel and Sister Rita Moore worked at the Local 2309 exhibit table. Approximately 300 people visited, ranging from high school students to their teachers and parents.



Local 1021 recently held an introductory millwrighting program aimed at women entering the trade. About a dozen women participated over the course of the program. George Brown College held a virtual information session for their millwright pre-apprentice class, where Sister Moore answered questions about next steps to joining the union.

Sisters from Locals 2736, 2309, 1916, 1592, 1425, 1460 and 1151 attended the Supporting Women in Trades conference in Winnipeg, Manitoba, this summer. Sessions covered inclusion, culture change, diversity best practices and 'Tools 4 Change.' Several events took place at the Canadian Museum of Human Rights.

Sister Keighly McKee from Local 1007 received one of the Canadian District's EDI (equity, diversity, and inclusion) awards for Mentee (apprentice level) at the National Apprentice Contest in St. John's, Newfoundland.

Several sisters participated in video productions for the council: Megan Johnston and Krystal Dobrohoczki from Saskatchewan, Kristie Latta from Manitoba, Tasha Graham from Alberta and Hayley McMillan from British Columbia.

Quebec Regional Council

Members of the council's women's committee took part in a Volunteer Day at Camp Papillon, a camp for young people with physical and/or intellectual disabilities. Tasks included maintenance, cleaning and repair of chalets.

The council's Executive Board and Delegates approved a recommendation by the Women's Committee to donate \$750 to CAVAS, which offers accompaniment and support to victims of sexual assault.

The Women's Committee has had a strong presence on social media, with posts about safety and health, union services, upcoming events, inclusion and diversity issues. To join this private group, [click here](#).

Eastern District

Eastern Atlantic States Regional Council

The Professional Women in Construction organization, New Jersey Chapter, recognized Cyndie Williams of Local 253, at the annual Women of Achievement ceremony. Congratulations!

Sister Gina Yiantselis of Philadelphia Local 158 graduated from the apprenticeship program and received the Agent of Change award. Gina went through the CARP Pre Apprentice program and started her apprenticeship in 2019. Congratulations!



Sisters in many council areas attended PRIDE parades in their local areas.



Sisters in New Jersey and Philadelphia had their first in-person SIB meeting since 2020. Participants appreciated seeing new and familiar faces together in the room.



New York City District Council

New York City sisters have been involved in political action, including meeting with U.S. Secretary of Commerce Gina Raimondo, who visited a meeting of Non-Traditional Employment for Women (NEW). Raimondo met with several graduates to discuss upcoming infrastructure work and funding for the WANTO grant—an important initiative that helps to support women in the trades and ensure that they have equal access to job opportunities.

Sister Dina Bell from Local 45 participated in the Golden Hammer contest and took second place for general carpentry. In addition, UBC sister Nora Vega was the tradeswoman honoree at this year's 45th Equity Luncheon hosted by Non-Traditional Employment for Women. Congratulations!

The council's training center is continuing to conduct weekly interviews for potential apprentices using a new general recruitment model, and women are applying. In addition, NEW is working with the in-house pre-apprentice program for a second collaboration. The last collaboration netted six of the eight women who applied.

The Sisters Committee's WhatsApp group chat is growing and engagement is increasing.

North Atlantic States Regional Council

In **New York State**, the Boards of Cooperative Educational Services' regional organization for several upstate areas hosted a Women in the Trades event with industry and community partners, as well as students. More than 50 attended the event, "Pathways to Empowering Women in the Trades." The NASRCC and the Sisters in the Brotherhood program were represented and involved in the conversation about efforts to recruit more women into the trades and discussions related to potential future efforts and initiatives within the local community.

Currently there are five SIB pre-apprentice training programs running simultaneously throughout the state. The participants graduated from the eight-week pre-apprenticeship in July and were indentured into their locals.

Midwestern District

Indiana-Kentucky-Ohio Regional Council

In **Greenwood, Indiana**, the council's Diversity and Inclusion Committee hosted a Women's Workshop. Members of community groups, politicians, friends and family of UBC members and anyone interested were able to learn how to use hand tools, install floating floors, repair drywall, hang shelves and install door hardware—as well as how to properly wear a harness and use a boom lift. Led by Annie Jewel and Jerome Standford, the event included political guest speakers and the host of the HGTV television show, Good Bones. Sisters staffed all the booths, including an informational SIB booth.

[Check out the video of the event!](#)

In **Youngstown, Ohio**, 171 people participated in this year's Girls in Construction camp, "Let's Build." The weeklong camp for ages 12 to 16 had campers build a 14-ft. wall, install drywall and siding, as well as flooring and roofing.

In **Cleveland, Ohio**, Locals 373 and 435 partnered with Regency Construction, a female-owned UBC contractor, to give a tour of the UBC training center and four jobsites for Girl

Scout campers, ages 10 to 12. The girls welded using VR headsets, built toolboxes and read tape measures.

North Central States Regional Council

In **Minnesota**, the Minneapolis Metro SIB Committee was an event sponsor for a home game of the Minnesota Vixen football team. The committee worked with a contractor and the regional Carpenters Training Institute to create hands-on events prior to the game and speak with potential members.

As part of Women In Construction Week, the National Association of Women In Construction (WIC), Southeast Chapter #346, hosted a panel discussion to focus on the challenges and successes of women's careers in construction. The panelist included four speakers, one of whom was Mandy Reese. "The highlight of WIC Week was sitting on the panel with other strong women I greatly respect, and it was an opportunity I am thankful to have shared with them," said Reese.

In **Omaha**, the regional council hosted a SIBs At the Lake event to bring sisters together for fellowship and fun.

Michigan Regional Council

The regional council sponsored five sisters to attend the University of Michigan's Center for Labor and Community Studies for a series of five development conferences centered on Young Workers, Pride, Latina workers and Leadership.

Seven members of the SIB Committee hosted a meeting of Women in the Skilled Trades (WIST) in Wayland.

SIB Committee members hosted a table at a Kalamazoo STEM event, attended by 600 young people. The committee also participated in a meeting of a Kalamazoo minority contractors' organization.

Mid-America Carpenters Regional Council

In **Chicago**, about 30 attended a SIB Committee meeting with guest speaker Butch Sikora, assistant safety director of the regional council. Sikora

spoke on how to address safety concerns and be aware of the process if a member sees an issue on the job. Topics included properly fitting PPE; what to do if you have an accident on the job and the importance of reporting it; what to do if you experience or see harassment on the job, and who you can contact; and how to locate a Business Representative if you are not working in your local area.

At another SIB Committee meeting attended by 25 members, guest speaker John Husnick, an instructor from the Elk Grove training facility, gave information on Roberts Rules of Order. Topics included what to expect in a local meeting; when is an appropriate time to speak in a meeting or address the members; what are the officer positions within the local; and the “What, When Where and How” regarding local elections.

SIB Committee members were invited by the regional council to meet Brandon Johnson, the new Mayor of Chicago. During the meeting, Mayor Johnson expressed a genuine desire to support and advocate for increased representation of women in the construction industry, both as skilled workers and business owners. It was an encouraging and promising encounter that has strengthened the committee’s commitment to fostering diversity and inclusivity within the construction field.



In **St. Louis**, sisters had an opportunity to show their trades to members of a young female engineers’ club, by demonstrating hands-on carpentry, millwright and flooring work.

A Central Missouri sister addressed prospective high school counselors at Lincoln University in Jefferson City. The presenter encouraged the counselors to be aware of the value of union apprenticeship as a viable learn-as-you-go alternative to college for many students.

MACRC Steering Committee member Cindy Frank attended the Equal Rights Advocates’ (ERA) Gala in San Francisco. Cindy actively contributes to the ERA’s National Taskforce on Tradeswomen Issues (TWTF), advocating for policies that foster retention, equity and diversity.



In **Kansas City**, sisters teamed up with (NAWIC) Sisters during the Magic Camp to showcase various trades to high school girls. Sisters demonstrated framing, building forms, welding, drilling with millwrights, ceramic tile work and scissor lift.



Southern District

Central South Carpenters Regional Council

Ten sisters attended the first session of the council's Recruitment and Retention Training in Metairie, Louisiana, at the Carpenters training center. The training focused on recruiting Gen Z members and other generations. The sisters wrote their own stories to tell the class how they heard about the union, why they joined and what has kept them in the UBC. The course also included facts about Gen Z and sisters brainstormed recruitment strategies. In the popular "brick wall" activity, sisters named an obstacle they face on the job and in recruiting Union members, and wrote it on a brick. Each obstacle made the brick wall bigger and harder to overcome. Next, the sisters wrote of ways to get over the wall and attached these on a ladder, which symbolized how, if we all work together, obstacles can be overcome, one step at a time. The personal setting of a smaller group encouraged sisters who are normally reserved to speak out.

Southeastern Carpenters Regional Council

In **Charlotte, North Carolina**, a Local 312 sister volunteered at the council's training center booth at the "Momma I Don't Want to Go to College" job fair.



In **Memphis, Tennessee**, a Local 345 sister participated in the Shelby County District Attorney's Tax Fraud Days of Action press conference, where the DA announced he will partner with the local union to fight misclassification.

In **Savannah, Georgia**, five Local 256 sisters participated in U.S. Senator Raphael Warnock's tour of training facilities.

Western District

Hawaii Regional Council of Carpenters

At a council meeting, Professor Leslie Lopez from the University of Hawaii Center for Labor Education and Research spoke on Building an Inclusive Environment: the challenges women face in a male-dominated profession and microaggression. Dr. Lopez returned in August to speak on Political Media and Labor.

The council held its first Mentor Leadership Conference, where eight sisters participated with 53 other journey-level mentors in a full day of breakout sessions. Topics included Mentor Duties & Responsibilities, Recruitment & Retention, Training Programs & Pre-Apprenticeship, and Communication & Coaching Skills. The keynote speaker was University of Hawaii Football Head Coach Timmy Chang, who spoke about the importance of understanding your "players" so you can better mentor them. The council's mentors will each be assigned three to five 40-percent apprentices and will mentor them for one year. The goal is to retain quality apprentices who will eventually become skilled journey-level workers.

Northern California Carpenters Regional Council

The council's local FOCUS Committees have been holding meetings in several local areas focused on topics including Hustling Work, Lathing Tricks of the Trade, Mental Health Awareness, Harassment Training and Union Resources.

The council's All-Women Pre-Apprenticeship Cohort held graduation for 11 participants, and most are now working in carpentry and drywall.



Sisters in numerous local unions in Southern California, as well as Arizona, Nevada, Colorado, New Mexico, Oregon and Washington have participated in events including:

- Outreach booths at high schools, trade expos, festivals and community career fairs;
- Training center open house events;
- Hiring combines;
- Phone banking female applicants who hadn't yet joined the union;
- Political action events including candidate interviews and support events, phonebanking and canvassing;
- City Council and state legislative meetings;
- Meetings with coalition partners including Jobs With Justice in Denver, Portland Youth Builders, and Oregon Tradeswomen;
- Charity efforts including the Women's Housing Coalition in New Mexico, Habitat for Humanities in Arizona and the Long Beach, Calif., Community Beautification Day.

Five members participated in the Under Construction Girl Scouts build event. The members helped Girl Scouts build a staff cabin at the event.



Southwest Mountain States Regional Council of Carpenters

SIB committees and locals throughout the regional council have been promoting mental health awareness through the council's Brotherhood Outreach for Strength and Support (BOSS) campaign.



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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 are documents on the Resources page on 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 855/439-1990 (USA) for UBC info

Text UBC to 877/705-2267 (Canada) for UBC info

AND

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

Text SIB to 855/439-1990 (USA) for Sisters info

Text SIB to 877/705-2267 (Canada) for Sisters info

www.facebook.com/UBCSisters

is the official Facebook page of the UBC International Sisters in the Brotherhood

For a more detailed look at SIB achievements visit:

Regional Committee Updates for pictures and stories.

<https://www.carpenters.org/regional-committee-updates/>

Resources for SIB Committees for documents and materials.

<https://www.carpenters.org/regional-committee-resources/>

Newsletter Archives for more details about SIB Committee achievements

<https://www.carpenters.org/Sisters-brotherhood-tips-newsletter/>