



## Region 4 - NAWIC's Core! News & Information

September 1, 2007

Core Purpose: To enhance the success of women in the construction industry

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### Greetings from your Director!

Convention time is an exciting time. NAWIC members have the opportunity to hear dynamic speakers, participate in construction industry seminars and get in-depth information about chapter committees. For those able to attend, please don't keep all your newfound knowledge to yourself. Take information back to your business, employer, co-workers, and fellow chapter members!

Have you checked out the new NAWIC website? ([www.nawic.org](http://www.nawic.org)) One login, great search options in the edirectory, and a classy updated look. Kudos to the national office staff.

Don't forget to renew your membership. The process is quite simple when you login to the website and go to the member center. Click pay dues - dues renewal. Be sure to update your contact information while you are there, and fill in the blanks.

*Christine*

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### Chapter News

**AKRON** – Members headed to Cleveland and the great north coast as it is know around their part of the country, Lake Erie to the rest of us, for a ride on the Good Time III. The social evening made for plenty of networking and camaraderie.

**BLUEGRASS** – Guests almost outnumbered members during this chapter's recruiting event. Prospective members learned about NAWIC and the chapter by participating in an 'Identity' challenge.

**BOWLING GREEN – SOUTH CENTRAL KENTUCKY** – The hot topic around the country is LEED, Green and Sustainable building and also the topic of this chapter's monthly meeting.

**CINCINNATI** – Bobcat Enterprises provided the equipment and supervision and members volunteered as the operators as these women got to play in the dirt at their August meeting. There was also information about the Construction Challenge for high school teams and monetary support given to Rosie's Girls. This program is a three week summer day camp for 6<sup>th</sup> to 8<sup>th</sup> grade girls who receive hands-on instruction in skilled trades and expressive arts activities. Sue Millard and Janice Urbanik, CDS, CIT are working with the YWCA to bring this camp to Cincinnati. Impressive!

**CLEVELAND** – Chapter members enjoyed a successful golf outing as

## Mark your Calendar for Region 4 Events:

### National Convention

September 5-8, 2007  
Caribe Royale  
Orlando, Florida

### Annual Planning Conference

November 3, 2007  
The Galt House  
Louisville, Kentucky

### Forum 2008

April 11 – 13, 2008  
Marriott Renaissance  
Center  
Detroit, Michigan

their annual fundraising effort. They also revisited the Cleveland Institute of Music which they had toured a year ago when the project began.

**DAYTON** – Members met to work on their fundraising project which they will be selling at convention and also discussed future speakers for their upcoming year.

**DETROIT** – The Michigan chapters all traveled to Lansing for a state wide joint meeting. See more below.

**EVANSVILLE** – Mr. Rick Heldt presented 'Computer Banking Business' to members and was recognized as their supporter of the year.

**FORT WAYNE** – This summer has been a busy one with a picnic, white elephant sale for the scholarship fund, and assembling tool boxes for Camp Whatcha Wanna Do.

**GRAND RAPIDS** – Members took a road trip to Lansing for the joint Michigan chapters meeting. Vern Messler, project manager for the Calhoun County Historic Bridge Park, gave an informative presentation about the restoration of metal truss bridges. The chapter's annual golf / glow golf tournament was another huge success this year raising over \$4,500 in scholarship funding!

**INDIANAPOLIS** – A joint meeting was held with CFMA and they heard from Susan Williams, President of Indiana Sports Corporation. The Indy women also held a golf outing and are participating in Home-A-Rama.

**KALAMAZOO/BATTLE CREEK** – It was a road trip for this Michigan chapter too as they traveled to Lansing. Read more on this story below.

**LANSING** – The women in this chapter hosted the joint Michigan chapters meeting and were joined by members from Detroit, Kalamazoo/Battle Creek, Grand Rapids and Region 4 Director Christine Parsons, CDS, CIT. Along with the presentation by Vern Messler about the Historic Bridge Park, attendees learned about Tomboy Tools and enjoyed a business card exchange. Great networking!

**LIMA OHIO AREA** – The Allen East PreK-12 school facility was recently completed in Harrod, Ohio and was the site tour for chapter members. President Baxter also announced two corporate sponsors had come forward to help the chapter purchase Lego's for their Block-Kids inventory.

**LOUISVILLE** – Jared Stephenson, Preferred Roofing Systems, presented 'Cool & Green Roofing Systems' at this chapter's meeting.

**NORTHWEST INDIANA** – Chapter members heard from Gary Overmeyer with Rebuilding Together. The Rebuilding Together project involves upgrading the residences for the elderly, disabled or needy in the Valparaiso, Indiana area through contributions and volunteer efforts.

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## Annual Planning Conference

The Louisville Chapter is gearing up and ready to present an awesome Region 4 meeting. Watch for more information and registration forms coming soon to your email box and on the regional website ([www.nawic4.org](http://www.nawic4.org)).

Saturday, November 3 will be packed with information including a

## Region 4 Websites

NEW! REGION 4 WEBSITE!!

[www.nawic4.org](http://www.nawic4.org)

Bluegrass

[www.bgnawic.org](http://www.bgnawic.org)

Cincinnati

[www.nawiccincinnati.org](http://www.nawiccincinnati.org)

Cleveland

[www.nawiccleland.org](http://www.nawiccleland.org)

Detroit

[www.nawicdetroit.com](http://www.nawicdetroit.com)

Fort Wayne

[www.nawicfortwayne.org](http://www.nawicfortwayne.org)

Grand Rapids

[www.nawic194.org](http://www.nawic194.org)

Kalamazoo/Battle Creek

[www.nawickzoobc.com](http://www.nawickzoobc.com) **NEW!**

Lansing

[www.nawiclansing.org](http://www.nawiclansing.org)

Lorain County

[www.nawic.netfirms.com](http://www.nawic.netfirms.com)

Toledo

[www.nawictoledo.org](http://www.nawictoledo.org)

[Professional Education](#)

**Success –  
You hold the key!**

presentation from the Survive Institute (Self Defense) and a mock mediation/arbitration session. Seminars will include Conflict Resolution, Going Green at Home, PR & Marketing, Board of Directors Responsibilities and more. Of course, we'll have time to catch up with each other at the NAWIC networking and chapter sales on Friday evening. Mark your calendars!

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## Safety News

Traci Hardin, CIT

### Worker Conduct and Disciplinary Policy

Workers should keep in mind that when on-duty they represent their companies to the public and should strive to preserve their companies' reputation. Employees who engage in unprofessional or criminal conduct or other serious misconduct while on-duty should be subject to disciplinary action by their Employer, up to and including removal from the jobsite and/or termination. Especially when such conduct is determined by management to be harmful to their corporate image or inconsistent with expectations of safety policies, OSHA standards, or Owner requirements.

Employers should expect all workers to follow rules of conduct that will protect the interests and safety of all employees and their organizations. The following are some examples of infractions of rules of conduct that should result in disciplinary action, up to and including removal from the project site and/or termination of employment by their Employer. *(Note: This list is not all-inclusive.)*

1. Insubordination/disrespect to customers, vendors or fellow employees.
2. Participating in illegal activities, including harassment, intimidation, discrimination or retaliation.
3. Firearms in the work place.
4. Fighting – horseplay.
5. Violation of Company safety rules, OSHA, and/or creating or failing to report safety hazards.
6. Failure to use protective equipment as the job requires.
7. Concealing defective work.
8. Unauthorized use or possession of property of the company, customers or vendors.
9. Falsifying company records or providing false or misleading information to the company.
10. Failure to fully and truthfully cooperate in any company investigation
11. Unauthorized disclosure of company and/or client information.

Employers should review reprimands with the employee. It is also good business practice to document these reprimands in writing, especially if a termination is going to occur. Employers should keep in mind that one reprimand might be grounds for immediate termination.

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## Welcome New Members!

### **Bowling Green – South Central Kentucky**

Becky Ledbetter, Ledbetter Development, Inc.

### **Cincinnati**

Michele Candy, Business Management Services

### **Indianapolis**

Susan Brutus, Best Cabinets, Inc.

Sandy Newcomer, Newcomer Building Supplies

### **Northwest Indiana**

Jessica Vargas, Geromett & Kinel Architects

## Contact Information

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### NAWIC President

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## NAWIC Core Values

**Believe** in ourselves

**Persevere** with the strength  
of our convictions

**Dare** to move into new  
horizons

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## Congratulations and Thanks

As our NAWIC year comes to a close it's time to recognize the leaders in our region that have dedicated themselves to your chapters. Congratulations ladies, for a job well done!

### 2006-2007 Region 4 Chapter Presidents:

Akron - Mardi Gauer, CIT  
Bluegrass - Kim Hellmueller  
Bowling Green – South Central Kentucky - Kim Hansen  
Cincinnati - Susan Frasier  
Cleveland - Debbie Mazzola, CIT  
Columbus - Suellen Cadle  
Dayton - Rhonda Rhoades  
Detroit - Mickey Marshall, CIT  
Evansville - Kim Ortiz  
Fort Wayne - Diana Miller  
Grand Rapids - Betty Veldhouse, CIT  
Indianapolis - Bobbie Van Howe  
Kalamazoo/Battle Creek - Shannon Sauer-Becker, CDS, CIT  
Lansing - Karen Schulert  
Lima - Wendy Baxter, CIT  
Lorain County - Vickie Schaffer  
Louisville - Sherry Blakey  
Northwest Indiana - Carol Cardetti-Berger  
South Bend/Mishawaka - Jane Shimp  
Terre Haute - Amy Land, CIT  
Toledo - Carla Klatt

Many thanks also to the regional committee leaders that volunteered to serve our members during the past year. What a team!

### 2006-2007 Region 4 Committee Representatives:

Construction Industry - Tammy Sweeris, CCA, CDS, CIT  
Mentoring - Suellen Cadle  
Membership - Vickie Owens and Wendy Baxter, CIT  
Newsletter - Sheri Lybarger  
Professional Education - Jan Sullivan, CCA, CDS, CIT  
PR/Marketing - Rachel Moviel  
Safety - Traci Hardin, CIT  
Website - Debbie Gregoire, CIT  
WIC Week - Kim Parks and Candy Riley, CIT  
NEF Liaison - Melanie Myers  
Block Kids - Beth Robison  
CAD/Design/Drafting - Stephanie Branham

**NAWIC Builds – education. career. future – Build your life with NAWIC**