



SIB Tips...

Issue 69, November 2021

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

Building Leadership and Solidarity

UBC SIB Committees continue the work of recruitment, leadership development, political action and community involvement—helping to grow the ranks of women in the union and reach the union's goal of 70 percent market share.

Several SIB committees have been formed or revived in recent months; thank you for your hard work to build the UBC and promote our Sisters in the Brotherhood efforts!

The International Sisters in the Brotherhood Committee (ISIB) continues to meet virtually, due to the COVID-19 pandemic.

Though the NABTU Tradeswomen Build Bridges conference was cancelled this year, the ISIB hosted nearly 300 UBC members at a spirited virtual caucus event on October 1. The event was hosted by ISIB Committee members Sinade Wadsworth of the New York City District Council of Carpenters, Rebecca MacDonald of the Ontario Carpenters District Council and Shanta Prude of the Central South Carpenters Regional Council.

Seven UBC women members made presentations, telling their personal stories and encouraging participants to continue building their careers in construction—and to get involved in the union.

Presenting their stories were:

- Krystal Green, North Atlantic States Regional Council of Carpenters
- Barbara James, British Columbia Regional Council of Carpenters
- Desi Wright, Pacific Northwest Regional Council of Carpenters
- Tammy Tatum, Southeast Regional Council of Carpenters
- Katie LaPlant, North Central States Regional Council of Carpenters
- Emberly Valgardson, Hawaii Carpenters Regional Council
- Joey Hildreth, Southern States Millwright Regional Council

General Secretary-Treasurer Tom Flynn reported at the event that some 300 UBC sisters are now serving in more than 400 elected positions within the union at the local and regional level.

Flynn also announced that a UBC Sisters in the Brotherhood conference will be held at the International Training Center in Las Vegas in August 2022.



Watch all of the sisters' presentations at: <https://www.youtube.com/channel/UCZpK8e0lzf-ysB3WaWzGLtw>

The ISIB's newest committee members are:

Shanta Prude, Southern District

A 10-year member of Local 3094 in Florien, Louisiana, Shanta worked in a plywood mill before being named as Council Representative for the Central South Regional Council of Carpenters last March. She is assigned to represent workers at shops in Louisiana, Mississippi and Arkansas. Shanta has been meeting with SIB members during her shop visits and convening virtual meetings for all Sisters throughout the council.

Sinade Wadsworth, Eastern District

A native of the Bronx, New York, Sinade joined UBC Local 157 through a pre-apprenticeship program in 2012. She became a general carpenter, with an emphasis on interior systems and finish carpentry. Sinade was named a representative of the New York City District Council of Carpenters three years ago and is assigned as an organizer, educating workers about issues including misclassification and tax fraud. Sinade stays in touch with SIB members throughout the Eastern District to share information and empowerment strategies.

Rebecca McDonald, Canadian District

Rebecca is a native of Ottawa and grew up around the concrete industry due to a family business. She began working as a laborer in commercial formwork in 2011 and joined UBC Local 93, Ottawa, in 2013. In 2019 Rebecca was hired by her local as an outreach specialist and assistant training director. In her work visiting high schools and other recruitment events, Rebecca educates potential members about the apprenticeship pathway—and is excited to have the opportunity to make real change.

Thank you, ladies, for your leadership!

In Solidarity,
International Sisters in the Brotherhood
Committee

Regional Updates

Canadian District

Chairs of the district's SIB committees attended a nationwide virtual SIB Chair Connect meeting in May.

Atlantic Canada Regional Council

- The first meeting of a new ACRC SIB Committee Chairs group was held in the Spring, with the goal of reactivating SIB committees in the regional council. The ACRC SIB Committee Chair is Cassandra Whalen. The group held a logo design contest and is developing a new mission statement.

- In Newfoundland, SIB committee members partnered with the Office to Advance Women Apprentices and with Skills Canada to speak with Grade 8 students and make trade teaser video calls. In July, the committee participated in the First ACRC Pride event. In August, the committee participated in the Orientation to Trades and Technology program with Women in Resources and Development Canada. The committee is concentrating on mentorship by seeking partnerships with women in trades groups and developing a recognition program.

British Columbia Regional Council

- Sister Kristine Byers completed the Level 1 and 2 certificate for the Canada Inclu-

sion (CCDI) program provided through the Greater Vancouver Board of Trade.

- For National Indigenous Peoples Day, several Indigenous sisters provided personal stories for a social media post.

- Three sisters were elected to the Local 1907 Executive Board: Recording Secretary Heather Chislett, Financial Secretary Kristine Byers and Trustee Barbara James. Byers and James were also elected as regional council delegates.

- Sisters Byers organized and instructed for a tour of women from the YMCA's Level Up program.

- Sister James was selected as an assistant instructor for the Building a Greener Future Together program in collaboration with the Aboriginal Housing Management Association, Indigenous Innovation Initiative, and Women and Gender Equality Canada.



"Just when I thought I'd never find anything I truly loved, a friend of mine took me under his wing and taught me many things about this trade. I was then directed towards the carpenters union. Being a woman, I was a bit intimidated to even apply. With a few good supportive friends I took the first step and began the journey towards a better life, and a better future. I couldn't be happier to be part of such a huge family."

- Lindsay from Ontario

Carpenters District Council of Ontario

- CDCO SIB members have been taking several courses through the Ontario Building and Construction Tradeswomen organization. Courses include Public Speaking and Presentation Skills, Social Media and Media Skills and Mental Health First Aid.

- In May, Christina Carr became the first female steward for Local 2486. She became a journeyperson in November 2020.

- Toronto Local 27 sisters Mulisus Joe and Reona Kimura are members of the CDCO Provincial Equity Committee.

- Local 27 sisters Nicole Runnalls and Rokhaya Gueye, and Local 93 member Rebecca McDonald discussed their journeys into the trades at a virtual roundtable discussion with Federal Minister of Labour Filomena Tassi.

- Sisters Mulisus Joe and Rokhaya Gueye, Local 27, took part in Afropolitan's Level Up Program in July.

- The CDCO Sisters Committee sponsored three virtual sessions in August and September for sisters to discuss mentorship, field leadership, jobsite culture and conflict resolution.

- Sister Rebecca McDonald participated in the Ontario Building and Construction Tradeswomen (BCT) general meeting, discussing upcoming general agreements.

- Sister Angela Norman of Local 27 was featured on BCT's Working Tradeswomen Wednesday on Instagram.

Millwright Regional Council of Ontario (Local 2309)

- The first meeting of the MRCO SIB Committee was held on March 11, including planning for recruitment and other council initiatives.

- Several Sisters signed up to participate in the council's video productions for Tax Fraud Days of Action.

- Sister Heather Ferguson is investigating a mentoring program for women in non-traditional jobs, at the Canadian Prosperity Project campaign.

- SIB Committee members Jamilyn Tin-

Western District

dale and Heather Ferguson were the main presenters at a six-week pilot pre-apprenticeship program at Bruce Power, aimed at Indigenous students. The program is using the Carpenters International Training Fund's Career Connections format. All who participated became members of Local 1592.

- SIB members, including Sister Veronica Amodeo, have been speaking to student groups at George Brown College about their experiences working in the millwright trade. The Committee created videos aimed at recruitment and retention, for use on social media.



Prairie Arctic Regional Council

- Manitoba Local 343 Sister Leah Peters represented the UBC on a virtual panel hosted by Manitoba Women in Trades in a session themed “Her Story.”

- Local 1985 Sister Shylah Nokusis spoke at a webinar on Empowering Women in Skilled Trade and Technologies, hosted by Skills Canada Saskatchewan, partnered by Saskatchewan Polytechnic.

Quebec Regional Council

The new QRC SIB Committee began meeting in June and has developed plans to visit schools, offer a support service to help integration on construction sites, train committee members on harassment at work by the organization, Action Travail des Femmes.

Awesome Canadian District!

Northern California Regional Council

- Sister Katie Estupinan, an apprentice member of Local 751, was featured in the North Bay Biz magazine as well as in the council's monthly magazine.

- SIB committee members participated with Rebuilding Together in an effort to help rehabilitate housing for formerly incarcerated women.

Southwest Regional Council

The committee is working on its Sisters Vision 2022 plan, which will fine-tune the committee's current structure. The Southwest SIB Steering Committee meets twice monthly to discuss retention, outreach and monthly meetings. Members are Brenda Ward, Shannon McTeague, Autumn Brow, Melinda Melendez, Kimberly Robinson, Melissa Spinelli and Jovan Johnson.

(Arizona)

- The Southwest Regional Council Sisters Committee sponsored Carpenters Union Participation Program (CUPP) event at the City of Goodyear zoning meeting. At issue is a piece of state-owned agricultural land that is being rezoned industrial. The bidder is a microchip plant. Carpenters would be involved in the build and jobs would be available once the site opens.

- The growing Arizona SIB Committee has sponsored two Carpenters Union Participation Program (CUPP) events, including Retention Phone Banking and CUPP Outreach.

- In June the Committee held an in-person SIB general meeting for the first time in over a year.

Eastern District:

· SIB Co-Chair Blasa Tena made history by becoming the first woman regional council delegate representing Local 1912.

· Co-Chair Ellen Williams represented Local 1912 at the council's news conference announcing its endorsement of Katie Hobbs for governor.

(Southern California)

· Meets over Zoom the second Monday of the month. In February and March attendance grew to more than 70 attendees at each meeting. Recent meetings included discussion of mental health and the roll-out of the council's Carpenter ComPsych program, and, in honor of International Women's Day, the history of women labor leaders.

Pacific Northwest Regional Council (North Puget Sound area)

· Continued with its popular SIB virtual meetings for Washington State Sisters, held on the fourth Thursday of every month. About 40 Sisters attended the February meeting.

· Kristine Cole presented Part 3 of her series, The Four Factors of Success at the committee's March meeting.

Excellent Western District!



Eastern Atlantic States Regional Council

Tori Shriver was named Political Director of the council. In addition, Katie Atkinson of Local 255 was appointed as a part-time instructor for pre-apprenticeship carpentry training.

Eastern Millwrights Regional Council

Mikayla Bradford has been appointed as the chair of the council's newly formed Women's Committee.

New York City District Council

· The SIB Committee has created a first-ever executive board and is applying for non-profit tax-exempt status in order to raise funds and apply for grants. E-Board members are President Jodie Ann Beatty, Vice President Denise Echevarria, Treasurer Erica Olsen, Recording Secretary Taji Riley and Trustees Emily Huffman and Candice Hewitt.

· The committee has launched a new mentoring program and is creating a construction internship program to increase participation among women, minorities and residents of low-income neighborhoods.

· Candice Hewitt is the committee's liaison to Non-traditional Employment for Women (NEW).

· Taji Riley discussed her construction career with students at Bold Charter School.

· The committee made more than 400 calls in advance of its September virtual meeting and 50 of the 100 members who registered for the meeting attended.

· The committee is hosting a SIB logo design contest for use on t-shirts and stickers.

- SIB members are participating in SIB Candidate Q&A with candidates for District Council office in the Nov. 1 election.

- SIB members took part in the council's annual charity softball picnic—this year the SIBs provided a popular dessert table at the event and raised more than \$700 for a sister in need.

- Taji Riley worked with the nonprofit Rocking the Boat at a rowing event for youth in the South Bronx.



North Atlantic States Regional Council (Boston Area)

- Efforts to organize and recruit women into the UBC and the trades are featured in a chapter in a recently published book, *Organizing for Power: Building a 21st Century Labor Movement in Boston*. (Haymarket Press). NASRCC SIB Committee member and Organizer Liz Skidmore authored the chapter, which includes discussion of how the NASRCC tripled the number of women in apprenticeships in Massachusetts since 2012.

Congratulations, Liz, and all the SIB members who have helped build the union in Boston!

- Boston SIBs were instrumental in forming Care That Works, a pilot program to provide childcare to workers in need of care at non-standard hours. The seven drop-off locations open at 5 a.m. A UBC apprentice's nine-month-old daughter was recently among the first to enroll in the program.

- SIB Committee member Nicole Grodner was featured in a four-page spread on diversity and inclusion, including the SIB pre-apprentice program, published in the quarterly contractors' association publication, *On The Level*.

(Central/Western Massachusetts)

- The SIB Committee holds regular meetings for SIB members; in September the meeting was in-person as well as online. Sisters can join meetings either in-person in Springfield or Worcester, or from home.

- Numerous recruitment and outreach efforts include establishing a database of vocational high school contacts, as well as career fairs, diversity outreach events among end-users and outreach with colleges and local governments.

- In September SIB Committee efforts led to three union contractors being added to the bid list for a \$35 million project at Springfield College—and the job was awarded to one of the union bidders.

- The committee rotates responsibility for facilitating and chairing SIB meetings. Recent chairs have included Marilyn Rosa, Tyeka Robinson, Michelle Arnhold, Taylor Landry and Alysa Craig.

- The committee helped to organize a Western Mass Tradeswomen barbecue in June, attended by 30 tradeswomen and their families.

Southern District:

(Northeastern Massachusetts)

- The Committee meets the third Monday of the month at 5:00 p.m.
- The UBC apprenticeship program partners with Minuteman Vocational-Technical High School in Build It!, a pre-apprenticeship program. Four recent graduates of the program are now members of Local 339. Six women have been brought into the local this year.
- SIB members hosted a diaper drive to donate to Neighbors in Need, in Lawrence, Mass. Sisters Angela Lormeus, Angelita Velez, Faith Tajada and Regional Manager Kevin Kelly helped deliver the donation.

(Northern New England)

- Regional Manager Kim Hokanson was joined by members of Locals 349 and 352 at the reelection kickoff event for Mayor Joyce Craig, the first female mayor of Manchester, NH. She is the daughter of union members and has met with Sister Hokanson about union and SIB issues.
- Locals 349 and 352 and the SIB committee hosted a diaper drive for the Amoskeag Health-Manchester Diaper Pantry.
- In Vermont, SIB members partners with Vermont Works for Women on a pre-apprenticeship Trailblazers class, which recently graduated a cohort of participants.

Outstanding Eastern District!

Central South Regional Council

SIB members in various industrial shops have been assembling New Hire packets for the regional council's local unions. The packets contain union applications, dues deduction forms, hand sanitizer, disposable masks and union publications.

Bravo Southern District!

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/>



Your International SIB Committee

Canadian District:

Rebecca McDonald, rmcdonald@thecarpentersunion.ca

Eastern District:

Sinade Wadsworth, swadsworth@nycdistrictcouncil.org

Midwest District:

Barb Pecks, bpecks@ncsrcc.org

Southern District:

Shanta Prude, sprude@cscouncil.net

Western District:

Amber McCoy, AmberMcCoy@PNCI.org

Keep These Items In Mind

Have a tip?

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

Looking to Start a Committee?

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

Don't Forget: Get in the Loop!

Join the UBC's texting program!

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

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

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

AND

Get news and information 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