



SIB Tips...

Issue 70, May 2022

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

SIB Conference Plans Taking Shape!

August 4 – 7, 2022 are the dates for the UBC Sisters in the Brotherhood conference, which will be held at the International Training Center in Las Vegas. Spots for the event are limited and are being allocated to each regional council based on the number of women members within the council.

The members of the International Sisters in the Brotherhood (ISIB) committee and a group of about a dozen other leaders have been planning the agenda, which will include guest speakers, opportunities to network and time spent building skills in workshops.

Virtual Caucus Brings SIB leaders Together

General Secretary-Treasurer Flynn and the International Sisters in the Brotherhood committee hosted a virtual caucus of SIB committee chairs and regional council point persons on February 2. Two identical meetings were held to accommodate work and personal schedules for participants in different time zones.

The agenda included a discussion of the impact of infrastructure spending in the United States and Canada; advance planning for the upcoming SIB conference; **a presentation on diversity and inclusion by representatives of Turner Construction**; and breakout sessions for sharing of resources and ideas.

Thank you to all who participated!

Regional Updates

Canadian District

In November 2021 more than 150 members and staff participated in an exciting first-ever Canadian District SIB National Conference. The two-day virtual event came about at the request of District Vice President Jason Rowe and was themed Empower Change.

Several sisters from across Canada shared their

stories during panel discussions on Leadership, Activism and Union Empowerment. The first woman in the UBC to hold the position of executive secretary-treasurer, Deb Romero, shared strategies on recruitment practices from the Atlantic Canada Regional Council.

ISIB Canadian Representative Rebecca McDonald chaired the planning committee and hosted the conference. District Vice President Rowe delivered the opening address.

The planning committee was made up of Canadian regional council SIB chairs Kristine Byers (British Columbia),

Amanda Leggette (Prairie Arctic), Rita Moore (Ontario Millwrights), Annie Breton (Quebec), Cathy Baker (Alberta) and Cassandra Whalen (Atlantic Canada). Thanks also to the Canadian District communications team, led by Stacey Kerr.

Congratulations to all who took part in this historic event!

Alberta Regional Council

In February the council's SIB committee held its first meeting with a new chair, Emma Ash, where a good turnout of sisters gave input for a path forward that is fair, inclusive and goal oriented.

Atlantic Canada Regional Council

In Newfoundland, Sisters Cassandra Whalen and Della Ryan represented the ACRC SIB committee at the TradesNL booth at a Diversity and Inclusion conference hosted by the Newfoundland and Labrador Oil and Gas Industries Association. Cassandra was interviewed on VOCM radio's On Target program, on the importance of diversity in the workplace. In December, Cassandra met with a representative from the Women in Resource Development Corporation to plan future workshops. The SIB Committee sponsored five families through the Iris Kirby House (a place for abused and battered women) in a Christmas gift donation program.

British Columbia Regional Council

Sister Barbara James has been working with the British Columbia Institute of Technology (BCIT) to help develop and deliver courses in Indigenous communities. She visited Bella Coola, BC to teach Nuxalk carpenters the key principles of zero energy building. In January Barbara worked with BCIT, B Collective Homes, The Squamish Cheakamus Centre and the Aboriginal House Management Association to launch a pilot, Building a Greener Future Together. The course is designed for Indigenous womxn and members of the gender diverse community.

Congratulations to Sister Nicole Smythe, who singlehandedly raised almost \$5,000 for the Cops

for Cancer fundraiser.

Barbara James and Kristine Byers were elected as directors of BuildTogether BC. Along with Jelissa Torres, the two were also elected as officers of the BC Tradeswomen's society. And Sister James was selected as a North American delegate to the 2022 Tradeswomen Building Bridges event in London, England.

Carpenters District Council of Ontario

Sisters Rebecca McDonald and Desiree Emanuel serve on the Ontario Building and Construction Tradeswomen Leadership Committee.

Sister Kali Weaver created a simple form to document the physical demands of scaffold work on behalf of a young pregnant pre-apprentice in her local. The SIB committee is hoping to create a similar form that can be used council wide.

Sister McKenna Goodwin spoke at an online event with more than 12,000 students, educators and parents for the Ontario Youth Apprenticeship Program.

Local 1946 in London, Ont. has teamed up with the Building and Construction Trades Council of Ontario in Tomorrow's Trades, a program to create pathways and remove barriers for those underrepresented in the skilled trades. Six women completed the program and were brought into the local as apprentices.

Sister Rokhaya Gueye of Local 27 was featured in the council's Trade Talk magazine, where she shared the story of her pathway into construction work.

Many sisters have shared their stories as part of a labor-wide campaign to convince provincial officials to sign an agreement with the Government of Canada for \$10-per-day childcare. The high cost of childcare in Toronto, plus the disruption of COVID, has directly affected many Toronto sisters.

In February, Sister Rebecca McDonald, along with sisters from the Atlantic Canada Regional

Council, participated in the Creating a Respectful Workplace event hosted by Women in Resource Development.

Millwright Regional Council of Ontario

The MRCO has released several videos featuring Sisters speaking about working in the millwright trade:

<https://vimeo.com/645045363>

<https://vimeo.com/641736090>

<https://vimeo.com/639299484>

<https://vimeo.com/645046968>

Congratulations to Sister Rita Moore, who received her 30-year pin at an event hosted by Local 2309.

Sisters Keighly McKee, Jennifer Leyte and Rita Moore are working with the latest Introduction to Millwrighting program through Ontario Power Generation (OPG) to prepare a group of Indigenous workers for a career in the trade. OPG featured Keighly in a news story about the program.

Sister Sasha Wiltshire is the new SIB Chair for Local 1151.

Sisters Heather Ferguson and Rita Moore were interviewed by Andrew Krystal on his Sirius XM radio show about the advantages of being a woman in the skilled trades. Sisters Krista Grenier-Roy and Vindra Maharaj-Seegobin were also booked for the program.

Congratulations to Sister Heather Ferguson, who became the first-ever female business representative for Local 1410 on Feb. 1.

Sisters Madison Kimmerer and Virginia Holden were featured in videos about the Skilled Trades Expanding Opportunity Network, and program between Ontario Power Generation, Durham College and the MRCO:

<https://vimeo.com/655663529>

<https://vimeo.com/650049148>



The MRCO approved registration of all MRCO SIB Chairs to attend the Supporting Women in Trades meeting sponsored by the Canadian Apprenticeship Fund in Newfoundland in June.

Prairie Arctic Regional Council

The council is working with the Saskatchewan and Manitoba Offices to Advance Women Apprentices, as it is recruiting workers in both provinces.

Quebec Regional Council

The council's SIB committee is up and running and actively recruiting members. A private Facebook page has been created, and a letter was sent to all QRC sisters inviting participation.

The committee is developing trainings on harassment at work, adapted for all QRC employees; women QRC members; and council officers and delegates.

The committee is working to create a movement, called Ensemble, among male UBC members, urging them to take a stand if they witness inappropriate behaviour.

Bravo Canadian District!

Western District

Pacific Northwest Regional Council

In Portland, Oregon, the PDX Metro Sisters have been doing great things. The regional council continues to host hybrid in-person/virtual monthly dinner meetings to facilitate planning, coordinate budgets and check in on local efforts.

Locally, sisters have been very active in their communities. This includes building a new garden toolshed for Woodstock Elementary School, hosting a booth and marching in the Portland Pride Parade and organizing a journey-level vs. apprentice Sisters softball game. After every event, sisters report back to their local union meetings, which builds leadership opportunities, integrates the success of SIB efforts with local unions and adds value for both brothers and sisters.



Southwest Regional Council

The Sisters Leadership Council appointed a committee to take charge of creating a Vision Statement, based on input from every Leadership Council member.

The Leadership Council took suggestions to reformat the monthly meeting agenda and worked on a 2022 calendar.

The regional council's BOOTS (Bridging Outstanding Opportunities with Tradeswomen Skills) pre-apprenticeship program held an orientation session in December in advance of the start of a new class session in January. [You can read more about the BOOTS program here.](#)

Excellent Western District!

Eastern District

New York City District Council

The committee continues its outreach to NEW and Building Works to connect with incoming recruits to inform them of the SIB Committee, its

mentoring program and social media sites. The mentoring program has grown and holds regular meetings (online or in-person, COVID-permitting). The committee also sponsors resume writing workshops and organizing workshops.

Council Representatives Tamara Rivera and Sinade Wadsworth hosted a dinner celebrating the 18 women who recently graduated from apprenticeship from the council.

The committee hosted a SIB Q & A to give sisters an opportunity to voice concerns and ask questions of candidates running in the district council's January election.

The committee's holiday meeting in December was held online and included a slideshow of photos of sisters at events and news of volunteer opportunities. Each sister in attendance won a raffle prize, donated by members of the executive committee.

With a busy 2022 political season underway, the SIB committee encourages sisters to attend the council's RISE political action training sessions.

The committee scheduled a meeting with the NY Labor Commissioner, Roberta Reardon, to talk about implementing a harassment/complaint section for all apprentices through their on-the-job training logs.

The committee publishes a newsletter and rallies involvement among sisters through social media pages. Sisters are able to contribute workplace photos and stories through a shared dropbox folder.

Turner Construction has implemented free diversity, inclusion and equity training for all UBC apprentices and staff in New York City.

Congratulations to Local 926 Sister Kieli McKoy, who is starting her own company and recently was offered a seven-figure contract with DIRTT Environmental Solutions. Turner Construction executive Pat DeFilippo has been instrumental in helping Kieli.

North Atlantic States Regional Council

Congratulations to Sister Elizabeth Skidmore on her upcoming retirement. Liz has been an outstanding leader in the North Atlantic States Regional Council and a resource for sisters across the UBC. All the best, Sister!



(Boston)

The Build It! pre-apprenticeship program runs several classes per year, using the Career Connections curriculum. Students regularly participate in volunteer build projects.

SIB representatives spoke at city board meetings to successfully promote building union and a significant diversity commitment at the \$1 billion project at Mass General Hospital, in the center of Boston. In addition, SIB serves on advisory committees that monitor and guide several public projects in compliance with workforce goals. Overall, five projects have achieved over 7 percent female participation—more than double the national average.

SIB has strong partnerships with Mass. Girls in Trades (MAGIT) and other groups to promote a stronger pipeline to bring girls in vocational high schools into UBC apprenticeships. The council training fund is allowing vocational school student in schools using Career Connections to join the union and work with signatory contractors during their senior year.

The SIB Committee's non-profit, the Northeast Center for Tradeswomen's Equity, is merging with Building Pathways to consolidate efforts to build pathways for women looking to build a career in the trades.

Several UBC sisters have been participating in the SIB Speakers' Bureau, which helps sisters prepare to present about union career at outreach events.

The regional council training fund held an in-person graduation event and presented the first Amelia Phinney Scholarship Award, created by the family of council representative Amelia Phinney, who passed away at age 37 in 2020. Local 346 member Rebecca Orie was the first recipient. Also at the graduation, four of the achievement awards given to apprentices were given to sisters.

SIB members were heavily involved in the Boston mayoral and city council elections, participating in the weekly neighborhood captain program, phone banking and a first-ever SIB political event for a candidate, Ruthzee Loui-jeaune.

(Central/Western Massachusetts)

The SIB Committee participates in monthly compliance meetings at UMass Amherst and other public entities, which has helped exceed goals for female participation on construction sites.

Every other month the SIB Committee invites women from other trades to its monthly meetings; a recent meeting topic was pregnancy and child-care.

Sister Marilyn Rosa stepped up to assist Habitat for Humanity when they needed help installing drywall on a recent project. Marilyn coordinated with Habitat and lined up members to help.

(Northeastern Massachusetts)

SIB committee members participated in a Fall cleanup at Local 339 Sister Angie Risso's home in Newington, NH. Angi has been undergoing treatment for cancer and is not able to do much physical work on her home.

Awesome, Eastern District!

Midwestern District

Indiana/Kentucky/Ohio Regional Council

JoAlly Figuio, a Latina Sister and first-year apprentice with Local 413, is taking on organizing Latina carpenters. JoAlly was also one of three tradeswomen featured in a 30-minute documentary about women in trades by public television station WNIT. <https://www.wnit.org/women-in-leadership/building-trades.html>



The IKORCC SIB committee is forming a subcommittee of Sister Instructors, chaired by Janice Lawrence, working with Megan Pugel. The goal is to document issues that cause women apprentices to leave the trade.

Sister Michele Stallings of Cincinnati is working with SIB chairs in Louisville to help locals recruit and retain Sisters.

Mid-America Carpenters Regional Council

The Chicago Sisterhood of Carpenters held its monthly volunteer event in October in conjunction with Chicago Women in Trades (CWIT) for their Technical Opportunities Program (TOP). This volunteer opportunity is always mutually beneficial to be able to network with tradeswomen, share skills and work with peers.

The renamed Mid-America Sisterhood of Carpenters continues to meet monthly and is planning Resource and Information Webinars to take place after the monthly meetings, based on topics requested by SIB members.

North Central States Regional Council

The Minneapolis metro area SIB Committee is hosting its first in-person event since summer, 2021, and members are looking forward to getting together for axe throwing.

Both the Minneapolis and Pewaukee area steering committees met in February to plan events for the year.

Outstanding, Midwestern District!

Southern District

Central South Carpenters Regional Council

The regional council will host its first SIB conference June 24–25. Instructors from the UBC Dept. Of Education and Training will present interactive activities as well as an overview of programs available at the International Training Center.

Local 2345 SIBS in Emerson, Arkansas, participate in a food drive the fourth Tuesday of every month at Pine Hill CME church in nearby Haynesville, Louisiana.

SIB members of Local 2346 in Leola, Arkansas sponsor a community box in Malvern, with donated personal items, health and beauty products and canned food.

Stupendous, Southern District!

**SISTERS
IN THE
BROTHERHOOD**

Text "SIB"
to stay connected with
Sisters in the Brotherhood

 **855-439-1990**

 **877-705-2267**

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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/>