



# SIB Tips...

Issue 71, February 2023

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

## Finders – Keepers: Recruiting and Retaining Sisters is a Key Goal for 2023

Throughout the UBC, local Sisters in the Brotherhood committees have been building on the success of last year's "Seize the Opportunity" SIB conference and continuing the work of member finding (recruitment) and keeping (retention) new women members.

This is always a key goal; even more so this year. In the U.S., full implementation of the 2021 Bipartisan Infrastructure Law is under way, and infrastructure work remains strong north of the border due to the 2016 Investing in Canada plan.

With many years of well-paid union work ahead of us, now is the time to grow and strengthen the UBC for the future by reaching out to our families, neighbors and communities to attract and train new members. We have never had a better opportunity to reach the UBC's goal of 70 percent market share in all our crafts and locations.

In addition, volunteers from SIB committees in the United States were integral to regional council political action efforts during the 2022 midterm elections, with hundreds of UBC women members helping to elect worker-friendly candidates at the federal, state and local levels. Thank you for your dedication and leadership!

As a follow up to the successful 2022 UBC International Sisters in the Brotherhood conference, the International Sisters in the Brotherhood Committee (ISIB) is planning to hold a virtual meeting for all sisters this fall. Please keep an eye out for more information.



## Regional Updates

### Canadian District

We want to thank Rebecca McDonald for her service as the member of the International Sisters in the Brotherhood Committee (ISIB) representing the Canadian District. She has decided to step down from this role to spend more time with her family. Her time, talent and dedication was an inspiration and much appreciated. We will let you know

when a new chair for the Canadian District is appointed.

### Canadian Regional Council

In **Alberta**, 20 members took part in the council's SIBWER programs in Edmonton and Calgary, several attended the Trades Women Build Nations (TWBN) conference in Las Vegas and four council representatives participated in the train-the-trainer program for the Be More than a Bystander anti-harassment course. An Alberta sister took part in a roundtable forum with Canada Deputy Prime Minister Crystia Freeland. Three Alberta sisters participated in the councils mentoring needs analysis and two sisters attended the Outreach and Retention conference at the International Training Center. Ten sisters were selected to be trained as Outreach Specialists to support the participants of the SIB Women's Employment Readiness Program. In addition, a SIB representative applied for funding to open an Office to Advance Women Apprentices in Alberta, under management of the UBC.

In **British Columbia**, several SIB members of Local 1907 attended the BC Tradeswomen Society holiday party in New Westminster. It was a chance to network with tradeswomen and help the community. Sister Barbara James collected and delivered donations from the event to the Downtown East Side Vancouver women's shelters. At a holiday bowling event in Victoria, Local 1598 sisters collected donations of canned goods and period products for Women In Need, Victoria.



James moderated a Q & A session with forestry sector leaders as part of the funding announcement for the new Trades and Technology building under construction at BCIT. See more [HERE](#).

### Millwright Regional Council

MRC will be a Platinum Sponsor at the Skills Ontario competition this summer, with plans for a Sisters' table. Sister Rita Moore spoke to a pre-apprentice millwright class at George Brown College about the advantages of working union, and how to apply. Sister Keighly McKee attended a Women in Trades conference at Ontario Power Generation.

The MRC SIB website is now online at <https://sistersinthebrotherhood.millwrightont.com/>

Sister Sami Jewer was featured in an [article](#) in the Ontario Power Generation newsletter.

MRC had an [article](#) published in The Toronto Star.



Sister Vindra Maharaj-Seegobin was interviewed on a [podcast](#) by the Canadian Welding Bureau.

MRC has set up a grant application process with Helmets to Hardhats to make female veterans aware of the opportunities we offer.

Local 1592 Sister Jamilyn Tindale and Local 1410 Business Representative Heather Ferguson

were delegates to the Provincial Building & Construction Trades Council of Ontario's annual meeting in Niagara Falls.



## Eastern District

### Eastern Atlantic States Regional Council

In the Eastern Atlantic States Regional Council they are expanding their pre-apprentice program (originally started in Philadelphia and expanded to Pittsburgh last year) into other areas of the council, including New Jersey, Maryland and the DC area. Serenity Peterson, a recent graduate of the Philadelphia program, was recently sworn into Local 158 and was featured in local news [stories](#).

As an effort to improve retention, Local 787 Sister Maria Oyola has been calling members in arrears, as well as new members, to invite them to monthly union meetings and to answer questions.

Sisters attended a rally for gubernatorial candidate Josh Shapiro and participated in weekly phone banking for Pennsylvania candidates. The EAS SIB committee continues to meet quarterly to discuss relevant issues, mentoring, and share new educational opportunities.

### New York City District Council

A recruitment information session for women was held in November, with more than 30 in attendance. They used a PowerPoint presentation to outline what carpenters do, including specialty locals. Members of the council's leadership and others spoke about UBC careers and opportunities.

The SIB Committee encouraged Sisters to bring nonmembers to the SIB holiday party. Several attended and were given information on how to join the UBC through the council's in-house pre-apprenticeship program. Many in attendance were apprentices who had never attended a SIB meeting. They were welcomed and encouraged to keep attending, as they are the future of the NYC SIB.

The NYCDCC's new Women's Committee Team is chaired by Caridad Castro. Other team members are Denise Echevarria, Emily Huffman, Alexandra Guadalupe and Melissa Brown.

### North Atlantic States Regional Council

A conference hosted by Massachusetts Girls in Trades offered young women a chance to learn about career paths in high-skilled and high-paying occupations. Girls from central and western Massachusetts came to Holyoke High School to learn about careers in the trades. The event gave the students time to meet and connect with working tradeswomen and learn about apprentice programs and local contractors. Read more about it [HERE](#).

The Boston Union Trade Sisters participated in the State's Department of Children and Families (DCF) Christmas party for children in foster care, and provided holiday cheer, smiles and fun. In the lead up to the holiday season, tradeswomen ran their own fundraisers for this special event. With the funds raised, they set up a magical booth with Mr. and Mrs. Claus, provided toys, wish lists, photos, arts and crafts activities, but above all they brought joy to all. Huge thanks to everyone who worked hard to make this a joyous occasion, including Hieu Nguyen (Local 327), Rebeca Saravia (Local 327), Makeysha Richards (Pile Drivers Local 56), Zherine Riley (Local 330) and Kelly Maher (Local 723).

Volunteers across the U.S. coordinated the laying of wreaths of honor and remembrance on the graves of fallen veterans at national cemeteries. On December 19, NY SIB Chair Nicole Grodner organized union carpenters for Wreaths Across America events. "It is one small way that we can come together during the holidays to acknowl-

edge the tremendous sacrifice our service men and women have made,” said Nicole Grodner, Carpenters Local 290 Council Representative and New York Chair of the Sisters in the Brotherhood Committee. Read more [HERE](#).

## Midwestern District

### Mid-America Regional Council

In the **Chicago** area, sisters have participated in many programs and events in recent months, including DuPage Habitat for Humanity’s home-building day, the Technical Opportunity Program volunteering day with Chicago Women in the Trades at the MACRC training center, the Mexican Independence Parade, the She Builds, She Rocks the Boat event with over 250 tradeswomen, and Tradeswomen Build Nations, where MACRC members were among 300 UBC members in attendance.



Sisters were integral to the successful effort to pass the Workers’ Rights Amendment in Illinois, attending rallies and participating in phone banking.

The **St. Louis City Region SIB Committee** also includes Central Missouri and Southern Illinois. The committee’s members mentor apprentices through monthly Zoom meetings. In conjunction with Missouri Women in Trades held a successful Girl Scout Workshop Day at the council’s training center. Local 32 donated its facility for a Habitat for Humanity fundraising event as part of its partnership with Habitat. The St. Louis committee has been updating its brochures and banners.

The **Kansas City Region SIB Committee** has been organizing its committee by introducing veteran sisters to new SIB members, led by Sister Kathy Mays. Workplace culture and safety have been discussion topics.

## Western District

### Northern California Regional Council

The council is reaching out to women UBC members and potential members through its Focused Outreach Caucus Uniting Sisters (FOCUS) committee. The committee has held meetings with contractors to discuss retention and growth among women on jobsites; started its first all-women pre-apprenticeship program; mentored sisters on the ready-to-work list, attended career fair events; helped raise funds for the council’s scholarship program; and worked on political action campaigns including AB 2011 and many candidate events.



Fifty-seven NorCal sisters attended the Trades Women Build Nations conference. FOCUS members attended and spoke at a Women in Construction conference in Sacramento with more than 960 participants.

### Pacific Northwest Regional Council

In the North Puget Sound, the SIB Committee has expanded its email list and is organizing members to reach out to sisters on jobsites. The committee holds monthly in-person meet-up events as well as virtual monthly meetings to encourage maximum involvement. An additional monthly meet-up is slated to include women from other trades. Sisters have been attending city council meetings and were active participants in the political endorsement process and in canvassing

for candidates in the midterms. Several sisters attended the 2022 Trades Women Build Nations event, and the Washington Women in Trades Dream Big dinner just before the elections.



## 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

**Eastern District:**

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**Midwestern District:**

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**Southern District:**

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**Western District:**

Amber McCoy  
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**Canadian District:** Vacant

## 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](https://www.facebook.com/UBCSisters)

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

