



SIB Tips...

Issue 72, May 2023

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

UBC Creates SIB Department, Reaching a Major Milestone

The UBC recently created a new Sisters in the Brotherhood (SIB) Department to develop and strengthen programs that can increase opportunities for women, foster a sense of belonging for all members and advance the union's goal to reach 70 percent market share in every UBC craft and region.

Leading the new department are Sandra Rodriguez and Amber McCoy.



Rodriguez is a native of Riverside, Calif., and has worked as a diversity and outreach coordinator at the Pacific Northwest Carpenters Institute (PNCI), as well as an apprenticeship representative and civil rights investigator for Oregon's Bureau of Labor and Industries.

McCoy has been a member of the UBC International SIB Committee (ISIB) for more than five years and is well known to many members for her leadership and training expertise. She is an Oregon native. At PNCI, McCoy developed a pre-apprentice training curriculum for SIB members and has served in elected positions for local unions and the Pacific Northwest Regional Council.

"We cannot grow market share without growing the number of women in our union," said General President Douglas McCarron. "Having staff in place at the UBC marks a major milestone in this effort."

ISIB Welcomes New Canadian Member



The UBC's International Sisters in the Brotherhood (ISIB) Committee welcomed its newest member, Rachelle Premack, to represent the Canadian District. A Red Seal Carpenter and member of British Columbia Local 1598, Rachelle has also accepted a new full-time position in the Canadian Regional Council to help coordinate outreach, retention and support for women members. "I'm here because of all the sisters who've paved the way and to do my part to make it easier for the next generation in Canada," Rachelle said. Congratulations!

Regional Updates

Canadian District

SIB Chairs from across Canada are planning the first in-person Canadian Sisters conference, taking place in October in Toronto. And regional councils and locals have been submitting nominations for the District's Equity, Diversity and Inclusion Awards program. In addition, SIB members will attend the national Supporting Women in Trades (SWiT) conference in June.

Atlantic Canada Regional Council

ACRC SIB Chair Cassandra Whalen partnered with the Office to Advance Women Apprentices (OAWA) and spoke as a panelist at a tradeswomen conference geared towards high school students.

In exciting news for sisters in Atlantic Canada, Cassandra has accepted the staff position of Director of Diversity, Equity and Inclusion for the council. Cassandra is a member of Millwright Local 1009 in Newfoundland and Labrador. Congratulations!

The UBC in each Atlantic province held International Women's Day events, with nearly 120 in attendance overall. Several of the events were held in partnership with OAWA branches. Other partners included The Journey Project, Apprenticeship Nova Scotia, Women Unlimited in Cape Breton and New Boots in New Brunswick.

Canadian Regional Council

In **Alberta**, 10 members participated in the Be More Than a Bystander train-the-trainer program in Winnipeg. An additional seven have trained in the program's 90-minute workshop.

In **British Columbia**, the Local 1598 SIB Committee worked on proposals for the bargaining committee to add anti-harassment language to the new collective agreement.

SIB member Barbara James spoke on a panel on "Resistance to Equity Diversity and Inclusion (EDI) and Reconciliation in Labour Relations" for the Edmonton Business Diversity Network.

Edmonton Business Diversity Network Presents



Resistance to EDI and Reconciliation in Labour Relations

March 24, 2023 10:00 AM - 11:30 AM

A Panel Discussion Moderated and Led by EBDN Board Member Sam Kemple, President of With People Inc.
To register for this virtual panel discussion: info@ebdn.org






Barbara James
4th Year Carpenter
Apprentice and Champion
for BPOC and women in
the construction trades

Dr. Tibetha Kemple
Dean of the Faculty of Arts
and Sciences at Trent
College, advocate for
decolonization in academia.
Bringing personal and
academic experience and
perspectives

John Wiegall
Former Business Manager
of the BEM, has led EDI
efforts from a leadership
position in policy,
relations, insurance and
human rights administration

OUR PANELISTS

Three BC sisters competed in the provincial apprenticeship competition. Local 1598 SIB Co-Chair Chantal Walter placed first, becoming the first woman to win the BC apprenticeship competition. Walter will represent BC at the National Apprenticeship Competition in June. Also competing were Local 1598 Co-Chair Nitasha Wodham and Local 1907 member Holly Stoltz. Congratulations to all!

Millwright Regional Council

In **Toronto**, Sister Heather Ferguson and Sister Vindra Maharaj-Seegobin were presenters at the Skills Ontario competition and the related Young Women's Conference in May. They demonstrated a virtual welding machine and a pneumatics board and spoke to school guidance counsellors about the skilled trades.

Local 2309 recently held aptitude test sessions for potential new applicant apprentices to enter the trade. A higher-than-ever percentage of the candidates were women, showing that the word is getting out about UBC trades being a worthy career for all.

Sisters Linda Fatt and Rita Moore were guest speakers at a virtual career event with [apprenticesearch.com](https://www.apprenticesearch.com). Sister Jamilyn Tindale assisted with career information events and recruited speakers for the Women In Skilled Trades of Woodstock, Ont. Sister Sarah Israel from Local 1916 worked with Ontario Building and Construction Tradeswomen to produce a video on the millwright trade.

Locals 1410 and 2309 members have been involved in “Introduction to Millwrighting” programs recently. These programs are aimed at helping members of Indigenous communities to gain access to skills and starting apprenticeship. Click [here](#) to read more.

Quebec Regional Council

The council has focused on social media to reach UBC sisters with information. Topics include health and well-being, work accidents, occupational diseases, discrimination, harassment, and collective agreements, the council’s worker assistance program and a video on the International Day of Women’s rights. Click [here](#) to view the video.

Eastern District

New York City and Vicinity District Council

The first council-wide general Women’s Committee meeting was held March 10. The committee has also worked with the council’s pre-apprenticeship program on a virtual information session targeting women. Committee member Alexandra Guadalupe is actively involved in her community and has been posting flyers locally for SIB virtual information sessions.

Each week SIB Committee Chair Caridad Castro connects with individual sisters attending apprenticeship classes. The committee also has been workshopping ideas for hands-on and non-hands-on workshops for sisters. The committee regularly encourages sisters to attend the council’s Carpenter Rise political action events.

North Atlantic States Regional Council

In **New York State**, the SIB Committee has hosted seven Informational Sessions via Zoom for the council’s eight-week SIB pre apprenticeship program. Over 200 women registered to attend these sessions, in Long Island, Hudson Valley, Albany, Syracuse/Binghamton and Rochester/Bufalo.

Outreach for the program has included contacting Department of Labor career center contacts, community organizations, veteran organizations, adult education classes held by the state Boards of Cooperative Education Services (BOCES) and local public high school career technical education programs, many of which are using the UBC’s Career Connections curriculum.

The NYSIB committee held a quarterly meeting via Zoom on March 30. Members discussed the new NASRCC maternity benefit as well as apprenticeship curriculum and certification opportunities. Business Manager Kim Hokanson and Training Coordinator Eric McCleod were guest speakers. It was a great opportunity for SIBs to network and to learn about the importance of getting involved in their locals and taking advantage of training opportunities.

In March, Local 277’s SIB Volunteer Organizing Committee held its first annual Women’s History Month Rally and Open House. Guest speakers included John C. Maxwell, motivational speaker Chrissy Mason, Assemblywomen Pamela Hunter, sister and signatory contractor Kris Putrelo and Northern New England NASRCC Regional Manager Kim Hokanson. Local 277 presented Kim with an award of thanks for her work on the new maternity benefit and Assemblywoman Hunter presented Kim with a recognition citation from the State Assembly.

The Workforce Development Institute has approved grant funding for the NY Sisters in the Brotherhood Pre Apprentice program.

Midwestern District

Indiana-Kentucky-Ohio Regional Council

Council representatives from each council hub have attended career fairs and partnered with SIB members to promote their success in the UBC. Areas that don't have active SIB committees still promote women members at career fairs with promotional handouts and pop-ups. Local 285 SIBs had posters made to hang at the training center to encourage sisters to become active.

Information about training courses is shared at monthly SIB committee meetings throughout the council to make sure sisters can become well-rounded in their craft. Text messages are regularly sent to inform members about skill advancement classes.

Mid-America Carpenters Regional Council

Scores of members observed Women in Construction week throughout the council this year with "Appreciation Happy Hours" for Sisters in Chicago, St. Louis and Kansas City.



Sisters attended Women's Lobby Day on March 8 at the Missouri State Capitol, stopping by legislators' offices to discuss the initiative petition process as an important tool of direct democracy. Many in the legislature are supporting a power-grabbing effort to make the initiative petition process more difficult and easier to overturn the public vote. Lobby Day participants told legislators that the ballot initiative process is the only recourse voters have when politicians fail to address issues that matter, including right-to-work and other measures.

Participants also advocated against a legislative effort to reduce unemployment benefits in Missouri. The state's benefits are already some of the most limited in the nation.

The MACRC SIB Steering Committee looks forward to working with Jonathan Jones, the council's new Director of Diversity.

Michigan Regional Council

SIB Committee members made a presentation on women in the trades to the leadership and all staff members at the Michigan Department of Labor and Economic Opportunity, as well as to the U.S. Dept. of Labor Women's Bureau Forum Panel in Detroit. In addition, several SIB members attended hearings supporting the successful repeal of "right-to-work" and restoration of Michigan's prevailing wage.

North Central States Regional Council

In February the Sisters in the Brotherhood committee hosted a Chili & Cinnamon Roll Cook-Off Fundraiser to raise awareness of mental health and suicide. Nearly 200 attended the event held at the Carpenters Training Institute in Papillion, Nebraska.

In 2022, Carpenters Local 427, Interior Systems Local 1306, and Millwrights Local 1463 lost four members to suicide. "Our SIB committee dedicated itself to this event because we have members that truly need assistance and we need to raise awareness of an issue that has taken loved ones away far too soon," said Desirea Tritz.

SIBs committee members who helped plan and participate in the event include Alishia Bullock (Local 427), Chelsea Renee Bachman (Local 1306), Claire Mulcahy (Local 1463), Desirea Tritz (Local 1463) and Elizabeth Erdei (Local 1306). In addition, wives of retiree members in the Ladies of Auxiliary volunteer group helped serve chili to attendees.

The committee raised \$4,500 in donations and raffle ticket purchases. As a result, the four families each received \$1,000 and the remainder of the proceeds went toward mental health and suicide prevention materials.



North Central States SIB Committee members at the mental health & suicide awareness fundraiser in Nebraska.

In **Minneapolis/St. Paul**, the SIB Committee worked with Women Building Success to set a Women In Construction photo display at the State Capitol Building. The display was then placed in the Rochester city hall.

Southern District

Southern States Millwright Regional Council

The SIB Committee set goals for 2023, which include increasing SIB membership totaling 15 percent growth by the end of 2024; increasing participation at local union meetings; participating in organizing by handbilling at non-union sites; creating a mentorship program; and making quarterly wellness checks on all SIB members.

The goals also include reaching skills training milestones and having at least 40 percent of SIB members participate in UBC leadership programs; registering 100 percent of SIB members to vote and increasing participation in political action.

Central South Carpenters Regional Council

The SIB Committee held a virtual meeting in March, with discussion of upcoming community activities and political involvement. Executive Secretary-Treasurer Jason Engels joined the call for questions about the bipartisan infrastructure law.

The committee has prepared new recruitment and retention training materials, including a focus on recruiting and retaining Gen Z members.

Southeastern Carpenters Regional Council

Apprentice sisters participated at Chattanooga Local 74's booth, speaking with students at Rhea County High School's Career Day.

Sisters from Local 256 (Savannah) and Local 283 (Augusta) participated in Lobby Day at the Capitol in Atlanta to meet with their House legislators on HB 267, which addresses misclassification.

Western District

Northern California Carpenters Regional Council

The SIB Committee conducted its second all-women pre-apprenticeship program. The committee also met with Girls Garage of Berkeley.

More than 100 SIB members attended the Committee's first Empowerment Conference. Many council members attended FOCUS/SIB meetings in locations throughout the council. Twenty-seven participants attended a two-day leadership training clinic. Many SIBs took part in rallies in Sacramento for SB 35 and SB 423 housing bills.

Hawaii Regional Council

The council held its first hybrid Sisters meeting in March, with 35 in attendance via Zoom and in person. This initial "meet and greet" helped the council learn what is important to its SIB members, including benefits and the contract. This will help guide the council's agenda at future SIB events.

In July, the council will hold its first statewide Mentor Conference as part of retention efforts. Journey level Sisters will be invited to mentor new SIB apprentices.

Southwest Mountain States Regional Council Sisters are attending council-wide Apprentice Leadership Program (ALP) monthly meetings at all locals, which cover industry-specific growth and leadership topics.

In recruitment efforts, SIB members from Locals 951 and 1977 have visited area high schools. Members from Local 562 spoke at the Boys and Girls club and at a College Career Day. The council has added a second B.O.O.T.S. pre-apprentice program location at the Carson, Calif. training center.

Financial Planning and Mental Health were the main topics at recent monthly SIB Zoom meetings. Sisters have participated in phone banking and group chats to mentor and support newer members. In Southern Calif., SIB committees held collaborative meetings with five local unions.

In **Nevada**, sisters from several locals participated in city council meetings, rallies for council nominees, canvassing for runoff elections and community support including Habitat for Humanity.



Southern California Sisters rallied in support of Los Angeles City Council candidate Marisa Alcaraz.



In **Long Beach, Calif.**, sisters from Local 562 were invited to attend Congressman Robert Garcia's installation event and the swearing-in ceremony for city council members. The Local 562 SIB Committee received recognition for community service from the City of Los Angeles



Local 323 in **Carson, Calif.** added a new Sisters Committee.

Your International SIB Committee

Eastern District:

Sinade Wadsworth
swadsworth@nycdistrictcouncil.org

Western District:

Amber McCoy
AmberMcCoy@PNCL.org

Midwestern District:

Barb Pecks
bpecks@ncsrcc.org

Canadian District:

Rachelle Premack
RPremack@ubcja.ca

Southern District:

Shanta Prude
sprude@cscouncil.net

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/>