



SIB Tips...

Issue 74, January 2024

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

Carpenter SIBs Add Big Numbers to Tradeswomen Build Nations

More than 400 Sisters in the Brotherhood members from throughout the UBC made up one of the largest contingents of participants at the 13th Tradeswomen Build Nations (TWBN) conference in Washington, D.C., the first weekend of December.

The UBC delegation was led by members of the International Sisters in the Brotherhood (ISIB) Committee, as well as Sandra Rodriguez, director of the UBC SIB Department, and Amber McCoy, coordinator of recruitment and retention for the Carpenters International Training Fund.



The conference was a chance for tradeswomen from the U.S. and Canada to network, learn about programs and opportunities in construction and hear from leaders in government and the industry.

Prior to the event, the UBC hosted the first ever in-person SIB Point-of-Contact Conference at the union's headquarters in Washington, D.C. Rodriguez and McCoy chaired the two-day event, which was a chance to provide professional development for regional council SIB points-of-contact.

"We covered many topics, including the SIB Timeline activity and how to prepare to go from 'zero to leader' at a moment's notice when a situation arises," Rodriguez said.

General President Douglas J. McCarron addressed the group and led a lively discussion about the way forward and the UBC's continued commitment to all UBC SIBs.

During the TWBN event, all UBC participants were invited to a reception hosted by the Eastern Atlantic States Regional Council at their training center in Upper Marlboro, Maryland. Council Representatives Maria Oyola and Layla Bibi took the lead in planning the reception.

Many also attended pre- and post-conference meetings hosted by the National Taskforce on Tradeswomen's Issues to discuss legislative priorities and hear presentations by representatives from the U.S. Department of Labor Women's Bureau, the Office of Apprenticeship, the office of Federal Contract Compliance Programs, the EEOC, the Department of Transportation, the Department of Commerce and the Department of Energy.

Thanks to all who participated!

Regional Updates

Canadian District

In October the Canadian District held the first national SIB conference in over 10 years in Toronto in October, with impressive attendance from every UBC Canadian regional council. The theme of the event, held in Toronto, was “We CAN From Coast to Coast to Coast – uniting, strengthening, and uplifting Sisters from far and wide.” Congratulations on a successful, inspiring event.



Atlantic Canada Regional Council

Cassandra Whalen, the council’s director of Diversity, Equity and Inclusion, has been active on many fronts, including presentations at the College of the North Atlantic, the OAWA, Carpenter Millwright College, and numerous high school groups. She is investigating partnerships with the Newfoundland and Labrador Construction Associations.

Carpenters’ Regional Council

Delaney Krieger, (Local 494) and McKenna Goodwin, (Local 93) spoke on a panel and volunteered at Dreamer Day Fest 2023 in Toronto. SIB representative Rachelle Premack joined Alyssa Focht of the Apprenticeship Services Program booth to speak with busload after busload of high school students; predominantly young women curious about careers in STEM and Construction.



Millwright Regional Council

Twenty-three sisters representing all 13 millwright locals and provinces within the MRC attended the SIB CAN conference. The council held its first in-person SIB committee meeting at the conference. All local SIB Chairs and other MRC SIB conference delegates attended.

Sisters Kelly Gillis, Linda Fatt and Rita Moore helped to staff the booth for Local 2309 at Ontario Power Generation’s “Community Power Expo,” which saw more than 3,500 visitors. In addition, several sisters spoke as part of the Women’s Employment Resource Center’s “Women in Skilled Trades” program.

Sisters Kelly Gillis and Sarena Tuck helped staff Local 2309’s booth at the LevelUp career fair in Oshawa in November. Thousands of visitors attended this event.



National Construction Council

The NCC is working closely with a recruitment firm to recruit a diverse workforce for its projects and reduce barriers for women in the trades. The NCC sent Lolitta Hoddinott to the Canadian District SIB conference in October, and a representative to Tradeswomen Build Nations in December.

The council has flagged the ongoing issue of women taking longer to "level up" due to receiving fewer challenging responsibilities on jobsites and fewer hours on the job. The leadership team is working to address this with contractors to ensure women have equal opportunity to develop skills and earn journey-level status.

Quebec Regional Council

Membership continues to rise among SIBs in the regional council, which works to involve women in committee activities. The council has been following up with members who no longer report hours worked or whose competency certificates are no longer valid, to help secure new work.

Eastern District

Eastern Atlantic States Regional Council

Sisters gathered for an outdoor adventure that included obstacle courses and ziplines. The activity was intended to introduce new apprentice sisters to heights in a supportive environment with other sisters. The committee hopes to continue the event annually.



SIB members participated in phone banks and literature drops every Wednesday and Saturday during the 2023 political campaign season, helping to elect Philadelphia's first female mayor, Chelle Parker, who will take office in January.

New York City and Vicinity District Council

Congratulations to SIB Committee Char Caridad Castro, who was elected as an Executive Delegate. She is the first woman in the 105-year history of the district council to serve as executive delegate.

The SIB committee, along with the council training center's grants department, awarded 15 sisters with SWAC cards, which allow members to work in secure locations including airports. The cards typically cost \$500 and these awards are meant to help sisters secure work on these large projects.

North Atlantic States Regional Council

In New York State, a SIB pre-apprenticeship program is held once a year in each training center in New York State. More than 100 women have completed the program. For 2024, the program is expected to begin in April.

The council's political team is participating with SIBs to discuss the planning for campaign work for the 2024 elections.

The New York Sisters in the Brotherhood coordinated again this year with Wreaths Across America to volunteer our time on December 16, 2023, at national cemeteries throughout the state and place wreaths on the graves of fallen soldiers. The SIB committee opened the event for all members to attend with their families.

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Midwestern District

Indiana-Kentucky-Ohio Regional Council

Sisters in Lexington/Louisville reached out to local workers and non-union carpenters on job sites and at gas stations. They have also attended job fairs with council representatives to talk about their experiences as union carpenters. A Sisters Local 2 Facebook page was created to help keep in touch with local sisters. The SIB Committee sponsored booths at many IKORCC open houses during the fall.

North Central States Regional Council

In **Minnesota**, sisters in Rochester staffed a recruitment booth as part of a Days of Yesteryear event. The Rochester SIBs are joining the Women Building Success organization as a satellite group covering south-central Minnesota. SIB members took part in get-out-the-vote activities in the Minneapolis area, and packaged food at the Second Harvest food shelf.

Sixty area Girl Scouts explored the carpentry trade at a Power Girls event co-sponsored by contractor Kraus Anderson.



In **Omaha**, SIB members walked in this year's Labor Day parade.

In **Wisconsin**, SIB members in Pewaukee participated in a Habitat for Humanity build, and talked with H-for-H volunteers about becoming union members.

Michigan Regional Council

The SIB committee has spearheaded numerous activities including an adult pre-apprenticeship program, teaching men and women about the trade and offering hands-on experience for four weeks, as well as two certifications to assist with employment.

The committee launched a Big Sister/Little Sister mentorship program, with more experienced members helping new members.

Sisters have been involved in the council's new Schools to Tools Mobile Fieldtrip program, bringing info and hands-on experiences to middle and high school students.

The committee created SIBs Information Cards, to distribute among young women interested in the trade and promote the council's support and mentorship programs.

Mid-America Carpenters Regional Council

In **Illinois**, the regional council sponsored a float for the Mexican Independence Parade in the Little Village neighborhood of Chicago. The council also served tacos at the Chicago training Center for participants and provided transportation to and from the parade route.



Local 1693 member Ashley Lee etched her name in history as the first Black woman from her local to graduate from the training program's All-Women Millwright PA class. Lee's employer, Constellation Energy, celebrated her accomplishments and expressed eagerness to support upcoming programs aimed at recruiting, training and employing women millwrights and carpenters.

In **St. Louis**, SIBs participated in the council's first Apprentice Graduation Dinner, which included two SIB graduates and celebrated the addition of three female instructors to the training program's staff.



Thousands of area high school students explored careers in carpentry at the Build my Future event in **Jefferson City**. Apprentices, sisters, and members were present to showcase a glimpse of our work, and students had the hands-on experience of building a birdhouse to take home!



In **Kansas City**, SIB members have organized an apprentice tool drive, with participation from DeWalt. A recent SIB meeting included a session of financial management and budgeting.

Southern District

Central South Carpenters Regional Council

More than 50 Local 551 sisters have participated in the local's Recruitment and retention Training in Pasadena, Texas. Sisters in Mississippi Local 2086 helped with campaigning for Brandon Presley for Governor. The regional council's SIB committee is working on establishing new subcommittees.

Florida Carpenters Regional Council

Organizing a new SIB committee for the council is underway. Other activities have included recruiting members in Miami, attending pre-apprenticeship day at the Miami-Dad County Fair, making wellness calls to sister members, and helping to select members for attendance at UBC leadership training programs. Two sisters were selected to attend the 212 Leadership program at the International Training Center.

Southeastern Carpenters Regional Council

Thirty-seven sisters from all 13 locals attended the regional council's 2023 bi-annual SIB Conference in Atlanta in November, Leadership training focused on personal strengths and weaknesses and how to begin to change culture. Sisters identified obstacles and participated in activities to break down obstacles, both personal and collective.



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When you opt-in you will be asked to confirm identity by entering your name and UBC number.

Western District

Hawaii Regional Council of Carpenters

A recent SIB meeting saw participation by members both remotely and in-person. Dr. Leslie Lopez conducted the session, which included media, politics and labor topics. The council officials launched its mentorship program, including seven SIB mentors selected by council staff. About 70 percent of the council's membership has responded to service by mentors. Several sisters attended the Journey-Level Leadership Program at the ITC in October. For the first time in more than 35 years, the council's apprenticeship and training fund staff includes women instructors, after two women were appointed to teach Blueprint Reading and Fundamentals of Drywall.



Northern California Carpenters

A recent meeting of the regional council's FOCUS Committee addressed mental health awareness and harassment prevention training. The committee is also focusing on member retention and training members to proactively seek out and hustle work.

Many sisters participated in rallies and lobbying for the council's 2023 efforts to pass affordable housing legislation.

Sisters took part in a career day event at Modesto Junior College.



Western States Regional Council of Carpenters

In **Arizona**, Member of Local 1912 took part in an area-wide high school trade fair in Phoenix.

In **Nevada**, Local 1977 sisters participated in a lecture series for high school seniors as well as the North Las Vegas Trade Fair, the Clark County School District "Book Bus" refurbishing, the Communities United Festival and the American Cancer Society Relay for Life event.

In **New Mexico**, Sister members of Local 1319 participated in a member solidarity event.

In **Oregon**, Sisters from the Portland and Eugene areas staffed a booth at Fiesta Mexicana. A SIB member won the Wanda Hall Legacy Award at the Oregon Tradeswomen Blue Collar Gala.

In **Southern California**, sisters in Long Beach, Ontario, San Diego, Los Angeles and Orange County took part in activities including a Construction Awareness fair, a Women's Outreach fair, phone banking and new member orientations, back-to-school drives, city council planning meetings, candidate interviews, voter registration, Community Night Out, a congressional tour of the council's new training center, the UBC's Third-Year Apprenticeship program and the regional council's Hiring Combine.

In **Washington**, Members of Locals 206, 360 and 425 participated in the third annual Beepball Game.

Your International SIB Committee

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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:

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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/>