SIXTH NATIONAL CONFERENCE
WOMEN BUILD NATIONS
CHICAGO 2016
APRIL 29 - MAY 1, 2016
CROWNE PLAZA O’HARE HOTEL & CONFERENCE CENTER
ROSEMONT, IL
Dear Conference Attendee:

On behalf of the Women Build Nations Conference’s National Planning Committee, it is our honor and privilege to welcome you to the 2016 Women Build Nations Conference!

One year ago, we embarked on a journey to convene this Women Build Nations conference outside of California for the first time ever. However, we did not fully comprehend the challenges and rewards that we would experience as we worked to honor the time-honored traditions of past conferences and expand the opportunities for tradeswomen to stretch their leadership skills to build this event.

Over the last year, we were repeatedly humbled as we sought to fill the big shoes of the State Building and Construction Trades Council of California, whose work and efforts to organize the annual conference since 2002 made it appear that organizing conferences of this magnitude couldn’t be that hard. Without the SBCTC’s guidance, the co-sponsorship of North America’s Building Trades Unions, and the support of all the sponsors of the 2016 Women Build Nations Conference, we could not have succeeded in creating the largest community of tradeswomen ever to assemble in one place.

We are proud to host the largest conference of its type in the world, with 1,200+ tradeswomen who work in every building and construction craft joining together to celebrate and embrace the diversity that makes our unions and the construction industry stronger. Over the next two days, we will learn together, develop our leadership skills, make connections, and build our unions.

The final outcome of the 2016 Women Build Nations Conference rests upon the shoulders of each of us fortunate enough to be here and be a part of the information-packed (and fun-filled) weekend. We encourage you to fully engage so that you will leave with a renewed sense of purpose in your career, as well as find new friends and memories to carry through life.

In Solidarity and Sisterhood,

Patti Edwards Devlin
LIUNA
Chair, NABTU Tradeswomen Committee

Jayne Vellinga
Executive Director
Chicago Women in Trades
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NOTE: The agenda is online. Get the EventBase app and search for Women Build Nations 2016.

CONFERENCE SPONSORS

Chicago Women in Trades (CWIT)
2444 W. 16th Street, Suite 3E
Chicago, IL 60608
312-942-1444
www.chicagowomenintrades2.org

Founded by tradeswomen in 1981, Chicago Women in Trades (CWIT) works for women's economic equity by increasing their participation in well-paid, skilled jobs traditionally held by men and by eliminating barriers that prohibit women from entering and succeeding in these fields. CWIT provides support, advocacy, and education to tradeswomen; works to increase training for women and girls to enter nontraditional jobs; provides assistance to employers, unions, and other service providers; documents workforce trends; and advocates for policies and practices that support women’s access to and retention in skilled training and jobs.

North America’s Building Trades Unions (NABTU)
815 16th Street, #600
Washington, DC 20006
202-347-1461
www.buildingtrades.org

NABTU provides essential coordination and support to the work of its affiliated national and international unions in order that, through inter-trade solidarity, organized construction workers achieve a powerful voice in government, in bargaining, and in their communities. NABTU has 368 state, local, and provincial councils in the United States and Canada. Seven standing committees assist the Governing Board of President and Officers in implementing policy: Apprenticeship and Training; the Canadian Executive Board; General Presidents’ Committee on Contract Maintenance; Labor-Management Committee; Legislative Task Force Committee; National Organizing Committee; and the Tradeswomen Committee, which played a major role in planning this conference.
We offer our most sincere gratitude to the following unions, contractors, and other supporters, whose contributions have made this conference possible.

**TRADES WOMEN CHAMPIONS**
International Union of Bricklayers and Allied Craftworkers
International Masonry Institute
North America’s Building Trades Unions
International Association of Heat and Frost Insulators and Allied Workers
Chicago Regional Council of Carpenters
AFL-CIO Building Investment Trust
International Union of Operating Engineers

**TRADES WOMEN ADVOCATES**
United Association
Ironworker Management Progressive Action Cooperative Trust
Laborers’ International Union of North America
International Association of Heat and Frost Insulators
International Brotherhood of Boilermakers

**TRADES WOMEN PROMOTERS**
International Union of Elevator Constructors
Bricklayers District Council 1 of Illinois
Bricklayers District Council of Ohio and Kentucky
Chicago Journeymen Plumbers Local 130
ULLICO Management Company
International Brotherhood of Electrical Workers
International Union of Painters and Allied Trades
International Association of Sheet Metal, Air, Rail & Trans. Workers
Women Construction Owners and Executives, USA
American Income Life
Payden and Rygel Investment Management

**TRADES WOMEN BOOSTERS**
Sweeney Contract Solutions LLC
Union Privilege
United Union of Roofers, Waterproofers and Allied Workers
Bricklayers Local 2 Michigan
Bricklayers Local 3 New York
Bricklayers Local 6 Illinois
Bricklayers Local 7 New Jersey
Bricklayers Local 8 Southeast
Bricklayers Local 15 Kansas City
Bricklayers District Council of Wisconsin
IBEW Local 617
The Association of Union Contractors
Sheet Metal Workers Local 33
Sheet Metal Workers Local 104
Aldridge Electric Inc.
Illinois State Toll Highway Authority
The Mathis Harple Group
Robbin Geller Rudman & Dowd LLP
Building and Construction Trades Council of Greater New York
Thornton Law Firm LLP
International Brotherhood of Teamsters

**TRADES WOMEN SUPPORTERS**
Builders Association
Sheet Metal Workers Local 105
Bricklayers Local 5 New York
Bricklayers Local 2 New York
James McHugh Construction Co.
Power Construction Company, LLC
Bricklayers Local 3 California
BNY Mellon
MA Rebar Services
S & J Construction Co.
Cable Communications

**TRADES WOMEN FRIENDS**
North Central Illinois Labor Council
Marquette Associates
Midwest Wall and Ceiling Contractors
Elevator Constructors Local 8
Boilermakers Local 647
Boilermakers Local 40
Fox Valley Building Trades
Bricklayers Local 8 Illinois
Patrick O’Connor
McCauley Mechanical
Sheet Metal Workers Local 265
CT Mechanical
Alliance Bernstein
Uptown Bikes
### WORKSHOPS BY CATEGORY

**For pre-apprentices and those new to construction**
- **WS 1** Unions 101: Structure and culture
- **WS 1** PA 1: Tools of the trades
- **WS 2** PA 2: Applying for an apprenticeship
- **WS 3** PA 3: Good first impressions—introducing YOU
- **WS 4** PA 4: Surviving and thriving in apprenticeship

**Policy issues and politics**
- **WS 1,2** Get politically and socially active to get supported
- **WS 4** Help create jobs: Run for public office
- **WS 1** Winning careers for women in the trades
- **WS 3,4** Kick-ass organizing through school and community outreach
- **WS 3** Tradeswomen Policy Forum (Part 1)
- **WS 4** Tradeswomen Policy Forum (Part 2)
- **WS 3** From handcuffs to hardhats: Transforming lives, transforming communities
- **WS 2** Global tradeswomen RISE!
- **WS 1,2** What are PLAs and why care?
- **WS 2,3** Attacks on unions, jobs and workers
- **WS 1,3** Organizing/community partnerships
- **WS 4** Can’t win at the bargaining table if we keep losing at the ballot box
- **WS 1** Let’s build an economy that works for all working women!

**Staying strong in the trades**
- **WS 2** Sisterhood tools: Anti-racism 101
- **WS 2** Step up, sister: How to respond to sexual harassment
- **WS 3,4** Mind, body, union!
- **WS 4** Fitting the job to your body, not your body to the job
- **WS 3,4** Sex discrimination in the workplace
- **WS 2,3** Career ladders in construction
- **WS 1,2** Women in the trades and college
- **WS 2** LGBTQ in the trades

**Building your union and leadership skills**
- **WS 1,3** Sisters strength = union strength: Developing a women’s committee
- **WS 4** Organizing a conference—demystified
- **WS 1,3** How to influence and engage others: Public speaking
- **WS 2** Creating a guidance system
- **WS 1** Ally as a verb
- **WS 1** Creating a great mentoring program
- **WS 3,4** How to be an effective activist

**Beyond the tools**
- **WS 2** Tradeswomen history: Learning from the past to change the future
- **WS 4** International Workers’ Day: History and contemporary context of the Haymarket Affair
- **WS 1** Blue jean pocket writers

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**FRIDAY, APRIL 29TH**

9:00 a.m. – 5:00 p.m.

**THE INSTITUTE FOR RECRUITING & RETAINING WOMEN IN THE TRADES**

O’HARE BALLROOM, WORKSHOPS: LOVE A, B AND MIDWAY (M)

2:00 p.m. – 8:00 p.m.

**REGISTRATION**

MAIN LEVEL, CONCOURSE B (M)

5:00 p.m. – 7:00 p.m.

**MEET AND GREET**

O’HARE BALLROOM (M)

Start the conference by networking with sisters from around the world.

7:00 p.m.

**12-STEP MEETING**

BOARDROOM EAST (C)

Be with us in sisterhood!

Offered on the 7’s: Friday/7 p.m. Saturday/7 a.m. & 7 p.m; Sunday/7 a.m.

Many thanks to Laurice B. for stepping up to lead groups.

7:30 p.m.

**MOVIE NIGHT: SISTA IN THE BROTHERHOOD**

METRO PLACE (M)

*Sista in the Brotherhood* is a 20-minute, dramatic short film that tracks a black, apprentice carpenter struggling to prove herself on her first day at a new job site. An outlier in a white, male-dominated workforce, she’s forced to navigate the crew’s reactions to her. When tensions rise, she receives inspiration from a surprising source to help her decide to either make a stand or risk never being recognized as the skilled worker she has become. The film brings to light the experience of many women of color and women working in a male-dominated industry like construction. Starring Sidony O’Neal, the movie was inspired by the doctoral thesis of Co-Executive Producer Dr. Roberta Hunte and directed by journey-level carpenter/filmmaker Dawn Jones Redstone. Dawn and Roberta will both be at the screening to talk about the making of the film and the realities for tradeswomen of color. Q&A to follow screening.

8:30 p.m.

**TRADESWOMEN LABOR MUSIC JAM**

LOVE A (C)
Thank you to our vendors and exhibitors for sharing goods and opportunities that support tradeswomen and supporting the 2016 Women Build Nations Conference!

Int’l Iron Workers/IMPACT
Int’l Association of Plumbing and Mechanical Officials
American Income Life
Int’l Union of Bricklayers and Allied Craftworkers/International Masonry Institute
Build Together, Women of the Building Trades Unions (Canada’s Building Trades Unions)
Chicago Foundation for Women
Chicago Transit Authority
North America’s Building Trades Unions, Dollars Against Diabetes
Face Painting by Studio Tene
Illinois Labor History Society
Illinois Toll Highway Authority
Occupational Safety and Health Administration
Pride and a Paycheck
Southie’s Own
Stars and Stripes
Tradeswomen Inc.
Union Plus
Equal Employment Opportunity Commission
Women Construction Owners and Executives, USA
Machinery Movers, Riggers and Erectors, Local 136

SATURDAY, APRIL 30

6:00 a.m.  YOGA  POOL (M)
7:00 a.m.  REGISTRATION CONTINUES  CONCOURSE B (M)
7:00 a.m.  12-STEP MEETING  BOARDROOM EAST (C)
7:00 a.m.  CONTINENTAL BREAKFAST  O’HARE BALLROOM (C)
8:30 a.m.  WELCOME PLENARY  O’HARE BALLROOM (C)

WELCOME: Jorge Ramirez, President, Chicago Federation of Labor
GREETING: Congresswoman Jan Schakowsky (D-IL 9)
SPEAKERS: Esther Lopez, International Secretary-Treasurer, United Food and Commercial Workers International Union
          K. Sujata, President and CEO, Chicago Foundation for Women
BANNER PARADE

TRADESWOMEN ACTION CLINIC
Saturday, April 30 – Sunday, May 1
Open during conference registration and workshop hours

Have you ever thought about getting more involved in local or national issues that impact you as a tradeswoman, but not been sure how to get started? Stop by the Tradeswomen Action Clinic table, register to vote, and learn about important issues ranging from state-by-state right-to-work campaigns, to safety, to federal compliance and antidiscrimination policy changes. Our volunteers will have information about how you can take action during the conference through digital advocacy on your smart phone, or by writing a letter to your legislator. We will have lots of information available for you to make your voice heard!

Twitter handle: #WOMENBUILDNATIONS

Hosted by the National Taskforce on Tradeswomen Issues and the NABTU Tradeswomen Committee
WORKSHOP SESSION 1
10:30 A.M. – 12:00 P.M.

PA 1: Tools of the trades
Metro Place (M)
Each construction craft has its own set of tools. Get a chance to meet women who work in different Crafts and get introduced to the tools they work with.

BRICKLAYERS/TILESETTERS
Lillie Calderon, BAC District Council 1
Jackie Townsend, BAC District Council 1

CARPENTERS
Kina McAfee, Chicago Regional Council of Carpenters

ELECTRICIANS
Latisha Kindred, Local 134

IRON WORKERS
Japlan Allen, Local 1
George Butz, Local 63

LABORERS
Paul Hoetzer, Chicagoland Laborers District Council JATC
Quiana Harper, Chicagoland Laborers District Council JATC
Tasha Bonner, Chicagoland Laborers District Council JATC

PAINTERS
Helen Chung, District Council 14

RIGGERS AND ERECTORS
Daniel O’Donnell, Local 134

HEAT AND FROST
Delia Mary Alfich, Local 17
Robert McGuckin, Local 17
Jennifer Frank, Local 17

PLUMBERS
Zakiyyah Askia, Local 130
Zahrah Hill, Local 130

SHEET METAL
Tracy Lopez, Local 73
Tamara McCullough, Local 73

ELEVATOR CONSTRUCTORS
Ray McCann, IUEC Local 2 JAC

Winning careers for women in the trades: Lessons from Boston, Minneapolis, and San Francisco
O’Hare I (M)
Learn how local hire ordinances, project specific agreements, and other policy initiatives have helped increase participation of women construction workers on projects in Boston, Minneapolis, and San Francisco. Topics that will be included in the discussion: policy development, design, and implementation; compliance and performance; outcomes and successes; challenges and success strategies.

Sisters strength = union strength: Developing a women’s committee
O’Hare V (M)
This panel discussion will focus on how women’s committees have been formed in specific unions, and how they came together in solidarity, gained the support of their local, and are working to sustain a viable committee that is valuable to their local. Gain key insights on how to start, maintain, and grow a women’s committee.

Women in the trades and college
O’Hare IV (M)
There are many ways to continue our education—including getting credit for apprenticeship and other skills-based learning. In this workshop we will hear about several colleges that have partnerships with the building trades and individual unions, giving tradeswomen an opportunity to learn and increase their earning and leadership potential.

Unions 101: Structure and culture
Kennedy (C)
Want to understand how our unions function? Trying to learn how you can be a full participant in your union? If you want to be active and effective in your union, you need to know how the process works. These union pros will discuss what the different officers and trustees do, what’s in your constitution and by-laws, what to expect at a union meeting, some obstacles you might come across, and much more. Bring your questions—you’ll get answers!
Creating a great mentoring program/Being a good mentor/mentee
Midway Auditorium (C)
Mentoring programs empower, prepare, and train future union leaders and keep unions strong. They also help teach tradeswomen some of the subtle skills they need that aren't taught at apprenticeship school. What goes into running a formal mentorship program? In places where formal programs don't exist, informal mentoring is an important aspect of membership development. What are the skills needed to be a great mentor? How can I get the most out of the relationship as a mentee? Learn from people who have experience in a variety of different styles of mentoring in this interactive and fun session.

Blue jean pocket writers
Dulles (C)
Become a worker-writer. You can do it. Tell your work stories in poetry, paragraph, or haiku. Post your herstoric work pieces on the conference walls! Receive a free worker-writer manual, Blue Jean Pocket notebook, and the opportunity to have your work published in the Pride and a Paycheck e-magazine.

Ally as a verb
LaGuardia (C)
This workshop will discover why allies are essential at work and elsewhere. A good ally can help you solve problems, provide valuable advice, and serve as a sounding board when you need a different perspective. We, as a group, will collaboratively discover how strategically selecting allies and creating mutually beneficial alliances will improve our employment opportunities and advance our careers. We’ll also examine how to deal with the mortal enemy of all allies at work—bullies in the workplace.

Get politically and socially active to get supported
Balmoral Ballroom (C)
Collective bargaining is a way of life, not just a contract. This workshop will explore women's role in the labor movement's expansion, successful key elements for creating political and social support for unions, and resources for immediate action in media. We will brainstorm ideas for current political and social issues that need to be addressed, and take real action using the techniques covered.

Let's build an economy that works for all working women!
Love Field A (C)
Our economy is not working for most working people—especially not for working women. As working women, we still don't get paid as much as men, we don't have enough support for affordable childcare, and we're more likely to have caregiving responsibilities for parents and kids. As tradeswomen, we face unique challenges: our wages and benefits are strong, but our work is intermittent. We have to work harder and budget better to make sure our paycheck can sustain our families throughout the year. This workshop will connect our individual experiences with the economy with the deliberate policy choices that have created an economy that's out of balance. We can change the rules of the economy to make it work for all of us when we organize and act together.

Organizing/community partnerships
Love Field B (C)
Unions have always fought to improve wages, hours, and working conditions—both for their members and for those workers who are not yet organized. Unions continue to wage these fights, but as union density declines and the standard of living for all workers declines, the importance of partnerships with community and faith-based organizations has never been more essential. Learn how these labor/community partnerships are generating results in organizing construction workers; securing community benefits agreements that support union construction projects; and how you can get involved in these coalitions in your area.

What are PLAs and why care?
O'Hare II (C)
A Project Labor Agreement (PLA), also known as a Community Workforce Agreement, is a pre-hire collective bargaining agreement with one or more labor organizations that establishes the terms and conditions of employment for a specific construction project. Typically, PLAs set standards for local hires, women, and minority participation, in addition to wages, benefits and working conditions. Come to this workshop if you want to learn why PLAs are a top priority for our unions and how unions can use them to increase the number of women and people of color in construction.
How to influence and engage others: Public speaking
Haneda International (M)
Just about everyone fears public speaking, but if you want to be a leader, that’s something you will have to overcome. Standing up in front of a crowd takes confidence, poise, and preparation. Fortunately, the more prepared you are, the easier it becomes. Whether you are standing up at a union meeting, presenting at a conference, or testifying at city council, you will want to organize your thoughts in a cohesive, persuasive and compelling way so that you get your points across and people remember them. Learn how to command audience attention and the pitfalls to avoid.

12:15 – 2:15 P.M.
LUNCH PLENARY
O’Hare Ballroom (C)

SONG: Molly Martin, Tradeswomen Movement Matriarch, IBEW Local 6 Retiree

WELCOME:
Kim Foxx, Chief of Staff, Cook County Board
Toni Preckwinkle, Democratic Candidate, Cook County State’s Attorney

NATIONAL TRADESWOMEN KEYNOTE SPEAKER:
Theresa King, President, Florida Building and Construction Trades

PRESIDENTS’ ROUNDTABLE:
James Boland, President, Bricklayers and Allied Crafts
Frank J. Christensen, General President, International Union of Elevator Constructors
Eric Dean, General President, International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers Union

WORKSHOP SESSION 2
2:30 – 4:00 P.M.

Career ladders in construction
O’Hare I (M)
As an experienced tradeswoman, there are many career opportunities within your union and in other construction-related jobs. Your talents can be used to step out of the box and chart out your own direction to success. Career ladders can help you learn how to transition into these roles. Meet tradeswomen who will share their career ladder stories and help you identify your pathway to leadership. Turn your doubts into solutions.

Tradeswomen history: Learning from the past to change the future
O’Hare V (M)
Tradeswomen have a long and proud history. In this workshop learn about people, laws, unions, and change. We’ll analyze past successes and failures. We’ll use Chicago as a local historical story to help you discover the history in your community and tell your own story. As Chicago sister Addie Wyatt, CLUW co-founder and leader of the Packinghouse Workers, often said, “If you don’t know where you come from, you don’t know where you’re going.”

Attacks on unions, jobs and workers
O’Hare IV (M)
Attacks on unions are coming fast and furious. States and localities are repealing project labor agreement and prevailing wage laws—long the backbone of good, middle-class construction careers. West Virginia just became the 26th right-to-work state. The misleading term “right to work” is a cynical legislative ploy that violates fundamental labor rights and erodes the benefits and higher wages that unions protect. Corporate money-backed think tanks and lobbyists are preemptively trying to expand these regulations on the state and local level, but workers and organizers are fighting back using innovative strategies to continue mobilizing and winning contracts. Come hear from experts on ways to organize and keep workers engaged, how to work around hostile government actors, and how to educate workers about what these laws mean for their rights and their paycheck.
Creating a guidance system
Kennedy (C)
Leaders are people who speak and act not just from their own self-interest, but from collective experience and aspirations. This requires good listening and accountability. While women have been only 2.5% of the construction workforce for almost four decades, tradeswomen’s experiences and perspectives vary. How do we take that common pulse and speak from more than our own story? Likewise, if we’re trying to work within our union local to increase women’s success, how can we build a common agenda among the various stakeholders? This workshop will combine skill-sharing, a hands-on exercise, and discussion to address those questions.

Step up, sister: How to respond to an environment of sexual harassment
Midway Auditorium (C)
Sexual harassment is a specific form of bullying, and neither are appropriate on a construction worksite. Whether it be physical, mental, psychological, or spiritual, tradeswomen are harassed, and out of fear of retaliation, endure the agony. The goal of this workshop is to empower women to step up when faced with sexual harassment or bullying so they can nip the problem in the bud—before needing to resort to legal action. This interactive workshop will enable tradeswomen to learn techniques to confront the harasser and hold them accountable for their behavior.

Women in the trades and college
Dulles (C)
There are many ways to continue our education—including getting credit for apprenticeship and other skills-based learning. In this workshop we will hear about several colleges that have partnerships with the building trades and individual unions, giving tradeswomen an opportunity to learn and increase their earning and leadership potential.

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PA 2: Applying for an apprenticeship
Love Field A (C)
You’ve decided you’re ready to work in construction, but that’s just the first step. Which trade(s) are you interested in? How do you apply? What kind of tests will you need to take? This workshop provides a basic overview of the application process for entering an apprenticeship—including what you need to know about how to apply, selection criteria, skills and aptitude testing, the indentureship process, and how to prepare and be successful in getting in.

Sisterhood tools: Anti-racism 101
Love Field B (C)
This workshop will help participants understand the detriment that racism is to society. How does racism impact women of color in construction, on the job, in the union, and among co-workers? Do you understand your role when it comes to racism? Ignoring racism undermines the fight of all oppressed groups. Get empowered by learning tools to combat racism in the workplace and life in general.

LGBTQ in the trades
O’Hare II (M)
This open workshop will discuss whatever strikes the group, including but not limited to: our own personal stories; being lesbian, transgender or queer identified in construction trades; out or not—problems and solutions; discrimination in the workplace; working with transgender co-workers (pre-, post-, or no-operation); marriage equality in skilled trades; what to do if spousal benefits are denied; and more.
Global tradeswomen RISE!
Haneda International (C)
Join us for a roundtable discussion on building the international movement of tradeswomen. Hear short, informative reports from panelists on the state of women working in construction around the globe. Hear the stories of the construction industry in developing countries where women may make up almost half of the construction workforce while doing the heaviest and most dangerous work. Explore strategies for increasing communication between these women and their sisters in western economies who have faced the opposite side of this discrimination—exclusion from good jobs in construction.

CAUCUS BY TRADE
4:15 – 5:45 p.m.

Boilermakers Sydney and Da Vinci (C)
Bricklayers Kennedy (C)
Building Trades Boardroom West (C)
Carpenters Love B (C)
Cement Masons Logan (C)
Electricians Love A (C)
Elevator Constructors Dulles (C)
Insulators Orly (C)
Iron Workers Balmoral (M)
Laborers Metro Place (M)
Operating Engineers Gatwick (C)
Painters & Allied Trades Midway (C)
Roofers Boardroom East (C)
Sheet Metal Workers LaGuardia (C)
Teamsters Hospitality Suite
UA/Plumbers & Pipefitters Haneda Int'l (C)

6:00 – 8:00 p.m.
CONFERENCE RECEPTION
O’HARE BALLROOM (C)
Heavy appetizers only—dinner is on your own. Go out and eat and come back for dancing!

7:00 p.m.
12-STEP MEETING
BOARDROOM EAST (M)

8:00 p.m.
MOVIE NIGHT: IRON JAWED ANGELS
PRESIDENTIAL SUITE (12th Floor)
Iron Jawed Angels tells the remarkable and little-known story of a group of passionate and dynamic young women, led by Alice Paul and her friend Lucy Burns, who put their lives on the line to fight for American women’s right to vote. This true story has startling parallels to today, as the young activists struggle with issues such as the challenges of protesting a popular President during wartime and the perennial balancing act between love and career.

Hilary Swank and Frances O’Connor head an outstanding female ensemble. The film was nominated for three Emmy awards, and won a Golden Globe. Film critic Richard Roeper said, “Iron Jawed Angels is an important history lesson told in a fresh and blazing fashion.”

9:00 p.m. – Midnight
DANCE
O’HARE BALLROOM (M)
DJ Shaka hails from Cleveland and has been a union labor organizer and worker’s rights advocate for several years. Shaka will be playing Chicago house beats and classics that will bring everyone to the dance floor!
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<thead>
<tr>
<th>Time</th>
<th>Event</th>
<th>Location</th>
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<tr>
<td>9 – 5</td>
<td>Practitioners’ Institute</td>
<td>O’Hare Ballroom</td>
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<td>2 – 8</td>
<td>Registration</td>
<td>Main Level, Concourse A</td>
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<td>5 – 7</td>
<td>Welcome Reception</td>
<td>O’Hare Ballroom</td>
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<td>7 – 8</td>
<td>12-Step Meeting</td>
<td>Boardroom East</td>
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<td>7:30</td>
<td>Sista in the Brotherhood</td>
<td>Metro Place</td>
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<td>8:30</td>
<td>Tradeswomen Labor Music Jam</td>
<td>O’Hare Ballroom</td>
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<td><strong>FRIDAY</strong></td>
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<td>4:15</td>
<td>Caucus by Trade</td>
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<td>9 – 12</td>
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<td>PA1: Tools of the trades</td>
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<td>Winning careers for women</td>
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<td>Developing a women’s committee</td>
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<td>Women in the trades and college</td>
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<td>Unions 101: Structure and culture</td>
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<td>Creating a great mentoring program</td>
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<td>Blue jean pocket writers</td>
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<td>Ally as a verb</td>
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<td>Get politically and socially active</td>
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<td>Economy that works for working women</td>
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<td>Organizing/community partnerships</td>
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<td>What are PLAs and why care?</td>
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<td>Public speaking</td>
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<td>12:15</td>
<td>Lunch Plenary</td>
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<td>Career ladders in construction</td>
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<td>Tradeswomen History</td>
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<td>Attacks on unions, jobs and workers</td>
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<td>PA2: Applying for an apprenticeship</td>
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<td>Sisterhood tools: Anti-racism 101</td>
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<td>LBGTQ in the trades</td>
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<td>Global Tradeswomen RISE!</td>
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<td>SUNDAY</td>
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<td><strong>SUNDAY</strong></td>
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<td>Tradeswomen Policy Forum (Part I)</td>
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<td>PA3: Good first impressions</td>
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<td>From handcuffs to hardhats</td>
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<td>Help create jobs: Run for office</td>
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<td>2016 WOMEN BUILD NATIONS: AGENDA AT A GLANCE</td>
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SUNDAY, MAY 1

6:00 a.m.  YOGA  POOL, CONFERENCE LEVEL
7:00 a.m.  12-STEP MEETING  BOARDROOM EAST
7:00 a.m.  BREAKFAST  O'HARE BALLROOM

WORKSHOP SESSION 3
8:00 – 9:30 A.M.

Career ladders in construction
O'Hare I (M)
As an experienced tradeswoman, there are many career opportunities within your union and in other construction-related jobs. Your talents can be used to step out of the box and chart out your own direction to success. Career ladders can help you learn how to transition into these roles. Meet tradeswomen who will share their career ladder stories and help you identify your pathway to leadership. Turn your doubts into solutions.

Tradeswomen Policy Forum (Part 1) – Creating a construction culture that works for women: Building tradeswomen advocacy skills (tradeswomen session)
O'Hare V (M)
Want to create change in policies and practices in your union, apprenticeship program or on your jobsite? Part 1 of the Policy Forum will feature leading tradeswomen advocates describing their successes in changing the construction culture to increase women’s participation and retention in the skilled trades. They will share their stories of identifying strategies, developing policy recommendations, and building common ground with industry partners—employers, unions, and apprenticeship programs—at the local and national level to foster tradeswomen’s equity. Following the presentation, panelists and seasoned advocates will facilitate the Advocacy 101 Clinic, meeting in small groups with participants to help prepare for Part 2 of the Policy Forum (which will immediately follow this session) where tradeswomen will join industry partners in finding collective solutions for helping tradeswomen thrive in a male-dominated industry. Part 1 is for tradeswomen.

Organizing/community partnerships
O'Hare IV (C)
Unions have always fought to improve wages, hours, and working conditions—both for their members and for those workers who are not yet organized. Unions continue to wage these fights, but as union density declines and the standard of living for all workers declines, the importance of partnerships with community and faith-based organizations has never been more essential. Learn how these labor/community partnerships are generating results in organizing construction workers; securing community benefits agreements that support union construction projects; and how you can get involved in these coalitions in your area.

How to be an effective activist
Kennedy (C)
Learning how to be an effective activist is one of the most important skills for trade unionists. Join us for a panel discussion about what makes an effective activist leader, how our personal leadership can help strengthen our unions, and real-life stories from women who are leaders in different ways.

PA 3: Good first impressions—introducing YOU
Midway Auditorium (C)
If you are preparing to enter a construction apprenticeship program (or are looking to make a career transition), you may need to ace the big interview with a panel of interviewers at the apprenticeship program or sell your skills to a contractor. How do you demonstrate you have what it takes to get in? This workshop provides aspiring tradeswomen with critical aspects of writing industry resumes, interviewing techniques, and landing a job or apprenticeship in the construction industry. Learn how to sell yourself with confidence, enthusiasm, and strong communication skills in this important workshop.

How to influence and engage others: Public speaking
Dulles (C)
Just about everyone fears public speaking, but if you want to be a leader, that’s something you will have to overcome. Standing up in front of a crowd takes confidence, poise, and preparation. Fortunately, the more prepared you are, the easier it becomes. Whether you are standing up at a union meeting, presenting at a conference, or testifying at city council, you will want to organize your thoughts in a cohesive, persuasive and compelling way so that you get your points across and people remember them. Learn how to command audience attention and the pitfalls to avoid.
Kick-ass organizing through school and community outreach
LaGuardia (C)
Equality, diversity, parity, equity...It’s what we all want, so how do we get it? We all know construction is still a man’s world, but things are changing. Through early education, continuous networking, and ongoing mentorship and support, the word is getting out and women of all ages are showing up. Here’s a primer on talking “tools in schools” and educating students about alternate pathways to successful careers in underrepresented occupations, including trades and technology. Let’s break down barriers and close the gender gap from the tools to the white hat. 50/50 by 2030.

Sex discrimination in the workplace: It’s not just about “sex”
Balmoral Ballroom (C)
Sex discrimination may take many forms in the workplace, and it may not always be easy to identify. It can begin on the front end due to discriminatory sex-based hiring criteria and bias and stereotyping due to pregnancy and caregiving responsibilities. Gain a better understanding about other gender issues including harassment and unequal pay. Learn about expanded protection for LGBT individuals and victims of domestic violence. Our seasoned representative from the EEOC will use real-life case scenarios to bring to light these important issues, describe employer responsibilities, and explain employee rights, including filing employment discrimination complaints.

Sisters strength = union strength: Developing a women’s committee
Love Field A (C)
This panel discussion will focus on how women’s committees have been formed in specific unions, and how they came together in solidarity, gained the support of their local, and are working to sustain a viable committee that is valuable to their local. Gain key insights on how to start, maintain, and grow a women’s committee.

From handcuffs to hardhats: Transforming lives, transforming communities
Love Field B (C)
The broken and unfair criminal justice system costs taxpayers $75 billion a year, and nearly one in three U.S. adults have a record. Every day highly qualified women and men on the job hunt find their paths blocked by hiring barriers because of a past arrest or conviction, and many have had their citizenship rights stripped away. At this workshop we will discuss the history, growth, and impact of incarceration in the U.S. on women, communities of color, and low-income communities; identify how the current system hurts workers and the economy and pro-active steps we can take to change this system; and learn about successful building trades pre-apprenticeship programs that help incarcerated women learn the tools and techniques for a career in the trades.

Mind, body, union!
Metro Place (M)
The tradeswoman who consistently has a strong mental aptitude, who has physical strength and stamina, and who is an active union member will truly stand out as an exceptional worker and person. This workshop is intended to arm participants with ways they can plan and execute fitness routines that will strengthen their minds and their bodies. If you feel ready to achieve new heights in your own personal strength, this workshop is for you! This workshop will demonstrate a variety of exercises; wear appropriate clothing.

Attacks on unions, jobs and workers
Haneda International (C)
Attacks on unions are coming fast and furious. States and localities are repealing project labor agreement and prevailing wage laws—long the backbone of good, middle-class construction careers. West Virginia just became the 26th right-to-work state. The misleading term “right to work” is a cynical legislative ploy that violates fundamental labor rights and erodes the benefits and higher wages that unions protect. Corporate money-backed think tanks and lobbyists are preemptively trying to expand these regulations on the state and local level, but workers and organizers are fighting back using innovative strategies to continue mobilizing and winning contracts. Come hear from experts on ways to organize and keep workers engaged, how to work around hostile government actors, and how to educate workers about what these laws mean for their rights and their paycheck.
**WORKSHOP SESSION 4**  
**9:45 – 11:15 A.M.**

**Fitting the job to your body, not your body to the job**  
O’Hare I (M)  
This workshop addresses two topics related to proper fit: ergonomics and personal protective equipment (PPE). Do you experience pain at the end of the week? Do you strain to “make” your body fit the job? Frustrated by PPE that doesn’t fit your body? Do you want your frustration to have a voice? First, we will learn how basic ergonomics can create a better fit between job and worker. Then you will get to vent frustrations of improper PPE fit and availability to someone who has the ear of the manufacturers. We will have some fun trying different PPE (harnesses/gloves) and tie it all together with ideas on how to get employer buy-in for what “your body” needs. As a bonus, we will have a drawing to give away a few choice items of PPE.

**Tradeswomen Policy Forum (Part 2) – Creating a construction culture that works for women: Roundtable dialogue with industry partners and tradeswomen**  
O’Hare V (M)  
Part two of the policy forum will engage tradeswomen and industry leaders to discuss ways to increase women’s participation and retention in the skilled trades and find collective strategies to help tradeswomen thrive in a male-dominated industry. Industry leaders, representing apprenticeship, labor and employers, along with tradeswomen in their field, will participate as both speakers and respondents in a roundtable discussion. Through facilitated conversations the panelists will discuss how to find shared vision and common ground to address the barriers that still limit women’s success getting in, staying in, and moving into leadership in the skilled trades. This is an ideal opportunity for contractors, unions and apprenticeship programs to hear from tradeswomen directly, and to learn from industry colleagues on best practices for increasing women’s success in the trades.

**International Workers’ Day: History and contemporary context of the Haymarket Affair**  
O’Hare IV (C)  
Ever wondered why May 1st is International Workers’ Day, or Labor Day? Looking forward to participating in the May Day rally, but wanting a little more context? Come be informed and energized! The origins of May Day celebrations of workers are rooted right here in Chicago, in the Haymarket Affair of 1886. We will discuss the history and relevance of these events to today’s labor movement struggles, and to tradeswomen in particular. In addition to contemporary experts on the topic, this workshop features a panelist who was there: Lucy Parsons (1853-1942), a labor organizer and agitator, whose husband, Albert, was one of those martyred in the Haymarket Affair.

**Kick-ass organizing through school and community outreach**  
Kennedy (C)  
Equality, diversity, parity, equity...It’s what we all want, so how do we get it? We all know construction is still a man’s world, but things are changing. Through early education, continuous networking, and ongoing mentorship and support, the word is getting out and women of all ages are showing up. Here’s a primer on talking “tools in schools” and educating students about alternate pathways to successful careers in underrepresented occupations, including trades and technology. Let’s break down barriers and close the gender gap from the tools to the white hat. 50/50 by 2030.

**Organizing a conference—demystified**  
Midway Auditorium (C)  
Are you thinking it’s time to organize a local, regional, national, international, intergalactic conference for tradeswomen or for some other group of people? Before you launch into such a potentially daunting project, it would be good to understand that a conference is like a jigsaw puzzle—there are many pieces that all need to be handled, sometimes all at the same time. But if you know what all the pieces are, you can make a plan and then it’s not as daunting. This interactive workshop will help you understand what goes into successful conference planning—from logistics and fundraising, to program planning and content, and getting the people you want to actually attend.
PA 4: Surviving and thriving in apprenticeship
Dulles (C)
Every new construction worker starts in an apprenticeship which can be demanding, fun, daunting, and interesting—all at once! This workshop/panel discussion will provide pre-apprenticeship students and graduates with helpful hints on how to navigate the unique world of apprenticeship, unions, contractors, and the construction industry overall. Seasoned tradeswomen will share their experience and words of wisdom with aspiring tradeswomen. Learn what to expect, as well as what will be expected of you.

How to be an effective activist
LaGuardia (C)
Learning how to be an effective activist is one of the most important skills for trade unionists. Join us for a panel discussion about what makes an effective activist leader, how our personal leadership can help strengthen our unions, and real-life stories from women who are leaders in different ways.

Sex discrimination in the workplace: It’s not just about “sex”
Balmoral Ballroom (C)
Sex discrimination may take many forms in the workplace, and it may not always be easy to identify. It can begin on the front end due to discriminatory sex-based hiring criteria and bias and stereotyping due to pregnancy and caregiving responsibilities. Gain a better understanding about other gender issues including harassment and unequal pay. Learn about expanded protection for LGBT individuals and victims of domestic violence. Our seasoned representative from the EEOC will use real-life case scenarios to bring to light these important issues, describe employer responsibilities, and explain employee rights, including filing employment discrimination complaints.

Help create jobs: Run for public office
Love Field A (C)
A huge amount of Building Trades work comes from public projects. Who are the decision-makers about which jobs get built? Women are 51% of our population, and approximately 54% of voters in 2012 were women, yet only about 20% of US Senators and Congressional Reps are women. The numbers are slightly higher in the state and local levels. This workshop will help you think about what it takes to run for public office, with a focus on local and state-level races.

Can’t win at the bargaining table if we keep losing at the ballot box
Love Field B (C)
Does your local union/labor council strategically get disenfranchised people involved in politics (even if they can’t vote)? Learn how IBEW has partnered with Civil Survival to organize people around political issues like right-to-work and other anti-union/anti-person legislation. We need allies if we want to remain strong in this fight. Come to this workshop if you are interested in learning how!

Mind, body, union!
Metro Place (M)
The tradeswoman who consistently has a strong mental aptitude, who has physical strength and stamina, and who is an active union member will truly stand out as an exceptional worker and person. This workshop is intended to arm participants with ways they can plan and execute fitness routines that will strengthen their minds and their bodies. If you feel ready to achieve new heights in your own personal strength, this workshop is for you! This workshop will demonstrate a variety of exercises; wear appropriate clothing.
11:30 A.M. – 1:00 P.M.
CLOSING PLENARY SESSION
O’Hare Ballroom (C)

SPEAKER:
Lisa Langevin, Build Together, Women of the Building Trades Unions
(Canada’s Building Trades Unions)

ILLINOIS TRADESWOMAN KEYNOTE:
Japlan Allen, Ironworkers Local 1

SPEAKER:
Symone Holmes, 3rd Year Apprentice, Plumbers Local 130

TRADESWOMEN MATRIARCHS’ ROUNDTABLE:
Lisa Diehl, Carpenter, West Virginia Women Work
Ronnie Sandler, Carpenter, founder Northern New England Women in Trades,
co-founder of National Tradeswomen’s Network, Tradeswomen Now and Tomorrow
Paula Smith, Millwright and Welder, Chicago Women in Trades
Lauren Sugerman, Elevator Constructor, co-founder CWIT, founder of National
Tradeswomen’s Network, Tradeswomen Now and Tomorrow

CLOSING:
Sarah Stigler, Chair, Chicago Women in Trades, Plumbers Local 130

PERFORMANCE:
Girls Rock! Chicago

Throughout the conference, we show videos illustrating women who work in the trades. Many are created just for this event. We thank all of the videographers and artists who share their time and talent with us and create the images that show the world what we can do at work.

VIDEOS CREATED BY
Lily Calderon, Sarah Stigler and Louis Leon, Chicago Women in Trades
Melina Harris, Sisters in the Building Trades
Born to Build Commercial, Ozinga Concrete
Sisters in the Brotherhood
WHY?... #Because it’s 2016!, Nour Hachem, Terry Weymouth, Penny
Estey and Jamie McMillan
Women Building the Nation 2015

1:00 – 6:00 PM
BUSES DEPART FOR
MAY RALLY AND MARCH

If you reserved a seat on the bus for the May Day Rally, the Action Committee invites you to board the buses leaving the Crowne Plaza at 1:00 p.m. We will travel to the rally point, just west of downtown, joining the other activists at a rally to hear some music and speakers, and then kick off the march! We then march downtown to Daley Plaza or other identified location where there will be a larger rally with different speakers to celebrate May Day and protest the attack on workers everywhere!

*Please note: the rally and march are physical activities – expect prolonged standing, three miles of walking, and getting on and off school buses.

Don’t forget to wear your “No Right to Work” t-shirt to the rally and march! T-shirts are available for purchase for $25 at the TWTF Action Clinic table near registration during the conference. We want to have a strong unified group presence and our t-shirts will help us stand out!

Make and bring your own custom protest signs at the TWTF Action Clinic during the conference or at the International Workers’ Day History workshop Sunday morning before getting on the bus.

To learn more about May Day, attend the International Workers’ Day: The history and contemporary context of the Haymarket Affair workshop Sunday, May 1, 9:45 a.m. – 11:15 a.m. at the Crowne Plaza Metro Room. Don’t forget to stop by the International Ironworkers’ Labor History Wall which will be on display during the conference.

*If you are checking out of hotel on Sunday, please check your luggage at your hotel as there will not be room for baggage on the buses. You can pick your baggage up after the march upon return at approximately 6:00 PM.
JAPLAN ALLEN didn’t know a thing about construction careers when she saw CWIT’s flyer in the unemployment office in 2002, but she was a fast learner. After graduating from both the Technical Opportunities and welding programs, Japlan became an apprentice Iron Worker in 2003. Though she couldn’t be more nontraditional, she also could not be more proud of being a Local 1 Iron Worker, her career a gift that she is eager to share with others. A true embodiment of the “sisters helping sisters” philosophy, Japlan has recruited, mentored, taught, and inspired hundreds of women on the difficult path to a career in the construction trades.

JAMES BOLAND became president of the Bricklayers and Allied Crafts (BAC) 2010 and was re-elected in 2015. He previously served as executive vice president and secretary-treasurer of the union. After becoming a BAC member in 1977, Boland spent the next decade working on commercial projects in the San Francisco Bay area in brick, block, stone, and marble. He became business agent in 1988, president in 1992 of BAC Local 3 California, and then moved to the International union level in 1994. Boland chairs or serves as a trustee on several BAC-related trust funds. He is also a vice president of the AFL-CIO Executive Council, a member of the Governing Board of Presidents of North America’s Building Trades Unions, and of the General Presidents’ Committee on Contract Maintenance and the National Joint Heavy and Highway Committee. He also serves on the boards of the AFL-CIO Housing Investment Trust, Ullico, and the National Endowment for Democracy.

FRANK J. CHRISTENSEN became general president of the International Union of Elevator Constructors (IUEC) in 2012. Christensen joined the IUEC as a member of Local 2, Chicago, IL, in 1979, and served in multiple positions in the local and apprenticeship committee before his appointment to business manager in 2001. He was elected business manager in a special election and went on to become the longest-serving business manager in the history of Local 2. Since his earliest days working with the tools, Brother Christensen has been a fierce advocate for his fellow union members and all working people. As business manager he helped win several major NLRB rulings regarding work jurisdiction and hiring practices that set a powerful precedent for future labor negotiations for not only the IUEC but for other trade unions as well. He has routinely put himself on the line in defense of his local union, his International union and in the name of truth.

ERIC DEAN, general president of the International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers Union, completed his apprenticeship in 1984 and became a journeymen ironworker in Local 63 Chicago. As an accomplished ironworker, he worked for various contractors as a journeyman, foreman, and project superintendent. From 1989 until 1995 he served as an apprentice instructor and earned the status of certified welding inspector. He became very involved in his local union serving as conductor, trustee, vice president, and business agent. Recognizing Dean’s leadership skills, General President Jake West appointed him general organizer for the International in 1999. General President Joseph Hunt appointed Dean as general vice president in 2008, and General President Walter Wise appointed Dean as general secretary in 2011. The general executive council unanimously elected Eric Dean as general president effective July 1, 2015.

LISA DIEHL began her apprenticeship in the Carpenters Union in 1979 in Kansas. During her apprenticeship she was elected the apprentice delegate to the KS state Carpenters Convention in 1980, and participated in outreach to increase the numbers of women in the trades. She attended the First National Tradeswomen Conference and was co-chair of the second National Conference in Chicago. She was one of 19 women who participated in the North American Soviet Exchange for Peace. Her career in the trades was short but her advocacy efforts to increase the numbers of women in the trades continued. Working with the Gender Equity Coordinator for the state of WV she advocated for programs that prepared women for non-traditional occupations within Vocational Education. She served on the Governing Board of Women Work!, the National Network for Women’s Employment, and was the co-founder of WV Women Work which trains and places women in the skilled trades. She continues to serve on their board.

IVY FORD, blues musician and enthusiast, cites her influences as the great Muddy Waters, Etta James, James Cotton, Koko Taylor, and MANY more. Leading bands first through her vocal talents, Ivy also plays piano and lead/rhythm guitar. Encouraged to sustain the blues as the roots and substance of American music today, she frequently covers and tributes some of the standard tunes like “Sweet Home Chicago,” “Mojo Workin,” and “Downhome Blues.” She also writes and composes her own music in blues, soul, and the R&B genres.
**KIM FOXX** is an accomplished leader, prosecutor, and advocate for children and families in Cook County. She is running to become Cook County State’s Attorney to continue that work, and to restore public faith in a criminal justice system that has failed so many families.

Born to a teenage mother who struggled to make ends meet, and raised on Chicago’s Near North Side by her mother and grandmother, Kim’s life experience has given her a deep understanding of the impact of crime, violence and poverty on our communities. She began her career as a guardian ad litem with the Cook County Public Guardian’s Office and then became an Assistant State’s Attorney for Cook County, where she served for 12 years. Most recently, Kim served as Chief of Staff for Cook County Board President Toni Preckwinkle where she was the lead architect of the criminal justice reform agenda.

**GIRLS ROCK! CHICAGO** has been providing music education programs since 2006 for girls ages eight to sixteen with a focus on empowerment. It is committed to educating girls about the musical, technical, and creative aspects involved in musicianship because it believes that young girls are rarely encouraged to explore self-expressive creative outlets and are less likely to be given access to musical and technical instruction or equipment. It also believes that rock music can be a crucial tool in allowing young women to respond to preconceived notions of what they can do and what they can become. The core program offered by GRIC is the Girls Rock! Summer Camp, a week-long, multifaceted summer camp organized around empowering young women through a multitude of activities.

**SYMONE HOLMES**, a.k.a. Second Chance, is a third-year apprentice Plumber with Local 130 in Chicago. Symone found her path early, graduating from Dunbar Vocational Career Academy (where she was introduced to plumbing and Chicago Women in Trades), participating in the Aspiring Tradeswomen’s Program, and traveling to Washington, DC, to testify at a congressional hearing with then Senator Hillary Clinton. Symone entered the plumbers’ program shortly after graduating from high school, but it wasn’t the right time for her. Ten years later she is an apprentice again and, this time, she is thriving.

**THERESA KING** became an un-indentured apprentice with the IBEW for Local 915 in Tampa, Florida, at the age of 38. She was accepted in the apprenticeship program in 2000 and completed the five-year/semester program in 2004. King has worked on numerous commercial and industrial projects since graduating to journeyman status. She has served as a union steward and was appointed to serve as the still-current press secretary for her union. She has worked in many capacities with her contractors, including safety coordinator, foreman, project manager and estimator. She currently serves as the elected Recording Secretary with IBEW Local 915 and has held this position for five years. She was elected State President by the Executive Council of the Florida Building and Construction Trades in September of 2015 and is the first woman in the state’s history to hold this position.

**LISA LANGEVIN** is co-chair, IBEW 213 Women’s Committee and BC IBEW Women’s Committee, and is a representative on the Canadian Building Trades Union, Building Together – Women in the Building Trades, which promotes women in the trades. She received her B.A. in Psychology from Simon Fraser University in British Columbia, Canada and worked as a coordinator for a behavioral program until burn out began to set in. She changed careers and became an electrician in 2002. Being an electrician is a fantastic and fulfilling career, and Langevin has become a passionate advocate to pave the roads to make it accessible to more women.

**ESTHER LOPEZ**, International secretary-treasurer of the United Food and Commercial Workers International Union (UFCW), is a leading champion of working men and women, immigrants, and all families seeking a better life. For decades, she has worked tirelessly to bring social and economic justice to every corner of the United States and beyond.

Lopez began with the UFCW in November 2006 when she was hired as director of the Civil Rights and Community Action Department. Over the years, Lopez has helped lead the transformation of the UFCW into a more diverse union. As part of this effort, she developed and administered two diversity surveys that asked important questions about how to make the UFCW leadership more reflective of its membership. Since Lopez took the helm of the Civil Rights and Community Action Department, more women and minorities have been hired and promoted into positions of power. She also oversaw the launch of the UFCW’s first-ever LGBT constituency group, OUTreach. Lopez well understands the issues that are important to tradeswomen through the ups and downs of her daughter Tracy’s career as a sheet metal worker.

**MOLLY MARTIN** is a pioneer in the tradeswomen movement who started her career as an electrician in Seattle, WA, and then moved to San Francisco where she became a member of IBEW Local 6. After working as an electrician and an electrical inspector for the City and County of San Francisco for nearly 20 years, she is now happily retired. Molly was a founder of Tradeswomen, Inc. and publisher of the quarterly Tradeswomen Magazine from 1981 – 1999. She also edited Hard-Hatted Women, the anthology of tradeswomen’s stories. A member of the Rockin’ Solidarity Labor Chorus, she’s recently added songwriting to her repertoire.

**JORGE RAMIREZ** was elected the Chicago Federation of Labor’s (CFL) first Latino president in July 2010. In February 2015, he was elected to the AFL-CIO Executive Council as a vice president, helping to guide the daily work of the national federation.

Ramirez earned his first union card in 1988 through the United Food and Commercial Workers International Union Local 1546. He worked his way up through the ranks, ultimately serving as UFCW Local 1546’s executive director before coming to the CFL. In his role as president of the CFL, Ramirez serves on executive and advisory boards for labor, civic, and community organizations across the city and around the country. His involvement with these organizations allows him to represent the interests of labor and protect the fundamental rights of all workers.
RONNIE SANDLER is Founder and President of Compliance USA, Inc. Ronnie has been actively involved in the tradeswomen community since the mid-1970’s. She has lead research, organizing, policy initiatives, and program development to improve recruitment, hiring and retention of women and minorities in trades and technical careers. A carpenter by trade, Ronnie has owned her own construction business, worked as a civil service maintenance carpenter, and was the first woman in any of the building trades unions in Michigan. She developed and operated training programs to prepare women and minorities to enter trades jobs in Michigan, Vermont, Maine, and New Hampshire and was involved in numerous projects for U.S. DOT, U.S. DOL, State Highway and other agencies, contractors, unions, and apprenticeship programs providing technical assistance on all aspects of federal, state and local civil rights regulations in the construction and other non-traditional industries. Ronnie was an organizer of several national tradeswomen’s conferences and a co-founder of the National Tradeswomen’s Network and Tradeswomen Now and Tomorrow.

JAN SCHAKOWSKY was elected to represent Illinois’ 9th Congressional District in 1998, after serving for eight years in the Illinois General Assembly. She is in her ninth term, serving in the House Democratic leadership as a Chief Deputy Whip and as a member of the Steering and Policy Committee. She is a member of the Energy and Commerce Committee, where she is the Ranking Democrat on the Commerce, Manufacturing and Trade Subcommittee. Working and middle class people see Jan out there fighting for their jobs and paychecks at a time when income inequality has reached record levels. In 2010, then Speaker Pelosi appointed Jan to President Obama’s 18-member National Commission on Fiscal Responsibility and Reform where she bucked the majority and offered her own proposal to balance the budget without cutting Social Security, Medicare or Medicaid – or further burdening struggling families.

PAULA SMITH never imagined a career in trades before the opportunity presented itself, but instantly upon the first day she knew this was the gig for her! Starting out as a millwright at U.S. Steel South Works, she turned to an opportunity to learn construction when steel production declined. She soon became aware of a fledgling advocacy group Chicago Women in Trades, and she joined on as CWIT’s second full-time staff member. In addition to her work at CWIT as a job counselor and employment coordinator, Paula led the local planning committee for the 1989 National Tradeswomen Conference. She is proud of being a part of the CWIT’s early struggles and battles, internal and external, successes and failures. Always versatile, Paula has had a rich career in the trades, helping to start a small general construction company that specialized in restoration, renovation and custom ironwork design, returning to her welding and machining roots to work on Amtrak and commuter rail cars, and finally, ending her career at the University of Chicago as a decorator/faux finisher/painter.

SARAH STIGLER is a homegrown Chicago Women in Trades sister. She came through CWIT’s training program 15 years ago and started her career as a Local 130 Plumber 13 years ago. She is also the Chairwoman of CWIT’s board of directors as well as a volunteer and mentor.

LAUREN SUGERMAN began her career as an elevator constructor in 1980 and was a co-founder of Chicago Women in Trades. Becoming CWIT’s first executive director, she built an originally all-volunteer support group into a multi-service and multi-program agency dedicated to increasing women’s participation and equitable treatment in the skilled trades. She guided the organization’s development of groundbreaking, nationally recognized and replicated programs, policy guidelines, legislation and publications. In 2010, Lauren joined Wider Opportunities for Women in Washington, DC, where she led national policy and technical assistance on issues of women in nontraditional occupations. In 2015 Lauren joyfully returned to CWIT to serve as the National Policy Director. As an appointee of the U.S. Secretary of Labor, Lauren served on the Federal Committee on Apprenticeship and on OSHA’s Advisory Committee on Health and Safety in Construction. Lauren has also served on the Illinois Workforce Investment Board, the Governor’s Commission on the Status of Women in Illinois and the Gender Equity Advisory Committee of the Illinois State Board of Education. She helped organize several national tradeswomen’s conferences, is a founding and current member of the Tradeswomen’s Committee of NABTU and a leader of the National Task Force on Tradeswomen’s Issues.

K. SUJATA has been President and CEO of Chicago Foundation for Women (CFW), the leading grant-making organization focused on basic rights and equal opportunities for women and girls in the greater Chicago area, since 2011. Under her leadership, the foundation has experienced double-digit growth in the funding of nonprofit organizations in Chicago. Sujata brought to CFW prior experience in program development at several notable Chicago nonprofits on issues such as women’s economic security, ending homelessness and addressing domestic violence. She was previously the Director of Programs at the Eleanor Foundation (now part of Chicago Foundation for Women), where she was instrumental in developing and implementing the foundation’s unique program aimed at the economic self-sufficiency of low income working women.
PLANNING PARTNERS

NABTU TRADESWOMEN COMMITTEE
www.tradeswomentaskforce.org
Founded in 2005, North America’s Building Trades Unions (NABTU) Committee of Women in the Trades is committed to its mission of “increasing the number of women in skilled trades careers by promoting strategies for recruitment, retention and leadership advancement. The committee will give voice and visibility to these issues with NABTU, its affiliates and industry partners.”

Composed of representatives from the building trades affiliates, with input from tradeswomen organizations and state councils, the committee’s long-range goals include: intensifying current efforts to recruit and retain women in the all affiliated crafts; increasing efforts to combat discrimination in all its forms; and providing models for market strategies, gender-sensitive workplace policies and mentorship training programs.

For more information, contact Chairperson Patti Edwards Devlin atpdevlin@liuna.org.

NATIONAL TASK FORCE ON TRADESWOMEN’S ISSUES
www.tradeswomentaskforce.org
Co-chaired by Chicago Women in Trades and Oregon Tradeswomen Inc., the Task Force includes national, regional, and local organizations as well as individual tradeswomen and supporters around the country who work on national policy issues impacting women in the trades. The Task Force was chiefly responsible for planning the Policy Forum, the Action Table and the May Day March. To get involved, contact at Isugerman@cwit2.org or Connie Ashbrook at connie@tradeswomen.net

TRADESWOMEN, INC. (TWI)
www.tradeswomen.org
Tradeswomen, Inc. was founded in 1979 as a grassroots support organization for women in blue-collar, skilled craft jobs. TWI works to increase recruitment of women into building trades jobs; promote retention of women; and develop tradeswomen’s capacity for leadership and career growth – on the job and in their unions. TWI has played a central role in planning the Women Building conferences since the first one was held in 2002 and has been an invaluable resource as the conference moves outside California for the first time.

OREGON TRADESWOMEN, INC. (OTI)
www.tradeswomen.net
Oregon Tradeswomen, Inc. is dedicated to promoting success for women in the trades through education, leadership and mentorship. Founded in 1989 as a small support group led by four tradeswomen (an elevator construction, two carpenters and an operating engineer), OTI was reorganized as Oregon Tradeswomen, Inc., a 501(c)(3) nonprofit, in 1999. OTI was founded on the principles that women deserve and can attain economic self-sufficiency through pursuing careers in the building, mechanical, electrical and utility trades while helping and encouraging the trades industry to build up a diverse workforce. Today the organization is comprised of nearly 400 members, three programs, an annual trades career fair for women and girls, and the support of trades industry employers.

LOCAL PLANNING COMMITTEE
This conference would not have been possible without the leadership and volunteerism of dozens of local tradeswomen who have had a hand in nearly every aspect of conference planning as well as providing logistical, volunteer, and on-the-ground support.
It takes many hands to build a conference, and this one could not have happened without the hands, heart, hard work and follow-up of the fabulous staff and volunteers of Chicago Women in Trades and the NABTU Tradeswomen Committee, who planned the agenda and did all they could to make this event meaningful and successful.

Thank you!

NATIONAL PLANNING COMMITTEE
Carolyn Williams, International Brotherhood of Electrical Workers
Darlene Nava Munoz, Chicago Pipe Fitters Local 597
Debra Chaplan, State Building & Construction Trades Council of California
Diana Limon, IBEW Local 11
Illiana Flores, International Brotherhood of Teamsters
Jackie Townsend, Bricklayers Administrative District Council 1 of Illinois
Jayne Vellinga, Chicago Women in Trades
Patti Edwards Devlin, LIUNA
Patty Hughan, Ironworkers International
Prairie Wells, International Union of Bricklayers and Allied Craftworkers

CONFERENCE COORDINATOR
Sharon Latson

Here’s to the dozens of volunteers, hundreds of workshop presenters, and others who have worked to make this conference a success!

Thank you!

REGISTRATION AND LOGISTICS
Janan Robinson
Caitlin O’Sullivan
Rebecca Kriger
Lynn Schorno
Caron King
Scarlet Burmeister

FACEBOOK OUTREACH
Melina Harris, Sisters in the Building Trades
Darlene Leineweber, Trade Woman Chat

POLICY FORUM COMMITTEE
Lauren Sugerman
Kina McAfee
Beryl Schwartz
Pam Berryhill
Joanne Hager

VOLUNTEER COORDINATOR
Darlene Munoz

HOTEL PROCUREMENT
Trish Sweeney

PRE-APPRENTICESHIP OUTREACH AND WORKSHOPS
Kelly Kupcak
Linda Hannah

LOCAL PLANNING COMMITTEE
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ACTION COMMITTEE
Sarah Stigler
Kelly Kupcak
Darlene Munoz
Pamela Hamilton
L J Dolin
Latisa Kindred
Janet Dukic
Maria Riojas

DESIGNER
Mary Chase