



NAWIC

focus

NAWIC is an international association that promotes and supports the advancement and employment of women in the construction industry.

Maine General Medical Center Project, Augusta

In November we were pleased to welcome Speaker Skylar Sanford. Skylar spoke about the Maine General Medical Center Project.

The project is in the beginning stages, but is on schedule. New means and methods are being used to construct this facility. Known as Integrated Product Delivery (IPD), all parties (Owners, Architects, Subs, etc.) are seeing increased and more effective communication.

Once Maine General Medical Center is complete it will be a total of 640,000 square feet. It will consist of five buildings and will have a heliport available. Four of the buildings will be three stories and the other one will be four stories.

Skylar presented a fly-over video of the project. What an impressive piece of work that was. We enjoyed the presentation and look forward to another site tour when the project is completed.

Joyce Newman



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I've learned.... That the best classroom in the world is at the feet of an elderly person.

Andy Rooney

From the President

With Christmas fast approaching, it's a busy time for everyone, and with everything else going on, it's difficult to find enough time to fit everything in. With that said, I apologize for being late with this message. Robin Wood enthusiastically volunteered to take over the Chapter Newsletter and I was thrilled! I hope the committee chairs will assist by sending updates to her regularly, and timely. The more information we can disseminate in the newsletter, the more time we will have at meetings for networking and for quality programs. We have already had two very impressive speakers this Fall, and the Professional Education committee is continuing to seek equally good speakers and programs for the rest of the year. The Membership Committee has developed a membership recruitment challenge and the Christmas Committee selected a very worthy family for us to

Eleven members were registered for the Region 14 Annual Planning conference in Portsmouth last month, accounting for almost a quarter of the attendees. Several were "first-timers" and I'm anxious to read their reports, hoping that it was worthy of their time and they got a lot out of the experience.

We also had a booth at the Maine Transportation Conference in Augusta on December 1, something that I have always wanted to see happen. With almost 600 transportation and construction related attendees, including many women, we were able to introduce NAWIC to them, and hopefully will have some new members as a result.

I would like to thank all of the members who volunteered for committees this year again. A complete list of committee chairs and members is accessible through a link on our Chapter website www.NAWICMaine.org. Hopefully there will be full reports on the activities I've mentioned above. Links to our newsletters are also on the website so members can refer to them throughout the year. We have some real movers and shakers this year, and I'm just thrilled with their enthusiasm and hard work already evident in the first two months of our new NAWIC year. A huge thank you, to all of you!

Joyce Newman, President

NAWIC ME CHAPTER CHALLENGE

Remember our Chapter Challenge: As we are raising funds for NEF anyone raising or donating \$50.00 will have their name placed in a drawing for a \$150 total car reconditioning at Charlie's in Augusta. Let's encourage everyone to participate and help us to reach our goal.

I've learned...

That being kind is more important than being right.

Andy Rooney

Chapter Committee Updates

The **Christmas Committee** met after the membership meeting on November 16th. We have decided on our chapter gift this year and look forward to sharing with all of you at our upcoming Christmas Party. Happy Holidays to all!

The **Adopt a Family Committee** met after the membership meeting on November 16th. Our adopted Christmas Family for 2011 will be Mary and Scott Getchell and their two children - Olivia, age 8 and Gauge age 3, as well as, their be-loved pet dog, Shadow. Due to medical issues, being laid off most of last winter and spring and caring for an elderly parent this family has struggled to catch up. They live in Fairfield.

Scott has worked in construction all of his adult life and is known to be able to fix most anything. Reliable, hard working and often the one who can bring a smile to most anyone, he is adored by both of his children. Mary works in Educare's child-care department with the infant to three year olds and is sweet and caring. Mary too is hardworking and dedicated to improving the lives of those around her.

Olivia is soon to be 8 and loves pink and sparkling

things. She loves dresses and girly-girl stuff but also doesn't mind getting dirty. She is into crafts and her dolls.

Gauge is a big Lightning McQueen fan and he often builds structures for wild adventures for his cars and trucks.

The family is in need of heating oil .

Gauge is in need of: a winter coat size 4t, socks, pants - size 4t, He loves the characters from the Cars movie especially Lightning McQueen and anything Cars he would enjoy. He especially likes legos and age appropriate legos would be ideal. A Monster truck would also be a much wished for gift. Anything he can use to build with - magnetic blocks, blocks etc

Olivia is in need of: sneakers - size 1 girls, winter boots - size 1 girls, winter coat - girls size 10, socks, PJ's size 8-10. She loves to dress up and anything pink for clothes is ideal. She loves crafts and wants a sewing machine her size so she can sew like her mom. An American Doll is a dream present.

Scott works outside most of the day. He has back problems and knee problems so having good foot wear is important. He could use: size 10 WIDE work boots, work clothes - large in shirt, 32/30 in pants, long johns

Mary Says she could use a watch. She is women's 14 for pants and large for tops.

If you are able to contribute to this family it will surely be appreciated. Please bring your wrapped and tagged donations to the Christmas Party and the items will be delivered to their home prior to the holidays.

Robin Wood

(Continued on page 4)

National Education Foundation

Patricia Walker, President

Robin Fulton, President Elect

Linda Young, Vice President

Karen Long, Secretary

Lillian Starn, Treasurer

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Membership News

2011 / 2011-2012 New Members:

Christine Grubb—Maine Drilling & Blasting

Amy Floren—HNTB Corporation

Lisa Pengel—Tilson Technology

The Membership Committee has put together a chapter challenge. All members have been divided into four teams with one team leader. The goal is to encourage recruiting by all members. If you know of someone who might be interested in becoming a member or someone you would like to be encouraged to be a member contact your team leader. The team leaders will contact those prospective members, provide information about NAWIC, its purpose and goals and invite them to our next meeting. We all need to do our part and we encourage everyone to participate. The winning team gets the distinction of knowing that they have supported NAWIC and help to grow our Maine Chapter. Good luck and we hope everyone is able and willing to participate. Let's make the Maine Chapter shine. With your help we can achieve our goal of recruiting an additional nine members in 2012.

NAWIC Executive Board of Directors

Judy DeWeese, President

Cindy Johnsen, President Elect

Yasmine Branden, Vice President

Dove Sifers-Putman, Secretary

Sandy Field, Treasurer

Debra Gregoire, Immediate Past President

Chapter 276 Officers and Board of Directors

Joyce, Newman, President

Trisha Mosher, Vice President

Mary Matthews, Secretary

Donna Castaldi, Treasurer

Robin Wood, Shelly Chipman, Angela Levasseur and
Kyla Sarnowski, Directors

NAWIC Regional Directors

Region 1: Maura Hesdon

Region 2: Stephanie Golias

Region 3: Jean Cox

Region 4: Melanie Myers

Region 5: Phyllis Haynes

Region 6: Connie Leipard

Region 7: Gracie Narey

Region 8: Linda Kofford

Region 9: Dalene Schafer

Region 10: Patricia Lawson

Region 11: Deborah Knight

Region 12: Janice Ramsay-Gonzales

Region 13: Amy Berg

Region 14: Sue-Ellen Stoddard

Chapter News

Come see us on our website. www.NAWICMaine.org is the link to our Chapter website. I

The plan is to post as much information as possible on a regular basis, so please plan to check it frequently. We will be posting the newsletter each month, the Region 14 Director's Newsletter, a chapter roster of members and other timely information and reports.

If you would like to see something posted please be sure to contact Joyce Newman, the Web mistress.

ALSO... Be sure to visit our chapter page on **Facebook**. Every member is welcome and encouraged to post pictures or committee news on the page, which will show up on everyone's page who has clicked the "Like" button! There are hundreds of

NAWIC members all over the country on Facebook so it's a great way to promote our Chapter.



Log in and check it out!

(Continued from page 2)

Friendship Committee—Marion sent one birthday card to Mary Matthews and one Get Well card to Ellie Dumond in November. One birthday card was sent to Robin Wood in early December. Birthday cards will be sent to Maureen Murray on December 11th and Jeanne Letourneau on December 21st.

Marion Thomas

Ways & Means—Continuing to sell raffle tickets at monthly meetings. Winners receive prepaid Dunkin Donuts cards. The cash raised is being donated to NEF online efforts.

Angela LeVasseur

Construction Profession and Education Committee is working hard to accommodate the suggestions made by members during our strategic planning session in September.

Kyla Sarnowski

Upcoming Events/Meetings

December Membership Meeting: Our annual Christmas meeting is coming right up! The committee met and planned something special for the event. This is one of our two "networking" meetings, a chance to get to know other members better and have some Christmas Cheer. Mark your calendar now for December 21st.

January Membership Meeting—January 18, 2012, Senator Inn, Augusta 5.30 Board Meeting—6.00 Social Time—6.30 Dinner—Followed by presentation speaker and membership meeting.

As a reminder...

Please take a few minutes to respond to meeting notices you receive from the chapter. Please RSVP early so we can plan ahead for each meeting. Thank you in advance for your cooperation. We look forward to seeing each of you at the meetings every month! What a great networking opportunity. Tell your friends, bring a guest, encourage someone to join NAWIC today.



Our NAWIC Officers—Joyce Newman, President

As one of two remaining Charter Members of the Maine Chapter, Joyce is still very active and dedicated to NAWIC. Having been involved in the construction industry for almost fifty years, she loves her job working for the Maine Better Transportation Association. She has served in every capacity on the Chapter level, served two years as Region 14 Director and the NAWIC Board, NAWIC Membership Chair and Committee Coordinator on the National Level. She is a Red Rose Recruiter, with one gold star for recruiting an additional eighteen members within a three-year period.



Her proudest accomplishment in NAWIC was convincing the Maine Chapter to sponsor a construction trade show, thirty-three years ago. Construction Expo of Maine is still going strong and has been the mainstay of the Chapter, providing over \$300,000 in scholarship to Maine students pursuing a career in construction. As a single parent, she is most proud of her two sons, Doug who lives with wife Kathleen, right next door, and Andrew, who lives with his partner David in Fal-

mouth, both of whom are entrepreneurs.

“I’ve learned....

*That life is tough,
but I’m tougher.”*

Andy Rooney

Our NAWIC Officers—Trisha Mosher, Vice-President

Trisha Mosher was born and raised in Western Maine. She currently lives in Livermore Falls. She has two sons, Joshua and Jacob and a grandson, Tucker. Trisha grew up in Temple on a small farm and this is where she learned her work ethic. Trisha says when you live on a farm and have a family that is in the logging business, you are raised with the knowledge that if you don’t work hard, all the work won’t get done. If the work doesn’t get done, something goes hungry and it might be you.

When she got married she was a partner in a logging business and a full time Mom. She then moved into an HR position with Sunday Ski Resort and realized that was the kind of work she was really meant to do, working with people. From there she moved on to work in a hardwood sawmill for Irving Forest Products as the Human Resource / Safety manager for a sawmill full of 45 +/

- men. This job is where she learned that she appreciates straight forward and direct communication. The sawmill eliminated her position as it was making cut-backs and the mill eventually closed. She took a job in cellular sales and hated every minute of it, but the lesson learned at this position was that she wanted to get back to helping people and communicating the way she preferred. When the position she currently holds at Women Unlimited came open she was so excited when they offered it to her. Officially she is the Program and Career Development Director.

Women Unlimited helps involve women, minorities and disadvantaged workers in the road and bridge construction industry by offering some basic entry level skill training. They also help refer people to existing job openings in the construction industry and some of them are on the job training opportunities. This allows peo-



ple to get training while they are collecting a paycheck and for a lot of women it is the only way they can make a change in careers. It is very satisfying work and Trisha enjoys her job.

Generational Differences...

Let's face it, we're all getting "older". Did you know that the national average age of a construction worker is "47"? Over the next 10 years population is expected to grow by less than 1/2 percent for workers in the 15—64 year old age group. In that same time period the 65+ population will grow by over 3%. What does that mean? We're all going to be struggling to balance talent management and recruiting. We're going to be relying on our existing workforce to share their talents and experience, in essence "train their replacements". So, the next logical question is "How" do we do this? Well, the short answer is there is no easy answer. However, there are some questions we can all be thinking about as we all venture into this new territory.

1. Do we provide a satisfying workplace
2. Are we being trustworthy and respectful
3. Do we provide for the ability to learn and grow within your organization
4. Do we recognize and reward in meaningful ways
5. Are our leaders are effective

These are just a few things that can help to retain and grow employees. As you move forward remember that it will take all of us working together to build and maintain those bridges between the four generations.

Take a minute to peruse the chart below. It's interesting to note some of the vast differences in generations and I know they made me think. I know I can see myself in there. Can you?

| Generational Differences | | | |
|--|---|---|---|
| Traditionalists 1900-1945 | Boomers 1946-1964 | Gen X'ers 1965-1980 | Millennials 1981-2010 |
| Punch the Clock to get the job done | Workaholics | Get paid to get a job done | Gone at 5 pm on the dot |
| Training happens on the job and new skills benefit the company, not the individual | Skills are not as important as work ethic and face time. | Ethic is nimportant, not not as much as the skill you have. | Training is important, motivated by learning and expect "immediate" results. |
| Work hard to maintain job security | Hesitant to take time off for fear of losing their place on the "corporate team." | Balanced work and family life. Not afraid to take time off. | Balanced work , life and community involvement, Flex time and job sharing are common requests. |
| Committed to the company, competent, confident and conservative | Handle crisis well, challenge authority, competitive and competent. | Adaptable, angry but don't know why, confident and competent. | Ambitious, but not entirely focused. Look to the workplace for direction and to help them achieve their goals. Attached to their gadgets and their parents. Best educated, fiercely independent and focus on children/ family and change. |

Maine General Medical Photos

In November the chapter was treated to a site tour by Skylar Sanford. Joyce worked with H. P. Cummings to arrange the site tour and Skylar was there to guide the way. To the right are some photos taken at the site. It is an incredibly large site and we definitely look forward to seeing construction progress throughout the next couple of years. Perhaps a completion tour is in our sights. :-) Many thanks Skylar!

Owner: Maine General Medical Center

Location: Augusta, Maine

Size: 600,000 sq ft

Cost: \$225,000,000

Completion Date: March 2014

Architect: SMRT and TRO Jung|Brannen



Featured Member Christine Grubb



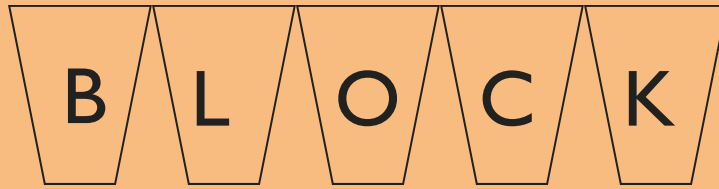
Christine “Chris” Dunlap-Grubb was born and raised in Texas. Soon after her first year of college she decided she wanted to live on the beach. So she packed up her car and drove out to California. After a couple of years on the coast she fell in love and moved to Tennessee. In Tennessee she finished her undergraduate degree in communications. Chris was then offered a job in advertising back in Texas. So she left the boy, and Tennessee, to move closer to home. The job lasted only a couple of years. She found a job in restaurant management where she traveled the United States. In 1997 she met and married a guy in the Air Force. She started working for Macy’s Department Stores where she went from a Department Manager to a Regional District Manager over a four year period. Her husband was then transferred to Europe where they lived for short periods in several different countries. They settled for several years in Italy, where she met a wonderful woman who introduced her to Human Resource Management.

For six years Chris researched, developed, and ran a successful human resource department for an American company in Italy. She fell in love with the job and the people. Unfortunately, her husband’s job required they leave Europe. So they moved to Hawaii where Chris found another human resource job working for the Department of Defense. For several years she ran a flight of 200 service industry employees working for the military. In 2010 she made the move to Maine. Chris currently works for Maine Drilling and Blasting in Gardiner as the Assistant Human Resource manager supplying human resource support to over 400 employees over seven different states.

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What is... ???????

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The Block-Kids Building Program is a national building program competition that is sponsored on the local level by NAWIC chapters. The award-winning program introduces children to the construction industry in an effort to create awareness of and to promote an interest in future careers in one of the many interesting facets of the construction industry. This program is open to all children grades 1—6. The competition involves the construction of any structure with lego blocks and three additional items consisting of a small rock, string, foil and poster board. Local winners advance to Regional competition and one semi-finalist from each region is entered in the Nation program competitions.

D

If you know of an organization or group of kids who would be interested in participating in the Block Kids program please contact Marion at 582-5730. She will be happy to help you set up the program and provide additional details.

S

