



November

2017

MAINE CHAPTER 276

# NAWIC

## focus

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

### President's Message



Hard to believe that Thanksgiving is only a week away. Hope everyone is ready for the upcoming busy holiday schedules and massive amounts of food.

Last weekend we had Fall Conference in Newport, Rhode Island. Newport is a beautiful historical city with lots to see and do. I was lucky enough to be able to take my son Everett with me. He being the shy kid he is, made best friends with long time NAWIC Member Joan Mehos.

The PD&E Committee is up and running with planning this year's upcoming events. If you have a specific speaker or topic that you would like to hear about please be sure to let Robin Wood know.

We have a joint meeting with the Association of Professional Estimators on December 6th at the Hilton Garden Inn at Freeport. That meeting is scheduled to start with cocktail hour at 5:30 PM. This will be an excellent networking opportunity for both organizations.

I hope to see everyone there!

Respectfully Submitted,

Heather Berlinski

NAWIC 276 President



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# Fall Conference Newport, RI



Our first speaker was Cynthia Tsao, she is an expert in lean construction and education. She was actually at the last Forum/Conference that was held in Rhode Island about 5 years ago. So, she gave a brief update of Lean Construction and how it differs from CPM, Critical Path Method. Then we went over the Pull Planning and an activity followed. We split into groups, in each group we had our roles as facilitator and “subcontractor” and completed Pull Planning. This was fun and challenging at the same time. Before that, we also had another activity about time management. We followed strict instructions to try and understand multi-tasking is not always more efficient. Sticking to one task and finishing it can be more productive. This can be helpful in construction as well as the design phase or our personal lives!



Our second speaker was Jeff Deckman, he talked about leadership. He told his story of battling Stage 4 throat cancer. He stood strong and was a leader for his family and friends but also for himself. There are 8 steps. The first is “There is a bigger know”, meaning even if you are the leader, that doesn’t mean you know everything and don’t need help or advice. The second is “Domesticate the Dog” which basically means control your ego. Ego always wants to get in the way of leadership and it doesn’t have to. The third is “Ask & Invite Questions, then Listen”, listening is key. We could all do a little more of that as leaders. The fourth is “Access Don’t Judge” pretty self-explanatory. “Coach Don’t Criticize” if the fifth one, this one can be difficult but it makes working together with everyone much better. The sixth one is “Seek Alignment of Agreement” this is compromise. We don’t always like to compromise, we think that we are wrong but it’s just another side of the situation. The seventh is “Be Committed yet Detached”, this one is hard. It doesn’t mean that you don’t care, it’s the opposite. It means you care about the greater good and not just yourself. The eighth and last is “There are no failures, only lessons”, I have always believed you learn more from failures than success anyway. It might not be pleasant at the time but in the end it all works out.



Our third and last speaker, Deborah Perry, CEO of YWCA. She was inspiring. She talked about Rosie’s Girls which is something Past Regional Director and No 1 of Rhode Island member Carol O’Donnell is very passionate and involved with. She also spoke about the programs the YWCA offer including starting a Charter school for young women with children to complete either their GED or their high school diploma. There is child care right on site. She began and ended her talk with “Road to the Sun” which is a civil engineer monument in Montana as well as a song. I did not know about it before and it’s on my list to research and learn more about.



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Proposed Changes to National Bylaws dealing with Delegates

NAWIC National Vice President, Diane Mike, NAWIC National President, Catherine Shoenenberger, and Northeast Regional Director, Doreen Bartoldus, proposed National eliminating delegates for National and Regional events, including Regional Director voting. This will now be done online.

There was discussion at Fall Conference and voting will be opened on December 5, 2017. Please keep an eye out on your email and stay involved

John Feeny  
Director of Maine Department of Labor Bureau of Unemployment  
NAWIC Membership Meeting  
November 15, 2017



Members and guests at the NAWIC Chapter 276 November meeting enjoyed an interesting presentation by John Feeny, Director and **Patsy O'Brien, Deputy Director of the Maine Department of Labor Bureau of Unemployment Compensation.**

They presented a new, easier way for workers to access unemployment benefits called ReEmployME. Maine is part of a four-state consortium (along with MS, RI and CT) that is using a common production environment to

operate their own unemployment benefits program in a cloud environment, with a goal of achieving more efficiencies at reduced costs. The Bureau has created a database of Maine workers who have previously applied for unemployment benefits, and is reaching out to these employees with an instructional mailing.

The current claim filing system will be unavailable starting on Thursday, 11/30 at 4:00 p.m., until the new ReEmployME goes live on Wednesday 12/06. Workers are encouraged to plan ahead for this downtime. ReEmployME makes it easy for claimants to open a claim online, file a weekly certification, check the status of claims, and file an appeal. Claims will still be accepted via phone for those who choose not to access the online system. John and Patsy indicated that someone from their group would come out to visit companies if help is needed during this process. They provided their contact information and handouts to those in attendance.

John and Patsy discussed the specific legal definition of seasonality, as it relates to unemployment claims. The **construction industry struggles with this, because these employees are considered to have an 'annual recurring layoff'. They are required to search for work, and to accept a bonafide, comparable job offer if presented,** even if they have been an employee for 10, 20, 30+ years, and the company plans to recall them to work the next construction season. Unfortunately, any changes to this system would require legislative approval. A recent law introduced by AGC and industry partners ran afoul of federal regulations, because it was considered too specific, relating only to the construction and logging industries.

The session was very interactive, with the speakers answering questions from members and guests throughout their presentation. I think we all learned something about the Maine Bureau of Unemployment Compensation, and the Director and Deputy Director learned something about the challenges our employees face as they navigate the unemployment process each construction season.

Submitted by: Jody Watson



**The Construction Showcase for 2018 is on!** This is exciting news for Maine Chapter 276! We will need the help of the entire chapter to make this a successful event. We will be partnering with AGC Maine in this event and it will be held on April 11th as a one day event.

Bethany will chair the Operations Committee, Robin will chair the Marketing Committee and Jen Dubay will manage the finances. We will have our first meeting soon and it will be a conference call to kick things off. Please make every effort to be a part of this call so you're informed and can volunteer where and when it is most convenient for you. We will get Save the Date cards out soon to inform vendors that this event is ON for 2018.

More news to come soon... stay tuned!



Check out: **NAWIC Operations Manual**  
Sections A and C for National and Chapter Bylaw, respectively

**NAWIC**  
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[www.nawic.org](http://www.nawic.org)



## *Upcoming Events/Meetings*

December 2, 2017 (First Wednesday of the Month)

NAWIC Maine will be holding a joint meeting with ASPE, American Society of Professional Estimators at the Hilton Garden Inn in Freeport Maine. The meeting will start at 5:30 pm. Dinner will be provided.

We had a joint meeting with them about 5 years ago, it was one of the first meeting I attended, and greatly enjoyed, I kept coming back! I highly recommend coming if you can.



December 7, 2017—Transportation Conference

MBTA/MDOT has comped NAWIC a booth at the Transportation Conference this year. We will need volunteers! If you are attending, please look at the schedule and see if you can (wo)man the booth at all that day. This is a great event, great networking. Please let Heather Berlinski know if you are available at [hberlinski@gmail.com](mailto:hberlinski@gmail.com).



# Basic Steps for Any Type of Soup



1. In a large stockpot, heat a touch of olive or canola oil. Add onions, carrots, celery or any other aromatics you plan to include -- these will be the base of flavor for your soup.
2. Add long-cooking vegetables like potatoes or turnips.
3. Add stock or broth and bring to a simmer.
4. Add seasonings like dried thyme, bay leaves, parsley stems, fresh dill, crushed peppercorns and garlic.
5. Add starches like uncooked rice or pasta or dry beans and cook according to package directions.
6. Add additional vegetables with a shorter cooking time -- for example, canned beans, frozen peas or leafy greens.
7. Simmer soup over a low heat to allow all flavors to blend.



The Protein

Although the stock or base of the soup can be made using bones, you can also add pieces of leftover chicken, turkey or beef. Cubed pieces of firm tofu are another protein-rich addition if you're looking for a change.

## The Veggies

Go crazy with the veggies! There are so many possibilities...turnips, [carrots](#), string beans, peas, spinach, potatoes, sweet potatoes, yams, [parsnips](#), [mushrooms](#), okra – the list can go on and on. If you don't have the time for fresh, then go for canned or frozen. With canned, be sure to rinse before adding to remove some of the sodium. When choosing frozen veggies, go for the plain varieties without sauces.



## The Carbs

Again, mix up your carbs —some healthier choices include [brown rice](#), barley, whole grain pasta (smaller sizes work better). Don't overwhelm the soup by adding too much, aim for about 1/4 cup cooked portions per person. Remember, there are other goodies in the soup to fill up on, too!

## The Flavor

Herbs and spices add very few calories so don't be afraid of them! Some flavorful additions include dried thyme, bay leaves, parsley stems, fresh dill, fresh mint, crushed peppercorns, cayenne pepper, garlic, chives and Tabasco sauce.





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