

NAWIC - OSHA National Safety & Health Alliance Plan

Updated November 2012

NAWIC, which has been incorporated as an association since 1955, has a membership of more than 3,000 women in the construction industry or in fields which support the construction industry. The association currently has 146 chapters in 47 states of the Union, and a newly formed chapter in Guam. Its core purpose, to enhance the success of women in the construction industry, can only truly be successful in a safe and healthful work environment.

The goal of the proposed NAWIC/OSHA alliance is to establish a collaborative relationship with OSHA to provide members with information, guidance and access to resources to protect health and safety of women in construction by raising awareness and educating them against hazards to which they might be exposed to in the construction industry. This meets the core of long range (3 to 5 year) goal number 3 (outreach) in NAWIC's current Strategic Plan.

Some of the areas of emphasis under this collaborative relationship include ergonomics, tool use, PPE, sanitation and other safety & health issues which affect women in construction.

NAWIC supports education of women in the construction industry through the offerings in the adult programs through the NAWIC Education Foundation; and educating youth to construction as a career choice through Block Kids competition, the Garden Shed Project, Design Drafting competition and as a partner with MAGIC - Mentoring a Girl in Construction®. Every segment could be expanded with a safe work component.

Outreach and communication are well represented throughout the association, from the *Image* and *Connection* to the regional and chapter newsletters. The links provided to members via the website, which include links to OSHA and MSHA and various other organizations are indicative of the communication activities we believe OSHA is looking for in an alliance.

Also to be considered are products offered through the association - one of which could be highlighted as a tool available for purchase is the NAWIC Construction Dictionary, a product of the Phoenix Chapter, which is in its 9th edition since 1966.

Other activities which the association might consider for future alliance goals (some of which have already been instituted at the National Annual Meeting & Educational Conference, regional or local chapter level) are:

- OSHA 10 Hour/OSHA 30 Hour Outreach Training

- First Aid/CPR/AED/Bloodborne Pathogen Awareness Training

- Fire Extinguisher Use Training

The alliance will benefit others through close association with organizations such as ASSE's Women in Safety Engineering (WISE) focus group; Missouri Women in the Trades (MOWIT), Sisters in the Brotherhood, etc.



NATIONAL ASSOCIATION OF WOMEN IN CONSTRUCTION

Facts

WWW.NAWIC.ORG

NAWIC History

The National Association of Women in Construction (NAWIC) originally began as Women in Construction of Fort Worth, Texas. It was founded in 1953 by 16 women working in the construction industry. Knowing that women represented only a small fraction of the construction industry, the founders organized NAWIC to create a support network. Women in Construction of Fort Worth was so successful that it gained its national charter in 1955 and became the National Association of Women in Construction.

NAWIC has a diverse membership and more than 140 chapters, with chapters in almost every U.S. state. Since 1996, NAWIC has seen its Core Purpose grow worldwide and has International Affiliation Agreements with the Canadian Association of Women in Construction, NAWIC-Australia, NAWIC-New Zealand, NAWIC-United Kingdom and South African Women in Construction. In NAWIC's 59 years of service to its membership, the Association has advanced the causes of all women in construction, from tradeswomen to business owners.

NAWIC Leadership

NAWIC is governed by a 20-person Board of Directors. The Association is divided into 14 geographic regions, and each region elects a director to serve as its representative for a two-year term. The 14 region directors serve along with the president, president-elect, vice president, secretary, treasurer and immediate past president. The Board of Directors holds three board meetings annually to conduct Association business, including a Mid-Year Board Meeting in the spring and two board meetings at NAWIC's Annual Meeting & Educational Conference.

Membership Levels

- Active Chapter* \$239/Yr.
- Associate Chapter* \$239/Yr.
- Corporate Chapter* \$314/Yr.
- Student Chapter Member* \$52/Yr.
- Member-at-Large \$245/Yr.
- Student Member-at-Large \$42/Yr.
- International \$174/Yr. (in U.S. Dollars)

* Prices reflect new member rates and include chapter and national dues.

NAWIC Education

NAWIC members receive discounts with Lorman Education Services. Lorman Education Services provide cost-effective training opportunities that meet the needs, enhance the skills, restore knowledge, and build competencies of NAWIC members. This partnership provides a convenient way for NAWIC members to keep up with CEUs, as classes are offered

online or in cities around the country. Course topics include Environmental Concerns, Construction Issues, Land Development, Public Works, Water Law, Real Estate and Engineering just to name a few.

For more than 30 years, the NAWIC Education Foundation (NEF) has offered creative and educational programs for students from grade school to high school. NEF's award-winning Block-Kids program, Building Design program and the CAD/Design/Drafting Scholarship Awards competitions introduce students to careers and opportunities in construction. NEF also offers four continuing education courses, which include certifications administered through Clemson University: Certified Construction Associate (CCA), Construction Bookkeeping Technician (CBT), Construction Document Specialist (CDS) and Construction Industry Technician (CIT). Other courses are offered through NEF at www.nawiceducation.org.

Since its founding, the NAWIC Founders' Scholarship Foundation and NAWIC chapters nationwide have awarded more than \$4 million in scholarships to students pursuing construction-related studies.

BREAKDOWN OF WOMEN IN CONSTRUCTION

As of Dec. 31, 2011, an average of 828,000 women were employed in various occupation sectors of the construction industry. Women now make up about 9 percent of the construction industry in the United States. The following is a breakdown of women by occupation sector in the construction industry:

OCCUPATION SECTOR	NUMBER OF WOMEN	PERCENTAGE
Sales and Office	443,000	74%
Professional & Management	236,000	13%
Natural Resources, Construction & Maintenance	122,000	2%
Service Occupations	14,000	20%
Transportation & Material Moving	13,000	3%

NUMBERS OF WOMEN IN THE CONSTRUCTION INDUSTRY SECTOR

2005	1,079,000
2006	1,131,000
2007	1,119,000
2008	1,069,000
2009	970,200
2010	807,000
2011	828,000

2011 GENERAL CONSTRUCTION STATISTICS

Total Workers in Construction	9,039,000
Men in Construction	8,211,000
Women in Construction	828,000

Source: Bureau of Labor Statistics — Current Population Survey at <http://stats.bls.gov>. This is an annual average based on monthly surveys of 60,000 households, equaling 150,000 people. Numbers are rounded off to the nearest thousandth. Numbers printed on prior NAWIC Facts Sheets may vary due to changes in NAICS Sectors.

Important Issues

According to the Bureau of Labor Statistics, women comprise about 9 percent of the construction workforce today. To remain competitive, the industry must continually recruit and train women. Other issues such as pay equity and safety are addressed by NAWIC through committees and round-table discussions. NAWIC members are also personally committed to addressing women's concerns.

NAWIC Chapters

If you want to discover what NAWIC is all about, look no further than its chapters. NAWIC chapters are made up of enthusiastic, working women in construction excited about the industry. Chapter members translate their enthusiasm to different projects in which they are involved, from building new homes with Habitat for Humanity and renovating historical sites to sponsoring Career Days events in communities and publishing a *Construction Dictionary*. To locate a chapter near you, visit www.nawic.org.

NAWIC Partners

NAWIC has partnering agreements with the following federal offices and industry organizations to promote women in business and construction:

- ACE Mentor Program of America
- American Institute of Constructors
- American Road and Transportation Builders Association
- American Society of Professional Estimators
- American Subcontractors Association
- Associated Builders and Contractors
- Associated General Contractors of America
- Association for the Advancement of Cost Engineering
- Construction Financial Management Association
- Construction Specifications Institute
- Federal Highway Administration
- International Code Council
- Mentoring a Girl in Construction (MAGIC) Summer Camp
- National Center for Construction Education & Research
- National Society of Professional Engineers
- Paxton/Patterson Building Skills
- Society for Design Administration
- Society for Marketing Professional Services
- Surety and Fidelity Association
- U.S. Army Corps of Engineers
- U.S. Department of Labor, Women's Bureau
- Women Build of Habitat for Humanity International
- W.O.W. - Wider Opportunities for Women

Upcoming Conferences

- Aug. 28-31, 2013 Bellevue, Wash.
- Sept. 3-6, 2014 Indianapolis, Ind.
- Sept. 2-5, 2015 Nashville, Tenn.
- Aug. 17-20, 2016 San Antonio, Texas

PROMOTIONAL OPPORTUNITIES

NAWIC Sponsorships

Show your company's support of women in construction by becoming a NAWIC Sponsor. NAWIC Sponsorships are available at many different levels and offer multiple opportunities to reach out to NAWIC's niche audience.

National Conference

More than 500 members are expected to attend the 2013 NAWIC Annual Meeting and Educational Conference in Bellevue, Wash., Aug. 28-31, 2013. This annual gathering offers numerous opportunities for companies to promote themselves among women employed in all areas of the construction industry. Learn more about sponsoring the 2013 Annual Meeting and Educational Conference at www.nawic.org.

Association Magazine

The NAWIC IMAGE is an award-winning national publication of the Association. It showcases the efforts, causes and issues of NAWIC members and the construction industry. All members receive an annual subscription to *The IMAGE*. Companies targeting women in construction may take advantage of its bimonthly outreach by advertising.

NAWIC Online

NAWIC Online is a clearinghouse for Association information. By visiting www.nawic.org, members can find out about upcoming events, learn about new member services, and catch up on Association news. Banner ads are available throughout the Web site to help market your company.

Career Center

Located at NAWIC Online, the Career Center helps connect NAWIC members with new employment opportunities. Members can post resumés or search available jobs. In addition, employers and recruiters can access our specialized niche by browsing through our resumés or posting an employment opportunity.

Region Forums

NAWIC is divided into 14 geographic regions. Each spring, NAWIC's 14 regions hold Annual Forums across the country where members attend seminars and networking events. Annual Forums are often sponsored by construction companies that provide a speaker or host a luncheon, seminar or other event.

CORE PURPOSE:

TO ENHANCE THE SUCCESS OF WOMEN IN
THE CONSTRUCTION INDUSTRY

CORE VALUES:

BELIEVE. PERSEVERE. DARE.

Questions? Contact NAWIC at:

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**AGREEMENT ESTABLISHING AN ALLIANCE
BETWEEN
THE OCCUPATIONAL SAFETY AND HEALTH ADMINISTRATION
U.S. DEPARTMENT OF LABOR
AND
NATIONAL ASSOCIATION OF WOMEN IN CONSTRUCTION**

The U.S. Department of Labor's Occupational Safety and Health Administration (OSHA) and National Association of Women in Construction (NAWIC) recognize the value of establishing a collaborative relationship to foster safer and more healthful American workplaces. To that end, OSHA and NAWIC hereby form an Alliance to provide NAWIC's members and others with information, guidance, and access to training resources that will help them protect the health and safety of workers, particularly by reducing and preventing exposure to ergonomics and sanitation hazards and issues related to personal protective equipment (PPE) selection, and understand the rights of workers and the responsibilities of employers under the Occupational Safety and Health Act. In developing this Alliance, OSHA and NAWIC recognize that OSHA's State Plan and On-site Consultation Project partners are an integral part of the OSHA national effort.

Raising Awareness of OSHA's Rulemaking and Enforcement Initiatives

The Participants intend to work together to achieve the following goals related to raising awareness of OSHA's rulemaking and enforcement initiatives:

- To share information on occupational safety and health laws and standards, including the rights and responsibilities of workers and employers.
- To convene or participate in forums, roundtable discussions, or stakeholder meetings on construction industry hazards and issues to help forge innovative solutions in the workplace or to provide input on safety and health issues.

Training and Education

The Participants intend to work together to achieve the following training and education goal:

- To develop effective training and education programs for women in the construction industry regarding ergonomics and sanitation hazards and the selection of PPE, and to communicate such information to constituent employers and workers.

Outreach and Communication

The Participants intend to work together to achieve the following outreach and communication goals:

- To develop information on the recognition and prevention of workplace hazards, and to develop ways of communicating such information (e.g., print and electronic media, electronic assistance tools, and OSHA's and the NAWIC's Web sites) to employers and workers in the industry.
- To speak, exhibit, or appear at OSHA's or NAWIC's conferences, local meetings, or other events.

OSHA's Alliances provide parties an opportunity to participate in a voluntary cooperative relationship with OSHA for purposes such as raising awareness of OSHA's rulemaking and enforcement initiatives, training and education, and outreach and communication. These Alliances have proved to be valuable tools for both OSHA and its Alliance participants. By entering into an Alliance with a party, OSHA is not endorsing or promoting, nor does it intend to endorse or promote, any of that party's products or services.

An implementation team made up of representatives of each organization will meet to develop a plan of action, determine working procedures, and identify the roles and responsibilities of the participants. In addition, they will meet at least three times per year to track and share information on activities and results in achieving the goals of the Alliance. OSHA team members will include representatives of the Directorate of Cooperative and State Programs, the Directorate of Construction, and any other appropriate offices. OSHA will encourage State Plan States' and OSHA On-site Consultation Projects' participation on the team.

This agreement will remain in effect for two years. Either signatory may terminate it for any reason at any time, provided they give 30 days written notice. This agreement may be modified at any time with the written concurrence of both signatories.

Signed this <date> day of <month>, <year>.

David Michaels, PhD, MPH
Assistant Secretary of Labor for
Occupational Safety and Health

Judy DeWeese
President
National Association of Women
in Construction

OSHA and National Association of Women in Construction (NAWIC) Alliance

Background Document

National Association of Women in Construction Background and Reach

- NAWIC was founded in 1955 as a support network for women working in the construction industry.
- NAWIC has more than 150 chapters in the United States.

Number of Workers Employed/Unions Impacted

- Number of individual members represented by NAWIC – 4,500
 - As of 2010, there were approximately 800,000 women working in the construction industry (approximately 9% of the construction industry workforce.)
- Unions impacted – Building and Construction Trades Division of the AFL-CIO

Implementation Team Resources and Composition

- NAWIC expects to have 4 individuals participating on the Implementation Team, which include individuals with both industry and safety and health knowledge, including:
 - Judy DeWeese, President
 - Kathi Dobson, co-Chair, Safety Committee
 - Dede Hughes, Executive VP
 - Terri Piasecki, co-Chair, Safety Committee
- NAWIC represents workers directly through their status as an individual member society.
- OSHA involvement – The Directorate of Construction is committed to actively participating on the Alliance Implementation Team and will serve as subject matter experts for product reviews.

Alliance Focus

- Ergonomics
- PPE Selection
- Sanitation

Proposed Alliance Products/Activities

- NAWIC plans to create compliance assistance materials, such as fact sheets, on topics related to the areas of emphasis.
- NAWIC plans to create training modules relating to PPE selection and Ergonomics
- NAWIC is committed to participating in the Alliance Program Construction Roundtable