“The crux of this campaign is to raise awareness about the ongoing struggle to recruit and retain women in the trades in part because of the lack of affordable childcare options and flexible hours.” (Jamie McMillan, co-founder Journeyman), Ironworker and Welder in Hamilton Ontario Canada.
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Journeyman T Shirts by Finn Pette

http://sdbuildingtrades.com/
We tend to take our freedom of the press for granted until that freedom is threatened or hijacked. Even smaller press publications like *Pride and a Paycheck* can be affected by censure.

Thanks to Stacey Cohen a former Denver Colorado utility employee, other sister workers around the country are able to read issues of *Pride and a Paycheck* at work in a similar situation discussed here.

What follows couldn’t be published until now due to Stacey’s attempts to calm the hostility of her work environment so she could continue earning a living. Since years of numerous life threatening hostile incidents finally caused her to become disabled by PTSD and depression, and the company forced her into early retirement by termination of her medical benefits, public good now outweighs her concerns about losing her life through an “accident” at work.

This is her true story.

In 2010 Stacey, a long time *Pride* subscriber, had been placing copies of *Pride and a Paycheck* in the women’s locker room without any complaints from her sister workers.

She was suddenly informed by corporate HR and management that she was not allowed to do so, and indeed, would be fired if she continued. After attempting to resolve the issue amicably within the company’s structure, and getting nowhere Stacey didn’t give up. This unfairness and downright sexism about a publication that supports and recruits women in the trades caused Stacey to file a complaint with the National Labor Relations Board as she considered it a violation of the National Labor Relations Act. She was supported by a female union steward in that the steward stated as such in the NLRB complaint. Unfortunately there was no support evident from male union representatives.

Stacey’s complaint considered that *Pride and a Paycheck* was a mutual aid for female employees under the “Rights of Employees” section of the National labor Relations Act.

(Rights of Employees: Sec.7 {states that} Employees shall have the right to self-organization, to form, join, or assist labor organizations to bargain collectively through representatives of their own choosing, and to engage in other concerted activities for the purpose of collective bargaining or other mutual aid or protection, and shall also have the right to refrain from any or all such activities except to the extent that such right may be affected by an agreement requiring membership in a labor organization as a condition of employment as authorized in section 8(a)(3)…etc. (Unfair Labor Practices is Section 8: “Unfair labor practices by employer: It shall be an unfair labor practice for an employer…to interfere with, restrain, or coerce employees in the exercise of the rights guaranteed in section 7 (Rights of Employees).

Under the rigors of the NLRB investigative procedure, the company
completely backed out of their position of not allowing distribution and produced documentation proving they had no written policies that prohibited distribution. (In other words, they were simply bullying Stacey to get her to stop!) Essentially, the NLRB backed them into a corner where they had to allow her to distribute in non work areas on non work time. The locker room was acceptable. The company escaped any further NLRB action by claiming that her "wrongdoing" was in "making copies" and that their discipline for that "wasn't really discipline".

The brazenly unfair fact in all of this is that the company allowed other kinds of “mutual aid” magazines etc. to be placed where ALL employees could read them on company property and during company time. Of course these were “male-oriented” publications such as hunting/fishing/gun magazines and the usual biker/car mags displaying women in provocative poses.... Just no Pride and a Paycheck!

What Stacey did was to have the NLRB put the company on notice as to what they can and cannot get away with. (And we’re sure that a NLRB complaint wasn’t the highlight of upper level management’s days.)

Most significant...what Stacey’s victory states loud and clear is that Pride and a Paycheck is important enough to fight for!

Tradeswomen need all the mutual aid and support they can muster and they need access to the kind of HARD COPY support Pride and a Paycheck can provide! Print the whole thing or sections of it yourself off your computer at home and stick a couple copies in your tool box. You never know who’ll be the sister at work that could use a pick-me-up support “kit”.

Thank you Stacey for having the strength and courage to wage this important struggle! The thousands of readers of Pride and a Paycheck stand and applaud you as a sister traveler, flying into our 17th year determined that Pride continues to be a positive force in tradeswomen’ lives.

Sue Doro, Editor
The Daily Commercial News (DCN) is the leader in delivering essential construction news and tender information to eastern Canada's construction marketplace. Published daily - Monday to Friday, and available online (www.dailycommercialnews.com), the Daily Commercial News has been the trusted industry resource for over 100 years. Also available in digital format, the Daily Commercial News Digital Edition, guarantees access every morning at 6 a.m. With the digital option of Daily Commercial News, you can access the information you need on-the-go, from your computer, smart phone or digital reader with more functionality than ever before.

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The following is a reprint from The Daily Commercial News

Ribbon campaign raises awareness about issues women face entering the trades

by LINDSEY COLE Apr 10, 2015

Jamie McMillan and Pat Williams say there is an iconic symbol behind the red and white polka dot ribbon used in the Workplace Equality (W.E.) Awareness campaign: Rosie the Riveter.

The W.E. Awareness campaign ribbon. 
-Photo: W.E. AWARENESS CAMPAIGN FACEBOOK
The "We Can Do It" poster used during the Second World War featured Rosie, who represented women in factories filling in for the men who were at war. In it, she dons a red and white polka dot bandana.

"It just clicked in. It (the symbol of Rosie) was just perfect and it's so simple," says McMillan, an ironworker and welder with Local 736 in Hamilton, Ontario.

The crux of this campaign, she says, is to raise awareness about the ongoing struggle to recruit and retain women in the trades in part because of the lack of affordable childcare options and flexible hours.

"Personally, as a construction careers advocate through school and community outreach I am often asked by young girls and women about the impact a career in construction can have on them once they become mothers," explains McMillan, who also formed the initiative Journeyman to speak about careers in construction trades.
"The truth is it's really difficult. Childcare is the number one reason recruitment and retention in construction is so difficult for those who want to be parents actively involved in their children's lives."

She and co-founder Williams, who worked as an operating engineer before retiring, state the W.E. ribbon is a symbol of hope, and will hopefully evoke change in both Canada and the U.S.

"As tradeswomen we have often seen the challenges parents have regarding childcare needs. This is especially true for single parents," the women state in an email to Daily Commercial News.

"Contract construction is very different than a 9 a.m.-5 p.m. work schedule. It is very erratic and demanding. Without around the clock affordable childcare many can't even apply for opportunities to improve their lives, therefore we can't expect to successfully maximize recruitment and retention in the workforce."

The W.E. Ribbon officially launched on social media in March. The founders hope to lobby government and various organizations as well as come up with an action plan, funding and support to implement change.

"Right now the ribbon is about awareness. We are exploring, gathering information and starting conversations about the possibilities surrounding the ribbon and its potential," they write. "The plan is to use it to maximize recruitment and retention in the workplace through fundraising and awareness campaigns. One of our biggest hopes is to build relationships with like-minded organizations, industry and government to provide additional services and facilities that cater to those with irregular work schedules and child care needs." The women state proceeds from the cause could potentially be used to provide funding for facilities to hire employees for afterhours care and subsidies for "those who can't afford the childcare costs due to low salaries or limited work hours."

"We need to start a movement," adds McMillan. "Something needs to be done about it. It shouldn't be just a conversation anymore, it should be action. This isn't just about women. It's a global issue."

McMillan says she is seeing success with Journeyman, with more women encouraged by her story and she hopes this campaign will also gain traction.
"Years ago I would have never pictured myself being in this position doing what I'm doing now," she says.

McMillan found the construction trades in her late twenties and founded Journeyman a few years ago. She has numerous speaking engagements and is seeing the positive impact firsthand. "I was working with a girl in a maximum security detention centre," she recalls as an example, adding she's since been asked to continue working with at-risk youth.

"I had to go be a speaker for six girls and the hardest one to reach was the one that ended up being the easiest to talk to in the end because she was so excited about the idea of construction careers. Things like that are what I get excited about. Even if you can help one person and as long as I'm reaching somebody." (Jamie McMillan)

Orders of W.E.Ribbons and Stickers which exceed 100 go through weribboninfo@gmail.com Otherwise www.prideandapaycheck.com and use the PayPal button at the top of the Home Page for minimum of 10 ($10). 25% of this donation goes to Pride and a Paycheck...50 @ $45...75 @ $70...100 @ $90. Pride’s website is being re-designed and there will be more opportunities to donate for gifts such as these ribbons & stickers, plus pins, t-shirts and other gifts. Watch the July/August issue of Pride for this important update to the website!!!
From Driver to Leader…. by Ellen Voie, 
President/CEO Women in Trucking, Inc. Plover WI

When we recently announced the 2015 Women In Trucking Influential Woman of the Year; there were many comments on social media about the absence of professional drivers from the list.

First, it must be noted that Stephanie Klang, a driver for Con-way Truckload and a former America's Road Team Captain, was a finalist for the 2014 Influential Woman in Trucking award. Stephanie is a role model and has attained national respect for her skills and professionalism. I would suspect that she could find a position inside the walls of the terminal if she wished, but she prefers to remain behind the wheel.

Is there a career progression from professional driver to industry leader? Perhaps, but maybe not.

The characteristics that make a good, safe, professional driver are not the same as those of a woman who is working her way up the corporate ladder.

A recent survey by the Financial Women’s Association (fwa.org) found that the way for women to advance in the corporate structure is to move outside their comfort zone and take risks. How is this accomplished? It includes asking for additional assignments, speaking up at meetings, and taking on leadership roles within the organization.

George Bernard Shaw once said, “The people who get on in this world are the people who get up and look for the circumstances they want, and if they can’t find them, make them.”

Women who work in the trucking industry are surrounded by men. Most of their peers, supervisors, and staff are men, as women comprise only fourteen percent of management roles in the transportation sector. Research has shown that women are often promoted for their accomplishments while men are promoted for their potential.

This means that a woman must often prove her commitment, her value, and her determination before she moves up the career ladder.
So, how is this different from a woman who chooses to become a professional driver? Female drivers are still rare, as there are nineteen men for every woman behind the wheel of a truck.

While these women are typically independent and self-confident, they must possess some characteristics that don’t always support a leadership role. First, professional drivers are comfortable being alone for hours at a time. Many female drivers are hesitant to train new drivers because they prefer “their own space.”

In order to be a manager, you must be a people person. You need to be happy in a corporate environment surrounded by co-workers, where you accept the fact that your day is spent inside a building instead of outdoors. To be a manager, you need to lead your staff and support and encourage them on a daily basis.

Professional drivers often prefer being their own boss.

Most drivers detest the idea of their chair being behind a desk instead of a windshield. They love the view and appreciate the sunrises and sunsets that mark the start or end of their day. Ask any driver if she would enjoy the same view for her workday and she’ll usually shake her head and tell you how much she loves seeing the countryside.

Finally, a professional driver must be dedicated to safety. This means she must be patient and always remain calm. She cannot allow inept motorists, disrespectful shippers and receivers, changing dispatch instructions or bad weather distract her. She must take her time and keep her focus on maintaining safe distances and speeds.

Compare this to her counterpart who has chosen a life within a cubicle, surrounded by office distractions and co-workers who must push herself outside her comfort zone on a daily basis.

These two women are not typically compatible.

We applaud any woman who moves out of the truck and into the office and finds her way into the C-suite. We would love to hear from women who have made this transition and upward progression and we applaud you.

Until then, we truly appreciate the role women have as professional drivers and as leaders within the industry. Women In Trucking Association represents both of these groups, as well as their male peers.

Ellen Voie CAE, President/CEO Women In Trucking, Inc. P O Box 400 Plover, WI 54467-0400 Ellen@WomenInTrucking.org
Follow along on Facebook on the production and filming of *Sista in the Brotherhood*. Currently being filmed in Portland Oregon. 

[https://www.facebook.com/SistaInTheBrotherhoodFilm](https://www.facebook.com/SistaInTheBrotherhoodFilm)  

*Sista in the Brotherhood* is a tradeswomen short film by Dawn Jones and Roberta Hunte. See the *Sista in the Brotherhood* production photo album on facebook…Dawn and Roberta say: “We had a stunning collection of folks working to make this thing happen. Thank you cast, crew, backers and volunteers! Like our page for continued updates”
SURVIVING NIGHT SHIFT WORK. IT CAN BE DONE!

Working nights can be the best thing for you and you LOVE it, or it can be the worst thing you’ve ever done in your life. Of course, there is also a "medium" in-between area that most women who work shifts other than the 8-hour "day" fall into.

It's especially hard for single moms unless they have someone to stay with the kids at night. I worked first, second and third shifts at Allis Chalmers Tractor plant and at the Milwaukee Road Railroad in Milwaukee, Wisconsin in the '70's and '80s as a machinist. I had no choice of shifts starting out.

The night shift work lasted about 4 years. I was lucky to have had a partner who worked first shift and could be home when I wasn’t, but it places a terrible burden on the co-parent who has to be both mother and father on a "temporary" basis during the week days. Weekends become exaggeratedly "special". Too much depends on a "perfect" weekend. Some were. Some weren't!

That was 24 years ago, and I still remember coming home at 2 a.m. from second shift (3:30 p.m. to Midnight), and parking the car on the street (we didn’t have a garage). I would walk down the middle of the road in the streetlights brightness with the sharp ends of my house and car keys sticking through my closed fist fingers as an extra safety measure. (You couldn’t buy
mace in those days.) My daughter and I had both taken a Karate course and a street safety course from the neighborhood community center and that was one of the security tips they taught us. But believe me, I still felt mighty alone and unprotected.

When I worked third shift (midnight to 8 a.m.) it wasn't bad coming home. It was the going! But at least it was about 11 at night when I left work and houses still had their lights on. I felt a little safer.

Another thing about working nights, it's no secret that it's hard to sleep when you "have" to. There are lots of articles written about your "biological clock" and that nights are for sleeping! I would take a hot bath when I got home and eat light, (toast or a salad or soup).

Sometimes reading or watching TV (quietly!) would help put me to sleep. I knew some folks who meditated. Anything a person can do to "fool" the body clock into thinking that even though it's 9 a.m. and light outside, it's time to go to bed and sleep!

When I was on second shift, I'd get up with the kids and my partner to "see them off" in the morning and stay up to do some stuff around the house or run errands, and then go back to sleep around noon for a couple of hours before I had to get up and go to work at 2:30 in the afternoon. It was a crazy schedule. I look back now and am amazed that it worked at all!

Safety and health issues were the least of my concerns though. The most difficult part was missing my partner and our kids. It was hard. I can't deny it. BUT WE DID IT TOGETHER. WE GOT THROUGH IT AS A FAMILY. We wrote notes, and I phoned from work at break and lunch times, and tried to fit a lot into weekends!

The positives of hanging in on night shift were that I was able to become a journey machinist! I also made slightly more money because there was a shift "incentive" added to the regular wages. Both shops had strong unions, United Auto Workers at Allis Chalmers and the Machinists Union at the railroad. With my partner's salary (from a different UAW factory) and mine we were able to buy a house that no landlord could "kick" us out of if the kids were noisy.

My partner and I could also afford to have "get-away" days every 3 or 4 months when we'd get a baby sitter and stay over night on a Saturday at a nice motel ALONE! Raising 5 kids, night shift or day shift was a challenge! We needed time for each other.

Night shift also allowed me to have the time to volunteer at my kids' schools. That way I could see them and also be part of their lives on a regular basis. Three of the kids went to a community school that used a pool at a university
for swimming classes and I got to go swimming once a week with them. Something I could never do if I worked days!

And remember I spoke of people that LOVED night work? Well, I had a friend at Allis Chalmers named Bill Dunlap. Bill was the first African American maintenance machinist at Allis Chalmers tractor plant. He helped me a lot with the other men who didn't want me there. He knew what it was like to be a "pioneer". His wife's name was Bernice. The four of us would go out on Friday nights for "fish frys" when we could. (Friday is like an extra Saturday for second shifters because the weekend starts at 12:01 on Friday morning! The down side is that Monday starts at 3:30 p.m. Sunday afternoon!)

Anyway, they also worked opposite shifts. Bernice was on days. Bill and Bernice were like a "support" group for my home partner and me. Bill had worked second shift and Bernice on first (at a bicycle factory) for years. Bill had a part time job as well as the 8 hour second shift job and Bernice liked having the early evenings to herself.

They raised 3 kids and a grandbaby this way and wouldn’t have it any other way. They made their marriage work too! The way that Bill would know if Bernice wanted to be woke up "for fun" when he’d get home at 2 a.m. was that she’d put a little frogie pot holder magnet on the frig!

Skilled blue-collar jobs aren't always on "days" especially when you first start out. If you have children and you have someone that can stay with your kids at night, grab the job and hang on to it until something else comes along. Then again, you might be like the Bill Dunlups of the world and LOVE working nights.

Try to get the support of other night shift women and coworkers. And by all means, take care of yourself! Eat good food; not "junk" food. Take vitamins. Get enough exercise. All the things that you know you should do no matter what shift you work. Stay away from caffeine, "keep awake pills" and alcohol. They'll really really screw you up. You won't be able to sleep when you "have" to. Keep a "journal" of your thoughts. A night shift job can also end if you want it to.

Life is full of trade-offs. For me night shift work was a period to "get through". The thing that kept me going was that it wasn't going to be forever. The "light at the end of the tunnel" was daytime work and finally having enough seniority at a place to bid on day jobs and GET them.

The pay and health benefits for skilled blue-collar work are great. I don't regret my decision to stick to the machinist trade when times were rough back then. I am proud of my past work lives...all the shifts of them. (Sue Doro, Editor)
The Young Ones Speak: “These Are Our Years”

Thank you sisters
Of yesterday
You paved the way
For us and now
We’ll do you proud
Count on us

These are our years

We too are earning
A place in Herstory
Beyond the “Rosies”
Beyond the 70’s
Next to the 80’s
And the 90’s

We’re doing it with
Strength and grit
We followed you
Your foot prints
Led the way
Towards today

We are young
True blue
Collar women
Working in a new
Millennium

These are our years
Tradeswomen blog: Molly Martin, longtime tradeswoman activist, retired electrician and electrical inspector, has started a blog focused on tradeswomen and tradeswomen history. She hopes you will follow and like it, and contribute thoughts and comments. The address is tradeswomn.wordpress.com. She is also writing a travel blog mostly about California with her wife, Holly Holbrook. The address is travelswithmoho.wordpress.com. Now here’s Molly’s article about the 2015 Women Building the Nation conference!

**Women Building**

Sisterhood is Powerful. That was my take-home from the 14th Women Building conference. When more than a thousand tradeswomen, supporters, advocates and union brothers convened in Los Angeles May Day weekend, it was by far the largest gathering of female construction workers in the history of our movement. Union tradeswomen of all crafts came together from all over the country and the world to share experiences, strategize, laugh and cry together.

There is nothing like being in a room full of a thousand cheering sisters, and it was a new experience for me, a tradeswoman activist of 40 years. We are a diverse group of women, a rainbow of race, class and ethnicity, all part of the sisterhood. I spoke to many individual women—young members of the California Conservation Corps who drove all the way from Fortuna in Northern California, old timers greeting old friends, students who are working to get jobs in the trades. They all said the best thing about this conference was the camaraderie.

I’ve participated in the Women Building conferences since their beginning in 2002, and many tradeswomen conferences before that. But this conference was qualitatively as well as quantitatively different from past events and I think it portends a new chapter in our Tradeswomen Movement. I think three factors point to a sea change in our movement: first, the sponsorship of the North America’s Building Trades Unions (NABTU); second, the development of mature leadership at local, state and national levels; and third, the advent of social media and its use by the larger community of tradeswomen.

The NABTU sponsorship was the result of work by the National Women’s Committee, especially Patti Devlin, Debra Chaplan, and Caroline Williams. We now have leaders like these on a national level connected to union
presidents and internationals as well as the Task Force on Tradeswomen’s Issues, which brings policy expertise to our movement. I was thrilled by the number of women who stood up when asked who had been elected to a leadership position in their unions. And this year the vast majority of women were sent by their unions to the conference.

A new feature this year was the popular tradeswomen action clinic table. Organizers chose two primary issues that we could weigh in on: restoring federal WANTO funding for tradeswomen organizations, and resisting so-called Right-to-Work legislation in the states. The table was organized by elevator constructor LJ Dolin, Kelly Kupcak from Chicago Women in Trades, and Nicole Aro from the AFL-CIO. It was a great idea and organizers plan to expand it next year with more ties to workshops. The number of participants at the tradeswomen history workshop that I gave with historian Brigid O’Farrell showed us that women are interested in our history and in using what we have learned over the years to forge a new strategy for our movement.

When I got home and started friending folks on Facebook I could see that our community already has been successfully organized by Sisters in the Building Trades’ Melina Harris, who gets kudos for bringing so many women into the electronic media fold. I love that we can kvetch and share our stories instantly on groups like Trade Women Chat. It’s a far cry from our days publishing the quarterly Tradeswomen Magazine with writing, typesetting, layout and bulk mailing tasks taken on by volunteers.

What started as a conference for California tradeswomen (sponsored since 2002 by the California State Building and Construction Trades Council) has now become Women Building the Nation. Next year’s conference will take place in Chicago—the first of these outside of California. We’ve got the dates: April 29-May 1, 2016. It’s an opportunity to expand on existing networks of tradeswomen in the Midwest and to make our movement truly national.

Tradeswomen have long been virtually invisible on the front lines of the Feminist and Civil Rights Movements. We still are the ones who daily confront the most aggressive kind of sexism and racism in our traditionally male jobs. For decades now we have been devising strategies to counter isolation and harassment at work and to increase the numbers of women in the trades. The numbers and enthusiasm at this conference give me hope that we can build a better world for women in the trades. I’m looking forward to the 2025 conference: Women Building the Universe.

Molly Martin, San Francisco CA

PHOTOS AND MORE PHOTOS!!!
Go to https://www.facebook.com/womenbuildcalifornia for hundreds of posted photos of this herstoric gathering!
Another great group of tradeswomen worker-writers participated in the 2015 Blue Jean Pocket Writers Workshop at the Women Building the Nation conference in Los Angeles on May 2, 2015. Here’s the first of many work pieces from this current workshop, to be published in Pride and a Paycheck. Thanks to Jeanne Park for co-facilitating this year’s workshop and thanks to all who wrote from their hearts! They are our true and honest herstory writers.

Dual Status Careerist....
By Ashley Hardesty, Ironworkers Local 549
Wheeling, West Virginia

I think that might be correct,
And though I hate to admit it,
I’ve recently realized I don’t have to be perfect.
I must simply rise to the occasion,
Carrying all my flaws.
Whether they love me or hate me
Will not be my resolve.
I am there for my Soldiers.
I own the title of Mama Bear.
No matter what though,
This love inside, I must share.
I go to work ready to learn.
The paycheck shouldn’t be given.
It’s something I want to earn.
I’m just out there to make an honest livin’!!!

© 2015 Ashley Hardesty
The clock house was a long narrow corridor, over a block long. My bus got loaded at the very end, so I had a long walk. The whole wall had men lined up against it. It was intimidating, like walking a gauntlet. Like a horse with blinders, I tried to keep my eyes straight ahead. Still, you could see them elbow one another, look, look there’s a girl. Or they would stop talking to stare hard at you. I honestly felt like they must have all been in prison for twenty years, and I was the first woman they had seen. Really, I’m not all that, if they had seen me out on the street, I wouldn’t have garnered a second glance.

I am 5’ 8”, and slender, with shoulder length light brown hair. I noticed they stared hard at any of the other few women, fat ones, ugly ones, it didn’t matter, we were all fair game to be undressed with their eyes, and it was rude. I wished their mothers would have told them it was rude to stare. It didn’t make any difference if you wore baggy clothes, and tried to blend in with wearing the dark colors that they wore; browns, or blacks, you still stuck out, even without wearing pink. As I walked by, silent in my lone walk, I had no woman buddy to walk with, it was just me, and a block long line of men hanging out, waiting for the bus with their friends, and co-workers. It is an isolating feeling. You’re on your own. © Donna De Graaf-Smith
Rosie the Riveter has seen better days. On May 21, 2015, the Jobs to Move America coalition launched the Women Can Build project with a new study and an accompanying photography exhibit revealing the overlooked contributions, and decline in hiring since WWII, of the skilled and hard-working women who build our 21st Century transportation including trams, rail and buses. The new study, “#WomenCanBuild: Including Women in the Resurgence of Good U.S. Manufacturing Jobs”, issued by the University of Southern California’s Program for Environmental and Regional Equity (PERE), finds that 87% of the workforce in the American transit manufacturing industry is male.

Making an impactful visual statement, the Women Can Build photography exhibit—ENDS June 21, 2015 at the historic Los Angeles Union Station—premieres 15 photos and stories of “modern Rosies”. These photographs, by Pulitzer Prize recipient Deanne Fitzmaurice, will be displayed alongside never-before-exhibited historic photographs of WWII-era “Rosie the Riveter” manufacturing workers, from the Library of Congress, connecting past and present.

“Women Can Build says it all: the powerful, beautiful women working in these factories can do anything they set their minds to,” said Madeline Janis, Director of the Jobs to Move America coalition. “We hope to inspire more young girls to work in heavy manufacturing, and to encourage the 16 major employers in transit equipment manufacturing to provide more good jobs and equal opportunity to women in these factories. 75 years after Rosie the Riveter, we can do better than 13% women in the workforce.”

With this project, Jobs to Move America’s goal is to deliver the message that “women can build” to the top 16 global companies building mass transportation, and to encourage them to increase opportunities for women on the factory floor in U.S. The pay disparity, more than other industries, is significant in manufacturing, where women make 74 cents for every dollar men make in the industry.

The complete study is available on http://jobstomoveamerica.org

GET TO THE EXHIBIT BEFORE IT ENDS! JUNE 21ST!
In talking with sisters at the Women Building the Nation conference, I realize that there are a lot of folks who don’t know about Mother Jones. A while ago a rail sister in Virginia whose family worked the coal mines for as long as they were there (Penny Artis) sent me Mother Jones Autobiography. Reading Mother Jones’ life in her own words is amazing. Pride will have an ongoing column of reprints from this awe inspiring book. To those who are unfamiliar with Mother Jones here is what the AFL-CIO says on their website. AFLCIO.org And Thank you Penny!!

"Typically clad in a black dress, her face framed by a lace collar and black hat, the barely five-foot tall Mother Jones was a fearless fighter for workers’ rights—one labeled "the most dangerous woman in America" by a U.S. district attorney. Mary Harris "Mother" Jones rose to prominence as a fiery orator and fearless organizer for the Mine Workers during the first two decades of the 20th century. Her voice had great carrying power. Her energy and passion inspired men half her age into action and compelled their wives and daughters to join in the struggle. If that didn't work, she would embarrass men to action. "I have been in jail more than once and I expect to go again. If you are too cowardly to fight, I will fight," she told them.

Mother Jones’ organizing methods were unique for her time. She welcomed African American workers and involved women and children in strikes. She organized miners’ wives into teams armed with mops and brooms to guard the mines against scabs. She staged parades with children carrying signs that read, "We Want to Go to School and Not to the Mines."

Early Years
Born Mary Harris in Cork County, Ireland, the woman who would become Mother Jones immigrated to North America with her family as a child to escape the Irish famine. She spent her early years in Canada and trained to be a dressmaker and teacher. Historians are uncertain about her year of birth and mark it anywhere between 1830 and 1844.

In her early 20s, she moved to Chicago, where she worked as a dressmaker, and then to Memphis, Tenn., where she met and married George Jones, a skilled iron molder and staunch unionist. The couple had four children when tragedy struck: A yellow fever epidemic in 1867, which killed hundreds of people, took the lives of Mary’s husband and all four children. Mary moved back to Chicago and returned to commercial dressmaking. She opened her own shop, patronized by some of the wealthiest women in town. According to one account of her life, Mary’s interest in the union movement grew when she sewed for wealthy Chicago families. "I would look out of the plate glass windows and see the poor, shivering wretches, jobless and hungry, walking alongside the frozen lake front," she said. "The tropical contrast of their condition with that of the tropical comfort of the people for whom I sewed was painful to me. My employers seemed neither to notice nor to care."
Tragedy struck Mary again when she lost everything in the Great Chicago Fire of 1871. After the fire, Mary began to travel across the country. The nation was undergoing dramatic change, and industrialization was changing the nature of work. She moved from town to town in support of workers’ struggles. In Kansas City, she did advance work for a group of unemployed men who marched on Washington, D.C. to demand jobs. In Birmingham, Ala., she helped black and white miners during a nationwide coal strike. Mary organized a massive show of support for Eugene Debs, the leader of the American Railway Union, after he served a six-month prison sentence for defying a court order not to disrupt railroad traffic in support of striking Pullman workers.

A Mother to Millions of Working Men and Women

In June 1897, after Mary addressed the railway union convention, she began to be referred to as "Mother" by the men of the union. The name stuck. That summer, when the 9,000-member Mine Workers called a nationwide strike of bituminous (soft coal) miners and tens of thousands of miners laid down their tools, Mary arrived in Pittsburgh to assist them. She became "Mother Jones" to millions of working men and women across the country for her efforts on behalf of the miners.

Mother Jones was so effective the Mine Workers sent her into the coalfields to sign up miners with the union. She agitated in the anthracite fields of eastern Pennsylvania, the company towns of West Virginia and the harsh coal camps of Colorado. Nearly anywhere coal miners, textile workers or steelworkers were fighting to organize a union, Mother Jones was there.

She was banished from more towns and was held incommunicado in more jails in more states than any other union leader of the time. In 1912, she was even charged with a capital offense by a military tribunal in West Virginia and held under house arrest for weeks until popular outrage and national attention forced the governor to release her.

Mother Jones was deeply affected by the "machine-gun massacre" in Ludlow, Colo., when National Guardsmen raided a tent colony of striking miners and their families, killing 20 people—mostly women and children. She traveled across the country, telling the story, and testified before the U.S. Congress.

In addition to miners, Mother Jones also was very concerned about child workers. During a silk strike in Philadelphia, 100,000 workers—including 16,000 children—left their jobs over a demand that their workweek be cut from 60 to 55 hours. To attract attention to the cause of abolishing child labor, in 1903, she led a children’s march of 100 children from the textile mills of Philadelphia to New York City "to show the New York millionaires our grievances." She led the children all the way to President Theodore Roosevelt's Long Island home.

In her 80s, Mother Jones settled down near Washington, D.C., in 1921 but continued to travel across the country. In 1924, although unable to hold a pen between her fingers, she made her last strike appearance in Chicago in support of striking dressmakers, hundreds of whom were arrested and black-listed during their ill-fated four month-long struggle. She died in Silver Spring, Md., possibly at age 100, and was buried in the Union Miners Cemetery in Mount Olive, Ill."

Sources
“In June of 1902 I was holding a meeting of the bituminous miners of Clarksburg West Virginia. I was talking on the strike question, for what else among miners should one be talking of? Nine organizers sat under a tree near by. A United States marshal notified them to tell me that I was under arrest. One of them came up to the platform.

“Mother,” said he, “you’re under arrest. They’ve got an injunction against your speaking.”

I looked over at the United States marshal and I said, “I will be right with you. Wait till I run down.” I went on speaking till I had finished. Then I said, “Goodbye, boys; I’m under arrest. I may have to go to jail. I may not see you for a long time. Keep up this fight! Don’t surrender! Pay no attention to the injunction machine at Parkersburg. The Federal judge is a scab anyhow. While you starve he plays golf. While you serve humanity, he serves injunctions for the money powers.”

That night several of the organizers and myself were taken to Parkersburg, a distance of eighty-four miles. Five deputy marshals went with the men, and a nephew of the United States marshal, a nice lad, took charge of me. On the train I got the lad very sympathetic to the cause of the miners. When we got off the train, the boys and the five marshals started off in one direction and we in the other.

“My boy,” I said to my guard, “look, we are going in the wrong direction.”

“No, mother,” he said.

“Then they are going in the wrong direction, lad.”

“No mother. You are going to a hotel. They are going to jail.”

“Lad,” said I, stopping where we were, “am I under arrest?”

“You are, mother.”

“Then I am going to jail with my boys.” I turned square around. “Did you ever hear of Mother Jones going to a hotel while her boys were in jail?”
Above Journeyman T Shirt design by Finn Pette (with some idea input from lots of tradeswomen!!) His website is www.therustyvw.com. Thank you Brother Finn, IUOE Stationary and Millwright in Los Angeles. Working alongside Pat Williams to design and build tradeswomen jewelry, buttons and lots of stuff!! Soon to be available at Pride’s website. Currently email Pat about ordering. Patjwilliams4@aol.com
The Carpenters Training Committee for Northern California has been supporting Pride and a Paycheck with annual donations for many years. Thank you CTCNC! Below that are some future carpenters at work! For more info go to www.ctcnc.org.
The San Diego County Building and Construction Trades Council celebrated and supported the 5th Annual Women Building the Nation conference in Los Angeles 2015

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History of SMW104

For over 110 years, Sheet Metal Workers Local Union No. 104 has been dedicated to maintaining the highest skilled workforce in the Northern California Sheet Metal Industry.

The Advantages:

The union bargains collectively for all of its members — thereby providing a high standard of living, strong wages with regular increases, health care coverage and retirement benefits.

- Union members and employers have the benefit of pooling their resources in order to negotiate better deals for their members and provide better value in terms of quality health care.
- Union contracts establish strict rules about job security and the conditions under which layoffs or reductions in the work force take place.
- Union members are afforded the opportunities to improve and upgrade their skills, and, consequently, their wages and responsibilities, through union-sponsored education and training programs.
- Workers in unionized firms have a clear set of rights which are outlined in detail in their collective bargaining agreements.
- Being union gives workers a voice on the job and their cumulative voices make them more influential with management than any individual voice.
- Working under a union contract, workers have built-in mechanisms to monitor and even correct the work environment, and to ensure that health and safety concerns are addressed.

Chartered in 1903, Sheet Metal Workers' Local Union No. 104 remains dedicated to extending the benefits and solidarity of our trade union to all of those working in sheet metal throughout Northern California. 925-314-8600, San Ramon CA
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Sue Doro, the editor and owner of **Pride and a Paycheck Magazine** is a retired Railroad **Machinist**, author, writers workshop facilitator and member of the National Writers Union, Local 1981 (UAW Affiliate) as well as the United Association of Labor Education, Local 189 (Affiliate of CWA), & Working Class Studies Assoc., and [www.railroadworkersunited.org](http://www.railroadworkersunited.org), Tradeswomen, Inc. Oakland CA, Oregon Tradeswomen and NAWIC (National Assoc. of Women in Construction), the Coalition of Labor Union Women (CLUW), retired member of the American Federation of Government Employees (AFGE) and International Association of Machinists (IAM). **Pride and a Paycheck is edited and produced with union labor!**

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**Special thanks to all those Facebook friends who send Pride and a Paycheck all over the world.** Pat Williams organizes many sisters to be Pride and a Paycheck news carriers. We now reach upwards of 70,000 through subscriptions, Facebook groups, tradeswomen organizations and websites that link to Pride. **Pride is a TEAM effort. Thank you!**

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