

A woman, Monicqua Brown, is shown in a construction setting. She is wearing a red zip-up hoodie, a white hard hat, and blue work gloves. She is focused on her work, with her right arm raised and hand on a large wooden board. The background shows a concrete wall and some construction materials.

**Monicqua Brown
Carpenter
Photo
by Vicky Hamlin**

Pride and a Paycheck

Women's Guide to Blue Collar Jobs
News...Poetry...Art...Photography
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Tradeswomen, Inc. Testifies Before Federal Agencies , San Francisco CA

With the latest federal election, there has been a real change in the government's commitment to women in the workforce. The Department of Labor is now headed by a woman (Hilda Solis) and her motto is "Good Jobs For Everyone." Everyone, of course, includes women. That commitment and a new desire for transparency in government have resulted in two offices within the Agency holding hearings on issues close to the hearts of tradeswomen.

Patricia Shiu, the new director of the of the Office of Federal Contract Compliance Programs ("OFCCP"), the government agency in charge of ensuring that women participate on federally funded jobs, held town hall listening sessions on affirmative action around the country in February. The OFCCP is an important player in the entry process for women in the building trades. Many women got their start in construction during the 1970's and 1980's due to the OFCCP's enforcement of Executive Order 11246 requiring that federal construction contractors provide equal opportunity in all construction trades. Many tradeswomen owe their access to health care, to pensions, to equal pay, and good jobs to the OFCCP. Despite the success of the women who have endured in the trades, we still have a construction workforce from which women are almost entirely excluded. With a new President and a new direction to the administration, we have a new opportunity to reopen access for women to future good construction careers.

At the hearing in San Francisco, numerous tradeswomen testified about their experiences on construction worksites. In particular, Tradeswomen Inc. asked that the OFCCP

- Ensure the monitoring and enforcement of the goals for women on federal projects
- Provide real consequences to contractors for failure to meet the goals, including withholding payments until all issues are resolved.
- Increase real-time workforce reporting, day-one monitoring, community input, and on-site monitoring liaison.
- Partner with Tradeswomen Inc. and other non-profits to improve their effectiveness
- Prioritize the necessary resources to end the exclusion of women from these jobs.

One month later, the Employment and Training Administration Office of Apprenticeship held similar town hall meetings also attended by Tradeswomen, Inc. The focus of these meetings is the affirmative action regulations required of registered apprenticeship programs. In Oakland, California, most of the attendees at the meetings were apprenticeship coordinators from various joint apprenticeship committees. Tradeswomen, Inc. requested that the goals for women in the regulations be maintained, but that there be better oversight and effective implementation in order to make more progress in increasing the numbers of women coming into the trades. Adopting affirmative action plans is irrelevant if they are not followed and if following them gets no results. In those cases, programs should be required to change the plans to make them more effective.

There was general agreement in the hearing by advocates and apprenticeship coordinators alike, that it is critical that the federal government fund pre-apprenticeship programs and community based organizations to assure the availability of more women for construction jobs. Many people spoke up about the need for childcare if women are to get their fair share of these jobs.

These two agencies will now take the suggestions from the constituents and propose new regulations which will be published for comment. Tradeswomen, Inc. will continue to monitor the progress of the regulations affecting women in the trades.

By Meg Vasey and Judith Kurtz, Tradeswomen Inc. Oakland CA

NO WRONG TURNS

Damit...where am I at? Chat. Chat. Chat. I turned down the wrong isle.
Smiles greeted me. She smiles so hard. Then her son chimed in his smile.
Chat. Chat. Chat. That wrong turn...Turned into one of the warmest embrace.
And in case you're wondering...THERE ARE NO WRONG TURNS.
Just turns of life. Turns in love. Turns in work. Turns of life.
As I turn into the woman I used to envy.

DEAR SISTERS

**by Jeanne Park
San Francisco CA
Ironworker Local 377**



As you know, going into the trades is not an easy thing for women. The work is physical. Traditionally the work is done and run by men. And there just aren't a lot of us women in the trade to make it a comfortable route.

So why do we choose to do what we do? I know that's a question I ask myself. I'll be sweaty and possibly covered in dirt. My muscles ache, my hands hurt and everything feels too heavy. I'll have grimy earplugs in my ears and smudgy safety glasses on, and an ill-fitting harness hanging off me.

Maybe I'll have been yelling at my co-workers or they've been yelling at me all day. Perhaps there's one guy that's been frustrating me all day, or a particular job or machine that has been making me want to kick things. On building trades the job only lasts as long as the building goes up, so chances are you'll know what living on an unemployment check is like. Other times you'll be working long hours where all you remember is getting up, going to work, and then going home and going to sleep for seven days a week.

There are the given reasons that they tell you at the job fairs. Through an apprenticeship you'll learn a skilled trade with knowledge with which you can probably travel. A trade union job will pay you good money, the type that isn't segregated by gender. You'll receive benefits such as health insurance and something for your retirement.

Still these jobs aren't for everyone. For some that's the reason these jobs attract us. They are challenging, physically and mentally. We shape the materials we work with muscle, but also know what to do with our tools and how. Each day ends with more evidence of our work done—no anonymous piles of paper, but perhaps walls and a roof, lights that go on, running water, mountains of dirt.

The men you meet, the ones who throw off the old school, good ole boy network, can be your new best friend, one you'd never meet otherwise. There aren't a lot of women, but the women you meet are strong individuals, some of the best people you've met.

And when the building is done, you can point to it and say that you had your hands on it. With the overtime money you made, perhaps you can afford to live on unemployment for a while. Or you could take that vacation to someplace where you don't have to wear earplugs or work-pants. The job is a job to be proud of. You build the buildings. You build yourself.

Take care. Work safe.....Jeanne Park, Ironworker



**by Raequel Papillon Smith, SF City Worker,
Laborer/Trucker
(Written on the way to
the Blue Jean Pocket Writer's Workshop
at the Women Building CA Conference, May 15, 2010)**

Thought when I was at the Conservation Corps
That it was a wasted time. Turn.
Turn that turned into me making \$60,000 grand a year.
Which turned into promotions. Which turns all my experience
To inspiration for another woman coming up.
There are NO wrong turns. Just turns of life. Turns of love.
Turns of work. Turns of life. © Raequel Papillon Smith

Pride and a Paycheck Editorial --- OFCCP

OFCCP (Office of Contract Compliance Programs) held "town hall listening sessions" across the country to talk with as many people as they could. A group of 15 tradeswomen attended (and some spoke) at the meeting in the San Francisco Bay Area. (See "Tradeswomen Inc. Testifies" on page two)

OFCCP decides which contractors get the contracts; monitors them to see if they are abiding by the regulations; conducts compliance reviews; investigates discrimination complaints and generally is a watch dog agency over those entities that receive Federal monies (of at least \$10,000) for work performed under these contracts. The regulations pertain to both Federal and/or Federally assisted contracts. **A Federally Assisted contract is one that is getting money from a state or city etc and is "assisted" with a Federal contract.** The contractors' entire work projects can be reviewed for compliance, not only the Federal or Federally Assisted sites. **One Federal or Federal Assisted contract is the "umbrella" over all their contracts. The contractor's subs are covered too.**

Some of you might even have been working while a compliance review was going on. You probably would know it if you were asked for an interview with a Compliance Officer who would've showed you identification and maybe even given you a business card. Especially if you were the only woman or one of a few...on that site. They should've made a bee line right for you (tradeswomen of all ethnicities as well as men of color on that site).

How do you know if the contractor that you work for is complying with the regulations? Well first of all, if you're an apprentice and you know that your training is "different" than the guys or your're not trained at all...(are you sent to fill soda pop machines or sort papers in the office, or stand guard at a gate no one's using, instead of learning how to pour concrete or pound a nail or learn to apply drywall?) You know you're being trained poorly and therefore you know that the contractor is not in compliance with the regulations. This is the sort of thing that a Compliance Officer should know about. Tell them.

To monitor compliance OFCCP came up with an itemized list of general regulations called the "**Audit of Affirmative Action Steps**". As a female construction worker, you should know what these are. These "**16 Steps**" deal with fair recruitment, hiring, training and treatment practices as well as sexual harassment and other important issues. You can find this information about the regulations on the internet. Look up the following: <http://www.dol.gov/ofccp/regs/compliance/fccm/ofcpc4.htm> Don't be overwhelmed by the amount of "lawyer sounding" words. You've probably been taught to read blue prints. You know how to study to pass apprenticeship tests. You understand written instructions. You're a smart cookie! Go directly to **4 I Audit of Affirmative Action Steps Set Forth in 41 CFR 60-4.3 (a)**...and you're there. It's going to be eye-opening, because probably NO FEDERAL OR FEDERALLY ASSISTED CONTRACTORS OR THEIR SUBS are doing **everything** they're supposed to. It's like the issue of sexual harassment. If someone winks at you one time you're probably going to let it go, but you're going to be on the watch for anything more...if they wink, pinch, poke and fondle or try to get you fired...you're going to do something about it. So it's the same re: contractors not in compliance. If their EEO Notice is torn or soaked in the rain...you're not going to turn them in for that. Use your head, but remember YOU ARE A TAX PAYER...you have the right to know if your employer is abiding by the regulations that are required of Federal and Federally Assisted contractors and their subs.

The thing is if they are really "bad guys"...they should be reported. (Go to OFCCP on the internet to locate your nearest office.) Why should they continue to be out of compliance and keep on taking money under false pretences? **They're not going to lose the contract if they "fix" their issues and come into compliance.** Don't worry. You're not going shut the site down with one phone call! You'll still have a job. Example: tell them if the contractor you're working for is being discriminatory regarding your training and that you've complained about it already through the proper internal channels and nothing has changed. Tell OFCCP about any sexual harassment that's occurred ...and again, you've complained and nothing changed. If you've given contractors chance after chance and nothing changes...you need to go a step farther. Ask to speak with the Director. Tell OFCCP you think it should be doing a compliance review! **Of course, OFCCP handles discrimination complaints too. And if the situation has become unbearable and you can't wait until a formal review (if or when) could take place...you should consider filing a complaint. Stick up for yourself and other tradeswomen who will be hired on after you've gone! Change doesn't happen without movement!**

It can be done! Si se puede! Make OFCCP work for all of us! Now is a good time. The new administration is open to listening!

More photos
on Facebook.com



Above pic by Vicky Hamlin at the 9th annual Women Building CA conference, May 15 & 16 in Oakland. 325 tradeswomen! Great workshops! You weren't there? Well plan on next year!



"Sheetmetal Cindy
in the Rafters"

From a set of greeting cards
by tradeswoman photographer
and artist...Vicky Hamlin.

Available at
www.tradeswomen.org

"My mom is Japanese and she taught me to write Haiku poetry. (Three lines. Five beats in the first. Seven in the second. Five in the third.) This is about a day at work when I got into trouble for so-called 'sexual harassment'.

An argument with a GUY led me to calling him a name and all the things HE had said to ME prior to this...were forgotten!

The REASON management gave: It is much worse for a man to be called a BITCH by a woman, than the other way around."

Haiku

***Jackass of all trades
Intimidated by me
No real knowledge***

© By Joanna Perry-Kujala
Electrician, Local 302
Concord CA

(Written at the 2010,
Women Building CA Conference
for Blue Jean Pocket Writers.)

PRIDE TABLE AND BLUE JEAN POCKET WRITERS "REPORT"

Thanks to the tradeswomen who visited and who gave their time, labor and donations to the Pride table at the 2010 Women Building CA Conference in Oakland! Because of sisters like **Pat Williams** (and her incredible "Tool Jewels" earrings), and authors **Susan Eisenberg**, & **Jane LaTour** who shared their table sales proceeds, we were able to raise the entire cost of building our website. Also thanks to **Jeanne Park** for more time spent "womaning" the table than any other!! **AND thanks to New York City's Jessica DuLong**, pioneer **Hudson River boat Engineer** and author of "**My River Chronicles**" for her \$100 donation...and "**Live Wire**" author **Francine Moccio** (three books donated for sale) even though neither East Coast author could attend the conference!

Also of note this year: Poet/Laborer, Spoken Word Specialist, **Raequel (Papillon) Smith** presented her brand new workshop "**Poetry Flow**". The tradeswomen participants created their work poems during **Blue Jean Pocket Writers**, copied them to take home (using old-fashioned carbon paper between sheets of typing paper)...printed them over again on giant post-its to plaster the conference walls....then learned to perform them in **Raequel's** workshop. **What a great Saturday afternoon recording our Tradeswomen "herstory"!**

From: Pride and a Paycheck
Editor: Sue Doro
484 Lake Park Ave. #315,
Oakland CA 94610

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Orgullo y Paga
Pride and a Paycheck

Watch for a new series in upcoming issues of Pride:
Tradeswoman/Educator **Dr. Lynn Shaw's** how-to book "**Tools for Success: Top 10 "Hands-on" Tools for Classroom Success**". Free copy on line at www.cccspecialpopulations.org

PRIDE AND A PAYCHECK'S PHONE IS (510) 627-0063. Mailing Address is 484 Lake Park Avenue, #315, Oakland CA 94610. Email us at: tradesis@aol.com . Send your poetry and work stories to this address! Special thanks to **Madeline Mixer** for her indispensable support, funding and proofreading skills as well as topic ideas. Thanks to my railroad sister, Electrician **Penny Nunes** and railroad brother, Locomotive Engineer **Ron Kaminkow** for their support. And thanks for special support to **Larry Robbin, Joycelyn Robinson-Hughes, Joe Mixer, Jeanne Park, Raequel Smith, Jan Jenson, Lynn Shaw, Vicky Hamlin**, as well as the **WATT Woman Electricians of Houston Texas & their President Pat Burnham**. Thank you **Pat Williams**, (our LA "connection") and **Melina Harris & Mercy Haley** from **Sisters in the Building Trades**.

Thanks to **WINTER** for being our fiscal agent. **We also want to thank the Northern CA Drywall Lathing Apprenticeship for their consistent support and donations.** **Sue Doro**, the Editor of *Pride and a Paycheck* is a retired Railroad Machinist and member of the National Writers Union, Local 1981 (a UAW Affiliate). She is also a member of the United Association of Labor Education, Local 189 (an Affiliate of CWA), and the Working Class Studies Association (www.wcstudies.org), Railroad Workers United (www.railroadworkersunited.org) as well the Coalition of Labor Union Women (CLUW) and a retired member of the American Federation of Government Employees (AFGE) and International Association of Machinists (IAM). **Sue** is a disabled worker, injured in a previous (white-collar) job and uses voice-activated computer technology to machine the newsletter. *Pride and a Paycheck* is produced by the Editor, with funds from a San Francisco Foundation private grant thanks to Madeline Mixer. The Editor is solely responsible for the content of this newsletter. Thanks to **Fastprint**, Lakeshore Avenue, Oakland CA for printing & mailing. **Free subs. tradesis@aol.com.**

Check out our new website! www.prideandapaycheck.com

Sharon Moore, President of Rosies Workwear (San Luis Obispo CA) donated coveralls and bib overalls, plus a neat cap and tote bag to Pride and a Paycheck to help pay for the website! Let's support Rosies Workwear. Check out her great line of women's work clothes plus accessories at www.rosiesworkwear.com SUPPORT OUR SUPPORTERS!

PHOTOS.. WOMEN BUILDING CA CONFERENCE ON FACEBOOK, TYPE IN WOMEN BUILDING CALIFORNIA. THANKS TO MELINA HARRIS, VICKY HAMLIN, PAT WILLIAMS AND OTHERS.

WOMEN'S BLUE-COLLAR RESOURCES (S.F. Bay Area & Much More)

NORTHERN CALIFORNIA DRYWALL / LATHING APPRENTICESHIP in Hayward at (510) 785-5885. SISTERS IN THE BUILDING TRADES Chatter Page: www.sistersinthebuildingtrades.org SISTERS IN THE BROTHERHOOD (Carpenters) www.sistersinthebrotherhood.info (New York Chapter of Sisters in the Brotherhood: www.unionwomencarpenters.com Charity Cultural Services Center in San Francisco at (415) 989-8224. Youth Build San Jose in San Jose at (408) 918-1014. Youth Build in Richmond CA (510) 215-3306. RICHMOND WORKS (510) 307-8014 The California Women's Ventures Project in Watsonville at (831) 724-0206. Ella Hill Hutch Community Center in San Francisco at (415) 921-6276. The Cypress Mandela/WIST Training Center in Oakland at (510) 208-7350. Chinese For Affirmative Action in San Francisco at (415) 274-6750. Tradeswomen, Inc. Oakland at (510) 891-8773, ext. 315. www.tradeswomen.org Asian Neighborhood Design in San Francisco at (415) 648-7070. Asian Neighborhood Design in Oakland at (510) 433-1370. Mission Hiring Hall in San Francisco at (415) 626-1919. BACAP (Build a Career Project of Glide Memorial Church) in San Francisco at (415) 674-6176. City College of San Francisco Construction Training, (415) 550-4444 or 4440 or 4409. College of Alameda Diesel and Truck Mechanic Program at (510) 748-2357. Alameda California. WINTER (Women In Nontraditional Employment Roles), Los Angeles and Long Beach, CA at (562) 431-0302 www.winterwomen.org WEMA (Women Empowered to Move Ahead), in San Jose, CA at (408) 251-3165 or email Lori Ramos Ehrlich: Lori.Ramos@cts.gov REBUILDING TOGETHER OAKLAND (Volunteer experience) 510-625-0316. So California Tradeswomen information - Pat Williams: Patjwilliams4@aol.com JOB CORPS INFORMATION www.jobcorps.gov (800)-773-JOBS. CAREER TECHNICAL EDUCATION PROGRAM - Lynn Garcia 415-750-8689, garcial@sfusd.edu San Francisco CityBuild Preapprenticeship. - Janan Howell, Employer Liaison (415) 581-2309. Sisters in the Building Trades Greater Bay Area Chapter, contact Mercy Haley at mercyme007@yahoo.com National Association of Women in Construction (NAWIC) www.nawic.org Rosie the Riveter National Historical Park (Richmond CA) martha_lee@nps.gov Coalition of Labor Union Women (CLUW) www.cluw.org