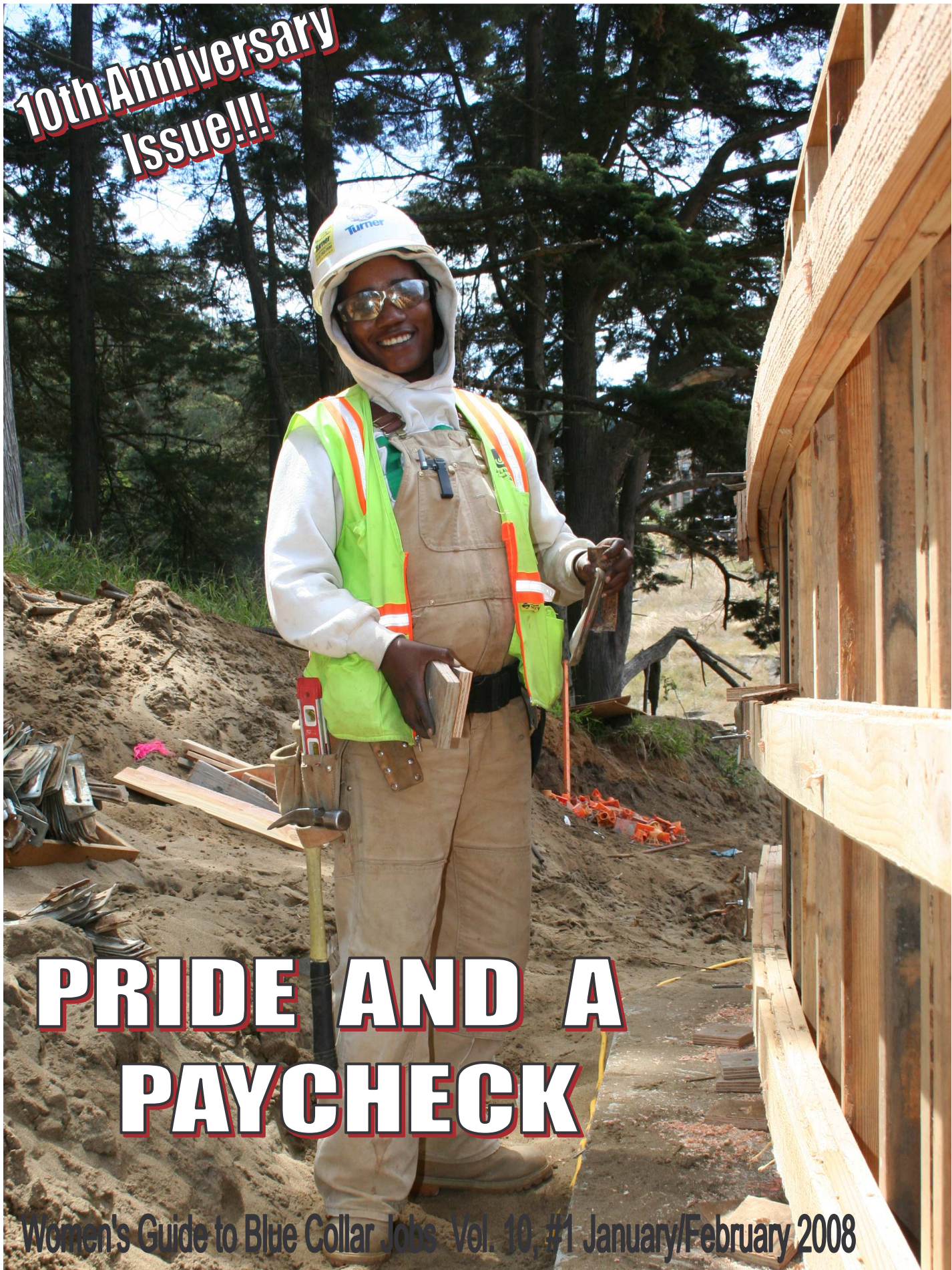


**10th Anniversary
Issue!!!**



**PRIDE AND A
PAYCHECK**

Women's Guide to Blue Collar Jobs Vol. 10, #1 January/February 2008



HOW DO I FIND THE BEST TRAINING PROGRAM?

*“Dear Pride and a Paycheck, I know what skilled non-traditional blue collar career I want to pursue. My problem is that I don't know which program would be the best for me. There are three programs in my area that offer this training. One in a non-profit, one is at a community college and there is also a union-run apprenticeship program for my trade of choice. I would also be willing to move in order to go to the best program so that opens even more options and confuses me more. People move for college all the time so I don't see any reason not to try this strategy to find the non-traditional training program that would lead me in the best direction. So these are my questions: **What do you suggest I do to help narrow my choices and decide which program is the best one? And how will I decide if any of them are any good?**”*

The above is an example of the type of letters/emails we receive. It's actually a composite of several letters. We can't print a response to each one but we do call and get them on our mailing list, send them back issues and steer them to some Bay Area programs that might be helpful. **However, we decided to interview some folks that could help with these kinds of questions and in the next several issues we will publish some of the suggestions that came from talking to tradeswomen, consultants and program managers.**

First of all we want to clarify the role of Pride and A Paycheck in this process. While we want to help you with learning how to choose a training provider we want to make it clear that we don't recommend one specific program over another. This newsletter lists programs based on their requests to be listed and not on any other criteria. You'll find this list on the back of the newsletter. **This is by no means a complete list, so going on the internet, looking in phone books, contacting unions, companies, non-profits, schools and tradeswomen themselves will be helpful in broadening your range of choices. Women should make sure they have the most choices as they begin the program selection process.**

In most places in the United States there are no programs focusing on non-traditional skilled blue collar careers for women. But, in some places there may be **more than one program and programs of different types**. And if you include moving as a possibility then you open up your options and the difficult choice making process even more. Even when there is only one training provider, it may or may not be worth your time. How does a woman decide? Your question opens up a great learning opportunity for our readers about choosing a training program in situations where there is only one program or a choice of programs. There is a lot of information to cover about this process so we will be doing it in a series of articles in the next several issues of Pride and A Paycheck. **We suggest you keep these issues so you can make sure you cover all the information and make the right tradeswoman training program decision.**

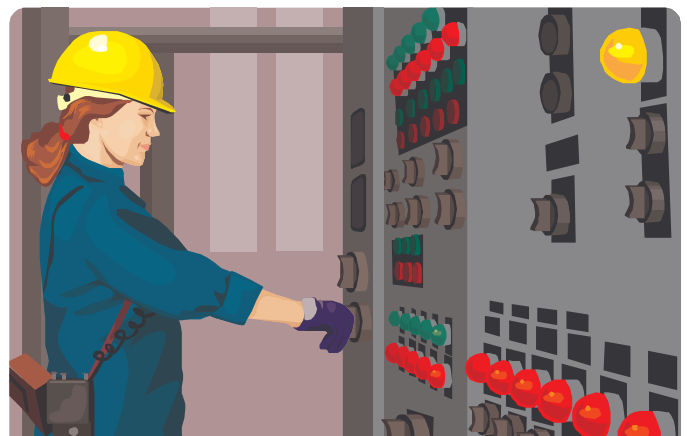
To get to the right choice for you we hope you consider the following information. Your future depends on it. People often say they just want to start a training program and not do the kind of detailed investigation we are outlining in this series of articles. Programs pressure women either with real or made up deadlines to start training before they are ready. **You may have to speed things up for a real deadline like an upcoming apprenticeship test that is only offered once a year**, but watch out for other types of so called deadlines that make you skip important stages in investigation.

It could be better to miss a deadline than make a premature and wrong choice about training that you will live to regret. People want to start learning, earning and getting closer to their dream career rather than waiting to check things out about programs. People may also think there can't be that much difference between programs that teach about the same job so why take so much time investigating them? **ALL OF THESE STATEMENTS ARE HUGE MISTAKES IN THINKING. BE CAREFUL THEY DON'T TRAP YOU. THESE INVESTIGATION SHORT CUTS ARE VERY DANGEROUS TO YOUR FUTURE! READ ON IF YOU THINK WE ARE EXAGGERATING THE IMPORTANCE OF INVESTIGATION!**

Here are some of the differences in outcomes from various programs that prove why a solid, complete training program investigation process is the key to your future.

- * You will drop out of some programs **and finish with honors in others.**
- * You will be in a depressing job search of many months after some programs **while you will be working the day after graduation in others.**
- * In some programs you will give up on trying to get the type of job you have been trained for because the reputation of your training provider in that industry is so bad that your diploma or certificate actually works against you and employers don't want people from that program. **In other programs your diploma or certificate will mean a short interview as you beat out the other more experienced candidates for the job that don't have your highly valued credentials.**
- * You won't know how to do the work, handle sexual harassment or discrimination after you graduate from some programs and this will drive you out of the trades. **You will graduate from other programs fully qualified both in the work and in how to deal with the problems women in non-traditional employment face so they don't get in the way of your career and job satisfaction.**
- * You will be making low wages with few benefits and career advancement opportunities after finishing some programs **while others will give you jobs that will yield the lifestyle of your dreams and a great retirement!**

These are the real outcomes of the right training provider choice. Take your time, be thorough and educate yourself as a training provider consumer and your future great career as a tradeswoman is pretty much a sure thing! On to your future!



HELPFUL INFORMATION

Thanks to **Working America**, the AFL-CIO's community affiliate, you can now "Ask a Lawyer" for advice on the situations you might face at the workplace or with your employer. Through this free online program, you can log in and email your questions to trained labor lawyers. You don't need to identify your employer, and you can't be tracked down for logging on. Working America "offers some of the benefits of union membership to workers who don't have a union on the job," including a free half-hour legal consultation in addition to the online resources. The service can be found online at

www.workingamerica.org. (Above information reprinted from LABORNOTES newspaper.) See www.labornotes.org

SPANISH AND OTHER LANGUAGE WORKER HEALTH & SAFETY WEBSITES

www.aflcio.org/issues/safety/tools/info_spanish.cfm

(Safety and Health Resources - AFL-CIO)

www.coshnetwork.org/paginaespanol.htm

(Workers rights under US Occupational Safety and Health Administration-- OSHA)

www.losh.ucla.edu/spanish/index.html

(UCLA Health/Safety Training materials for workers, trainers, employers, health professionals)

www.osha.gov/as/opa/spanish/index.html

(OSHA)

www.cdc.gov/spanish/niosh

(National Institute for Occupational Safety and Health --NIOSH)

www.niehs.nih.gov/external/espanol/home.htm

(National Institute of Environmental Health Sciences—NIEHS)

<http://socrates.berkeley.edu/~lohp/Publications/publications.html>

(Labor Educational Health Program UC Berkley. **This site has 21 language translations including English.**)
(Above website language source:
George Meany Center - National Labor College
www.georgemeany.org)

Her World

She came in that night,
On the night shift.
Shifting her weight from side to side.
Slower than the night before.
I opened the door for her to pass through.
She knew I knew.
A woman knows the walk of a woman holding.

She worked side by my side.
As I worked side by her side.

Not one complaint as we paint
The streets of San Francisco clean.

Mean. Her scowl at times.
I read between the lines,
And when it became time...months later,
She gave birth to a healthy baby girl.
Her world.

(Copyright 2007 by Raequel Smith, Laborer/Trucker, San Pablo, CA. Written in the May 19, 2007, Los Angeles Women Building California Conference, Blue Jean Pocket Writers Workshop)

Pride and a Paycheck
tradesis@aol.com
484 Lake Park Ave. #315
Oakland Ca 94610



No this isn't a column about support hose! This is your column to write or email and tell us about the things you use on your job or in your training that give you the support you need to be a tradeswoman. You can write us about anything like co-workers, bosses, objects, attitudes, things you do, mental games you play with yourself and others etc. that keep you going every day. We find that tradeswomen are a very creative bunch in figuring out their support systems. It's how we manage our challenging and often stressful role as the one or few of a kind in difficult jobs. So write us something brief about your support stuff. Don't worry about how polished your writing is, if it helps you as a tradeswoman it can be very valuable to your sisters, both those that are working in the trades and those thinking about jobs in the trades. The more we share, the more we can help each other because your "support stuff" could be just the idea or action that another sister desperately needs to keep her in the trades and make her job better. So take one minute to think about your personal tradeswoman "support stuff" and send it our way. You could really help another tradeswoman today! We won't use your name unless you tell us its okay. Here are a few to get you started!!

"I'm the only woman in a very conservative trade and company. I don't allow disrespect but I keep my feminist politics low profile to avoid hassles and keep my job. But sometimes I wish the women's movement was here in force. Those are the times I think about the world's smallest woman's symbol which I've carefully drawn in great detail on the inside of the top of my hardhat under the ribbing. It's my secret way of having the movement with me when I need it and it often helps get me through the day!" Lena S.

"The foreman that gives me the hardest time is named Dick. When he is yelling at me I think about how appropriate his name is and write poems about it in my mind as he yells at me. My favorite is "Dick, Dick so sick, my steel toe boot could easily flick, but I need this job so I won't kick!" He's such a jerk I have a million of them!"

"My cell phone has a speed dial section I call my support sisters. It's a half a dozen numbers of my partner, friends and relatives that I can call and vent to. When I call I say tradesister to support team and they all know I'm having a hard time and need a few minutes of help. They are so great! I have the best team a tradeswoman could have."

"I have a small smooth beach stone that I bought in a souvenir shop in Hawaii. It is always just sitting in my work blue jeans pocket doing nothing - except when I put it to work in my hand rubbing it so it can do it's feel the waves and sunset calm me down thing. A tradeswoman needs the beach and sunset in her pocket sometimes." Betsy T.

PRIDE AND A PAYCHECK'S PHONE IS (510) 627-0063. Mailing Address is: Private Mail Box, 484 Lake Park Avenue, #315, Oakland CA 94610. Email us at: tradesis@aol.com . Special thanks to Madeline Mixer for her indispensable funding and proofreading skills as well as topic ideas. And thanks to Madeline, Larry Robbin, Lynn Shaw, Beth Youhn, as well as the WATT Woman Electricians of Houston Texas and their President, Pat Burnham for continuing special encouragement. Thanks to WINTER for being our fiscal agent. We also want to thank the Northern CA Drywall / Lathing Apprenticeship for their consistent support and ongoing bi-monthly donations to Pride and a Paycheck. Thanks to Ana Cortez for Spanish translation of "sayings". Thanks to Bianca Lee for translating them into Chinese. Front page photo thanks to Vicky Hamlin.

Sue Doro, the Editor of *Pride and a Paycheck* is a retired Machinist and member of the National Writers Union, Local 1981 (a United Auto Worker's Union Affiliate). She is also a member of the United Association of Labor Education, Local 189 (an Affiliate of the Communication Workers of America), as well as a retired member of the American Federation of Government Employees (AFGE). 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 grant. The Editor is solely responsible for the content of this newsletter. Thanks to Fastprint on Lakeshore Avenue in Oakland CA for the printing and mailing. For **FREE SUBSCRIPTIONS to *Pride and a Paycheck*** call 510-627-0063. Please leave your name, address, and phone.

Although there is no charge for the newsletter, donations for printing and postage are appreciated. CHECKS can be made out to our non-profit fiscal agent "WINTER (for) Pride and a Paycheck" and mailed to the return address below.
Any amount is welcomed! And thank you...ahead of time!

THANK YOU FOR HELPING US ENTER OUR TENTH ANNIVERSARY YEAR!!

When we started this journey in 1997, we hadn't thought of what it would be like ten years later! But here we are. With the help of friends and supporters like Madeline Mixer and Larry Robbin, *Pride and a Paycheck* is growing stronger each year. It's Editor, Sue Doro has been honored by receiving The 2007 Women of the Year Award from Alameda County in the non-traditional category. Articles from back issues have been reprinted and circulated through the country. Tradeswomen's poetry has found new audiences. Apprenticeship programs and other training programs have help in their outreach to young women thinking of joining the tradeswomen ranks. One-Stop Offices to help women choose employment options are using the newsletter as a resource tool. Non-profits that reach out to women seeking to leave the welfare system are eager to see yet another option for them. And tradeswomen: current, retired, and those thinking of becoming...thank us on an ongoing basis. *Pride and a Paycheck* has a herstory of speaking for women who don't have a place to be heard. We are proud of our job and delighted to be continuing into another decade. We'd like to try reaching more women through the internet instead of the US Mail. In that vein, if you email us we will send a PDF copy attachment of this 10th Anniversary issue in response to your email. This is a trial to see how much we can save on postage. To get on this email list, email us at tradesis@aol.com and request a PDF copy of the Jan/Feb 2008 issue. THANK YOU ALL. ON TO 2008!!!

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婦女工作

WOMEN WORKING

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

TO:



WOMEN'S BLUE-COLLAR RESOURCE AGENCIES AND TRAINING PROGRAMS (S.F. Bay Area and Beyond)

NORTHERN CALIFORNIA DRYWALL / LATHING APPRENTICESHIP in Hayward at (510) 785-5885.
Charity Cultural Services Center in San Francisco at (415) 989-8224. * Youth Build San Jose in San Jose at (408) 918-1014.
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.
Women's Employment Resource Corporation in Berkeley at (510) 652-5484. * Tradeswomen, Inc. Oakland at (510) 891-8773, ext. 315. Website at www.tradeswomen.org
Asian Neighborhood Design in San Francisco at (415) 648-7070. * Asian Neighborhood Design in Oakland at (510) 433-1370.
Laney College Gender Equity Department in Oakland at (510) 464-3275.
BACAP (Build a Career Project of Glide Memorial Church) in San Francisco at (415) 674-6176.
Laney Workforce Development/CalWORKS in Oakland at (510) 986-6946 or (510) 986-6920.
City College of San Francisco Construction Training, (415) 550-4444 or 4440 or 4409.
College of Alameda Diesel and Truck Mechanic Program info at (510) 748-2357. Alameda, California.
For Tradeswomen Inc.'s electronic news, send an email to Bob Jolly at bobjolly@lmi.net
WINTER (Women In Nontraditional Employment Roles), 690 Studebaker Rd, Long Beach, CA 90803 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 at Lori.Ramos@cts.org
REBUILDING TOGETHER OAKLAND (Volunteer training experience) 510-625-0316

