



In The News

Presidents Message

CORE PURPOSE

To Enhance the Success of Women in the Construction Industry

CORE VALUES

- Believe in Ourselves;
- Persevere with the Strength of Our Convictions;
- Dare to Move into New Horizons

LEADERSHIP

Cecyle Brock
President

Toni Brown
Vice President

Erica Sharp
Recording Secretary

Tamara Schissel
Treasurer

Kathy Vincent
Corresponding Secretary

Molly McClure
Immediate Past Pres.

Directors

Jessica Bowman

Katrina Clifford

Molly Conein

Here comes February! I can't believe how quickly time keeps rushing by. Lots is happening in the next few months starting off with our "speaker-less" program for February, "Speed Dating". The adjoining meeting room will be opened up for an area to have one-on-one networking. You'll have two minutes per station, one minute per person to enlighten each woman across from you in regards to: where you work, what you do there, what a good lead is for you, what markets you are pursuing, what your niche market is and how it may relate to their business. – remember this is all about business networking. Take this opportunity to give out business cards, flyers, handouts and really sell yourself and your company.

In the interest of moving the meetings along and getting done by 7:30 PM, we will be starting promptly at 6:00PM. (Point taken everyone, I've been lagging). Please find your seat and get registered as soon as you get to the Marriott and then go mingle in the lounge. We will be having our business portion of the meeting first and end with Speed Networking.

The WIC Week Committee co-chaired by Kathy Vincent and Brenda Smith has an exciting event lined up. This year the focus will be on Company/Sponsor Appreciation.

The celebration will be held March 11, 5:30-7:30 at Syringa Winery, 3500 Chinden Blvd, Garden City. There will be wine tasting, hors d'oeuvres, live music featuring Brandon Pritchett and of

course networking. We hope to have invitations ready by the February meeting. There will be no charge for the event, everyone can participate in the wine tasting and will receive one drink ticket at the door. Additional beer and wine will be available for purchase.

Our other WIC Week activities will be collecting canned food and clothing at our offices for the Meridian Food Bank and working as a group at the Boise Rescue Mission (Date yet to be determined). We are trying to make this a family friendly event so that you may bring family members along if they'd like to help as well.

One final note, THANK YOU! You've all been so great in stepping up and helping out, sometimes on committees that you didn't even sign up for. Our numbers may be smaller but as a group I think we're really growing closer. Don't forget to talk about NAWIC and bring a guest. We have a beautiful facility, great food, wonderful programs and the MOST amazing women! See you at the meeting!

Cecyle



Educational Programs

February Program—Speed Networking

Upcoming Programs:

March – Jack Walburn, LPL Financial Services (Market out look for the Construction Industry)

April - Mark Dunham, Idaho AGC (how the legislature affects construction and what's taking place in the current legislative session.)

Member Spotlight

Under this heading we will spotlight a member of our chapter every month. January's member is Tina Lantz.

Tina started with Oldcastle Precast in June of 1998, as their Information Manager, her title now is Plant Accountant. She does most of all of the regular office functions, answer the phone, file, AR, AP, Collections, IT and anything else needing to be done.

Tina has been married for 40 +

years to husband Stan. She has 2 children, Jennifer and Jim, 6 grandkids, Isaac, Ally, Taylor, Brady, Grace and Bella. She loves to cook, fish, camp, sew and crafts.

Tina has been a member of the Boise chapter since 2005. She was named Future Leader 2005-2006 and Woman of Year in Construction 2007. Oldcastle Precast was named Company of the year in 2006. Tina has served as Treasurer for two terms starting 2006, She has been the committee chair for Block Kids

since 2005 and also been on the Dinner Auction, Golf, Budget, Audit, WIC week, Magic Camp, Construction Profession & Education committees.



Committee News

Membership

The membership committee has met three times. They invited the Public Relations committee to be a part of their group so that both committees can work more closely. It was discussed getting the membership roster updated and they appointed someone to keep it up to date. Cards have been developed to hand out to prospective members as these will assist in getting more guests to the meetings. The "All about Us" at the Christmas meeting as for each member to get to know other members more personally. A member may be more apt to stay and get involved if they like and care about the other members. Community involvement and getting our name out there has also been a topic for discussion. The chapter has not done much in the past however, the committee hopes to schedule a couple of things this Spring such as a Food & Clothing Drive, help at the Boise Rescue Mission, etc. More on this

to follow. The committee has also started a team that will bowl in the Big Brothers Big Sisters Bowl for Kids Sake in March. A Tomboy Tool Kit has been donated in the Boise chapter of NAWIC's name as one of the raffle items. This will get our name out in the community. Also a Membership Drive has been started and each quarter a prize will be given to the member that brings in the most members for that quarter. At the end of the year there will be a grand prize for the member that brings in the most members. This drive began on October 1st, 2010 will end on September 30th. A questionnaire is also in the works to ask our members what they would like to get out of, or see happen in the association that could help them or their companies. Forms were developed for the Guests so that we could (1) send a thank you card for visiting from the membership committee (2) have the chapter President send an email thanking them and (3) follow up with them as to their interest in joining our organization. Having names, company infor-

mation, email addresses, member name that invited them, etc has been very helpful. If you are interested in joining the membership committee or have any input for them, please contact any of the following committee members: Evi, Cecyle, Wilma, Erica, Lisa, Anna, Molly C.

Casino Express

We have the following dates scheduled for February :

2/3 from 7 to 10 pm at Stronghold Construction. Those that volunteered please arrive at 6:30.

2/26 at CTA Architects.

The proceeds from both these events will bring the chapter approximately \$1840.00. These are great fundraisers with relatively little effort. If you are interested in helping contact Alisa house. It really is a lot of fun.

Recycle Book/DVD Program

Remember to bring your slightly used books and DVDs for recycling.

Respect in the Workplace—How to Make it Happen

Article from the Associate Employers Newsletter by Bryan Peterson, a training consultant.

How can it be so difficult at times to treat others in our workplace with decency and respect? Times are difficult and still being affected tremendously by these economic times. As employees struggle with having to do more with less, pressures can mount. Adding external factors such as issues at home, financial stressors, or relationship concerns, add more fuel to the fire. Most employees do not do a very good job of leaving their personal "baggage" outside of work.

Even in difficult times, there are some simple things we can remember to do to make sure to treat those around us with the respect they deserve.

Show an attitude of gratitude- a simple Thank you or a quick note of thanks can go a long way in letting someone know they are valued. We concentrate so much on trying to fix what is wrong that we forget to tell someone what he or she is doing well.

Practice humility - there will be times where we disagree with a decision or know that have the right answer. The key to this piece is how we disagree or show our confidence. There is a big difference between being assertive and confident versus boastful and arrogant.

Listen before speaking - listening is the key to effective communication. If you listen effectively, you

will send the message to the person across from you that they are valued and respected. You will not have to spend your time ruining relationships by asking them to repeat everything. Engage with your speaker and show them you care.

Think before speaking - show some emotional intelligence. Think about the message you need to deliver before you deliver it. How will this impact the person I am speaking to? What is the best way I can communicate this so that my message is understood? Can I keep my emotions in check as we discuss this?

No public criticism - criticism should be given constructively, and in most circumstances, not in front of others. Show others respect by holding confidential conversations in a quiet private setting.

Be on your best behavior - courtesy should be the norm, not the exception to the rule.

We spend so much of our waking hours at work. Why would we not want to make our work time as enjoyable and tolerable as possible? Simple thoughts that will help with this include: be courteous and thoughtful to those around you, be considerate of others feeling, be willing to apologize, and be willing to forgive unintentional wrongs.

Treating each other with respect in the workplace has to be a two way street. What are you doing to ensure you are meeting others half way?

Lets Celebrate- Birthdays

Valmarie Price—Feb 7

Ruth Fritts—Feb 7

Erica Sharp—2/11

Marilynn White—2/13

Anniversaries

Molly Johnson—9 years

Tina Lantz—9 years

Valmarie Price—18 years

February Menu

Baked Cod or Baked Chicken with Cherval Burre Blanc Sauce

Fresh Vegetable Medley

Sour Cream Potatoes

Mixed Green Salad

NY Cheesecake with Berry Sauce

Ice Tea, Lemonade or Coffee

Vegetarian Option

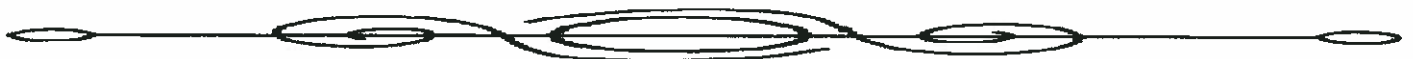
Roasted Winter Squash w/ Wild Rice and vegetable medley stuffing

Sour Cream Potatoes

Mixed Green Salad

NY Cheesecake with Berry Sauce

Ice Tea, Lemonade or Coffee



Safety Corner

The Impact of Accidents

When an accident occurs, the insurance company has the obligation to cover the medical, time-loss and a few other incidental costs associated with that accident. These reimbursements are known as Direct Costs. Those however are not the only costs associated with the accident. The Indirect or Hidden Costs are not covered under the worker's compensation insurance policy.

Hidden costs may include, but are not limited to lost production, overtime charges, new employee training costs, administration time needed to investigate the accident, fines and citations, etc. The rule of thumb is that hidden or indirect costs are anywhere from 4 to 10 times greater than that of the direct cost figures.

To illustrate, consider an accident that occurred at your jobsite. Count the amount of company employees who were involved with the accident and the time spent because of the accident. Some of the people and events listed below may be impacted when an accident occurs.

1. Supervisor who investigated the accident and reported it to personnel. Personnel department completes and submits all required forms.
2. Investigation of the accident by safety personnel.
3. Employees who witnessed and reported the accident. Consider the time spent to interview these witnesses. Those employees as well as others may not return to full production after the accident due to an variety of reasons.
4. Staff used to hire or transfer a replacement employee.
5. Personnel used to train the replacement employee.
6. Slowed production due to replacement employee.

Considering the hidden costs of accidents, it is clear that not only the severe accidents cost the company dollars but also the smaller, less serious accidents. Controlling the frequency of accidents, no matter how severe they are, goes a long way towards controlling the ultimate cost of accidents and therefore the financial success of the company.

But its not just the company who may suffer financially.

The injured employee that cannot return to work immediately may also be affected financially.

Depending on how severe the injury, the lives of the workers families can be affected not only financial but emotional.

Co-workers can be affected by an employees injury depending on the seriousness.

Working safely, identifying potential hazards and eliminating hazards can help prevent accidents and injuries that affect everyone's lives.

Safety is a Cheap and Effective Insurance Policy

