

# On The Level

NATIONAL ASSOCIATION OF WOMEN IN CONSTRUCTION

**BLUEGRASS CHAPTER #367, LEXINGTON, KENTUCKY**

**Thursday, May 20<sup>th</sup> – Queen City Reprographics Tour,**  
**2456 Fortune Dr., Ste. 120, Lexington**

**May, 2010**



Please join us at Queen City Reprographic's newest location in Lexington at 2456 Fortune Drive, Ste. 120 for a tour of their facility, hosted by one of our newest members, Bethany Ridiman. The below information is from QCR's website to give you a better idea of what services they offer. You can find out more by visiting [www.qcrepro.com](http://www.qcrepro.com)

"Our large format digital processes have launched Queen City Reprographics to the top of the reprographic market. By housing a broad spectrum of scanning, data management, and printing services under one roof, Queen City Reprographics is positioned to be the only reprographic source you need. Our data management services include collaboration tools as well as file archiving and sharing applications. Large or small, color or black and white, indoors and out- we can help. Everything from banners and signs, window or wall graphics, to manuals and binders can be created for you by Queen City Reprographics. We emphasize quality and efficiency by utilizing the latest digital printing technology coupled with broad and deep industry expertise. "

"Queen City Reprographics is positioned to be the only reprographic source you need. Our data management services include collaboration tools as well as file archiving and sharing applications. Large or small, color or black and white, indoors and out- we can help. Everything from banners and signs, window or wall graphics, to manuals and binders can be created for you by Queen City Reprographics. We emphasize quality and efficiency by utilizing the latest digital printing technology coupled with broad and deep industry expertise."

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## **R.S.V.P. INFORMATION**

**Where:** Queen City Reprographics, 2456 Fortune Dr., Ste. 120, Lexington

**When:** Thursday, May 20, 2010  
5:30 p.m. – 6:00 p.m. Networking & Registration  
6:00 p.m. Dinner  
6:30 p.m. – Business Meeting  
7:30 p.m. – Board Meeting

**Cost:** \$FREE Members & Guests.

Reservations required. Contact Susan Cox, [scox@messer.com](mailto:scox@messer.com) by May 18th

**Remember, A Reservation Made Is A Reservation Paid.**

# President's Message



**THANK YOU SPONSORS!  
THANK YOU DONATORS OF DOOR  
PRIZES AND GOODY BAG ITEMS!  
THANK YOU CHAIRS AND  
COMMITTEE MEMBERS!  
THANK YOU INSTRUCTORS!  
THANK YOU VOLUNTEERS!  
THANK YOU PARTICIPANTS!**

THANK YOU ALL for making Ms. Fix It 4 a success!!! Numbers are still being tallied however with attendees, instructors, vendors, and NAWIC members there were over 200 women and 1 man that participated in (as several surveyors listed) "an awesome" event.

To keep our chapter membership dues low we must hold fund raising events in order to send members to regional and national events as well as strengthen our membership and support our chapter. Many years ago it was decided to have one major event instead of numerous small endeavors such as flower sales, golf outings, bake sales, etc. Having Ms. Fix It takes care of our fund raising needs but more importantly it fulfills a community service. So many comments repeatedly listed were "learned a lot", "really enjoyed", "love it", "very informative", "had fun", "lots of options" and "something for everyone". I don't know of anything you can pay only \$15.00 for and receive so much in return. I'm sure golf outings are fun and who can resist a fresh baked goodie but with Ms. Fix It we are truly supporting what we are really about and that is enhancing the success of women!

Keep inviting guests to come to meetings. The chapter is still able to offer first time guests a free visit to check us out. Stacia Sharff, professional education/construction chair, has the rest of the year lined up with great tours and speakers.

Susan Cox, Joan Markwell and Yolanda Demaree have been busy making contacts to line up a strong leadership for our new year starting

October 1<sup>st</sup>. Networking within our chapter is strong with members sending e-mails asking for advice or assistance when needed. It is a great feeling seeing the benefits of NAWIC at work.

We will be taking names for individuals who are interested in being delegates and having their registration paid by the chapter to attend the national convention that is being held in Louisville, KY Sept 1<sup>st</sup> thru Sept 5<sup>th</sup>. If we get just one more new member we can send four (4) people! Let me know at the meeting, by e-mail or a phone call if you would like your name on the list.

Look forward to seeing everyone May 20<sup>th</sup> at Queen City Reprographics.

Elaine



**MS. FIX-IT4 - From Debra Shockley  
You Never Know Where A Compliment  
Might Come From....**

"I work with a guy and I know his sister; And his sister was in our office and she was telling me she had a friend that attended Ms Fix-it; and the friend had told his sister how much she had enjoyed attending Ms Fix-it and that it was totally awesome and so worth the \$15 and will attend next year and just went on and on!! And the sister was very bummed she didn't get to attend this year and that she has to wait a whole year! The friend put it all together with his sister because she knew her brother worked at RossTarrant and liked the RTA shopping bag included in the goodie bags!"

**HAPPY NAWIC ANNIVERSARY**

**Celebrating their involvement in NAWIC!**

None to celebrate in May

# Mark Your Calendars

## CALENDAR OF EVENTS

- May 20<sup>th</sup> NAWIC Meeting, Queen City  
Reprographics Tour
- May 24-28<sup>th</sup> Free Safety Courses (see description on  
this page)
- June 2010 Summer Social (Date & location TBD)
- June 2<sup>nd</sup> AIA/CSI Trade Show, Lexington (see  
Jessica Walker for details)
- June 12<sup>th</sup> Girls Can Too!, BCTC, Leestown Rd
- June 17<sup>th</sup> NAWIC Meeting, Marriott Griffin Gate,  
"The Construction Industry's Role in  
Philanthropic Activities"
- July 15<sup>th</sup> NAWIC Meeting, Marriott Griffin Gate,  
"Networking/Team Building"
- August 19<sup>th</sup> NAWIC Meeting, TBD
- August 30<sup>th</sup>-Sept 6<sup>th</sup> 55<sup>th</sup> National Convention,  
Louisville, KY

## KY Labor Cabinet – Lexington Population Center FREE Safety Classes @ Holiday Inn North, Newtown Pike, May 24<sup>th</sup> – 28<sup>th</sup>

- May 24<sup>th</sup> Overview of KY OSH Program  
Injury & Illness Recordkeeping
- May 25<sup>th</sup> Fire Protection & Means of Egress  
Health Hazard Recognition
- May 26<sup>th</sup> Bloodborne Pathogens  
Lockout Tagout
- May 27<sup>th</sup> Confined Space Entry  
Electrical Safety
- May 28<sup>th</sup> Excavation, Trenching & Shoring

Register online at <http://rsvpregister.com/event.php?76229>



## Girls Can Too!

Helping girls explore and experience careers in construction is the goal of the "Girls Can Too". Created through a partnership of our NAWIC chapter #367 and Bluegrass Community & Technical College (BCTC) the program is targeted at middle and high school girls. The program is free and open to the public will take place on BCTC Leestown Campus, 164 Opportunity Way in Lexington on the second Saturday of each month from 10:00 a.m.-12:00 p.m. Projects and take home kits are made available to the girls through a grant from the American Association of University Women. Calling all NAWIC volunteers!! Please let Laura Lynch know if you are able to participate in this Spring's Girls Can Too project. Her schedule will fill up fast; now is the time to share your knowledge with girls in the community so they can choose a career in construction! You can contact Laura at [laura.lynch@kctcs.edu](mailto:laura.lynch@kctcs.edu)

## REGION 4 NEW LEADER WINNER – BOO BLAKEY

- | Vivacious, outgoing personality
- | Served as a program speaker and served on chapter committees such as Block Kids, Ms. Fix-It, Membership & Forum
- | Runs a home remodeling company with her husband, as well as started her own company promoting the use of environmental building
- | Member of Home Builders Association, the Green Council, the Pilot Energy Efficiency program for existing homes and KY Construction Career Days
- | Participated in the Naturally Chic decorator showcase to benefit the Career Advancement Initiative for Unemployed Women of the Bluegrass

► **CONGRATULATIONS TO BOO BLAKEY FOR BEING AWARDED THE REGION 4 NEW LEADER!!! THE BLUEGRASS CHAPTER IS VERY PROUD OF YOU!**

# NAWIC Leadership

## NAWIC NATIONAL OFFICERS

<b>President</b>	Robin Fulton-Meyer, CIT On Your Case <a href="mailto:robinmeyer@verizon.net">robinmeyer@verizon.net</a>
<b>President Elect</b>	Debbie Gregoire, CIT The Brewer-Garrett Co. <a href="mailto:dgregoire@brewer-garrett.com">dgregoire@brewer-garrett.com</a>
<b>Vice-President</b>	Judy DeWeese, CIT Mauze Construction Group <a href="mailto:judenawic@aol.com">judenawic@aol.com</a>
<b>Secretary</b> Inc	Shirley Horne, CIT Hay Construction Company,  <a href="mailto:shorne@hayconstruction.com">shorne@hayconstruction.com</a>
<b>Treasurer</b>	Cindy Johnsen, CDS, CIT Granite Construction Company <a href="mailto:Cindy.johnsen@gcinc.com">Cindy.johnsen@gcinc.com</a>
<b>Immediate Past Pres.</b>	Pat McDonald, CCA, CIT STI Trucking <a href="mailto:nawicpat@sbcglobal.net">nawicpat@sbcglobal.net</a>
<b>Region 4 Director</b>	Jan Sullivan, CCA, CDS, CIT Garmong Construction Services <a href="mailto:jpsu@verizon.net">jpsu@verizon.net</a>

## BLUEGRASS CHAPTER 2010/2011 OFFICER & DIRECTOR POSITIONS AVAILABLE

The nominating committee of Susan Cox, Joan Markwell & Yolanda Demaree are working hard to find new leadership for the Bluegrass Chapter next year. The slate of officers will be presented at the May meeting, with elections following in June. Installation of new officers will be in September. Currently, the slate of officers is:

President – Kim Hellmueller  
Vice-President – Grace Northcutt  
Recording Secretary – Casi Mendenhall  
Treasurer – Lee Pryor; Bethany Ridiman  
Corresponding Secretary – YOUR NAME HERE  
Directors (we need 3) – Pam McKinney, Joan Markwell  
If you are interested in serving, please let someone on the nominating committee know!

## NATIONAL OFFICER CANDIDATES 2010/2011

<b>President Elect</b>	Judy DeWeese, CIT
<b>Vice-President</b>	Cindy Johnsen, CDS, CIT
<b>Secretary</b>	Linda Champlin-Frank, CIT Riki F. Lovejoy
<b>Treasurer</b>	Yasmine A. Branden, CCA Janet P. Sullivan, CCA, CDS, CIT

## KMI Presents Awards for Excellence in Masonry

The Kentuckiana Masonry Institute's Annual Architectural Awards were presented Wednesday, April 21, 2010 at the Frankfort Country Club. Award winners were: (edited for space to list Bluegrass Chapter companies)

**The Brick Award of Honor** for their design of **U of L Clinical and Translational Research Building**, Louisville, Kentucky, went to **Arrasmith, Judd, Rapp, Chovan, Inc.**, Louisville, Kentucky. The consulting architect was SmithGroup, Inc., the mason contractor was River City Development, and **Messer Construction** was the general contractor.

Another **Brick Award of Merit** was given to **JRA Architects**, for their project, **Grayson County Judicial Center**. The general contractor on the project was D.W. Wilburn, Inc., Charles Masonry was the mason contractor, and Grayson County Fiscal Court accepted on behalf of the owner.

The recipient of the **Concrete Masonry Award of Honor** was **RossTarrant Architects, Inc.**, Lexington, Kentucky, for their design of the **Sherman Elementary School**, located in Dry Ridge, Kentucky. The general contractor was D.W. Wilburn, Inc. and Grant County Schools received the owner's award.

The **Stone Award of Merit** was given to **JRA Architects** for their design of the **Livingston County Justice Center**, Smithland, Kentucky. The general contractor was B.H. Green and Son, Inc., the mason contractor was Allied Masonry, and the owner was the Livingston County Fiscal Court.

The **Special Project Award of Merit (Residential)** went to **Murphy + Graves Architects**, Lexington, KY for the **Knight Residence** design in Jefferson County, Kentucky. The landscape architect was Wee Landscape Architects, the general contractor was Parish Contracting Corporation, and the mason contractor was Pat Young Masonry.

# Managing Job Stress

## Managing Job Stress: 10 Strategies for Coping and Thriving at Work

by Randall S. Hansen, Ph.D.

Melissa had been the ideal worker, always willing to take on new projects, work long hours and weekends -- until last year. There were subtle changes at first. Her demeanor turned from always positive to a growing streak of negativism. She began to have problems sleeping. She felt frustrated with a lack of progress within the firm, and a growing sense of no longer being a part of the team. She started to use sick days for the first time -- some for a nagging number of illnesses, some for "mental health" days. Luckily for Melissa, she had some friends who recognized the problem she was suffering from was job stress.

### What is Job Stress?

Job stress is something we all face as workers -- and we all handle it differently. There is no getting around it. But, not all stress is bad, and learning how to deal with and manage stress is critical to our maximizing our job performance, staying safe on the job, and maintaining our physical and mental health. For workers like Melissa, infrequent doses of job stress pose little threat and may be effective in increasing motivation and productivity, but too much -- and too prolonged -- can lead to a downward spiral -- both professionally and personally.

Some jobs, by definition, tend to be higher stress -- such as ones that are in dangerous settings (fire, police), that deal with demanding customers (service providers), that have demanding time pressures (healthcare), and that have repetitive detailed work (manufacturing) -- but stress is not limited to any one particular job or industry.

The National Institute for Occupational Safety and Health (NIOSH), part of the U.S. Department of Health and Human Services, states that job stress, now more than ever, poses a threat to the health of workers -- and the health of organizations. NIOSH defines job stress as the harmful physical and emotional responses that occur when the requirements of the job do not match the capabilities, resources, or needs of the worker. Stress also occurs when the situation has high demands and the worker has little or no control over it. Job stress can lead to poor health and injury.

### Job Stress Statistics

Numerous studies examining job stress sound an alarming bell about the mental and physical health of American workers:

- A Northwestern National Life study found that 40 percent of workers report their job is "very or extremely stressful." And that one-fourth of employees view their jobs as the number one stressor in their lives.

percent of workers report they are "often or very often burned out or stressed by their work."

- A Yale University study found 29 percent of workers feel "quite a bit or extremely stressed at work."
- A Princeton Survey Research Associates study reports that three-fourths of employees believe the worker has more on-the-job stress than a generation ago.
- A Gallup Poll found that 80 percent of workers feel stress on the job, and nearly half reported that they needed help in learning how to manage it.
- According to an article in Shape Magazine, women are 60 percent more likely to suffer from job stress than men.

### Symptoms & Warning Signs of Job Stress

While the causes can be something other than job stress, here are the most common symptoms and early warning signs of job stress and burnout:

- Apathy
- Negativism/cynicism
- Low morale
- Boredom
- Anxiety
- Frustration
- Fatigue
- Depression
- Alienation
- Anger/irritability
- Physical problems (headaches, stomach problems)
- Absenteeism

### Causes of Job Stress

There are two schools of thought on the causes of job stress.

According to one theory, differences in individual characteristics, such as personality and coping style, are best at predicting what will stress one person but not another. The focus then becomes on developing prevention strategies that help workers find ways to cope with demanding job conditions.

The other theory proposes that certain working conditions are inherently stress-inducing, such as fear of job loss, excessive workload demands, lack of control or clear direction, poor or dangerous physical working conditions, inflexible work hours, and conflicting job expectations. The focus then becomes on eliminating or reducing those work environments as the way to reducing job stress.



# Managing Job Stress, Cont...

## Strategies for Managing Job Stress

While many of the methods of preventing job stress need to be developed and supported by the organization, there are things that workers can do to help you better manage job stress.

Here are 10 tips for dealing with the stress from your job:

1. Put it in perspective. Jobs are disposable. Your friends, families, and health are not. If your employer expects too much of you, and it's starting to take its toll on you, start looking for a new job/new employer.
2. Modify your job situation. If you really like your employer, but the job has become too stressful (or too boring), ask about tailoring your job to your skills. And if you got promoted into a more stressful position that you just are not able to handle, ask about a lateral transfer -- or even a transfer back to your old job (if that's what you want).
3. Get time away. If you feel the stress building, take a break. Walk away from the situation, perhaps walking around the block, sitting on a park bench, taking in a little meditative time. Exercise does wonders for the psyche. But even just finding a quiet place and listening to your iPod can reduce stress.
4. Fight through the clutter. Taking the time to organization your desk or workspace can help ease the sense of losing control that comes from too much clutter. Keeping a to-do list -- and then crossing things off it -- also helps.
5. Talk it out. Sometimes the best stress-reducer is simply sharing your stress with someone close to you. The act of talking it out -- and getting support and empathy from someone else -- is often an
6. Cultivate allies at work. Just knowing you have one or more co-workers who are willing to assist you in times of stress will reduce your stress level. Just remember to reciprocate and help them when they are in need.
7. Find humor in the situation. When you -- or the people around you -- start taking things too seriously, find a way to break through with laughter. Share a joke or funny story.
8. Have realistic expectations. While Americans are working longer hours, we can still only fit so much work into one day. Having unrealistic expectations for what you can accomplish sets you up for failure -- and increased stress.
9. Nobody is perfect. If you are one of those types that obsess over every detail and micromanage to make sure "everything is perfect," you need to stop. Change your motto to performing your best, and leave perfection to the gods.
10. Maintain a positive attitude (and avoid those without one). Negativism sucks the energy and motivation out of any situation, so avoid it whenever possible. Instead, develop a positive attitude -- and learn to reward yourself for little accomplishments (even if no one else does).

### *Final Thoughts*

*Okay, so it's a cliché, but your health is everything. You need to take care of yourself, and no job, customer, or boss is worth putting yourself at risk. Find a way out through one or more of our 10 strategies. Take control of your situation -- and fix it -- and you will have better mental and physical health, as well as better relationships with the people around you.*



Thank you to W.S. Construction & RossTarrant Architects for allowing us to tour Arlington Elementary School last month! We learned a lot and had a great time!

# NAWIC Education Foundation (NEF)



## NAWIC Education Foundation



*Educating the Construction Industry Today . . . and Tomorrow.*



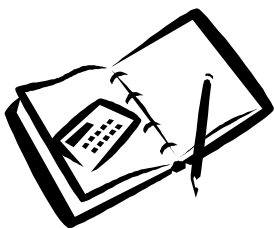
The **Construction Industry Technician (CIT)** is a self-paced, home study program. Passing an examination at the end of the course establishes mastery of the material and upon successful completion of the program, the participant will receive the **Construction Industry Technician Certifications**. This certification acknowledges the accomplishment of attaining a higher professional level in the construction industry.



The **Certified Construction Associate (CCA)** Program is an advanced, six-part, self study course in construction terminology, procedures and processes. NAWIC Education Foundation (NEF) requires the program be completed in three (3) years. Participants study at their own pace but must pass all six parts within three (3) years with 2 possible one year extensions. Extensions must be approved by the NEF Executive Committee. After successfully passing certification exams in all six parts, participants receive Certified Construction Associate certificates, pins and are entitled to use the letters, CCA after their names.



**Construction Document Specialist (CDS)**. This book deals with interpreting information conveyed from the architect/engineer to the contractor by way of a legal document and with implementing that fundamental understanding. It discusses the many components of the legal agreement that binds the parties in a construction project: working drawings, specifications, and contract requirements of the Project Manual. A comprehensive understanding of the project's construction documents is necessary to prepare an estimate for submitting a bid and to prepare a project schedule for controlling costs after the contract is awarded.



**CONSTRUCTION BOOKKEEPER TECHNICIAN (CBT)** This certification course will teach participants how to set up and operate a simple bookkeeping system for a construction company and work in both simple and complex bookkeeping systems as either a bookkeeper or under a bookkeeper in one part of the system. Whether you aspire to be an accounts payable clerk or a full charge bookkeeper, you will understand how to perform your job by learning about the whole system of bookkeeping.

**Did you know that you can earn certifications from Clemson University through the NAWIC Education Foundation (NEF)? Adult education programs include Certified Construction Associate (CCA), Certified Bookkeeper Technician (CBT), Construction Document Specialist (CDS), and Construction Industry Technician (CIT). By taking these classes and passing the tests you can also earn CEU's. So how about it? Start expanding your knowledge today at [www.nawiceducation.org](http://www.nawiceducation.org) and enhance your success!**

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## About Our Organization...

**Bluegrass Chapter #367**  
[www.bgnawic.org](http://www.bgnawic.org)

**Region 4 – NAWIC's Core**  
[www.nawic4.org](http://www.nawic4.org)

**NAWIC National**  
[www.nawic.org](http://www.nawic.org)

**NAWIC Education  
Foundation (NEF)**  
[www.nawiceducation.org](http://www.nawiceducation.org)

**The Bluegrass  
Chapter is on  
Facebook!  
Join our group!**

Since its founding, NAWIC, an international non-profit organization, has grown to a membership of 5,500 women with more than 179 chapters. In its 51 years of service to its members, NAWIC has advanced the causes of all women in construction whose careers range from business ownership to the skilled trades. With almost 900,000 women working in construction today, the industry is becoming more accepting of their non-traditional roles

### NAWIC's objectives are:

- To unite for the mutual benefit of the women who are actively engaged in the various phases of the construction industry.
- To promote cooperation, fellowship and a better understanding among members of the Association.
- To promote education and contribute to the betterment of the construction industry.
- To encourage women to pursue and establish careers in the construction industry.
- To provide members an awareness of the legislative process and legislation as it relates to the construction industry.

**NAWIC's core purpose is to enhance the success of women in construction**

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## Executive Board

President	Elaine Boyd	<a href="mailto:eboyd@clayingels.com">eboyd@clayingels.com</a>
Vice-President	Stacia Sharff	<a href="mailto:stacia@masonstructure.com">stacia@masonstructure.com</a>
Treasurer	Cindy Hiens	<a href="mailto:chiens@messer.com">chiens@messer.com</a>
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Recording Secretary	Grace Northcutt	<a href="mailto:gnorthcutt@messer.com">gnorthcutt@messer.com</a>
Director	Susan Cox	<a href="mailto:scox@messer.com">scox@messer.com</a>
Director	Faye Miller	<a href="mailto:fmiller@bbandt.com">fmiller@bbandt.com</a>
Director	Joan Markwell	<a href="mailto:joanemarkwell@yahoo.com">joanemarkwell@yahoo.com</a>
Membership Chair	Christine Parsons	<a href="mailto:parsons@parsonselectric.com">parsons@parsonselectric.com</a>
Finance Chair	Cindy Hiens	<a href="mailto:chiens@messer.com">chiens@messer.com</a>
C.P. & E Chair	Stacia Sharff	<a href="mailto:stacia@masonstructure.com">stacia@masonstructure.com</a>
PR/Marketing Chair	Susan Cox	<a href="mailto:scox@messer.com">scox@messer.com</a>
WIC Week	Grace Northcutt	<a href="mailto:gnorthcutt@messer.com">gnorthcutt@messer.com</a>
Newsletter Editor	Susan Cox	<a href="mailto:scox@messer.com">scox@messer.com</a>

