

# NEW Times

## Nontraditional Employment for Women



**Nontraditional Employment for Women**

Hard Hats. Strong Women. Building the Future.

### NEW Signature Projects Program

On June 10, 2010, at NEW's annual luncheon, NEW launched the NEW Signature Projects Program, created by NEW's Board of Directors to advance tradeswomen participation on New York City construction projects. The NEW Signature Projects Program is designed to increase the

*"Tradeswomen make up 15 percent of our workforce. Without NEW, I don't think our company would hire nearly as many women." - Lee Zaretzky, President of Ronsco, Inc.*

number of tradeswomen on New York City construction projects, strengthen the skilled labor workforce in New York City's construction industry, ensure an adequate supply of skilled tradeswomen prepared for the demands of the industry, and help industry leaders adopt best practices.

As a result of the strained economy, many apprentice classes have been postponed or in some cases cancelled, significantly affecting the number of NEW graduates entering the building and construction trades. However, by working with owners and contractors that have already been awarded projects or are currently bidding, NEW is helping to ensure new and continued demand for women on construction projects. NEW's goal is to increase the percentage of women in apprenticeships by creating the demand at the owner, developer, contractor and subcontractor levels.

With the help of NEW's diverse board of industry leaders, NEW targeted and signed on high profile, large scale New York City construction projects for the NEW Signature Projects Program, including Forest City Ratner's Atlantic Yards development, Columbia University capital projects, and Related Companies' mixed-use development on 42nd Street.



NEW partners who have agreed to participate in the NEW Signature Projects Program.

*"The NEW Signature Projects Program is taking the mission of NEW and really moving it to the next level. I'm so proud of this collaboration that will ensure that once women are trained in the building trades, they will also get the hours on the job sites that they need to support themselves and their families,"*

*- Christine C. Quinn, Speaker of the New York City Council.*

#### How NEW Grads Can Register to Work on Signature Projects:

In her new role as Tradeswomen Field Liaison, Jessica Suarez is continuously working alongside Jully Meriño to maintain lists of NEW graduates by trade that are interested and ready to be put to work on one of these innovative projects. If you are currently out of work, please contact Jessica or Jully . Lists go out to contractors regularly.

Jully Meriño  
Coordinator of Special Initiatives  
Direct 646 257 5097  
Fax 646-486-2293  
Email: [jmerino@new-nyc.org](mailto:jmerino@new-nyc.org)

Jessica Suarez  
Tradeswomen Field Liaison  
Direct 646 358 4799  
Fax 646-486-2293  
Email: [jsuarez@new-nyc.org](mailto:jsuarez@new-nyc.org)

#### NEW remembers...

**Elizabeth Sosa** passed away in July 2010. Elizabeth was preparing for the Elevators Maintenance and Repair exam. She graduated from BCP 33-10

**Tali Raphael** passed away in July 2010. Tali was the mother of two children. Tali was a student of ReNEW 02-10.

Elizabeth and Tali will be deeply missed by their friends, family and staff members at NEW.

**We're Giving Out MetroCards!**  
Have you been working for a year or less? Come to NEW with a recent paystub and we'll give you a week-long unlimited **MetroCard**, and enter you into a **raffle** with a chance to win **great prizes!** You can be eligible for up to **four Metro Cards** in your first year.  
Contact Jully at 646-257-5097 or [jmerino@new-nyc.org](mailto:jmerino@new-nyc.org).



**NEW is always accepting clothing donations. If you have work clothes and boots you wish to donate please contact Jennifer at 646-358-4817. Your donations help women during the 6 week training course and once they are out working in the field.**



## Introducing the Newest Staff Members at NEW



**Name:** Nicole Bucheri  
**Title:** Program Assistant  
**Started at NEW:** November 2009

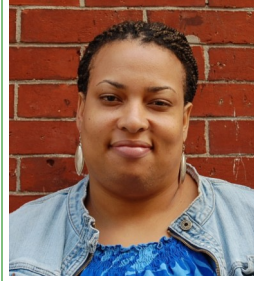
**What do you most enjoy about working at NEW?** In my position, I meet NEW graduates who are working in both long-term and short-term jobs, and I love hearing about their experiences. I'm impressed by those who have successfully made it into unions and other

careers as well as those who are in meantime jobs but still working diligently to reach their career goals.

**Why should graduates reach out to you?** NEW graduates can set up appointments with me to bring in their pay stubs or employment verification letters for their first year of work and receive a weekly unlimited MetroCard in return. Graduates will also be entered into a raffle to win great prizes. Bringing in pay stubs or employment verification letters is a great way to give back to NEW, because we use these documents to demonstrate to funders that our graduates are working. Doing this small thing can help fund future programs for graduates and new students. Give me a call any time!

**What do you most enjoy doing after work?** My favorite thing about living in New York is that you can walk for hours and never get bored, so during my free time I'm usually exploring the city or its many parks.

**Contact Nicole at 646-257-5099 or nbucheri@new-nyc.org.**



**Name:** Joyceline Saint Hill  
**Title:** Employment Coordinator  
**Started at NEW:** May 2010

**What do you most enjoy about working at NEW?** I enjoy working with such a diverse population of graduates. I love the fact that NEW graduates are helping to make a change in how society defines the "role" of a woman. As an organization, NEW helps women to

realize that their dreams can become realities. NEW empowers women by providing them with the skills and confidence necessary to pursue the trades and jobs of their choice, and provides the support systems to address the barriers that prevent some women from succeeding in their career.

**Why should graduates reach out to you?** NEW graduates should keep the lines of communication open with me to learn about new employment, training and recruitment opportunities. Every Friday afternoon I send out the E-NEWSletter which contains information regarding upcoming employment opportunities. I invite students to join me for job appointments to explore the positions in the E-NEWSletter and in our job binder.

**What do you most enjoy doing after work?** I like reading mystery novels and solving puzzles.

**Contact Joyceline at 646-291-2195 or jsainthill@new-nyc.org.**

## A Walk in the Park by Marvelle Dixon, NYC Department of Parks and Recreation, 2007 NEW Graduate

The NYC Parks Department's mission is "to keep parks clean and green." The maintenance and operations staff's commitment is to clean, repair, and secure park properties. City Parks Workers (CPW's) comprise the majority of the permanent staff. Our responsibilities, tasks, and schedules vary during the year depending on when various parks and playgrounds are open.

Daily responsibilities include supervising temporary workers in litter, glass, dog feces, snow/ice, and graffiti removal; pruning, leaf removal, weeding and mulching; weed whacking, mowing, tree and shrub pruning; equipment; cleaning and maintaining comfort stations.

As the seasons change so do the tasks. In Autumn the leaves start to fall, the raking starts and continues into the Spring. During the Winter, snow and ice removal are our primary tasks. Spring is the season of preparation. Lawns are seeded, horticultural areas are replenished with bulbs and annuals (plants that need to be planted yearly). Pools and beaches are readied for the next season. Summer brings opportunity. CPW's have opportunities to be "stepped up" (temporary promotion) to crew chiefs, assistant gardeners, associate park services workers, and supervisors.

The next time you take a walk in the park, remember your fellow blue collar workers whose hard work provides an enjoyable experience.



## Asking Questions By Yvonne Gonzalez, Plumber, 2003 NEW Graduate



I remember clearly the first day I started with the Plumber's Union Local 1. I was sent to a jobsite that was going up 52 stories high, to work with a Journeyman who immediately asked me to get a fitting, cut it in half at the chop saw and bring it to him. I walked up to this tool, looked at it, put on my safety glasses and conquered! I was familiar with tools because of the hands-on training I received at NEW.

On a different occasion, my Foreman asked me to run a Bulldog up to the 28<sup>th</sup> floor. He proceeded to explain that it was in one of the gang boxes in the basement. Being overly confident, I was sure I knew what this tool was and did not bother to ask my foreman any questions about this tool, like the obvious, "what does a Bulldog look like?"

I went to the basement, which seemed to be under attack by gang boxes. Every trade had two or more boxes down there! I picked up a tool that I thought could handle the job like a Bulldog, started my way up on the outside hoist, and ran into my foreman. He looked at me, holding the wrong tool, and explained how important it is to ask questions, "That's the only way you are going to learn," he told me. Those are words I took with me throughout my apprenticeship and continue to take with me as a Journeywoman Union Plumber.

## Profiled Tradeswoman: Structural Ironworker

**Name:** Adrienne Donato

**Trade:** Structural Ironworkers Local 40

**Born:** Harrisburg, PA

**Current Location:** Astoria, NY

**Before NEW:** I graduated from Lebanon Valley College in Annville, PA. I worked as an Operations and Marketing Manager in NYC, but desk life wasn't for me.

**Home life:** My family is still in PA, but I live with an awesome roommate in Queens.

**Looking forward to:** Finishing school, becoming a Journeywoman, and getting my Iron Worker tattoo.

**Favorite part of being a Structural Ironworker:** The variety of work. Every day brings the possibility of new challenging tasks. We get to lay out and troubleshoot often.

**Key to Success:** Not putting so much focus on being a female. Just work hard and you'll get rewarded for your work ethic.

**Words to describe her first day on the job:** I was excited and a bit nervous, since I wasn't quite sure what to expect.

**Typical Day:** I start work at 6:30am by loading the van in the yard and prepping for the day, and then heading to our jobsites. We split into partnerships, and begin our designated jobs. At the end of the day we head back to the yard, unload the van and we're finished around 3pm.

**Wacky Fact:** I play for the Gotham Girls Roller Derby League.

**Favorite Sport:** I like to play roller derby and watch hockey and bike polo.

**Favorite Tool:** My lovely spud wrench & the helldog



### My Experience Shaping by Vanessa Salazar, Carpenter, 2004 NEW Graduate

In our line of work as tradeswomen it is fairly common to find ourselves temporarily unemployed. We generally find work again by reaching out to old contacts, visiting the union hall, or waiting on unemployment lists for a placement. Another alternative, which I have actively pursued over the years, is shaping for work.

The first time I shaped for work I rode the 7 train until I spotted some cranes in the distance. I got off the train and started walking in the direction of the work, randomly stumbling upon job sites. I did not know what tools I would need, so I loaded my tool bag with every tool I had ever purchased. I often found myself talking to the wrong foreman, or worse yet, speaking to the correct foreman, but on a non-union site. One day, after a couple of hours I walked onto one last site and shockingly got hired. I was so proud and excited that I treated myself to a well deserved milkshake on my way home.

I wish I could tell you that all my shaping experiences landed me a job the same day, but that would be a lie. I have spent months shaping jobs, and in all kinds of weather conditions. Shaping can be an overwhelming and intimidating experience. It takes a lot of guts to seek out a foreman and ask for work.

#### Here are a few things Vanessa recommends you do before shaping:

1. Find out where the jobs are first. Call contacts, drive around different neighborhoods, or take note of large union jobs online and in the papers. Make a list of potential jobs to check out and try to group them together geographically, or by type of work. Use the list to best map out your job hunt. It will help save you time, and your feet from blisters.
2. Pack your tool bag accordingly. You will not need every tool with you on your first day, but you should pack enough tools to get you through the day in case you get hired.
3. Dress for work. A foreman will take your request for a job seriously if you look like you are prepared to work. Also, bring a hardhat just in case you need one to gain access onto the site.
4. Know your strengths and be able to articulate them. You need to show confidence in yourself and in your ability to do the work when speaking with a foreman.
5. Take notes. Keep a daily log of the jobs you visit, with company and foreman names, and potential contact information.
6. Prepare a business card. The card should include your name, contact information, union status and affiliation, job experience, and a complete listing of your licenses and trade certifications.



Getting rejected time and time again can be depressing, not to mention exhausting from all the walking around. I

have had good days and bad days, but I always got up bright and early the next morning determined to find work. I have learned over the years that if you take the time to better prepare yourself beforehand (see box above), shaping can also be an extremely rewarding experience.

If you have never shaped before, consider going job hunting with a friend. It will help make the time go by more quickly and you can provide each other with feedback. As with anything else, you will only get better at shaping with practice. The main thing to remember about shaping is that you have nothing to lose, and everything to gain. Good luck and remain focused and positive.

**Not all unions allow shaping. Please check with your union before going out to shape a job.**



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243 West 20th Street New York, NY 10011  
(212) 627-6252 [www.new-nyc.org](http://www.new-nyc.org)



## ATTENTION NEW GRADUATES

### Online Community for NEW Graduates

NEW graduates can go online to learn about events and connect with classmates and union sisters.  
Sign up for the latest news and opportunities at

[www.NYCtradeswomen.Ning.com](http://www.NYCtradeswomen.Ning.com)

### Working Status

Unemployed and looking for work?

NEW is working with contractors to hire more women in the building and construction trades unions.

Call NEW if you are in a union and unemployed. We'll do our best to help you find work.

Working and excited about your jobsite?

NEW wants to know where our graduates are working, what you're building, and if there are other women on your jobs.

### Grants for Grads

NEW offers grants to graduates in unions who want to go back to school to advance their careers in construction.

If you know of a program you want to enroll in, if you're interested in starting your own construction business, or if you want to start exploring opportunities for your future in construction, contact us!

For more information on  
opportunities mentioned  
in this newsletter call  
Jully at 646-257-5097  
or e-mail  
[jmerino@new-nyc.org](mailto:jmerino@new-nyc.org)