



NAWIC

Puget Sound - Chapter #60
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Mark Your Calendar

Dec 5th—SDC Seminar
“Proving, Pricing, and Defending Differing Site Condition Claims”.

Dec 8th—
NAWIC monthly meeting

President’s Message By Nicole Martin

Nov. Meeting Recap

November’s meeting was our first at our new location on Mercer Island. Once you find it, the view is wonderful. The gas fireplace will be great for our winter meetings and there’s a bar across the street. The VFW will indeed be a good new home for our meetings this year.

Darylene Dennon of Solid Energy and Total Care Contracting started us off with a quiz to help us determine our leadership style. And then shared some tips on dealing with those who don’t necessarily match yours. We then had an informal discussion / NAWIC 101 training. Each committee chair was given some time to give an update and answer any questions the group had.

Networking

This month I had the honor of meeting TJ Schwertfeger, local Chapter President of ASPE (America Society of Professional Estimators) at her monthly meeting.

ASPE and NAWIC have an alliance on the national level. We hope to team up this year to build that alliance locally. I encourage you to check out their website and attend a meeting when there’s a topic of interest to you. At the same meeting I met two special guests, Erica Peterson, Continuing Education Director for the AGC Education Foundation and Melina Harris, President of the Sister’s in the Building Trades. It was great to gather as a group and learn a little more about these organizations. We are eager to help each other; the networking opportunities and education programs we have to offer combined are priceless!

Communication

For those of you who use our website regularly, you’ll notice our main page has a new look, thanks to Tami McGonagle and her son, Zachary Moss, who have volunteered many hours of their time to make this happen. Over the next couple of weeks the remaining

pages will be converted to this new format. We hope it becomes a resource to you and is easy to use. Also, check out the national site if you haven’t recently. Many new presentations and handbooks are ready for you to download. Visit the member center and click on programs-in-a-box. I think you will be impressed.

Next Meeting

Our December meeting is always a lot of fun. We have a potluck so there’s no cost to you. Please bring a white elephant gift to exchange. The item can be something old or something new. We’ll be seeing two great presentations; one from Sue Z. Hart on her experience with the Women Build event, and one by me on my trip to South Africa last year. Guests are welcome to attend.

So, here’s to making through this hectic month, not too stressed out and in good cheer! Thanks for all you do for NAWIC and keep spreading the word!

Connecting with the Industry

www.aspepugetsound.org
www.sistersinthebuildingtrades.org
www.constructionfoundation.org
www.nawicpugetsound.org
www.nawic.org

Problem People 101

By Alina Larson
New York, New York

Problem People 101

1. Face it.
2. Asses the person
3. Look inward
4. Know it's not about you
5. Get perspective
6. Ask yourself "where do you stand?"
7. Keep your composure
8. Act in the moment
9. Understand one size doesn't fit all
10. Know the time to talk

Know someone who's difficult? A condescending coworker, a not-so-nice neighbor, a boorish brother-in-law? You can't always avoid problem people. But you don't need the stress they bring, either. So what can you do? Here are 10 commandments for dealing with problem people.

1. Face it.

The biggest mistake is ignoring the issue, hoping it will go away. You owe it to yourself and your relationship with the person to deal with it. "Dealing with difficult people teaches us lessons," says Brandeis University social scientist Mark I. Rosen, author of *Thank You For Being Such a Pain*. "Often people need to learn how to stand up for themselves." You can't change someone else. You can make her stop and think about what she does and says.

2. Assess the person.

Is he dangerous, difficult or just different? If he intends to do you harm, steer clear of him. If he's not out to get you, make sure you're not being intolerant. Say you're a neatnik but he isn't. Probably a difference you can live with.

3. Look inward.

Your initial reaction might be to lash out: *How could she do this to me? I'll get her!* Instead ask, *Why am I reacting this way?* You think someone is difficult because she causes you to feel things you don't want to feel. We each have hot buttons. The chatterbox you consider self-centered? A charming conversationalist to someone else.

4. Know it's not about you.

Not usually. "People think derisive behavior is personal," says Rosen. "But most of the time, the difficult person is being difficult because there is something stressful happening in their life, or they are not skilled at relationships."

5. Get perspective.

Ask a neutral party about the situation. She might provide fresh insight. Mom can remind you that you've always had a problem with authority. A coworker can let you know that a short-tempered manager is going through a divorce.

6. Ask yourself, "Where do you stand?"

Do you have enough

power to confront the problem person? Maybe she's the boss or you don't feel brave enough. See the next two tips.

7. Keep your composure.

Difficult people cause stress. Stress muddles your thinking. Try meditation or prayer to calm your nerves and to find guidance—from within or above—on how to cope with the problem.

8. Act in the moment.

Deal with bad behavior as it's happening. Take bullies. "They're skilled at ratcheting up tension. If you feed into that you'll feel overwhelmed," says Carrie Mason-Draffen, author of *151 Quick Ideas to Deal With Difficult People*. Calmly tell the bully what you need. Repeat. If that doesn't work, say, "Why don't we discuss this at another time?" With the naysayer, who disparages others to make himself look good, try "I hear you. What would you suggest?" It makes him think twice about putting you down. and preparation, you'll be on your way to better understanding those

Cont. on page 4.

How Legislation in the Public Works Construction area gets written by Judy Jewell

A group of people have a problem or complaint. They say to their trade association or union and their legislators – “can’t you do something about this?”

A few years ago a formal group came into being through legislation called the Capital Projects Advisory Committee. (CPARB). If you goggle this, you’ll find out who some of the players are.

I went to one of their meetings this summer, and jumped up to volunteer when they started talking about task forces affecting my business. So I’m one of the unlisted participants working on proposed legislation in two areas.

1) Fair Competition Task Force. Some sheet metal fabricators near the Idaho Border (who are required to pay prevailing wages for work destined for Washington Public Works) are trying to get legislation to require weekly certified payrolls for all WA State prefabricators of non-standard products on each public works contract. This paperwork is not currently required unless requested by a narrowly defined interested party”. They (The proposers of this legislation) think once they get this data from certified payrolls it will be easier to pass some kind of

legislation requiring in-state fabricator preferences or WA State prevailing wages imposed across state borders for these prefabricators when they ship to Washington public jobs.

The problem manufacturers in WA State have with supplying this data, even if they have a collective bargaining agreement (like Olympian Precast), and they set the prevailing wage, is it all has to be done by hand. Our employees work on multiple jobs every day and their benefits can vary by family size and length of employment. Manufacturers compete across state and national borders so (we) are doing everything we can to become more efficient than our competitors. Hours of non-productive extra paperwork only required for data collection does not work towards our efficiency. While our total payroll takes 2 hours or less to process using standard software, each certified payroll will take at least 3 hours to calculate. The standard software used by contractors will not work for us. I’m hoping to discourage or repair this proposed legislation so that I can remain competitive.

2. Bid Listing Task Force. Currently Contractors on public works are required to

list their Electrical and Mechanical Subs. This was enacted a couple of years ago to prevent rampant bid shopping (after the bid). Some Subcontractors in other trades are asking for this to be expanded to more trades. The Contractors who must figure out who to list accurately on bid day are wary of this expansion of the list. Personally, I hate bid shopping enough that I simply have a no bid list if I know that I’ve been shopped by a contractor. That’s the simple and efficient solution – right in the hands of the subs who hate the practice. So I’m sympathetic to the ethical contractors trying to avoid more pointless paperwork. The “bad guys” will figure out ways around the proposals we’ve seen so far.

Stay tuned. I’ll let you know what actually gets dropped (into the legislative hopper) when all this bill writing is completed. I’ll probably be testifying before legislative committees on these subjects this session. The worst problem is that the details and possible consequences of these bills are so boring, legislators sometimes fall asleep while people are testifying in front of them. I’ll bet you can understand that well now. I’ll let you know what gets passed by the legislature.

Problem People 101 cont.

prickly people—and yourself.

9. Understand one size doesn't fit all.

"People think that you can deal with difficult personalities in the same way," Mason-Draffen says. What you need to do is "figure out the best approach to each person." Understanding the problem person is crucial.

What he's doing may make no sense to you, but it makes sense to him. Try to put yourself in his shoes.

10. Know the time to talk.

Start with "We seem to be having some difficulty. Is this a good time to talk about it?" Be honest, but avoid accusatory "You" statements (like "You constantly belittle me!").

Instead try "When you say or do X, I feel Y."

Most people don't want to be seen as difficult. If you call them on it, they'll respond. With a bit of introspection and preparation, you'll be on your way to better understanding those prickly people—and yourself.

NAWIC Holiday Party— December 8th

Our monthly meeting for in December will be our annual holiday potluck party.

There is no cost to attend this months meeting, but we ask that you, in an effort to help those less fortunate

than ourselves, please bring canned food to be donated to Northwest Harvest!

We will again have our white elephant gift exchange. Please bring a gift for the exchange.

Please **RSVP to Janifer Hays** by noon on Dec 5th. at janifer.hays@mowatco.com being sure to include what you'll be bringing for the potluck. Please include your phone number and mailing address in your email.

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