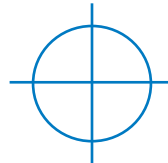


FALL 2020

On the Level

Pacific Northwest Carpenters
Institute



Supporting Carpenters and Industry Partners

A Message From the Director

I wanted to take this opportunity to re-inforce our commitment to supporting a construction culture that is free of harassment, bullying, discrimination, and racism. Our team at PNCI crafted our mission statement back in 2016 shortly after I became Director. I am incredibly proud of our commitment to become more diverse and inclusive. Our Positive Jobsite Culture (PJC) training is an extension of our mission to create a culture that supports our apprentices. PJC focuses on how and why a culture that welcomes

people regardless of their skin color, gender, ethnicity, sexual orientation, or disability makes for a more productive industry. The bottom line, these attributes have absolutely nothing to do with the technical skills, drive, and ambition needed to thrive as a carpenter. Our low retention numbers are evidence that many apprentices have left our union and this industry due to a lack of inclusivity that is unrelated to work ethic. Too many carpenters decide to leave because of harassment and discrimination on the job site. The Black Lives Matter (BLM) has emphasized the damage systemic racism causes and the importance of our work to create a positive job site culture. The Pacific NW Regional Council Of Carpenters has taken a strong stance in support of the BLM movement as it relates to equity and inclusion. This commitment is clearly aligned with our Mission Statement and core values. We may not all agree with every aspect of the BLM movement, and that is okay. However, racism is not acceptable, and if we had it right,

we would be inclusive, and there would be equity on our job sites. I have been in this industry for 33 years, and I have seen it all on our job sites. PNCI has made great strides towards achieving equity and diversity within our Brother/Sisterhood but we know there is still work to be done. If we are going to attract, recruit, and retain a professional carpenter workforce that reflects our communities, we need to keep making positive changes. Here at PNCI, we are all in.



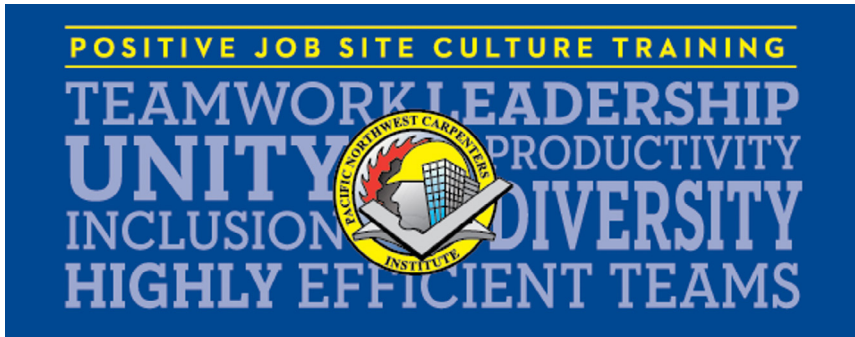
Michael Hawes, Executive Director, PNCI

I would like to recognize the Regional Council's support in sponsoring lunches for the training, all of the contractors who invited us, and our team's efforts in developing the program over 14 months. Special Recognition to Michael Burch – PNWRCC, PNCI Staff Miguel Montañño, Charlene Getchell, Amber McCoy, Azadeh Ryan, and Kelly Haines with WorkSystem Inc.

On July 14, Mike Hawes and Matt Swanson, Political Director, participated in a webinar hosted by NAMC to discuss racism and bias.

“On behalf of the National Association of Minority Contractors-Oregon and our board, I wanted to personally thank you for attending the listening session this past Wednesday and for your contributions to the conversation. We had 329 attendees who added a lot of value on the panel and on the chat thread. Racism is insidious and a significant threat to those who want to pursue or continue a career in construction. We are not going to eradicate it without the full commitment and support of everyone in the industry.” – Nate McCoy, EXECUTIVE DIRECTOR, NAMC-Oregon

Learn more about PJC with Mike Hawes and the Talking Training With the Trades podcast. Click the link below to listen



PJC STATS

Half of the PJC Training that occurred was by contractor request and took place on job sites and at contractor offices.

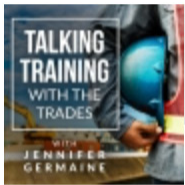
Total Classes 130
 Total Completions 4,572
 Special Thanks to:

Hoffman •Western Partitions•JE Dunn•Swinerton Builders•Fred Shearer & Sons•Andersen Constr. •Safway•Fortis•Expert Drywall, Inc•The Harver Co. • Mortensen•Anning & Johnson•Emerick Constr. •Advanced American•VanLom Concrete•GLY•New Space Construction•ForteConstruction Services•Precision Steel and Gypsum.

CONFERENCES:

- NWCB Annual Conference
- CITF National Pile Driver MW Conference
- AGC Oregon Summer Convention.
- International Foundation Benefits Programs Annual Apprenticeship Conference

Ep #27: Creating Positive Jobsite Culture - Interview With Mike Hawes

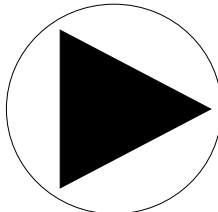


TALKING TRAINING WITH THE TRADES
Ep #27: Creating Positive Jobsite Culture - Interview With Mike Hawes

30 00:00:00 / 00:46:31 ↻30

Mar 17, 2020

“Check out this interview on Training with Director Mike Hawes on the PJC and Growth Mindset.” Host Joe Cadwell – NW Carpenter Grit Podcast.”



What to Expect Enrolling in an On-line Course at PNCI



PNCI – ONLINE CONSTRUCTION LEADERSHIP

Apps / Accounts:



1. Download Zoom to your device
2. Create a Zoom Account – Use your proper name (no nicknames).
3. Click below to join the Zoom Room



1. Download Showbie to your device – browser access is possible but not recommended for smart phone or tablet devices.
2. Create a Showbie Student Account – Use your proper name (no nicknames).
3. Join Showbie Class: _____

See detailed instructions for Showbie

Instructors

This online course will have two instructors to teach and moderate the class. Your instructors for this course are:

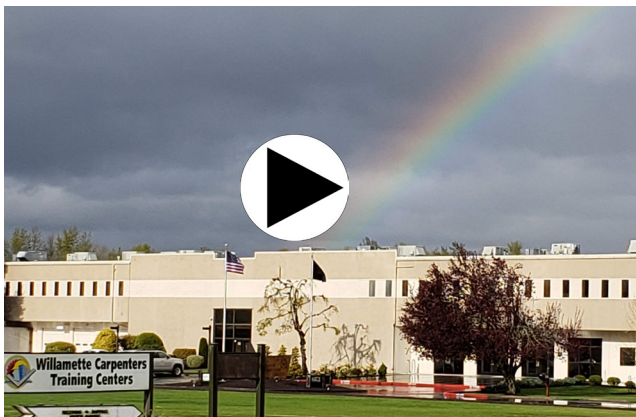
Instructor	(Lead Instructor)	E-Mail
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____

If you have any questions concerning the class, please contact one of the instructors or your training coordinator. This is an instructor led class, so make sure you have a comfortable, quiet location to perform your online instruction. Daily Zoom sessions are scheduled for the first hour of class, however, the Zoom room will remain open for the entire four hours of class each night. While in Zoom, device batteries may deplete quickly, so it is recommended that you are close to an outlet to ensure your device battery does not die.

PNCI – Online: Rules of Conduct

Prior to the first day of class, please review the PNCI – Online: Rules of Conduct. If you are unable to, or unwilling to comply with these rules, notify your training coordinator in advance so your seat can be filled by another apprentice.

Above is an example of an attachment you will receive from your instructor. Here you will find the ZOOM link and your SHOWBIE class code



Comcast/Xfinity has a special program to help those in need to access affordable internet and possibly acquire a laptop. Click on the link above to see if you qualify.

There are a few things you need to know when you enroll or are enrolled in an on-line or on-line/hybrid class at PNCI.

Open and read thoroughly the attachments sent to you by your instructor.

- * need access to high quality internet.
- * need your devices charger handy. Some classes are 10 hours long.
- * need a quiet space; distractions can make things harder.
- * need the Zoom Application, your class will be held on Zoom.
 - a. * will need the zoom meeting link provided by your instructor—Write it down!
 - b. Learn how to mute your microphone on Zoom
 - c. Be ready to keep your camera “on” during most portions of the class, dress appropriately
- * need the Showbie Application if you are using an I-phone, for Androids and laptops use your browser and go to the “Showbie” website.
 - a. * will need to sign-in to Showbie with your real name.
 - b.*will need the Showbie class code your instructor emailed you—write it down!
- * need patience as everyone is learning the new technology.

**To the PNCI Community – We miss you and can’t wait to have you back in our Facility
Be Safe – Be Strong**