



On behalf of all the women that were sent to the Women Build Nations conference, I would like to extend our thanks to our home Local 378. Especially, to the Executive Board for approving the sponsorship for 12 members to represent our Local.

This annual conference offers valuable workshops and an opportunity to discuss shared experiences. It's heartbreaking to just hear some of the horrible stories from the different females; with what is happening in their Locals, and their experiences in the field.

Our Local may not be perfect, but one thing for sure is that we the 12 women that were sponsored to represent our Local 378 are fortunate and proud to be a part of Local 378, Oakland CA.



And again, thank you very much.

In Solidarity,

Esther Satele-Ambrose, Local 378 IJW



The seventh annual Women Build Nations conference was held in Chicago, Illinois this year and 12 women from Local 378 were afforded the opportunity to attend. Out of the 1600 union tradeswomen at the event, 216 of those in attendance were Ironworkers.

The three-day conference provides unique opportunities for women to advance their skills, offering workshops and training opportunities that can't be accessed at any other event. It also provides a chance to network with skilled tradesmen from all across the nation.

Attended by General President Eric Dean and many members of the International staff, the event covered a major milestone for the Ironworkers. After a heartfelt and

eye-opening discussion last year regarding what women are expected to do if they become pregnant, a new policy was announced. The Ironworkers are officially the first organization within the construction trades to unveil a maternity policy for its members through IMPACT. In the past a woman would have to choose between family and the trades. Women have sacrificed their health and the health of their unborn children by putting themselves at risk trying to hide their expanding family from their employers in fear of the repercussions that could arise. The new policy is critical in the retention of the women who have already had thousands of dollars placed into their Ironworker training. A paternity policy is already in effect through the state of California.

The conference continues to be an invaluable training tool for the advancement and retention of women within our trade.

In solidarity,

Amanda Snyder, Local 378 JIW

