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WOMEN SHEET METAL WORKERS; PLANNING FOR THE CHANGING WORKFORCE  
September 19, 1990

WHAT YOU CAN DO AS FULL-TIME OFFICERS TO HELP KEEP WOMEN IN OUR TRADE

1. Maintain Contact and Communication with Employers.

- \* Monitor hiring practices.
- \* See that health and safety standards are upheld, so that all local union members will benefit.
- \* Encourage employers to accept their responsibility with the changing workforce.
- \* Send letters to contractors informing them that your Union Hall has women available for work. (See attached example.)

2. Be a Role Model and Inspiration to Others.

- \* Promote a positive attitude towards women in the trade.
- \* You have experience working with the tools. Now that you are an elected leader in a powerful position, people look up to you.

3. Maintain Close Contact with Stewards and Foremen on the Job.

- \* Be watchful of problems that may arise.
- \* Include a segment about women in the trade in Stewards' Training and Foreman's Training.

4. Contradict Isolation: Encourage Women to Become Active in the Union.

- \* Ask women to attend Union Meetings.
- \* Invite them to join committees.
- \* Involve women in your local union political campaign.
- \* Give them recognition as a valuable union member.

5. Explain to Women Their Rights as Union Members.

- \* Emphasize how you represent them.
- \* Everyone needs to know they have allies!

6. Support Tradeswomen Organizations.