




# NAWIC

## November 2017

### NAWIC NETWORK

P.O. Box 1765, Eugene, OR 97440 541-393-5107

### President's Message

Welcome Fall!  The chill is in the air and we're turning the clocks back!

WE had 6 members in attendance at Fall Conference in Portland last month...it was great to have so many there. I'm sure everyone will be sharing their take on the information at the meeting on the 8<sup>th</sup>.

We'll have another chance for a larger attendance at the PNW Region Forum in Salem, April 19-21. It will again be easy to drive and only stay 1 night, as this is a 2-day meeting. I know there will be great speakers, informative workshops...and always fun!

WE have a great meeting planned this month... it's a little different as we'll be meeting at the Bags-of-Love warehouse for our program and a tour and also hearing from several other charitable organizations on their programs and how the community can help their endeavors. We will then take a short trip to El Charro Mexican restaurant on Royal Ave. for our dinner and meeting. Guests are welcome if you know of anyone who would be interested.

Have a wonderful Thanksgiving!



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*As material for the construction of our building, I pledge the agility of my hands, the ability of my mind, and the integrity of my heart.*

**NAWIC Eugene Chapter #77**

**PO Box 1790**

**Eugene, OR 97404**

[nawic.eugene77@gmail.com](mailto:nawic.eugene77@gmail.com)

#### **2016-2017 CHAPTER**

#### **LEADERSHIP:**

#### **OFFICERS**

##### **PRESIDENT**

Robin Langkamp, CIT

##### **Vice President**

Cary Kuvaas

##### **Secretary**

Kathy Neckles

##### **Treasurer**

Diana Corbin

#### **BOARD OF DIRECTORS**

Kay Ewalt

Heidi Oldenburg

Janet Turner

#### **Newsletter Sponsorships Available!**

Is your company interested in being a sponsor on our website or in our newsletter? Contact Robin Langkamp for more information at:

[robin.langkamp@farweststeel.com](mailto:robin.langkamp@farweststeel.com)

As our membership grows it's important that we celebrate one another's lives and accomplishments. Please make sure to send me information about something special in your life or in the life of one of our fellow members so we can share that information with the rest of the membership ~ Thanks, Wendy

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## Upcoming Events

### *NAWIC November Meeting*

Date: November 8th, 2017  
 Location: Bags of Love  
 710 Commercial Way  
 Eugene, OR 97402

### *December Christmas Party*

Date: Dec. 13, 2017 5:30 pm  
 Location: Kathy Neckles Home

### *PNW Eastern Washington Retreat*

Date: Friday, Jan. 18<sup>th</sup> – 4:00 pm –  
 Saturday, Jan. 19<sup>th</sup> – 5:00 pm  
 Save the Date. More info to follow.

### November Anniversaries

<u>Member</u>	<u># of Years</u>	<u>Year Joined</u>
Jeanie Staton	31	1986
Sherry Barrett	2	2015
Kathy Neckles	2	2015



### November Birthdays

Wendy Hughes 29th

Did we miss your birthday? Please let Wendy know at  
[goodniteirena@yahoo.com](mailto:goodniteirena@yahoo.com)

### *NAWIC November Meeting*

**Date:** Wednesday, November 8, 2017

**Location:** Bags of Love  
 710 Commercial Way, Eugene, OR 9740

**Tour:** 5:30 pm

**Speakers:** 5:45 pm

**Dinner:** 6:30

Our November meeting will be one of **Community Giving & Involvement**. We will meet at **Bags of Love** for a tour then hear speakers from Bags of Love, Square One Villages, and Womenspace to learn about their organizations, and how we can participate with time, help or money.

Dinner will follow at 6:30 at:

El Charro Mexican Restaurant. 4712 Royal Ave., Eugene, OR 97402

RSVP by Tuesday, November 7<sup>th</sup> to: [nancy.ograin@gmail.com](mailto:nancy.ograin@gmail.com)

# Chapter News

## *October Speaker Recap*

Our October meeting speaker was Mike Kuvaas, local representative for AFLAC, and his topic was “Disability Options and Employer Involvement”. Mike has been with AFLAC for 12 years and talked about the different disability options.

There have been a lot of changes in benefit care and there are some good things about Obama Care, for example, well checks being covered 100% by your medical provider, but some of those things have caused the premiums to go up. There are not many options out there for individuals and there are some counties that don't have providers for individual medical insurance because there is no way for them to make money for the amount they would have to charge.

How this relates to disability is that over the years companies have gotten creative in how they manage their benefit plan. Sometimes employees don't realize that their benefits are a part of their compensation. When Mike was young and started working, every company offered disability plans that were paid for by the employer. When he started with AFLAC 12 years ago, 28% of companies offered paid disability, but now it's less than 20%. Currently, it's mostly municipalities, cities, states, government workers and very large companies that offer employer paid plans. Disability is something employers have eliminated in order to pay for medical. Mike said most employees don't even know what their coverage is, so be sure to find out what you have. There are no carriers that pay for first day retro if you are sick. You get 60% to 70% of your wage, but there could be tax implications if paid pre-tax. There are no tax implications if you pay for it after tax dollars. For injuries, you can get day one coverage, but not on illness. Disability is paycheck protection and it is there to replace your paycheck if you can't work. It is a benefit to you.

There are different types of disability insurance, short term and long term. Short term disability usually kicks in within two weeks. Within that there are group policies and individual policies. Individual policies are hard to find and they don't sell them at AFLAC. There are not many providers out there that do. Most are offered through an employer group plan.

The group plan is a guaranteed issue, but there will be a waiting period during the first year if there is a pre-existing condition. For anything else, you can collect in 14 days and it covers you for three to six months depending on the plan.

Long term disability benefits usually start 90 to 180 days after disability begins. Employers who do offer it usually pay for it as there is very little risk involved and it is inexpensive. AFLAC offers three, six or twelve month plans. Mike said they rarely sell anything beyond six months. Usually there is a waiting period of a year for a pre-existing condition before you can use it for that condition and it can cover up to 70% of your pay.

Individual disability plans are typically purchased by the employee. Very few employers purchase them because the price varies from person to person because of their age and there can be tax implications. The employer has to pay their social security taxes. The advantage is that it's portable and you can take it with you if you go to a different job.

Bottom line is if an employer brings in an optional disability plan, their responsibility is to collect the premiums and forward them on to the provider. All group plans can offer group or individual plans that don't require a medical qualification, but do limit pre-existing conditions from being used the first year. If there was an accident though, that would be covered.

The reason an employer may want to offer a disability plan is that it can help limit their cost and somewhat protect themselves. If you have an employee that hurts themselves on the weekend they may be honest about it knowing they have disability coverage. Employer cost for offering a plan is just the set up and sending premiums to provider. Cost for a \$1000/month benefit to an employee is \$30/month or a \$2000/month benefit is \$60/month. Another option is find a group plan cost that will be the same for everyone in the group. You will know the cost per employee no matter what their age it. If a group plan is voluntary the cost varies based on age. If employer pays for it everyone gets the same rate.

There are other plans like a cancer plan, critical care plan, accident plans. These can be purchased, but they are more expensive for an individual than through an employer which can be less than half the price. It takes three policy holders to get a group started. AFLAC sets up at no charge.

Disability is important coverage to have especially if you cannot work for a period of time. Having a disability plan basically protect you.

For more information you can contact Mike at 541-554-9171 or [Michael\\_kuvaas@us.aflac.com](mailto:Michael_kuvaas@us.aflac.com). Mike's talk was very informative and we really appreciate Mike taking his time to come and talk to us.

*Local Job Openings*

Farwest Steel has new job openings for Entry Level to Advanced Welder in Eugene. [Click here](#) to view job description.

To view all job openings on NAWIC Eugene website click link. <http://nawiceugene.com/education.shtml#15>

**NAWIC Links:**

Eugene Chapter 77  
[www.nawiceugene.org](http://www.nawiceugene.org)

Pacific NW Region  
<http://www.nawicpnw.org/>

NAWIC National  
[www.nawic.org](http://www.nawic.org)

NEF  
[www.nawiceducation.com](http://www.nawiceducation.com)

Facebook  
[NAWIC Eugene, OR #77 Chapter](#)

**EUGENE #77 COMMITTEES:**

**STANDING COMMITTEES**

Finance – Robin Langkamp, Diana Corbin, Cary Kuvaas

Membership – Sherry Barrett, chair, Kay Ewalt

Badges – Heidi Oldenburg

Professional Development & Education – Diana Corbin, Kay Ewalt, Janet Turner

Legislative Awareness – Nancy Cary

**SPECIAL COMMITTEES**

Financial Review – Diana Corbin, Carrie Fortier

Strategic Planning - Chapter

Bylaws & Standing Rules/Guidelines -

Women in Construction (WIC) Week - Ellie Cooper

Publicity/PR/Marketing:

Website – Nancy Ograin

Newsletter – Wendy Hughes

Social Media –

Dinner Reservations – Nancy Ograin

Social, Hospitality – Ellie Cooper

Christmas Party – Kathy Neckels

August Picnic – Cary K, Courtney H, Sherry B

Installation Dinner -

Fundraising Activities:

Golf Tournament – Cary Kuvaas, Kathy Neckels, Tara Kelly

Construction & Utility Career Day – Kathy Neckels

Construction Industry/Community Service – Karen Jones, Kathy Neckels

Girls Build – Kay Ewalt

Historian & Scrapbook -

NEF:

Block-Kids - Kathy N, Heidi O, Diana C

Design Drafting -

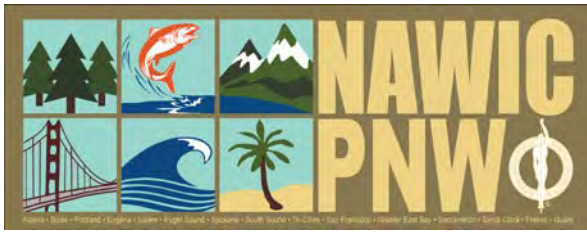
Association Liaisons: CFMA – Carrie Fortier

CSI –

AIA –

AGC –

HBA -



# Pacific NW Region News & Announcements

**Pacific NW Region Newsletter**  
**Oct 2017 –First Quarter**  
[Click here](#) to view.



## Upcoming Events

## FEATURED NEWS & EVENTS



Save The Date! PNW Forum 2018

Apr 19, 2018 – Apr 21, 2018 5:00pm NAWIC Pacific Northwest Grand Hotel in Salem

Save the Date for Forum 2018 in Salem, Oregon

### Pacific NW Region Leadership



**Regional Director:** Lauline Mitchell [rimitchell@bbiconstruction.com](mailto:rimitchell@bbiconstruction.com)

**Pacific Northwest Region Website:** <http://www.nawicpnw.org/>

### **Pacific Northwest Chapters**

**OREGON:**

Portland #54  
Salem #198  
Eugene #77

**WASHINGTON:**

Puget Sound #60  
Spokane #143  
South Sound #187  
Tri-Cities #192  
Fresno #108

**CALIFORNIA:**

San Francisco #19  
Sacramento #63  
Santa Clara #99

**BOISE:**

Boise Idaho #245

**ALASKA:**

Alaska #197

**GUAM:**

Guam #381

### Committee Chairs

**Block Kids**

Gloria Burning  
[gbruning@anchorias.com](mailto:gbruning@anchorias.com)

**Bylaws**

Kelly Aust  
[kelly.aust@skanska.com](mailto:kelly.aust@skanska.com)

**Design Drafting**

Denise Redmond-Crossland  
[nawic.denise.crossland@gmail.com](mailto:nawic.denise.crossland@gmail.com)

**Membership**

Jodi Martinez  
[jmartinez@allstarglasscompany.com](mailto:jmartinez@allstarglasscompany.com)

**OSHA Alliance**

Ruth Anne Carr  
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**PR-Marketing**

Amy Schultze

**Safety**

Laura Rannow  
[laura.rannow@veca.com](mailto:laura.rannow@veca.com)

**2016/2017****National Leadership****President:**

Catherine D.  
Schoenenberger  
[staysafetraffic@aol.com](mailto:staysafetraffic@aol.com)

**President-Elect:**

Dove Sifers-Putman, CBT  
[dsifers@environamics-inc.com](mailto:dsifers@environamics-inc.com)

**Vice President:**

Diane I. Mike, CBT  
[dmike@erdman.com](mailto:dmike@erdman.com)

**Secretary:**

Jill Hanson, CIT  
[nawic.jilhanson@gmail.com](mailto:nawic.jilhanson@gmail.com)

**Treasurer:**

Anne Pflieger, CIT  
[akpnavic@charlesinc.com](mailto:akpnavic@charlesinc.com)

**Immediate Past President:**

Connie M. Lepard, CIT  
[cleipard@aol.com](mailto:cleipard@aol.com)

**Executive Vice President:**

Beth Brooks, CAE  
[bethbrooks@bceva.com](mailto:bethbrooks@bceva.com)

**Upcoming Annual Meeting and  
Convention Dates &****Locations:****2018 Orlando, FL****2019 Atlanta, GA****2020 Houston, TX****2021 Charlotte, NC****National Construction  
Career Days Center**

Construction Career Day events are workforce development tools which introduce high school students to the transportation construction industry and support the pipeline that will provide the professionals of tomorrow.

# National NAWIC News

## *November Connection Highlights*

### **Upcoming Education**

NAWIC offers educational opportunities such as webinars, the Annual Meeting and Education Conference, and online learning opportunities.

### **Webinars**

- OSHA/NAWIC Alliance webinar, "[The OSHA/NAWIC Alliance](#)," Nov. 7, 2:30 EST
- PD&E webinar, "[2017 Changes to AIA Construction Contracts](#)," Nov. 8, noon EST
- Membership & PR/Marketing webinar, "[Focus on the Professional YOU](#)," Nov. 8, 12:30 p.m. EST

### **NAWIC Annual Conference**

- Save the dates of the 2018 Annual Meeting and Education Conference, Aug. 15-18, Orlando, Fla.

### **Education Discounts**

- Lorman Continuing Construction Education, discounts on training opportunities
- Construction Risk Insurance Specialist (CRIS) certification, IRMI, 10 percent discount
- Columbia Southern University, receive a tuition discount
- Troy University, receive a tuition discount


### **WIC Week 2018 Ideas**

It's never too early to start planning for WIC Week 2018, March 4-10. Visit the [WIC Week website](#) for ideas, information about WIC Week, forms, and the 2018 pins and posters.

**NAWIC Items on Sale in November** Take advantage of the NAWIC Store's November sale to purchase a few of these NAWIC-branded items. These are great Thank You gifts for speakers and volunteers, or for yourself.

- Inspiration Necklace, \$6
- Wine Gift Bag, \$5
- Jeweled Tumbler, \$16
- Pen/Pencil Gift Set, \$8
- Auto Shade, \$15
- Wine Gift Bag, \$5

# November 2017

Sun	Mon	Tues	Wed	Thurs	Fri	Sat
			1	2	3	4
5	6	7	8 <b>NAWIC</b> General Meeting Bags of Love, 710 Comm'l St. Eugene	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23  Happy Thanksgiving	24	25
26	27	28	29	30		

Advertise in our newsletter for \$25 per month or \$100 per year. Contact Robin Langkamp at [nawic.eugene77@gmail.com](mailto:nawic.eugene77@gmail.com).

## 'Thank You' to our 2017 Golf Sponsors:

### Tournament Sponsors

Farwest Steel – Balls & Tees

United Rentals – Ball Drop

Delta Sand & Gravel – Hole-In-One

Janet Turner Engineering, LLC – Drink Cart

Twin Rivers Plumbing – Lunch

Hershner Hunter Law Firm – Lunch

Central Print & Reprographics – Signs

### Gold Sponsors

Knife River

Chambers Construction

Oregon Ceiling & Acoustics

### Hole Sponsors

Twin Rivers Plumbing

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### Goody Bags & Door Prizes

Edge Construction Supply

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Twin Rivers Plumbing

NAWIC #77

Farwest Steel Reinforcing

Selectemp

Jodie Smith Real Estate Co.

River Ridge Golf Complex