



***A Commitment to Quality. A Legacy of Excellence.***

*“COVID-19 has been a challenge for everyone in the workforce and in their communities. Welch and Rushe has worked hard to respond to the ever-changing environment. We have implemented Telecommuting to stagger the workforce in the office, required facial masks and installed health checks upon reporting to work. Our field staff have also been wearing masks and following work site safety measures. While the required safety measures may seem cumbersome and have worn on our emotional wellbeing, everyone has cooperated and adhered to their new environment’s safety requirements. In doing so, I believe that we’ve helped to significantly reduce the spread of this disease and kept the negative impact on our workers to a minimum. While we all hope that COVID is overcome in the next few months, we must remain diligent in working within the safety measures put in place. I’m very proud of all our workers and how well we have navigated through these difficult times. Keep it up! Hopefully, we’ll return to some normalcy soon.”*

**-Mary Munoz, Vice President**

**Women’s History in Construction**

As we celebrate Women’s History Month, our “Women’s Influence in the Trades” features two pioneering women who made history in the mechanical industry,  
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**Service Division Rebranding**

Check out the Service Division’s new re-branded logos and which tag line vote won,  
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**Hail to the Incomparable Foremen**

Do you know what it takes to be a Construction Foreman? Read all about it in our special article dedicated to Foreman,  
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# Women's Influence in the Trades Throughout History

By: Sarah Koch

March is National Women's History Month and, more specifically, a couple of weeks ago we celebrated Women in Construction week. As the month comes to a close, we never want to forget all the progress women have made, especially in the construction industry, who remain largely under-recognized and under-appreciated.



In 1917, after protesting for almost a full century for the right to vote, suffragettes had to shelve their activism during the U.S.'s participation in WWI. Although working mostly as humanitarian support, such as nurses, physicians, ambulance drivers, etc., women started their industry work as well such as munitions production. Then, in 1920, the 19th Amendment was in effect, fulfilling the dreams of American women and their right to vote. This, however, proved to be just a steppingstone.

Although women had the constitutional right to vote, it was incredibly rare to see women advance in the work force, staying mostly within female-dominated jobs. After the attack on Pearl Harbor, millions of men were quickly drafted and shipped overseas, leaving all of their "men's work" open. When millions of women started working in these blue-collar jobs, the U.S. Government saw an opportunity to encourage even more women to enter the workforce.

Enter Rosie the Riveter, who influenced approximately 6 million women to serve their country! However, this did not sway easily with employers since not only were 6 million of these 'new hires' women but about 600,00 of them were also African American. This discrimination and segregation came to a halt, however, -when President Roosevelt signed Executive Order 8802, preventing employers from not hiring a person based on their race and/or gender. With 8802 installed, females worked hard with machines and tools once thought to be men's work, empowering them like never before.

When the boys started coming back from war, about 75% of the already hired women expected to keep their jobs in the workforce. However, within a year post-war 3 million women left the labor force, either voluntarily or involuntarily, returning to their 'pink-collar' jobs or their homes. Even though the continuous stream of feminine empowerment came to an abrupt end, it did not stop several women from furthering pursuing these careers.

In 1951 in Arlington Virginia, eight people took the master plumber exam and only two passed - one of them being Mrs. Lillian Ann Baumbach Jacobs. Ever since she was young, she would help her father with his plumbing business, sparking inspiration within her to become a

plumber herself. She eventually followed in her father's boot prints and took over the family plumbing business. It stands today in Arlington, VA as Baumbach Plumbing and Remodeling. After years of hard work and dedication, at the age of 21, Lillian excelled her father by becoming America's first female licensed Master Plumber.

You can read more about Lillian Baumbach Jacobs in our Facebook post by [clicking here!](#)

Ms. Adrienne Bennett was next to make Trades headlines, shattering several glass ceilings. In the 1970's, Adrienne studied metallurgical engineering-materials science and engineering that studies the physical and chemical behavior of metallic elements -at Lawrence Tech near Detroit, MI. Then in 1976 while attending a Jimmy Carter "Get Out to Vote" rally, she met a recruiter and he convinced her to work for a federally sponsored apprenticeship program. Marrying this apprenticeship and her engineering skills worked wonders in plumbing. When she first started her journey in the Trades, there were no other women. However, in 1987, after years of study, experience, injuries, and transformations, Adrienne became America's first African American female Master Plumber. You can [click here](#) to read our Facebook post about Adrienne Bennett.

The suffragettes sacrificed everything for women's rights to vote.

World War 1 gave women the chance to prove their worth for that right.

World War 2 demonstrated the raw power women have by doing the physical manual labor of their male predecessors.

Lillian Baumbach-Jacobs opened the door for female plumbers and steamfitters.

Adrienne Bennett kicked that door wide open for women of all races.

Who will be next to make female history within the Trades? Your daughter? Niece? Granddaughter? You?



*Providing Quality Mechanical Services  
for Over 50 Years.*

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Our Service Department has officially been re-branded to the Service Division!

What does that mean for Welch and Rushe?  
How has the Service Division handled the changes?

Follow up with us in the next Newsletter!

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### **January Babies**

Waylon Dixon was born mid-January to parents **Doug Dixon** (*Plumbing Superintendent*) and his wife Christinal!

Little Oden, born in late January, is the third grandbaby for **Bill Fowler** (*Small Projects Division Senior Project Manager*).



### **February Babies**

Kylo Pittman was born early February to parents **Dianne Pittman** (*Accounts Receivable Manager*) and her husband Jason.

## **Employee of the Quarter**

**Mary Munoz, Vice President of HR/FSO**  
*Started March 1986*

"Mary is a pleasure to work with, she has always treated me with kindness. She is very humble, understanding and always willing to lend a helping hand. I admire her knowledge and dedication to the company."

-Melissa O'Neill, HR Admin Assistant

## **Field Employee Shout Out**

**Nelson Burriss, Senior Service Tech**  
*Started December 2015*

"Nelson has most recently has been the driving force at SSA: repairing, testing, and commissioning. He has worked there for many months dealing with startups, punch lists, and is preparing the final closeout. A hard worker and teacher to several younger techs, Nelson has been much appreciated by our Project Managers, General Contractors, and his following of customers."

-Bob Callow, Service Manager

## ***Milestones***

### **Happy 5 Year Work-iversary**

**Jason Vallandingham** (*Plumbing Foreman*) - March 2016

### **Happy 15 Year Work-iversary**

**Christopher Friedrich** (*Steamfitter Foreman*) - March 2006

### **Happy 35 Year Work-iversary**

**Mary Munoz** (*Vice President of Human Resources*) - March 1986

# Hail to the Incomparable Foreman!

By: Gelencia Dennis

*“On a hot summer’s day, a Foreman comes back from a meeting to find one of his workers painting the building as he had been instructed but wearing two rain jackets. The Foreman says, “Why on earth are you wearing two rain jackets, it’s hot and not even raining!” The worker replies, “The instructions on the paint can said to make sure that you use two coats.”*

Can you imagine the look on a Foreman’s face if he or she witnessed such an event? In reality, it’s likely that innocent mistakes, with teachable moments, often arise enough on project sites. While a Foreman’s role is essential, many who are not in the trenches of construction may not fully grasp what a Foreman does daily. Also, some do not fully understand how to appreciate the impact this key team member plays on the overall success (or failure) of a project. Let’s peel back the layers of a Construction Foreman.

On the surface, some may believe Foremen only walk around the site casually talking to people and have no interactions with other project stakeholders. Yes, Foremen do clock a lot of foot mileage; their interactions with others vary from serving as mentors, teachers, and communication gateways between upper management and workers. Some may think that Foremen have no specific technical training and are averse to the use of new technology and smart electronic devices. Based on a recent survey conducted by Welch and Rushe, Inc, over 80% of Foremen respondents have a positive experience using the popular project management software by Procore Technologies. According to research published by the Construction Industry Institute (in partnership with the University of Austin Texas Cockrell School of Engineering), Foremen typically complete many of the following activities daily:[i]

- 1) Attend meetings related to clients, coordination, and/or scheduling.
- 2) Plan/Prioritize Tasks.
- 3) Ensure Job Site Safety.
- 4) Complete Paperwork.
- 5) Coordinate with Others.
- 6) Move Crews Around as Necessary.
- 7) Supervise and Motivate Workers.
- 8) Plan for Future Work.
- 9) Work on Tools with Crew.
- 10) Receive and Verify Materials.

eSUB, a construction software company for subcontractors, characterizes the role as

someone who “garners heavy stress, criticism, and demands yet requires a host of skills including leadership, decision maker, coach, a player, and often teacher. The Foreman is often caught between workers and upper management assigning work, so Foremen are often pulled in several directions.”[iii] To simplify, Foremen are central players and a vital conduit to many who make up the entire construction team.

Many career and recruitment professionals support the use of behavioral assessments as an additional tool to define and evaluate the best individuals for any given position. So, what might be the general behavioral profile of a Construction Foreman? To answer this question, I turned to several very credible sources within the mechanical industry. Collectively, they all averaged more than 25+ years of construction experience; 75% of these individuals went through a steamfitter or plumber apprenticeship program. More than half had either worked their way up the ranks from the field to very recognizable upper management positions or associated with a national mechanical organization. Overwhelmingly, these industry experts consistently shed light on a Foreman behavioral profile that included, but certainly not limited to, individuals who:

- 1) Take immense pride in the work they perform.
- 2) Have impeccable work ethics and understand the value in hard work.
- 3) Possess technical knowledge and are educated.
- 4) Move with great agility, can think on their feet, and get a project completed.
- 5) Solve problems and think innovatively.

In a light-hearted approach the opening joke reveals at least three truths about Foremen; their expertise is needed in project meetings, they care about the efficiency and quality of work, and they are concerned about the overall safety and well-being of those they are supervising. After this more in-depth dive into the world of a Foreman, the familiar Native American aphorism still holds true; “Before you judge a man walk a mile in his shoes.” Construction Foremen bring value to this industry and are incomparable team members whose knowledge not only needs to be shared with those coming through the ranks but with those who collaborate with them regularly.



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# Grilled Lamb Chops with Ginger Sauce

A fragrant mix of oyster sauce, cilantro, and ginger pulls double duty here as both a marinade and dipping sauce for these lamb rib chops sourced from Australia.

Yield: serves 8

Time: 2 hours, 45 minutes

## Ingredients

- 1/3 cup finely chopped scallions, plus more, julienned, to garnish
- 1/4 cup vegetable oil
- 3 tbsp. Minced shallot
- 3 tbsp. Oyster sauce
- 2 tbsp. Light soy sauce
- 2 tbsp. Minced cilantro
- 2 tbsp. Minced garlic
- 2 tbsp. Minced ginger
- 1 tbsp. Sugar
- 8 lamb rib chops, cut 3/4-inch thick
- Kosher salt and freshly ground black pepper
- Steamed bok choy, for serving
- Julienned red and yellow bell peppers, to garnish



## Instructions

1. In a large bowl, combine the finely chopped scallions with the oil, shallot, oyster sauce, soy sauce, cilantro, garlic, ginger, and sugar. Add the lamb chops, toss to coat, and cover with plastic. Marinate the lamb at room temperature for 2 hours or refrigerate overnight.
2. Light a grill or heat a cast-iron grill over high. Remove the lamb from the bowl and brush away any marinade clinging to it. Season the lamb with salt and pepper, place on the grill, and cook, turning once, until lightly charred and cooked to medium, about 6 minutes. Transfer the lamb chops to a serving platter, tent with foil, and let rest for 10 minutes.
3. In a medium nonstick skillet, bring the marinade to a boil and cook, stirring, until reduced and thickened, about 10 minutes. Serve the lamb chops over the bok choy and garnish with the julienned scallions and bell peppers. Serve the sauce alongside.



## COVID and Family Friendly Ideas for Spring Break



This time last year, COVID-19 had just made worldwide news and everyone was quarantined. COVID-19 hasn't gone away however we have a better understanding of this virus and a few new vaccines. As we continue to help each other remain safe getting out of the house is also needed. According to a February 2021 online Washington Post article, the following travel activities (listed from safest to most unsafe) can be done while remaining COVID-safe:

**Safest: Going camping**

**Safe with Precautions: Taking a road trip**

**Safe with Precautions: Getting a vacation rental**

**Safe with Precautions: Traveling to the beach**

**Unsafe: Traveling long distance (via airplane) to parties**

If traveling isn't your thing, here are some great family oriented stay-cation ideas from Parents.com:

- **Having a Spa Day**
- **Plan Family Game Nights (virtual or with immediate family members)**
- **Have a Artist Retreat (including virtual museum tours)**
- **Create a Science Camp**

Above all else, always remember the Golden COVID Rules:



# Cite Page

## **Cover Images:**

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## **“Women’s History”**

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<https://www.cnn.com/2018/09/30/success/Adrienne-bennett-first-female-black-plumber-detroit-profile>

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## **“Foremen”**

[i] <https://www.construction-institute.org/resources/knowledgebase/knowledge-areas/general-cii-information/topics/rt-330>

[iii] <https://esub.com/blog/the-right-stuff-what-it-takes-to-become-a-construction-foreman/>

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## **“Grilled Lamb Chops with Ginger Sauce”**

<https://www.saveur.com/grilled-lamb-chops-with-ginger-sauce-recipe/>

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## **“Ideas for Spring and Summer Breaks”**

<https://www.washingtonpost.com/travel/tips/spring-break-risk-florida-covid/>

<https://www.parents.com/fun/vacation/ideas/staycation-ideas-for-spring-break/>

