

Pride and a Paycheck

Tradeswomen Work Writing and Job Guide since 1998, Winter 2026, Volume 28, #1



It's time to **CELEBRATE** the completion of **25 plus years of Pride and a Paycheck** being included in the *Tradeswomen Archives Project* at *California State University Dominguez Hills*. First, we want to thank Tradeswomen Herstorian Pat Williams for the hundreds of hours of scanning & indexing, issue after issue after issue. Pat is a retired Stationary Engineer, IUOE Local 501, Los Angeles CA. (Pat is also the person to thank for the Archive's inclusion of the important '80s/'90s publication, *Tradeswomen Magazine*, several years ago!)

We also thank the University's Director of *Gerth Archives & Special Collections*, Greg Williams for his assistance and advice. Finally, we couldn't have completed this project without donations from YOU, Pride's readers and supporters who donated their hard earned wages to this project. We can now go on the site (below) to see, read and PRINT any issue you want from 1998 to NOW! **TOGETHER, WE MADE IT HAPPEN.**

<https://digitalcollections.archives.csudh.edu/digital/collection/tradeswomen/search/searchterm/Pride%20and%20a%20Paycheck>

Calling All Tradeswomen! Tell Your Stories!

Pride and a Paycheck is interested in articles and poetry (work pieces) written by working or retired tradeswomen about their experiences in the trades. All tradeswomen of all crafts and blue collar jobs are welcome with a priority of pieces written by women of color and LGBTQ women. Narratives can be about any aspect of working as a woman in the trades, especially how they learn to cope with the day to day challenges they face to stay employed.

The majority of pieces published in Pride are written by women without college degrees or training as a writer and have never had anything published. Many women with great stories to tell and insights to share are intimidated by the idea of writing and Pride wants to help them see the value of their perspectives and voice. Their lived work experience and ability to write about it are the most important factors to consider. Sharing their voices is key to the mission of Pride.

Please know that we have limited space and that not every work piece will be published. Also, unfortunately, at this time, we cannot afford to pay anything. **While the authors give Pride and a Paycheck permission to publish, the author retains ownership copyright of their work pieces.** Photos to accompany their piece that show them dressed in their work clothes and/or working would be great. Please make sure the photos are scanned into jpg files.

This is an opportunity for women to help other women think positively about going into the trades and to help support their tradesisters who are currently working in the trades by sharing their stories and survival strategies. Pride is read by more than 500,000 people worldwide so this is a great opportunity for tradeswomen to make a difference in the lives of many other women.

The Tradeswomen Work Writer Movement welcomes writers. Pride and a Paycheck is ready to publish their important and herstoric voices. BLUE JEAN POCKET WRITERS... WRITE!

SEND TO sue.doro1@gmail.com

PROUD TO BE A BLUE COLLAR WOMAN

ORGULLOSA DE SER UNA MAJER DE OFICIO

作為一個藍領婦女為榮

**Working together
Trabajando juntos**

一齊工作

An Experience I'll Never Forget by Paige Gibbins



During the weekend of September 19, 2025, I had the honor of being sponsored by IUOE Local 324 to attend my very first Trades Women Build Nations Conference in Chicago IL — and let me tell you, it was an experience I'll never forget. I will make sure I attend every conference after what I witnessed.

To walk into a room filled with over 5,000 ladies from every corner of the United States and Canada was beyond powerful. Every single woman there carried her own story, her own struggles, and her own victories. Some were first-year apprentices just starting out, some were seasoned journeymen with decades under their belts, and others were pioneers who've been breaking barriers long before the rest of us even imagined stepping into this field.

Being surrounded by that much wisdom, strength, and resilience lit something inside of me. It wasn't just about skills, tools, or job sites — it was about sisterhood and solidarity. Women who might work in completely different states, unions, or

trades still share the same mission: paving the way for a better future in construction. A future where young girls can see themselves in hard hats, steel-toed boots, and leadership roles without questioning if they belong.

What hit me the most was how much representation matters. To see thousands of women standing tall, proud, and unapologetically owning their place in this industry reminded me that we're not just here to do a job — we're here to change the culture. To prove that women don't just "fit" in construction, we thrive here.

I walked away from this conference with new friendships, new inspiration, and a renewed sense of purpose. I know the challenges still exist — long hours, stereotypes, balancing family and career — but now I also know that I'm not facing them alone. I'm part of something much bigger: a movement that's rewriting what it means to be a tradeswoman.

To every woman I met, thank you for sharing your story and your strength. To every woman who couldn't make it, know that the path is being cleared and widened for you. And to the next generation watching us, just know we're out here building more than bridges and buildings. We're building a legacy.

© 2025, Paige Gibbins, IUOE Local 324 Michigan

She'll get it going.
Ella lo hará funcionar.

她會做妥

Who put this issue together??? About the Team that produces Pride:

Pat Williams (Los Angeles CA) is a retired IUOE who had been part of Pride and a Paycheck for more than 20 years. Her main support for Pride has been finding and encouraging tradeswomen like Paige to write work pieces, but she has also been the guiding light and archiver for the magazine for more than two decades.

Other Pride Team members are: **Allie Perez**. (San Antonio TX). Allie is the founder of Texas Women in the Trades and is involved with the Tradeswomen Task Force. She does the layout for Pride and a Paycheck and is the technical heroine for uploading each issue of Pride to our website and keeping it up to date.
www.prideandapaycheck.com

Olwyn Brown (Oakland CA) is a Carpenter and now a case manager for a pre-apprenticeship program. She is part of the team that conducts the Blue Jean Pocket Writers workshops and also encourages tradeswomen to write their herstories.

Alana Madden is Pride's International connection. She lives in the UK and conducts interviews of women in the trades to show that tradeswomen are working all over the world. Alana adds her knowledge of the internet to Pride's outreach. More about these four Pride Team members (and photos) in future issues.

Sue Doro, (Stony Brook NY) Founder/ Editor/Owner since 1998 will continue to be a sounding board for Pride's Team. You can contact her at sue.doro1@gmail.com

New Pride and a Paycheck Team



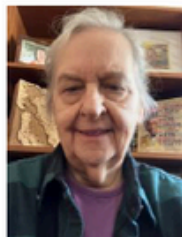
(Left) Olwyn Brown, Oakland CA, Carpenter with many hats and co-facilitator of Blue Jean Pocket Writers workshops with (right) Pat Williams, retired IUOE and general troublemaker in Los Angeles and the world!



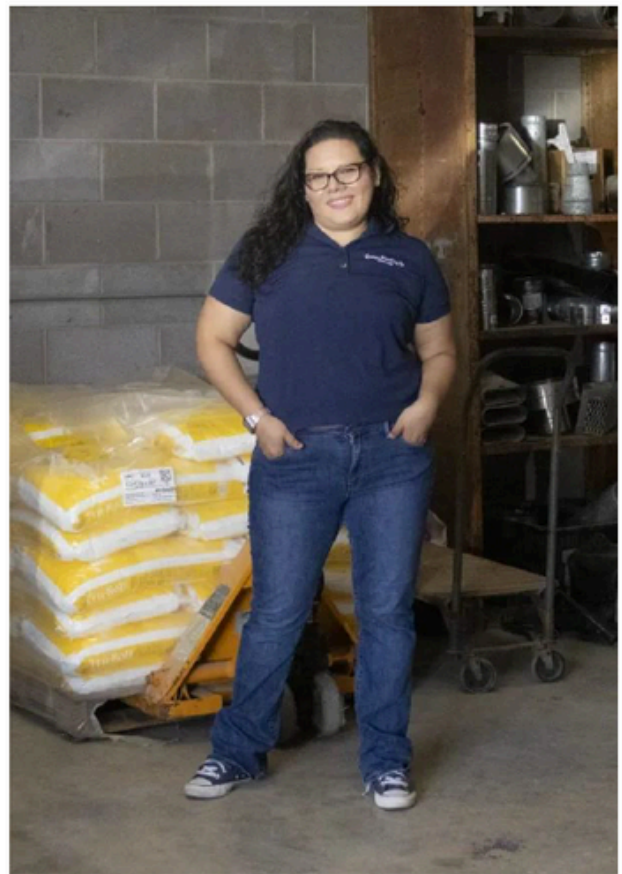
Alana Madden, UK, Pride's International connection and Founder, Women in Manual Work Oral History



Sue Doro 1976 Keeping wheels rolling on the Milwaukee Road train tracks!



Sue Nov. 2025
Stony Brook NY
Stepping to the side to let the young take the lead!

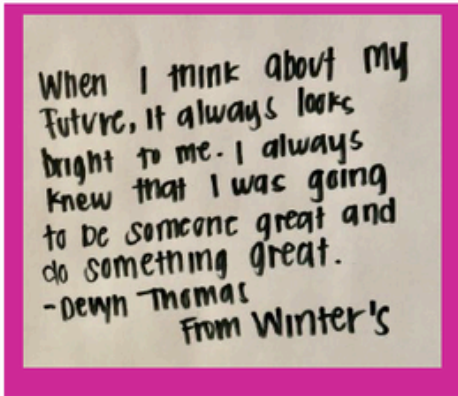


Allie Perez, San Antonio Texas, Founder of Texas Women in the Trades, Pride Production Magician and member Tradeswomen Taskforce

<https://ibew11.org/news/campaigns/empowering-women-in-the-trades/> Poems from Blue Jean Pocket Writers Workshops

These poems were written at the Electrical Training Institute, LA "Empower Apprenticeship Mentoring Group. Thanks to Anthony V. Hadjimarkos, special projects assistant at the institute for facilitating the Blue Jean Pocket Writers workshop. Go to www.prideandapaycheck.com to download a Writers Handbook and start a tradeswomen writing group at your local or with friends

(Below...In their own hand at the workshop...and copied in text)



When I think about my Future

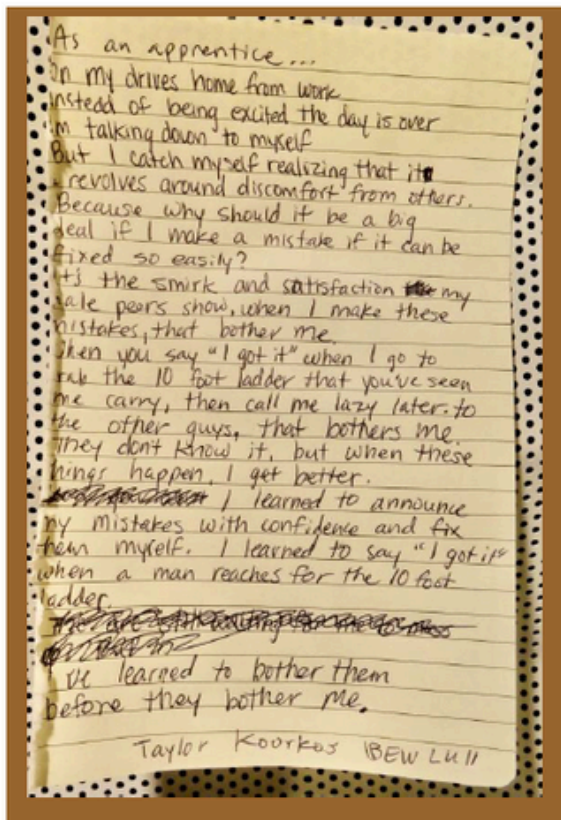
It always looks bright to me.

I always knew that I was going

To be someone great and

Do something great.

© 2025 Devyn Thomas, IBEW 11



As an Apprentice...

In my drives home from work, instead of being excited the day is over I'm talking down to myself. But I catch myself realizing that it revolves around discomfort from others.

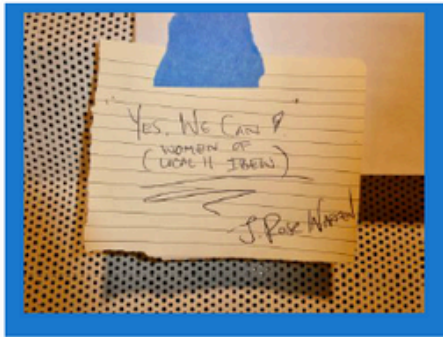
Because why should it be a big deal if I make a mistake, if it can be fixed so easily? It's the smirk my male peers show, when I make these mistakes, that bother me.

Then you say "I got it" when I go to grab the 10 foot ladder that you see me carry, then call me lazy later to the other guys. That bothers me.

They don't know it, but when these things happen, **I get better.** I learned to announce my mistakes with confidence and fix them myself. I learned to say "I got it" when a man reaches for the 10 foot ladder.

I've learned to bother them before they bother me.

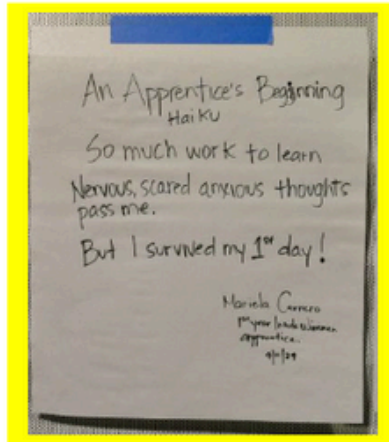
© 2025 Taylor Kourkos, IBEW 11



Yes, We can!

(Women of
Local 11 IBEW)

© 2025 J. Rose Warren



An Apprentice's Beginning Haiku

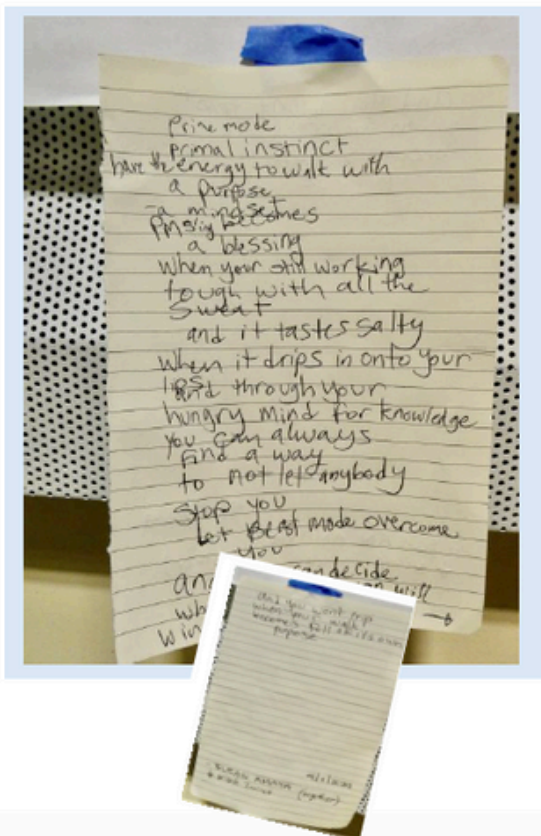
So much work to learn

Nervous, scared anxious thoughts pass me.

But I survived my 1st day!

© 2025 **Mariela Carnero**

1st year Inside Wireman Apprentice



prime mode

primal instinct

have the energy to walk with the purpose

a mindset *PMS ing* when you're still working tough with all the sweat and it tastes salty when it drips in onto your lips and through your hungry mind for knowledge

you can always find a way to not let anybody stop you let BEAST MODE overcome you and you can decide when your indecision will wind into decidedness

and you won't trip

when your walk becomes full of its own purpose

© 2025 Susan Amaya and Nicole Zwinen (Together)



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Women in the trades have worked hard to get the door open, and now it's up to you to walk through that door.



Apprenticeships Available in Plumbing, Steamfitting, HVACR and Plumbing Service & Repair



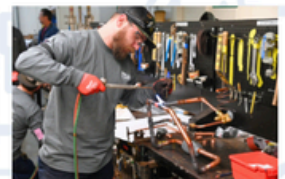
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B-E Collection

Los Angeles' Margaret Elfering and her spouse Dianne Barrett. (May Dianne Rest in Power December 2023) contributed their expertise to assembling a series of oral history interviews of lesbians and their careers.

The interviews are known as **The B-E Collection: Lesbians and Their Careers.**

The “B-E” part of the name is a shorthand for their last names (Barrett – Elfering). However, Margaret and Dianne wanted to attach another reason for the collection’s title so they shared another definition for the verb “be” as “to exist” or “to occur or take place”. Since many women of their generation had the “don’t talk – say nothing – you are wrong” experience, the interviewers’ mission was their means of bearing witness to the incredible true stories of lesbians of different generations, walks of life and careers. The B-E Collection shows that their objective was met!

The collection of videos is securely stored and archived on the B-E Collection website

<http://www.b-eCollection.org> which also includes links to the collection at the Gerth Archives and Special Collection at California State University Dominguez Hills and the June L. Mazer Lesbian Archives.

Pride and a Paycheck is honored to share the information about this important and herstoric collection of videos.

The Tradeswomen Quilt Project



"To bring our community closer together. To help raise each other up as much as possible. To help our sisters in need."

By Darlene Leinweber, IBEW Local 134

2014 was my first conference and a Tradeswoman one at that. Being from Chicago I had been around sisters on and off the job. I had seen so many financial struggles while enduring some of my own over the years. I had seen so many fundraisers for brothers and watched as sisters were forgotten while many of the brothers expressed that sisters had partners to care for them. I felt a drive to fill a void for sisters who are in need.

Before that first conference, an IBEW local 134 sister, Ann Clark reached out to me with the idea to make a quilt and to raffle it off to help sisters in need. A plan was devised, and we started to collect shirts, and Ann went on to make our first quilt.

That year we raised just over \$1k. That money went to help sisters in need and ally organizations.

In the years since we have continued to grow. Collecting shirts throughout the year. Mostly at Tradeswoman Build Nations conferences. Money has gone to something as simple as flowers to let a sister know she is important, helping pay for repairs of cars, and even medical bills.

As long as there is a need to help sisters, I will try to continue to help. This really is a group effort. Without the donation of shirts and the sisters that want to win one every year, money would not be there.

Tickets are available to purchase at the conference. Winner is drawn after the Sunday morning plenary.

Though the sister making the quilt has changed to Heather Conway-Shopik, IUOE Local 501, the idea is still the same. To bring our community closer together. To help raise each other up as much as possible. To help our sisters in need.

© Darlene Leinweber Quilt Herstory 2025

Danae Pouliet was the winner of the first quilt made!



"When I joined the building trades, I thought there would be more women on the job. The first two years of my apprenticeship I hadn't met any other women in my trade and worried I was the only one. It was on my first visit to Women Build California and the Nation in April 2014. I met so many women in the building trades I finally felt less alone. As the winner of the first tradeswomen quilt I now have a constant reminder I'm not alone in the trades and have plenty of sisters out there doing the work." **Danae Pouliet, Transportation Wireman, IBEW Local 11**

Girls Garage is a nonprofit design and construction school for girls and gender-expansive youth ages 9-18.

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Educators say, "If they can see it, they can be it." When parents, teachers and librarians offer stories of children and their working parents stories about fighting for their rights, they inspire children to imagine a better, more just world. The role models in their literature teach them to fight inequality, bullying, gender inequality, racism and rigid conformity to class-based cultural norms. Stories about social justice issues encourage children to join labor and social justice organizations when they come of age, and to question the grownups about who rules the world... and why. (Tim Sheard, Editor) Little Heroes Press



THANK YOU DEAR DONORS!

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Thank you, dear Tradeswomen Archives Donors. Without your hard earned donations, *Pride and a Paycheck* would not be archived in the prestigious *Tradeswomen Archives Project at California State University Dominguez Hills* for the world to view and print. We all worked together to get this job done. We did it.

Please, let us know if we missed someone on this list. We will make sure that your name is included. Solidarity and Thanks from the Pride Team!

TOGETHER, WE MADE IT HAPPEN.

<https://digitalcollections.archives.csudh.edu/digital/collection/tradeswomen/search/searchterm/Pride%20and%20a%20Paycheck>

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