

- AGE 31 ◀ Had a baby; worked on site up until two weeks before giving birth
- AGE 26 ◀ Achieved record savings for Hoffman Construction while working on Cyan Building, recording nearly no loss in inventory
- AGE 24 ◀ Started at Hoffman Structures, Inc. managing inventory; joined Laborer's Union "to be a more versatile worker"
- AGE 23 ◀ Managed inventory at wholesale auto dealer
- AGE 22 ◀ Worked at Lowe's after graduating from Portland State University with business management degree
- AGE 18 ◀ Graduated from Barlow High School; Attended North Carolina State on a full ride scholarship for volleyball
- AGE 17 ◀ Delivered Domino's pizzas for \$7/hour plus tips

## TIMELINE OF EXPERIENCE

**Name:** Katie Kost      **Age:** 32

**Trade:** Material Manager/Laborer Foreman

**Wage before joining trades:** \$9.60/hour working at Lowe's

**Current Wage:** \$29.69



Anyone who thinks that major construction sites are no place for a woman to spend her professional life should talk to Hoffman Construction Material Manager/Laborer Foreman Katie Kost. She's found a unique job in the building trades that fits the arsenal of skills she gained in college and in various jobs. Plus, it's meshed well with her life outside of work. Kost was on the job up until two weeks prior to giving birth to her baby last year.

Not to say that life has been free of challenges. "You have to have tough skin," says Kost. As a female, "you just have to work hard. It's not an easy trade. But for me, who has been to college, and wanted to do sports marketing, it's been great."

Before Kost got on the job, she says, losses in materials per job could sometimes total \$200,000. She's been able to keep that figure down to \$1,000, as was the case when Hoffman worked on Portland's Cyan Building. "I would say that's when I gained the most respect," Kost says, looking back on that project. She's a very important part of the job," affirms Duane Meduna, Hoffman Superintendent. "When no one is in her position, the guys slowly stop taking care of business," he says.



- AGE 51 Elected Executive Secretary Treasurer of Columbia Pacific Building Trades Council
- AGE 48 Helped elect Barack Obama through political organizing
- AGE 45 Ran for Office of Auditor at the Laborers Union; became a Union Organizer
- AGE 41 First of four grandchildren born
- AGE 38 Became Traffic Control Supervisor at Stacy and Witbeck
- AGE 33 Was picked up by Laborers – started as a secondary list Traffic Flagger
- AGE 32 Joined the Cement Mason Apprenticeship Program. Shortly thereafter, suffered disabling back injury on the I-5 to I-84 Connector Project
- AGE 21 Moved to Vancouver, Washington and started cleaning hotel rooms
- AGE 20 Gave birth to daughter
- AGE 15 First official job as carhop serving hamburgers at drive-in café in Kamiah, Idaho

## TIMELINE OF EXPERIENCE

**Name:** Jodi Guetzloe Parker **Age:** 52

**Title:** Executive Secretary Treasurer of the Columbia Pacific Building Trades Council

**Highest wage before joining the trades:** \$8.10/hour

**Current Wage:** \$39.93/hour



It'd be impossible to talk about female leaders in the NW construction trades without mentioning Jodi Guetzloe Parker. As the second woman to ever lead a building trades council in the United States (she was elected Executive Secretary Treasurer of the 25-craft Columbia Pacific Building and Construction Trades Council in 2012), Guetzloe Parker has become somewhat of a role model for women, even beyond state lines.

She has now spent over two decades in the trades – initially as a Cement Mason, then at the Laborers Local 320 as a rank-and-file member, elected official, and staffer. The mother of one, stepmother of three, and grandmother of four came to the trades for the same reason many do: she couldn't afford not to.

The self-deprecating Guetzloe Parker says the catalyst many years ago was losing her wallet, and with it, a bonus she'd received from her minimum wage job with a clothing company. "My friend [a Cement Mason] said, if that small amount of money is so impactful in your life, you need to join our apprenticeship program," Guetzloe Parker says.

The rest, as they say, is labor movement history.



- AGE **49** ◀ Working in Portland area and living in southern Oregon. “Travel is part of the life.”
- AGE **43** ◀ Worked in Hawaii for three years
- AGE **37** ◀ Completed Operator Apprenticeship
- AGE **29** ◀ Began a 15 year association with Kiewit Construction. Went from Oiler to Operator to Crew Chief.
- AGE **28** ◀ Worked as a Crane Oiler at Bonneville Power Administration
- AGE **26** ◀ Signed up with IUOE Local 701 as an Apprentice Oiler
- AGE **18** ◀ Started a five-year position in a machine shop
- AGE **16** ◀ First job weeding onion fields

## TIMELINE OF EXPERIENCE

**Name:** Dan Rodriguez      **Age:** 49

**Trade:** Heavy Equipment Operator

**Operating Engineer Apprenticeship Starting Wage:** \$26.97

**Operating Engineer Apprenticeship Journey-Level Wage:** \$33.71

**Current Wage:** \$35.40+ per hour



After graduating from high school in his hometown of Klamath Falls, Dan Rodriguez worked for five years in a machine shop. It was there that he realized he was best suited for a life working outdoors.

“I learned I actually liked the smell of diesel engines and working with dirt.” On his father’s advice, Rodriguez signed up with Local 701 Operating Engineer Union for heavy equipment operator’s training. Now, after 23 years as a dedicated “dirt hand,” he’s never looked back. He loves the connection he enjoys with coworkers on far-off job sites, the never-ending learning process of working in the trades, and travel. His career has brought him to Astoria, Boardman, the Portland metropolitan area, and for a memorable three-year stint, Hawaii.

Still based out of southern Oregon, the ability Rodriguez has developed to adapt to new job sites has aided in his journey from Oiler to Operator to Crew Chief to occasional Foreman – though he’s still at his happiest on the job when he’s “in the seat.”



AGE 48 ◀ Stepped into Assistant Superintendent role

AGE 46 ◀ Helped rebuild New Orleans after Hurricane Katrina with Habitat for Humanity as part of an all-female framing crew

AGE 40 ◀ Voted Safe Person of the Year by her peers

AGE 31 ◀ Started four-year Carpentry Apprenticeship program

AGE 30 ◀ Started as a Laborer with Walsh Construction; first job was building student dorms

AGE 23 ◀ Left college; became a ski bum for a few years working at restaurants and hitting the slopes

AGE 18 ◀ Began studying environmental biology and archaeology at University of Montana

AGE 16 ◀ First job housekeeping at a resort in White Fish, Montana

## TIMELINE OF EXPERIENCE

**Name:** Thea Zander      **Age:** 55

**Trade:** Superintendent

**Starting Wage:** \$11/hour as non-union Laborer

**Current Wage:** \$35/hour



Despite a level of commitment that led her to be named “Safe Person of the Year” by her Walsh Construction peers, Thea Zander finds time to go off the beaten track to help community rebuilding projects. After Katrina struck New Orleans, Zander joined an all-female framing crew with Habitat for Humanity to apply her skills to post-hurricane relief efforts.

Zander now serves in a leadership position on her worksite. To women considering a career in the trades, Zander counsels forethought. “It’s hard work, but it’s very tangible, you can see what you’ve done every day,” she says. “Respect your coworkers. Treat them with respect and they’ll do the same.”



- AGE **25** ◀ First job as Foreman at Portland's Waterfront Pearl condos
- AGE **24** ◀ Finished Apprenticeship; helped build a chip plant in Utah
- AGE **21** ◀ Son Christopher born; purchased first house
- AGE **20** ◀ Got married; Joined the Carpenter's Apprenticeship Program based on father-in-law's recommendation
- AGE **19** ◀ Graduated high school and got a job loading trucks for General Steel
- AGE **15** ◀ Joined summer youth crew working for the City of Woodland, Washington

**TIMELINE OF EXPERIENCE**

**Name:** Cory Naranjo     **Age:** 32

**Trade:** Journey-Level Carpenter/General Carpenter Foreman

**Starting Wage:** \$12.50/hour as a Carpenter Apprentice

**Current Wage:** \$38.86/hour



**“** f I wasn't in the trades?” General Foreman Cory Naranjo considers the question as the walkie-talkie affixed to his vest crackles to life. He's stumped. “I never really considered it,” he concludes. “I'd probably be working an office job, hating life.” Laughter.

It's true that Naranjo does seem incredibly suited to his leadership role at Hoffman Construction. He is currently working at the Intel building site Hoffman Construction has been developing in Beaverton and he has spent his entire career in construction at this very company, starting as a Carpenter Apprentice. “I guess that's a big accomplishment,” he reflects somewhat modestly.

How did Naranjo manage his relatively quick rise up the building trades ladder? He reckons it has to do with being a hard worker and that “a good leader has to be knowledgeable, willing to listen to the group of workers that you got, willing to admit when you've made a mistake.” Now his goal is to be a Superintendent – and as a young leader, it seems certain he'll meet his goal.



AGE **33** ◀ Became  
Carpentry  
Foreman: “I  
like being able  
to show people  
how to do  
things, to help.”

AGE **32** ◀ Got married  
to wife Mong  
Chinh; first son  
born

AGE **27** ◀ Started work  
at Hoffman  
Structures, Inc.

AGE **25** ◀ Became a  
journey level  
Carpenter  
at Van Lom  
Concrete

AGE **21** ◀ Joined a  
Portland  
Carpentry  
Apprenticeship  
Program

AGE **19** ◀ Enrolled in Job  
Corps Carpentry  
Program

AGE **18** ◀ Moved to the  
United States  
from Central  
Vietnam;  
started English  
classes

**Name:** Dao Dang

**Age:** 39

**Trade:** Carpenter foreman

**Starting Wage:** \$12/hour building water tanks

**Current Wage:** \$36/hour



To see Dao Dang today, striding around the Building Module 2 Intel site, coordinating a team of Carpenters for his longtime employer Hoffman Construction, you would never guess that the man moved here from Central Vietnam not knowing a word of English at age 18. But once you do have an idea of what it took for him to get to where he is today, Dang’s leadership role on his worksite seems even more admirable.

After Dang moved to Oregon with his father and brother, he took a janitorial job at the Oregon Zoo. After 3 months, he enrolled in a Job Corps Carpentry Program and learned both English and Carpentry at Timer Lake Job Corps Center.

“I like being able to show people how to do things, to help,” says Dang. He encourages others to try the trades as a career – his paycheck is now substantial enough to support his wife of seven years, Mong Chinh, and their two sons.



**TIMELINE OF EXPERIENCE**

- AGE **53** ◀ Successfully completed three rounds of chemotherapy, hoping to return to work soon
- AGE **53** ◀ Was diagnosed with ovarian cancer
- AGE **43** ◀ First volunteered at Oregon Tradeswomen, Inc.’s Women in Trades Career Fair
- AGE **37** ◀ Started working for Hoffman Construction on a downtown Portland building site
- AGE **31** ◀ Joined the Carpenters and worked on the Bonneville Locks for nine months
- AGE **24** ◀ Son born
- AGE **18** ◀ Went to work doing inventory, purchasing, and counter sales for a bearings company
- AGE **16** ◀ Got first job at the mall, working in a clothing store for teenagers

**Name:** Lisa Ostrom     **Age:** 53  
**Trade:** Carpenter Foreman  
**Highest wage before joining the trades:** \$9.10/hour  
**Current Wage:** \$35.22/hour



Back when Lisa Ostrom was growing up in Clark County, Washington, there were no opportunities for the young tomboy to play sports. But there was woodshop. Lisa Ostrom took four years of woodworking classes in high school. Small wonder that now she’s a Foreman on Hoffman Construction’s Intel project in Beaverton.

In the early days of the Carpentry Foreman’s career – Ostrom began as a Laborer, moving to Carpentry after a few years’ time – it was rare to see a woman on the job. “I was known as ‘the girl’ for a while,” she says, looking back. But she took it upon herself to find team equilibrium, studying the way her coworkers did their jobs – right down to what they wore.

Nowadays, she runs her own team when she’s working (at the moment, she’s fighting ovarian cancer, and envisioning returning to work with a schedule that allows for chemotherapy.) Being a good leader, she says, is all about listening. “You get the job done faster if you can all communicate,” Ostrom reflects. “You have to know when to diffuse certain situations.” Luckily, her longtime employer Hoffman Construction places a premium on positive feedback – the value of which Ostrom knows very well from her years in the trade.





- AGE **31** ◀ Became a Superintendent; had daughter Paytn
- AGE **25** ◀ Started as a Working Foreman, running crews for Carr Construction
- AGE **22** ◀ Completed Ironworker Apprenticeship and became Journey-Level Ironworker
- AGE **21** ◀ Got married to husband Ron
- AGE **20** ◀ Took classes and received her welding certification
- AGE **18** ◀ After six months of persistence, gets spot in an Ironworker Apprenticeship Program
- AGE **17** ◀ Worked as a cook at Red Lobster at night and with the Masons during the day as a Hod-Carrier during her summer off from high school

## TIMELINE OF EXPERIENCE

**Name:** Danielle Zoller-McKenzie **Age:** 34

**Trade:** Union Ironworker Superintendent

**Starting Wage:** \$21.52/hour as first year Apprentice Ironworker

**Current Wage:** \$38/hour



Union Ironworking? Danielle Zoller-McKenzie has it in her blood – her father, brother, cousin, and uncles were all in the trade. But as a woman, entering the profession still didn't come easy.

"I knew when I got into this trade that it's a man's world," she says. But despite double standards and adversity, Zoller-McKenzie persisted, eventually becoming a journey level worker who supervises entire crews, with a welding certification to boot. "It's always paid off for me to take the high road."



- AGE **51** ◀ Granddaughter Natalia born
- AGE **48** ◀ Became a Foreman
- AGE **35** ◀ Joined an apprenticeship program and started working construction at the Portland Federal Courthouse
- AGE **32** ◀ Joined the Laborers, worked in the shipyards: “I was a little nervous, a little scared, not knowing what to expect”
- AGE **25** ◀ Worked as a loan officer making \$9/hour
- AGE **21** ◀ Hurt back; got married to pregnant girlfriend; left school and went to work for the Portland Railroad
- AGE **18** ◀ Attended University of Washington as a wide receiver on the football team

## TIMELINE OF EXPERIENCE

**Name:** Bobby Lewis      **Age:** 54  
**Trade:** Laborer foreman  
**Starting Wage in Shipyards:** \$13/hour  
**Current Wage:** \$28/hour



It's clear from watching the good-natured, easygoing Bobby Lewis go about his own duties that he enjoys his work. On the Intel building site that Hoffman is developing in Beaverton, he oversees a crew of six. “Laborers are the backbone of this whole operation,” he says.

And so, despite challenges, Lewis recommends the trades to anyone who has considered their options and thinks they're up to the job. He will often say as much to young people he meets out in the world, such as stopping to advise the security guards he passes at work on his way to clock in. “Work hard,” he advises. “Be caring. Listen. Get to work on time. Be sure of yourself.”



- AGE **38** ▶ Appointed Construction Estimation Manager
- AGE **33** ▶ Became Paving Supervisor
- AGE **31** ▶ Bought '67 Thunderbird
- AGE **30** ▶ Worked way into a job as Estimator
- AGE **27** ▶ Appointed Paving Foreman
- AGE **24** ▶ Became Screed Operator, then Paver Operator
- AGE **24** ▶ First child of three is born
- AGE **21** ▶ Joined Paving Apprenticeship Program at Morse
- AGE **20** ▶ Became a Laborer on the grade crew at Morse Bros, where he's stayed for his entire career (now part of the Knife River company)
- AGE **18** ▶ Enrolled at Linn-Benton Community College; dropped out after a term; started working for an underground utility company
- AGE **17** ▶ Started 6-year stint with Oregon Army National Guard and graduated from high school by the skin of his teeth

## TIMELINE OF EXPERIENCE

**Name:** : Tyrone Belgarde      **Age:** 38  
**Job:** Construction and Estimation Manager  
**Starting Wage:** \$12.95/hour  
**Current Wage:** \$90,000+/year



It's hard to believe that at one point Tyrone Belgarde had an attitude problem. Nowadays, the Oregonian is a valued, longtime member of the team at Knife River's Tangent, Oregon offices. The 39-year-old has been with the company for nearly 20 years, and has risen from an entry-level Laborer's position on the grading crew to his current position as Construction and Estimation Manager.

Belgarde elevated his career through dedication and tenacity, often taking educational opportunities that didn't initially mean a pay raise. He now teaches occasional paving classes for Grand Ronde and Siletz Native Americans. He honors his father's heritage by participating in tribal events, sending his kids to culture camp to learn about being Native.

When he's asked about advice for beginning building trades folks, Belgarde is not at a loss. "Always move forward. Always ask questions about what you need to work on. Don't expect others to do it for you."