



## FAQ – BE4ALL Bathroom Kits

**1. What is a BE4ALL Bathroom Kit?**

The BE4ALL Bathroom kit addresses the need for training centers to provide free menstrual products to apprentices, and the kit includes 28 tampons, 12 pads, disposal bags, specs to fabricate your own product dispenser (via Dropbox link – see the answer to question 5), a sticker to place on any dispenser you fabricate, and a box to hold these products that can be placed on a counter in the women’s and/or gender-neutral bathrooms in your training center. If your bathroom does not have sufficient counter space, we recommend that you place the box on a small stool or table or install a shelf to hold the box.

**2. Who is providing the BE4ALL Bathroom Kit?**

The BE4ALL bathroom kit is a joint effort between SMART, SMACNA, and the ITI. The ITI has taken the initiative to get the kits out to the JATCs.

**3. What should the JATC do upon receiving a BE4ALL bathroom kit?**

JATCs should immediately place these kits in either your gender-neutral or women’s bathroom. If your bathroom does not have sufficient counter space, we recommend that you place the box on a small stool or table or install a shelf to hold the box.

**4. Why is there a need to have the BE4ALL Bathroom Kits?**

Menstrual products are essential hygiene items, and they are an important part of one’s health and wellbeing. Toilet paper and soap are provided free of charge in bathrooms for hygiene reasons, and menstrual products serve the same purpose.

If menstrual products are not readily available, it can cause anxiety and embarrassment for the individual, which can affect productivity. Few people have loose coins to buy products from machines (if those machines are even available). When period products are not available when needed, the worker may need to leave their workplaces to obtain menstrual products. By providing these products free of charge, workers are able to avoid disruption and return to work. Furthermore, the provision of menstrual products improves morale and promotes inclusiveness.



Sheet Metal and Air Conditioning  
Contractors' National Association,  
Inc.



International Association of Sheet  
Metal,  
Air, Rail and Transportation Workers



International Training Institute.  
For the Sheet Metal and Air Conditioning Industry



**5. Instead of using a box to hold the products, can we fabricate our own menstrual product dispenser?**

Absolutely. We have developed specs for a dispenser, along with a sticker to place on the dispenser, if you wish to fabricate your own dispenser as a sturdier and more long-term option. The specs are available here:

<https://www.dropbox.com/sh/trcivqur54uf83x/AAAkV3oXFX5yY6-vN1FPL-yQa?dl=0>

**6. Who will restock the BE4ALL Bathroom Kits?**

The JATC's janitorial service should be able to provide this service to restock the items at a reasonable cost going forward, and we encourage you to explore this option with them.

**7. Can this effort last and be maintained?**

To help ensure the long-term sustainability and impact of this endeavor, the BE4ALL team will work with JATC Coordinators, union leaders, contractors, chapters, associations, the International/local union women's committee members, and other interested stakeholders to help promote and support this work.

**8. Will the BE4ALL Bathroom Kits be available on jobsites?**

Currently, the kits will be available in JATC training centers. For 2023, we plan to expand the initiative to a targeted number of job sites. As part of this effort, we will be encouraging all our union halls, contractors, and associations to ensure that free access to menstrual products is available at their facilities and on the job sites.

**9. Why will we be targeting only certain jobsites?**

Since this is a significant undertaking, we want to ensure we develop a sustainable and sensible plan for providing menstrual products on jobsites and make any necessary adjustments before we roll this initiative out further. Towards the end of 2023, we will evaluate this effort. The results of the evaluation will determine whether and how we move forward into 2024.

**10. Who should I contact if I have any questions?**

Please contact ITI Administrator Mike Harris at [mharris@sheetmetal-iti.org](mailto:mharris@sheetmetal-iti.org) if you have any questions about this initiative.



Sheet Metal and Air Conditioning  
Contractors' National Association,  
Inc.



International Association of Sheet  
Metal,  
Air, Rail and Transportation Workers



International Training Institute.  
For the Sheet Metal and Air Conditioning Industry