



International Association of Workforce Professionals

Volume 39, Issue 1, January 2011

OREGONIZER

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Publication of Oregon Chapter IAWP
Editors
Dennis Brophy - Barbee A. Williams

[Something you want to share?](#)
Interested in Writing for the Oregonizer??

Send Comments or Submissions to:
Barbee.A.Williams@state.or.us
Or
Barbee.A.Williams
7995 SW Mohawk St.
Tualatin, OR 97062

January 2011

Greetings from the President:

Well, it has been a very busy month. I hope to see a lot of nominations from all of you! Be sure to mark you calendar for the May conference and keep sending in information for the Oregonizer! Have a good month and we'll talk soon.

Until next month,

Jeff Hunter – President
IAWP Oregon Chapter

Classic Quote:

A successful life is one that is lived through understanding and pursuing one's own path, not chasing after the dreams of others.

Chin Ning Chu

HAPPY NEW YEAR

**May this be a year
of great accomplishments
for you**

2010 IN REVIEW

At the beginning of each year, many publications offer lists, both good and bad, of significant events during the previous year. Not to be outdone, here are just a few significant accomplishments in 2010 and reasons why we are proud to be members of Oregon Chapter.

March Membership Mania

- Winner for Large Chapter-Highest percentage increase in total membership from previous year.
- Winner for Large Chapter-Highest percentage of membership renewals.

International Awards

- Orlando Williams-First Place, Veterans Award (Individual)
- Graham Slater-Second Place, Award of Merit (Individual)
- Kandice Newton and Roy Morris-Second Place, Veterans Award (Group)
- Charlene Grafton, Sandy Watkins, Tamara Schroeder, and Shawn Blair-Second Place, Award of Merit (Group)
- Oregon Chapter-Second Place, International Development (Chapter)
- Most Improved Chapter
- Big 12 Award (one of only two Chapters to win this award)
- Third Place-Chapter Achievement Contest

THE YEAR 2010 IN REVIEW

(Con't)

District XIV Awards

- Chapter Activity (highest level of Chapter Activity points among District XIV Chapters)
- Membership (highest percentage increase among District XIV Chapters)
- International Chapter Activity Points-total 323 points, up from 132 points in 2009
- First ever combined Oregon/Washington State Educational Institute.
- Ten issues of the *Oregonizer*, up from three issues in 2009

**Mark your calendar
for the annual
Oregon Chapter
Educational Institute
May 12 and 13
Hood River
Additional information
will be available soon.**

AWARD/RECOGNITION NOMINATIONS DUE FEBRUARY 4

Do you know an individual or group of people that are deserving of recognition for their work in 2010? If you do, there is still time to submit a nomination. All award categories are listed in the November issue of the *Oregonizer*. Refer to the Oregon Chapter Website at <http://oregoniawp.org/default.aspx> for the criteria and requirements of each award.

Writing nominations are easy and can be completed in just a few days. Here is how to do it. Selected the individual or group you wish to nominate and the award that they best qualify for. Solicit the help of several people such as coworkers, managers, community leaders, or anyone who might know those being nominated and ask that they write a letter of recommendation in support of the nomination. Search EDWEB and local newspapers for articles that were written in 2010 about the individual or group. If none exist, go with what you know. Even letters from appreciative customers may be used. The letters and articles will be Documentation. From the Documentation, write about the individual and summarize key points. Be sure to use descriptive language and explain what was done, when it was done, how it was accomplished, and what makes the individual or group deserving of recognition. Include information to show that the performance or accomplishment exceeded normal expectations. What you write is the Narrative and must ten pages or less. Finally, take the Narrative and summarize what you have written into one page. The one page document is the Statement of Accomplishment. You now have successfully completed the nomination (from the back to front). Be sure to double space when writing the nomination and use 11 font or greater. Put the nomination together in order of Statement of Accomplishment, Narrative, and Documentation, and send to Grant Axtell before the February 5 deadline.

ASK SOMEONE TO JOIN IAWP TODAY

Don't forget the membership contest. Be one of the first to sign up ten new members and receive a cash reward. For a membership application, contact any Oregon Chapter officer or go to our Website at: <http://oregoniawp.org/default.aspx>

WELL BEING

Mark J. Butterfield, D.C.

The Super Bowl weekend is rapidly approaching and you maybe hosting or attending a party for "America's Unofficial Holiday". Preparation for these parties often involves going to the grocery store to buy food and refreshment. During the party there is an element of vicarious yet active participation in the game by jumping on the couch and yelling. After the party, there is the cleanup of dishes while remembering that a good time was had by all.

Did you ever stop to think that a physically or mentally strenuous day at work is a lot like a Super Bowl party in your body? Our preparation for a tough day at work involves consuming food, to provide the energy our bodies require for the challenges we might face during the day. We participate in activities like problem solving and conflict resolution that can call on our bodies to release adrenaline and other chemicals, which can leave metabolic waste in our muscles. But, what about the cleanup? Having this waste in your muscles is like having a sink full of dirty dishes after the Super Bowl party.

Drinking plenty of water during the day is like filling the sink with water to start to wash those dirty dishes. Breathing deeply for ten full breaths is similar to using a detergent to chemically change and loosen the waste from the dishes. And, very importantly, stretching the major muscle groups of the body is just like scrubbing the dishes. A few minutes of quiet meditation will act as a cleansing rinse. Sleep is like gently air-drying the dishes, and they are ready for the next day.

Have fun on Super Bowl weekend. I hope your team wins and that the commercials are funny.

mjbdc@hotmail.com

OREGON CHAPTER WELCOMES LATEST RETIREE MEMBER

Rick Geiger, Past Oregon Chapter and Portland '93 International Conference Treasurer.

**Remember the Contest
SIGN-UP NEW MEMBERS-WIN \$\$**

Oregon Chapter is pleased to announce a membership recruitment contest. The contest begins January 1, 2011 and ends April 30, 2011. The first five (5) members to sign-up a total of ten (10) or more new members in the “regular” and/or “introductory” membership category during the contest period will receive a cash reward of \$50.00. The member signing up the greatest number of new members in the “regular” and/or “introductory” membership category (minimum of 10) during the contest period will receive a bonus of \$20.00. This recruitment contest coincides with the International membership contest (announced in the September issue of the Oregonizer) and winners of the Oregon Chapter contest may be eligible for additional prizes. Membership applications are found on the Oregon Chapter Website at <http://oregoniawp.org/membership.aspx>. When recruiting, don’t forget to fill-in your name in the space provided indicating “recruited by”. Please address all questions to Oregon Chapter Membership Chair Debbie Irwin at Deborah.J.Irwin@state.or.us or Immediate Past President Barbee Williams at Barbee.A.Williams@state.or.us.

INTERNATIONAL TO REDESIGN AWARD CATEGORIES

Just in case you hear discussion or rumors about changes to the Awards program, be assured that the proposed redesign at the International level to begin in 2012 will have little impact on the Oregon Chapter/Employment Department Awards program other than perhaps to reduce the number of awards presented. Past comments from Oregon Chapter members and non-members alike would indicate that this is something they would support. The major changes under discussion include expanding the Award of Merit to include activities in International Development (currently a separate award category), and to create the Workforce Customer Services Award which will encompass aspects of the Specialized Customer Services, Services to Veterans, Unemployment Insurance, and One-Stop of the Year Awards. Regardless of any changes agreed upon at the International level, Oregon Chapter will have the final say in whether to retain or eliminate certain award categories. Until then, it’s business as usual.

**A DATE TO REMEMBER
2011**

- Jan. 1 Legislative Plan due to International
 - Jan. 29 WPDP Testing - Eugene
 - Feb. 5 Winter Executive Board Meeting
Salem WorkSource Oregon
 - Mar. 12 Institute and Crab Feed
Westport, Washington
 - May 11 Spring Executive Board Meeting
1:00 PM Hood River
 - May 12-13 Oregon Chapter Education Institute
Hood River, Oregon
 - June 26-29 International Conference –
St Louis, Missouri
 - Sept. 29-Oct 1 District XIV Conference
Welches, Oregon
- ~~~~~

VOTE FOR ASTORIA

Is Astoria one of America’s Coolest Small Towns? Whether you agree or not, Astoria could use your help. Budget Travel is asking the public to cast their vote. As of this writing, Astoria is ranked third. Since we are in the business of employment, we could help boost the economy and job opportunities in Clatsop County through encouraging tourism by making Astoria the #1 Coolest Small Town. Go to <http://www.budgettravel.com/bt-srv/coolestsmalltowns/CST2011.html> to cast your vote.

(PLEASE DO NOT USE AGENCY COMPUTERS)
The deadline for voting is February 11.

LEGISLATIVE NEWS

Emergency heating assistance available for Oregon families

Oregon's Senators Jeff Merkley and Ron Wyden announced on January 12, 2011 that the State of Oregon will receive approximately \$44 million to help families who are unable to pay their heating bills during the winter. The funding amount is an estimate from the U.S. Department of Health and Human Services. As part of the federal Low Income Home Energy Assistance Program (LIHEAP), the grant is administered through local Community Action Agencies across the state. The LIHEAP program provides low-income families with assistance paying for energy bills, home weatherization, and energy-related repairs.

"Families shouldn't have to choose between paying their bills and paying for the next meal, but all too often they do," Merkley said. "This energy program provides critical assistance to Oregon families struggling to pay their monthly heating bills. The program stimulates the economy and keeps families warm."

"With temperatures dropping in Oregon and only a third of the way through the winter, this announcement couldn't come at a better time," Wyden said. "Low-income families have enough to worry about in this difficult economy without having to choose between heating their homes or putting food on their tables."

Merkley and Wyden joined Senate colleagues in a letter to Senate leadership urging the extension of LIHEAP's funding at current levels through September 30, 2011. Information on eligibility requirements and how to apply for assistance is available through Oregon Housing and Community Services.

Article appears in a news release for the Website of Senator Jeff Merkley

IAWP OREGON CHAPTER

President - Jeff Hunter
President Elect – Stephanie Stevens
Vice President – Debbie Irwin
Treasurer – Judy Mattos
Past President – Barbee Williams

SUBCHAPTERS

Misty Rose Subchapter:

President - Karey White
Vice President - Mashelle Winters
Treasurer - Michelle Sture
Secretary - Laura Watling
Representative: Jennifer Ryan-Jauregui

Capital Subchapter:

President: Jeff Long
Vice President: Shelly Zander
Treasurer: Nancy Imber
Secretary: Lisa Gurnsey
Subchapter Rep: Tiffany Hibbard-Fraijo

Emerald Subchapter:

President: Stephanie Morelli
Vice-President: Brad Cabrera
Treasurer: Antoun Kehdi
Subchapter Representative: Francisco Garcia

Crater Subchapter:

President: Charlene Grafton
Vice-President: Tammy Schroeder,
Secretary/Treasurer: Sandy Watkins
Representative: Gina Green

LEADERSHIP/EDUCATIONAL OPPORTUNITIES AVAILABLE

Nominations for elective Chapter and Subchapter offices are now open for nomination. As an educational association, Oregon Chapter offers many opportunities to develop your leadership skills while getting to know people throughout the State. As an officer, you will develop skills in negotiation, time management, dealing with difficult people and past Oregon Chapter Presidents, motivation, successful meeting planning, and in delivering presentations. The best part of this training is that it is FREE. To keep our success going we need leaders in our organization. Become a part of the success that is Oregon Chapter. Contact Nomination Committee Chair Barbee Williams at barbee.a.williams@state.or.us today.

GET CRABBY WITH OUR WASHINGTON FRIENDS MARCH 12

The annual Washington State SW Subchapter Winter Educational Institute and Crab Feed will be held Saturday, March 12, 2011 in Westport, Washington. Customarily, over 100 IAWP members and family from Washington State Chapter and District XIV attend this annual Institute for crustacean lovers. Bring your favorite seafood sauce and beverage, and join in the fun. Make your motel reservations by calling the Westport Inn at 1-800-572-0177 and be sure to mention IAWP for special room rates. The training portion of the Institute begins at 9:00 AM. Entertainment for the evening features the “Crabby Chix” Band. Honestly, we don’t make this stuff up. For more information or a copy of the reservation form, contact Oregon Chapter Retiree Chair Dennis Brophy at Neahkahnie@aol.com

TWO CONSECUTIVE MONTHS OF EMPLOYMENT GROWTH

Oregon lost almost 150,000 jobs in the recession that started in late 2007. The number unemployed soared to almost 230,000, a record level. Job losses came rapidly, were huge, and were spread across almost all industries.

Throughout most of 2010, the job situation stabilized. The huge monthly declines of 2009 have been replaced by fairly small monthly employment changes, sometimes up, sometimes down.

In the most recent few months for which we have data, there have been a few quite positive indications. October and November 2010 saw Oregon’s most positive employment growth in five years: the addition of more than 6,000 jobs (seasonally adjusted) in each month.

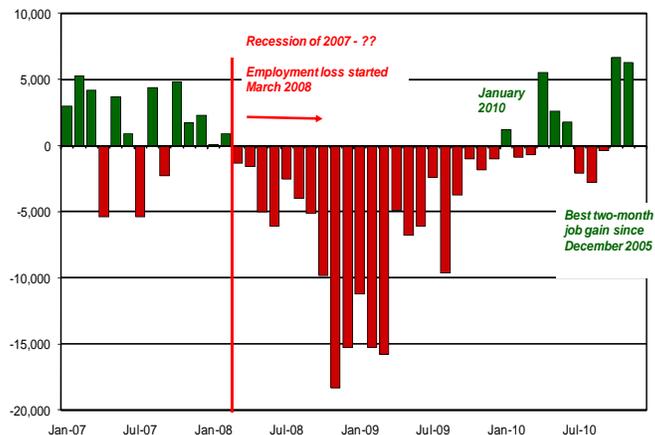
Two Consecutive Months of Employment Growth (con’t)

In the most recent few months for which we have data, there have been a few quite positive indications. October and November 2010 saw Oregon’s most positive employment growth in five years: the addition of more than 6,000 jobs (seasonally adjusted) in each month.

Total nonfarm payroll employment and the number of jobs in many industries are now higher than they were a year ago, something we’ve not been able to say for more than two years. Overall payroll employment is up almost 18,000 from the recessionary low, with most of the net job growth coming from the private sector.

Will the trend continue? We’ll find out when the December 2010 Oregon Employment Situation press release becomes available on Wednesday, January 19. Get the details, find all monthly press release dates, and even watch the live press conference on the Employment Department Research Division home page, www.QualityInfo.org.

**Oregon's Monthly Job Growth/Decline
seasonally adjusted**



OREGONIZER

February 2011

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Thank You, Gail Krumenauer, Workforce & Economic Research Economist, for the great article on “Why Oregon’s Personal Income Trails the Nation” found on page 3-4! It is very informative!

Something you want to share?

Interested in Writing for the Oregonizer??

Publication of Oregon Chapter IAWP Editors

Dennis Brophy - Barbee A. Williams

Send Comments or Submissions to:

Barbee.A.Williams@state.or.us

Or

Barbee.A.Williams
7995 SW Mohawk St.
Tualatin, OR 97062

Greetings from the President:

Well, we are completely into 2011 now. And that is a wonderful thing as we have a great year to look forward to. The thing I am most excited about is the 2011 IAWP Oregon Chapter Educational Institute in Hood River. I’ve included some information about it in another article for this month’s Oregonizer, so be sure to read about it. More news will follow in future issues on the exciting keynote speaker we have chosen, workshops and all kinds of fun activities available in Hood River.

One of the best things about the Institute is meeting people from all over the state and networking. I have built friendships with many people I never would have met if not for IAWP trainings and conferences. In addition to friendships, it gives Oregon Employment Department employees an opportunity to find out how people in other offices and sections perform the job duties. We can share ideas. Perhaps the way one office does something would also work well in your office. I was giving tours of the Salem Field office earlier this week for the New Employee Orientation and more than one person on the tour told me about a different way their office does something which I though might work well here. We are all professionals and it gives us an opportunity to learn from each other.

I’ll talk to you all again next month,

Jeff Hunter – President
IAWP Oregon Chapter

Classic Quote:

Some people succeed because they are destined to, but most people succeed because they are determined to.

Anonymous

LEGISLATIVE NEWS
President's Budget
Submitted by Dennis Brophy

Senator Ron Wyden comments on the President's Budget in a Press Release issued February 14, 2011. The Budget contains reauthorization of the county payments program which provides a stable source of funding to rural timber dependent counties in Oregon. Continuation of funding for this important program translates into jobs, and the ability to provide county services and keep open schools in areas hardest hit by the recession. To review the entire text, with comments from other members of the Oregon Congressional delegation, go to <http://wyden.senate.gov> and look for the February 14 Press Release.

IAWP Goes to Hood River!

Please mark your calendars for the annual IAWP Oregon Chapter Education Conference on May 12th and 13th this year. It will be in Hood River, OR at the Best Western Hood River Inn. This facility is Hood River's only Riverfront Accommodations and Dining. There will be more information on the conference following soon, but you may check out their website at www.hoodriverinn.com. If you would like to make reservations, we have been advised to call the toll free number of 800-828-7873. Be sure to tell them you are with IAWP to get the discounted rates we bargained for!

We have an exciting conference planned for you with a young, energetic keynote speaker. Please see attached flyer which shows just one of the exciting activities which are available in the wonderful city of Hood River.

To attend all but the Awards Luncheon, you must be a member of IAWP. But this is a fairly easy process. Just go to our website, www.oregoniawp.org, and click on Become A Member at the top of the home page. This takes you to the Oregon IAWP Membership Form which just asks for basic information. Fill it out on the computer and print it out. The agency no longer requires an IDP to be filled out. How easy is that?

I would love to be flooded with IAWP membership applications between now and the conference. Please feel free to send them directly to me at the address below. This will be an event you do not want to miss.

Mark your calendar
for the annual Oregon Chapter
Educational Institute
May 12 and 13
Hood River

For Information: Contact Jeff Hunter

+++++

OREGON CHAPTER
RECEIVES RECOGNITION

The December Jump Start serves to recognize Chapter membership efforts and encourages the transmittal of annual dues by January 1 of each year. International recently announced that Oregon Chapter won this year's competition in the category of highest percentage of renewals for large Chapters. In winning, Oregon Chapter will receive one \$50 credit for the educational portion at the International Educational Conference in St. Louis. Oregon Chapter wishes to thank President-elect Stephanie Stevens for all of her hard work in meeting the deadline for this contest.

.....
OREGON CHAPTER WELCOMES
NEW IAWP MEMBERS

George Ostertag
Joseph Land
Denise Seaman
Lance Daniels

.....
WELL BEING

Look for Dr Butterfield's well being articles to return in the March edition. Dr. Butterfield invites your questions and comments. Please feel free to contact him at his email address: mjbdc@hotmail.com

WHY OREGON'S PERSONAL INCOME TRAILS THE NATION

Oregon's per capita personal income, the annual sum of all resident income in the state divided by the number of residents, was \$36,125 in 2009. That's 8.8 percent less than the national figure of \$39,626. Oregon's per capita personal income gap with the nation has generally been growing since 1996. Although there are many causes of Oregon's low PCPI, there are no easy solutions to reduce the gap. Significant causes of Oregon's low per capita personal income relative to the nation likely include:

- Lower industry wages.
- Lower earnings by proprietors.
- A fast-growing population.
- Lower wages in high-paying occupational groups.
- A net outflow of commuter wages.
- Higher unemployment rate and lower employment-to-population ratio.
- Shorter average workweek and more part-time work.

Explaining Oregon's Lower Earnings

Personal income includes three major components:

- Net earnings by place of residence (examples: wages and salaries, employer contributions to pensions and insurance, proprietors' income)
- Dividends, interest, and rent (examples: corporate dividends, rental income)
- Personal current transfer receipts (examples: retirement and Medicare benefits, income maintenance programs, unemployment insurance benefits)

Net earnings by place of residence make up 60 percent of the "personal income" portion of PCPI. In 2009, Oregon's per capita net earnings were \$21,722, far less than the national average of \$25,539 (Table 1). Oregon residents have done slightly better than the nation when it comes to dividends, interest, and rent and personal current transfer receipts, so the state's lower earnings have emerged as the major story in the state's low PCPI.

Components of Per Capita Personal Income, 2009

	Oregon	U.S.
Net earnings	\$21,722	\$25,539
Dividends, interest, and rent	\$7,366	\$7,143
Personal current transfer receipts	\$7,037	\$6,944

One factor contributing to Oregon's lower earnings is the pay structure of Oregon's occupations. Wages in Oregon's higher paying occupations lag behind the nation. For instance, wages for life, physical, and social science occupations in Oregon average about 83 percent of the national wage for these occupations. Similar trends hold for legal occupations, business and financial operations, management, and computer and mathematical science. Lower pay in these high-wage jobs contribute to lower industry wages.

Oregon also has more part-time workers and a shorter average workweek than the nation, two intertwined factors that also contribute to lower earnings. In 2009, Oregon had the highest rate of workers who usually work part time. Two-thirds of part-time workers were part time voluntarily. The other one-third were working part-time due to slack work or business conditions, an inability to find full-time work, or issues with child care.

Oregon's high unemployment rate and many available workers put downward pressure on wages, leading to lower earnings and lower PCPI. In 2009, Oregon's average unemployment rate was 11.1 percent, compared with the nation's 9.3 percent. High unemployment in Oregon also contributes to a lower employment-to-population ratio, as do a higher portion of retirees, and a larger share of the population that chooses not to work. Oregon's lower rate of wage earners in the population negatively impacts PCPI. Oregon historically had a higher employment-to-population ratio than the U.S., but between 1996 and 2009 Oregon's ratio declined, and now sits below the U.S. ratio.

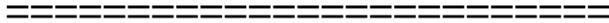
Population Growth: Keeping Up When They Keep on Coming

Population is the "per capita" portion of PCPI, and Oregon's fast population growth, coupled with average or below-average income growth, results in an increasing gap with the nation. Oregon's population grew at a much faster rate than the U.S. since 1996. The state grew 18 percent while the nation grew 14 percent. Because population is the denominator of the PCPI formula, Oregon's total personal income growth would have needed to grow at a much faster pace than the nation just to maintain the smaller PCPI gap that existed in 1996. To the extent that people moving to Oregon are young adults early in their careers or retirees without wage income, the in-migrants would put downward pressure on PCPI.

MORE INFO ON OREGON'S PCPI

A more detailed look at the state's per capita personal income gap can be found in the full report; Why Oregon Trails the Nation: An analysis of per capita personal income, available online at:

www.QualityInfo.org.



OREGON CHAPTER SELECTS DELEGATES

Each year, delegates are selected to represent Oregon Chapter at the annual International Educational Conference. The elective offices of Chapter President, President Elect, Vice President, Treasurer, and Immediate Past President are automatic delegates (when able to attend). Additional delegates are selected on the basis of recent contributions made to the Chapter and submission of an application for delegate status by January 15. Delegates receive an educational grant from the Chapter to assist with the cost of registration, lodging, and travel. Selected and attending the International Conference in St. Louis this year will be: Grant Axtell, Dennis Brophy, Charlene Grafton, Jeff Hunter, Ron Sohnrey, Stephanie Stevens, and Barbee Williams. Congratulations to these members.



A DATE TO REMEMBER 2011

Feb. 5 Winter Executive Board Meeting
Salem WorkSource Oregon

May 11 Spring Executive Board Meeting
1:00 PM Hood River

May 12-13 Oregon Chapter Education Institute
Hood River, Oregon

June 26-29 International Conference –
St Louis, Missouri

Sept. 29-Oct 1 District XIV Conference
Welches, Oregon

STAY AND PLAY IN HOOD RIVER

Hood River is one of the most exciting locations in the State, with enough attractions to interest everyone. With the Oregon Chapter Educational Institute scheduled for May 12 and 13, you may want to extend your stay for the weekend or make it a family affair. The following is just a partial list of things to do while in Hood River. Hike in the Wygant State Natural Area, the Mirror Lake Trail, or in the Tom McCall Nature Preserve. The wildflowers should be spectacular. Take a ride on the Mt. Hood Railroad. Visit the Hood River County Historical Museum, the Western Antique Aeroplane & Automobile Museum, or the International Museum of Carousel Art. Go wine tasting at Hood River Vineyards, Pheasant Valley Winery and Cathedral Ridge Winery or if beer is more your thing, visit the Full Sail Brewery. Take the scenic 35 mile fruit loop drive or spend an afternoon on Mt. Hood. And don't forget windsurfing, fishing, cycling, rafting, and golf. Rental equipment is available at several locations. Finally, there is shopping or just sitting on the deck of the hotel watching the river and listening to the hum of the car tires on the bridge. Yes, even that is quite relaxing. And don't forget the educational portion of the program. You may have read this elsewhere, but this educational conference is one you will not want to miss. Really! furnish each Unit Representative and Committee Chairperson, as required, a copy of the membership roll. The Vice President will be the designated alternate if the President or Subchapter Representative is unable to attend the State Chapter Executive Board meetings and will be reimbursed accordingly. The term of office for Vice-President will be one year.

DID YOU KNOW?

The International Association of Public Employment Services (now IAWP) was formed in 1913 when only 61 public, non-fee charging employment offices existed in the United States. The year 2013 will mark the 100th Anniversary of our Association!

Oregon Chapter Elections-Ballots for

CALLING ALL OREGON TRAIL MEMBERS

Submitted by Stephanie Stevens

Baker City, Bend, Bend UI Center, Hermiston, La Grande, Ontario, Pendleton, Redmond, The Dalles, and their satellite offices, including one-stop and affiliated sites in the area!

Membership in IAWP is a rewarding experience with annual awards, networking opportunities, as well as available training. The more you participate and put into the experience the more you will gain. For those of you who have held a board position you know first hand how important it is to have representation and officers. Due to busy schedules and job or location shifting the leadership in the Oregon Trail chapter has declined. We need to fill these vacant positions by bringing in new (or old) leadership to revitalize the chapter. If you have an interest in filling one of these spots or have questions please let me know

The administrative year runs from July 1 through June 30. All officers and representatives will assume duties effective July 1. The Oregon Chapter conducts an installation in May at the annual membership meeting. Positions currently available are:

President:

The President will preside at all meetings of the general membership, conduct the business of the Subchapter in accordance with the policies established by the Executive Committee and the general membership and will serve as Chairperson of the Executive Committee. She/he will be an ex-officio member of every committee and will appoint committee chairpersons. The Subchapter President is a member of the State Chapter Executive Committee and will attend the meetings thereof. The term of office for President will be one year. The President may be reimbursed for expenses incurred, after presentation of receipts for travel and necessary lodging in direct connection with each of the Oregon Chapter Executive Committee meetings held during the Subchapter President's term. The maximum amounts allowable will be determined in advance by the Subchapter Executive Committee immediately following the annual Educational Institute.

Vice President:

The Vice President will assist the President as required, and will also serve as membership Chairperson. The Vice President will keep the rolls of membership and

Secretary:

As Secretary, she/he will record the proceedings of the meetings of the Subchapter and of the Executive Committee in written official minutes, or email out notices to all subchapter members of the various meetings, carry on, under the supervision of the President, the correspondence of the Subchapter and maintain the necessary files, bring to every meeting a minutes book, a copy of the Constitution and Bylaws and other necessary papers, and perform the duties of the office as may be required. The term of office for Secretary will be one year.

Treasurer:

As Treasurer, she/he will have custody of all funds of the subchapter and keep a full and accurate account of all receipts and disbursements, maintaining a checking and savings account in the name of the Subchapter, disburse the funds of the Subchapter at the directions of the President, subject to the approval of the Executive Committee; and perform such other duties as the office may require. The term of office for Treasurer will be one year.

Subchapter Representative:

The Subchapter Representative will promote professional meetings in the subchapter as to aid in attaining the objectives of I.A.W.P., assist the state Legislative Committee. The Subchapter Representative is a member of the State Chapter Executive Committee and she/he (or the alternate) will attend the meetings thereof. The Subchapter Representative will serve for a period of two years, being elected on odd-numbered years.

The Subchapter representative may be reimbursed for expenses incurred, after presentation of receipts, for travel and necessary lodging in direct connection with each Oregon Chapter Executive Committee meetings held during the Subchapter Representative's term. The maximum amounts allowable will be determined in advance by the Subchapter Executive Committee meeting immediately following the annual State Convention.

BALLOTS FOR ELECTION

Ballots for Oregon Chapter offices will be distributed March 15 and must be received by 5:00PM on March 25, 2011.

Running for IAWP Office

Vice President For Oregon Chapter

Grant Axtel

Most of you know me as a trainer or the guy you call when you have issues with iLearnOregon. What you may not know, is that over the past three years, I have also served on the Executive Board of the Oregon Chapter of IAWP. I spent two years as Activities Chair, coordinating the awards program and one as Board Secretary. I now want to take my skills as a leader, trainer, organizer, facilitator, and workforce professional to the role of Vice President of the Chapter. Our chapter is in need of a solid person in this role, someone who will provide the dedication and leadership that the chapter deserves. I am that person.

The role of the Vice President is membership. That said, my main goal will be to grow our membership. I will create a detailed membership plan that will grow our membership by at least 10% over the course of the year. In addition, I will work to make sure every new OED employee is aware of and has the opportunity to join IAWP during their first month of employment.

I am passionate about the work we do at the Oregon Employment Department and I want to bring that passion to the role of Vice President of the Oregon Chapter of IAWP. I will work to bring fresh perspectives and ideas while honoring the great work of those who came before me. Thank you for your support.

ASK SOMEONE TO JOIN IAWP TODAY

Don't forget the membership contest. Be one of the first to sign up ten new members and receive a cash reward. For a membership application, contact any Oregon Chapter officer or go to our Website at: <http://oregoniawp.org/default.aspx>. Please address all questions to Oregon Chapter Membership Chair Ron Sohnrey Ronald.R.Sohnrey@state.or.us or to Immediate Past President Barbee Williams at Barbee.A.Williams@state.or.us.

Vice President For Oregon Chapter

Gary Durbin

Why I am interested in running for Vice President? To be quite honest, only a couple of reasons come to mind.

The first is, that I have been the Emerald Sub-Chapter Vice president, President (directed by the board), President by the vote of the Sub-Chapter, followed by being the assigned Representative, in order to keep the sub-chapter alive; when no one else would step-up to the plate and take over. I have been the Vice President of the Local Eugene SEIU – prior to the reorganization, now serving my second term as the Southern Oregon Representative, and one of two in house Stewards.

Second, I have attended every annual convention since my first in 2003, along with the International in Kentucky, playing an active roll as either an extra photographer taking pictures when Todd could not be there, to even helping out the outgoing presidents, lending a hand where ever I could.

Third: Although I have only been with the department since January 1, 2000, I have taken many employment office assignments between Eugene, and Salem; learning a huge amount from quite a few IAWP members. I feel that IAWP needs to transition from the present way of conducting business, into a newer more adaptable age. Realizing that the employment department does not conduct business the way it used to.

We employees are directed to perform more work, with more people in the same 40 hrs a week time frame, with less pay, and our training is lagging behind. Result; we are barely keeping up with better ways to perform that work as professionals. I feel that the Oregon IAWP Chapter needs to change the way we do business, in order to be a better fit in the business world that we have been transversed into. I hope to help the Present Vice President, President, and out going President in steering our IAWP into that mode of operation. I would like to leave as the outgoing President one day, having initiated the organization into the direction of better training, more awareness of who we are, and to have increased our membership back to the numbers where we were before.

Oregon Chapter President Elect

Ron Sohnrey

I have submitted my nomination for IAWP Oregon Chapter President-elect for a variety of reasons: Ensure that the IAWP Oregon Chapter stays motivated and focused, develop future leaders of the IAWP Oregon Chapter, promote the Oregon Chapter through my elected position with key leaders at the IAWP International Chapter. I also want to encourage members who may be interested in moving into the IAWP International level attain the experience they need and make the necessary connections. I am viewed as someone who truly cares about IAWP, values the members, and will do what is necessary for the betterment of the Association. My Long term goal is to provide you with successful leadership and ultimately to be elected as the International Vice President. I believe keeping Oregon strong in the eyes of the International Chapter is crucial to our chapter and to our district - District XIV. I am ready, willing, and committed to accomplishing this goal.

It is essential that our Chapter develop the future leaders of IAWP, both on the Oregon Chapter level and the International level. This is something I am dedicated to doing. My desire is to be involved with leading the Oregon Chapter over the next few years to attain these goals. Thank you, Ron Sohnrey

INTERNATIONAL CONFERENCE 2014

Oregon is in the running to host the International Educational Conference in 2014. The location will be the Jantzen Beach Red Lion Hotel in Portland, which was the site for the International Conference in 1993 when Oregon Chapter member Nick Guarriello was International President. Many IAWP members have fond memories of visiting Oregon and Portland '93 was one of the last really successful International Conferences to be held. The other location under consideration is Buffalo, New York. Site selection will be made by a vote of the membership attending the International Conference in St. Louis.

Sites for Upcoming International Conferences:

- 2011 St. Louis, MO (June 26-29)
- 2012 Spokane, WA (June 10-13)
- 2013 Chicago, IL (July 7-10)

IAWP Oregon Chapter Officers:

President - Jeff Hunter
President Elect – Stephanie Stevens
Vice President – Ron Sohnrey
Treasurer – Judy Mattos
Past President – Barbee Williams

Capital Subchapter:

President: Jeff Long
Vice President: Shelly Zander
Treasurer: Nancy Imber
Secretary: Lisa Gurnsey
Subchapter Rep: Tiffany Hibbard-Fraijo

Misty Rose Subchapter:

President - Karey White
Vice President - Mashelle Winters
Treasurer - Michelle Sture
Secretary - Laura Watling
Representative: Jennifer Ryan-Jauregui

Emerald Subchapter:

President: Stephanie Morelli
Vice-President: Brad Cabrera
Treasurer: Antoun Kehdi
Subchapter Representative: Francisco Garcia

Crater Subchapter:

President: Charlene Grafton
Vice-President: Tammy Schroeder,
Representative: Gina Green
Secretary/Treasurer: Sandy Watkins

Oregon Trail Subchapter:

**Now accepting nominations for office
Please contact Jeff Hunter**



International Association of Workforce Professionals

Volume 39, Issue 3, March 2011

OREGONIZER

March 2011

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Publication of Oregon Chapter IAWP
Editors

Dennis Brophy - Barbee A. Williams

Something you want to share?

Interested in Writing for the Oregonizer??

Send Comments or Submissions to:

Barbee.A.Williams@state.or.us

Or

Barbee.A.Williams
7995 SW Mohawk St.
Tualatin, OR 97062

Greetings from the President:

After all of the rain we received lately, I am definitely ready for Spring to arrive. The event I am most excited about is the 2011 IAWP Oregon Chapter Educational Institute in Hood River. The theme for this year is, "Building Professionals in the Next Decade." Almost everything is finalized, so be looking for an agenda to come your way the first week of April. The registration form is complete. Everyone will be getting that very soon as well. This year we will be at the Best Western Hood River Inn. Having stayed there more than once, I know how wonderful the facility is.

In addition to the conference, we have some fun activities planned in the beautiful city of Hood River. You will be receiving those along with the agenda as well. To make reservations, please call the toll free number of 1-800-828-7873. Make sure you tell them you are part of the IAWP conference on May 12th and 13th. This is the only way for you to get the special prices we arranged. If you look on their website, you will see the prices advertised there are much higher than the prices all of us will be paying. I'm looking forward to seeing so many of you there who I only get to see at this conference.

I'll talk to you all again next month,

Jeff Hunter – President
IAWP Oregon Chapter

Classic Quote:

All our knowledge begins with the senses, proceeds then to the understanding, and ends with reason. There is nothing higher than reason.
Immanuel Kant

HOME SAFETY AND PREPAREDNESS BEFORE DISASTER STRIKES

Submitted by Joe Guerra

Home safety and disaster preparedness is the theme of this article. There are many things we can do to increase our home safety preparedness. FEMA, the Federal Emergency Management Agency, offers online resources for home preparedness at

<http://www.fema.gov/plan/index.shtm>

We likely will never be fully prepared for the projected “Big One” when it finally hits us in the Northwest. Until very recently, Japan was considered the world leader and model for disaster preparedness. We may not always be able to predict when disaster will strike but we can always educate ourselves on becoming better prepared BEFORE disaster strikes.

The Japan earthquake is a sobering narrative that continues to unfold. Immediately after the 9.0 earthquake struck on 3/11/2011, tsunami warnings went up all along the west coast of the United States. Coastal communities in Oregon from Astoria to Brookings were on alert. Oregon was fortunate to avoid the scale of damage inflicted on northern Japan.

In recent years we have been witness to catastrophic events to include Hurricane Katrina (2005), the massive Haiti earthquake (2010), and now this current Japan trifecta nightmare of earthquake, tsunami, and nuclear fallout. In the wake of these events, we must continue to ask: *How can I become more prepared before disaster strikes?* Before answering, a brief description on the topic of disaster preparedness would be helpful.

Drinking plenty of water during the day is like filling the sink with water to start to wash those dirty dishes. Breathing deeply for ten full breaths is similar to The cornerstone of all disaster preparedness is self-sufficiency. Self-sufficiency means we can take care of ourselves during a prolonged crisis period until normal resources and services become available. We must also be prepared to shelter-in-place for as long as it takes until help arrives. Shelter-in-place means providing cover, protection, and a relative sense of comfort from the elements, looters, or any other hazards until the crisis event passes.

HOME SAFETY AND PREPAREDNESS (Con't)

Disaster psychology is another important element of disaster preparedness. In an middle of a crisis environment, self-sufficiency is actually a very good place to be. Rather than permitting events to make us feel overwhelmed, self-sufficiency can have an empowering effect, fostering peace of mind and certainty during a time of crisis.

During a crisis situation, positive mental clarity will likely be the most important resource we possess to execute an effective and efficient response.

In closing, we know that disasters occur, more often than not, when we least expect them.

“One thing you don’t ever want to do is have to think in a disaster” – Bill McMahon, Morgan Stanley Executive and World Trade Center survivor (2001)

The best way to mitigate uncertainty during times of crisis is to have a disaster plan in place BEFORE disaster strikes. An effective disaster plan needs to be developed, should be rehearsed often, and as Bill McMahon was suggesting, your response should always be automatic.

[Look for Part II Next Month!](#)

OREGON CHAPTER WELCOMES NEW MEMBERS

Robert Gentle
Adam Breitenstein

IAWP OREGON CHAPTER OFFICERS:

President - Jeff Hunter
President Elect – Stephanie Stevens
Vice President – Ron Sohnrey
Treasurer – Judy Mattos
Past President – Barbee Williams

WELL BEING

Mark J. Butterfield, D.C.

A puzzle was presented me by a friend when I was much younger that requires consideration and evaluation. The puzzle was in the form of a story. The story was told with a balanced sense of belief and non-belief, enigmatic in its tone.

I was introduced to my friend's visiting grandfather who was missing an arm. Later, I asked my friend how his grandfather had lost his arm. The explanation started very straightforward with description of a railroad accident and amputation performed to save the man's life. But with further details, the story became the material of a tale told around a campfire.

It seems as though soon after my friend's grandfather lost his arm, he began to experience agonizing pain that felt to him as though it originated in that missing arm. This is not an uncommon phenomenon, and has the title "Phantom Limb Pain".

The grandfather, with assistance of his wife, looked for a remedy for the pain, which was all consuming. Medications and therapies were tried but nothing helped ease the pain. At the end of their rope, it was suggested that they consult a psychic for some sort of an answer. The psychic had a chilling suggestion to end the pain: Find the arm that was severed and the answer will be there.

Rather miraculously, the arm was available in the pathology repository at the hospital where the amputation had taken place. Apparently the preservation of the arm was a request of the man's mother who was horrified by her son's disfigurement. She asked that the hospital preserve the arm for internment with her son if he did not survive his injuries and the resultant amputation. She felt it important for his body to be buried complete. The hospital complied and inventoried his arm in cold storage where it remained undisturbed wrapped in gauze.

When research revealed the existence and location of the arm, a viewing by the man and his wife was requested. At the viewing, as the arm was unwrapped, there was a curious finding. The arm existed with a clinched fist. The man asked the hospital attendant present to unclench the fist as he observed, and the request was honored. Immediately afterward, the man expressed that the pain he had been experiencing, and had been constantly present was gone.

WELL BEING (Con't)

My question to you readers is: Is the outcome of this story possibly true or just a tale told to a grandson to distract and make entertainment of a very tragic event? I invite your comments.

mjbdc@hotmail.com

LETS GET PHYSICAL

Submitted by Janet Mallon

I have always had physical jobs or at least jobs where I was on my feet all day so when I got on permanent with the state as a Business Representative I found myself sitting all day, gaining weight, and generally feeling achy and just not up to par. I decided that I needed to exercise and move (as much as I could) at this sit-down job so I wrote up a routine with some sit down exercises that use resistance and stretching. Here is my routine and when I use it I always feel better; mentally and physically.

Stretches to do at your desk

Shoulders: Roll your shoulders forward around 5 times, then backward. This helps release the tension off your shoulders. Shrug and hold for the count of five, release, clasp hands interlacing the fingers and pull without letting go, feeling the stretch in your shoulders.

Chest: Notice if you tend to hunch in front of the keyboard. To counter that, perform the following exercise: open your arms wide as if you are going to hug someone, rotate your wrists externally (thumbs going up and back) and pull your shoulders back. This stretch is moving your body the opposite way to being hunched and you should feel a good stretch across your upper chest.

Calves: Stretch your calves. While sitting, lift up your legs on the balls of your feet and set them down. Repeat until your legs are comfortably tired. Repeat after about 10 minutes and continue doing this routine for about an hour or so. This will exercise your calves, and will help prevent blood clots from developing in your legs. Blood clots are very common among middle-aged computer users.

Ankles and Wrists: Roll your ankles and wrists regularly. Roll in a clockwise motion 3 times, then counterclockwise. This helps improve blood circulation.

(More to come next month)

LEGISLATIVE NEWS

Support for Oregon's Microbreweries

The following article appeared as a press release on Senator Jeff Merkley's website dated March 10, 2011. Since it relates to a major industry in Oregon and promotes job creation, we thought it might be of interest to all of our beer drinking members. Thanks for supporting Oregon's microbrew industry. Dennis Brophy, co-editor.

Washington, D.C. - Oregon's Senator Jeff Merkley cosponsored legislation Wednesday that will encourage job growth by reducing the beer excise tax on American small brewers.

"Oregon's brewers are a valuable part of our state's economy and culture," Merkley said. "They employ thousands of Oregonians and brew beers recognized the world over for their quality and flavor. This bill is an opportunity to create jobs while supporting Oregonians who take immense pride in their craft and brew a darn good pint of beer."

The over 1,500 small breweries that operate in America employ nearly 100,000 people, generate more than \$3 billion in wages and benefits and pay more than \$2.3 billion in business, personal and consumption taxes. Oregon is home to 77 brewing companies and Portland has more 33 microbreweries within its city limits, more than any other city in the world. The overall economic impact of breweries in Oregon alone is \$2.3 billion. Bill highlights:

- Currently, a small brewer that produces less than 2 million barrels of beer per year is eligible to pay \$7.00 per barrel on the first 60,000 barrels produced each year. Reducing this rate to \$3.50 per barrel would provide approximately \$18.0 million per year to help strengthen our nation's smallest brewers and support their efforts to maintain and generate jobs.

- Once production exceeds 60,000 barrels, a small brewer must pay the same \$18 per barrel excise tax rate that the largest brewer pays at over 100 million barrels. Lowering the tax rate to \$16 per barrel on beer production above 60,000 barrels up to 2 million barrels would provide small brewers with an additional \$26.2 million per year that would be used to support significant long-term investments and create jobs by growing their businesses on a regional or national scale.

Support for Oregon's Microbreweries (Con't)

- The small brewer tax rate was established in 1976 and has never been updated. Since then the annual production of America's largest brewery increased from about 45 million to 107 million barrels. The ceiling defining small breweries is 2 million barrels and the legislation would increase it to 6 million barrels.

The bill's lead sponsor is Senator John Kerry (D-MA) and the bill's other original cosponsors are Senators Mike Crapo (R-ID), Olympia Snowe (R-ME) and Ron Wyden (D-OR).

DID YOU KNOW?

In 1891, Louis Sullivan designed the Wainwright Building in St. Louis, considered by some to be the world's first skyscraper. Make your plans now to attend the IAWP International Educational Conference to be held in St. Louis Missouri June 26-29, 2011.

SUBCHAPTERS

Misty Rose Subchapter:

President - Karey White
Vice President - Mashelle Winters
Treasurer - Michelle Sture
Secretary - Laura Watling
Representative: Jennifer Ryan-Jauregui

Capital Subchapter: President: Jeff Long

Vice President: Shelly Zander
Treasurer: Nancy Imber
Secretary: Lisa Gurnsey
Subchapter Rep: Tiffany Hibbard-Frajio

Emerald Subchapter:

President: Stephanie Morelli
Vice-President: Brad Cabrera
Treasurer: Antoun Kehdi
Subchapter Representative: Francisco Garcia

Crater Subchapter:

President: Charlene Grafton
Vice-President: Tammy Schroeder
Secretary/Treasurer: Sandy Watkins
Representative: Gina Green

***Waiting to hear from Oregon Trail*

OREGON CHAPTER AWARDS AND RECOGNITION PROGRAM

Congratulations to all the individuals and groups listed below who have been nominated for an Oregon Chapter award as a result of outstanding performance and achievement in 2010. It is a tremendous honor to be recognized by your peers. A big THANK YOU goes to everyone who took the time to write a nomination. Winners for each of the Oregon Chapter award categories will be announced at the Awards Luncheon to be held May 12 in conjunction with the annual Oregon Chapter Educational Conference in Hood River. We look forward to seeing you there.

**George Berriman
Anne Blakesless
Adam Breitenstein
Dennis Brophy
B&ES Training Team
John Concepcion
Eric Deluga
John Farrar
Kim Garcia
Gina Green
Char Grafton
Chris Gray
Tammy Henrikson
Dave Jones
Gina Konrad
Grants Pass WSO One Stop
Greenhill Fundraising Team
Stephanie Moreli
Jim Pfarrer
Tom Rapant
Region 1 Veterans Programs
Region 13 Workforce Board
Tammy Schroeder
Ron Sohnrey
Stephanie Stevens
Debbi Stricklan
Trade Act Unit
UI Claims Takers
UI Programs and Methods
Washington County Veteran Reps.
Sandy Watkins
WorkSource Lane**

REDISTRICTING RETURNS

by Dennis Brophy

As predicted in earlier editions of the Oregonizer, there is no such thing as a dead horse-there is only one that is well ridden. The reconfiguration of the current make-up of Districts has been an issue since I represented District XIV on the 1999-2000 International Board. Members will once again have an opportunity this year to vote on the configuration of Districts which determines Chapter representation on the International Board. Redistricting will have little, if any, impact on Oregon Chapter or District XIV. Oregon Chapter is currently a member of District XIV which includes Chapters from Alaska, Idaho, Montana, and Washington State. Upon approval by IAWP membership, District XIV will become District VII, and will add Chapters from Hawaii (0 members) and Nevada (1 member). Unlike the proposal last year, Montana Chapter remains in our District. The total number of Districts will be reduced from the current 20 to a total of 13. The proposal is written as an amendment to the International Bylaws and requires a two-thirds favorable vote for passage. While I still maintain that the specific configuration of Districts belongs in the International Standing Rules, Policies and Procedures Manual (where it now appears) and not in the Bylaws, members are encouraged to vote in favor of the proposal if for no other reason than to put this horse out to pasture. On-line voting will be open June 3 and will close June 17, 2011 at 5:00PM Eastern Time. Voting may also be done by paper ballot or at the International Conference in St. Louis. More information on International voting procedures will be forthcoming.

**Mark your calendar
for the annual
Oregon Chapter
Educational Institute
May 12 and 13
Hood River
Additional information
will be available soon**

OREGONIZER

April 2011

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Publication of Oregon Chapter IAWP
 Editors
 Dennis Brophy - Barbee A. Williams

[Something you want to share?](#)
 Interested in Writing for the Oregonizer??

Send Comments or Submissions to:
Barbee.A.Williams@state.or.us
 7995 SW Mohawk St.
 Tualatin, OR 97062

Greetings from the President:

Hello everyone. So many things to talk about I’m not really sure where to start. Let’s try the IAWP Oregon Chapter Educational Institute on May 11th and 12th. Stephanie Stevens sent an e-mail on 03/30/11 with all of the forms to sign up to attend this year. If you are already an IAWP member, fill out the Training Request Form and Registration Form and give it to your Manager/Supervisor. If you are not an IAWP member then it is time to sign up. Stephanie also included an IAWP Membership Form in the e-mail as well.

DEADLINE FOR REGISTRATION HAS BEEN EXTENDED TO FRIDAY, MAY 6.

We have arranged for quite a discount on the room rates this year. Please call the Best Western Hood River Inn at 1-800-828-7873 to make reservations and tell them you are with the International Association of Workforce Professionals to get the discounted prices. They are being very generous to us.

So many individuals and groups have been recognized with award nominations for the outstanding service they have given to the citizens of Oregon. The Awards Banquet on Thursday is always so exciting. And speaking of exciting, I just received an e-mail on 04/12/11 from IAWP International that more than one of our award winners will be recognized at the 98th International Educational Conference on June 26-29 this year in St. Louis, MO. The State of Oregon Employment Department and IAWP have so many quality people, this is certainly no surprise.

Be looking for promotional e-mails from me every week about the Educational Institute. We have some great activities planned for Thursday night, so those are what you will be hearing about first.

Jeff Hunter – President, IAWP Oregon Chapter

OREGON CHAPTER ELECTION RESULTS

Election results are complete. Your Chapter officers for the administrative year July 1, 2011 through June 30, 2012 will be:

Immediate Past President-Jeff Hunter
President-Stephanie Stevens
President Elect-Ron Sohnrey
Vice President-Grant Axtell

Congratulations to each of these members. The above listed officers, as well as officers elected or appointed to Chapter or Subchapter positions, will be sworn in at the Oregon Chapter membership meeting on May 13th in conjunction with the Oregon Chapter Educational Institute. We hope you will be there to meet and greet the new leaders of your Association.

CONGRATULATIONS OREGON CHAPTER

International President Rich Vincent recently announced that Oregon Chapter won the 2011 March Membership Contest for the highest percentage of renewals in the large chapter category. Thanks to our members for your continuing interest in IAWP.

DID YOU KNOW?

On April 12, 1861, the Civil War began with the bombardment of Fort Sumter in South Carolina. This year marks the 150th Anniversary of our Nation's bloodiest war. Many of our Great Grandfathers or Great Great Grandfathers fought in this war, and some may have lost their lives on the battlefield or as a prisoner of war.

Here's something interesting you may not know about wages during war time: "Slaves in Virginia could be hired for \$30 a month in 1863-yet the pay of an Army private was \$11 per month." *Source: The Civil War: Strange & Fascinating Facts, by Burke Davis, Wings Books, NY, copyright 1960.*

EVENING EVENTS OFFERED FOR INSTITUTE

Wondering what to do Thursday evening in Hood River after an exhilarating day of award presentations and learning opportunities at the Oregon Chapter Educational Conference on May 12? May we suggest the following:

Tour and Dinner at Full Sail Brewery

Turning a former cannery into a brewery is a Herculean task-one that in 1987 Full Sail Brewery undertook in Hood River. With hops and barley that come from local farms and water from a spring on Mount Hood, this employee owned company is an Oregon favorite. Join IAWP members for a tour of the brewery and then sit down in the Tasting Room and Pub to enjoy a cold pint and some dinner.

Meet in hotel lobby at 4:40 PM to walk over, 4:50 PM to car pool. 506 Columbia St Hood River □
www.fullsailbrewing.com

Wine, Art, and Music at The Pines 1852

The Pines 1852 is a family-owned and operated winery and vineyard based in Hood River. Their tasting room features knowledgeable staff, a cherry wood bar, bistro tables, limited-production wines and an art gallery featuring the work of Pacific Northwest artists. If this is not enough to get your interest, there is live music 6:00 PM – 9:00 PM on Thursday! Tasting fee is \$5.00 for a flight of six wines. The fee may be applied toward bottle purchase.

Meet in hotel lobby at 5:15 PM to walk over, 5:30 PM to car pool. 202 State St Hood River □
www.thepinesvineyard.com

HELP US LOCATE RETIREE/LIFE MEMBER BYRT SWINEHART

Does anyone have a good mailing address or contact information for retiree/life member Byrt Swinehart? We have tried several addresses and mail continues to be returned without a forwarding address. Please contact Retiree Chair Dennis Brophy at Neahkahn@aol.com. Thank you.

ENHANCE YOUR CAREER WITH WPDP

Dennis Brophy, WPDP Master

WPDP stands for the Workforce Professional Development Program, a series of four self-study resource guides that serve to educate the reader and provide an overall understanding of the Workforce system. The four areas of concentration are: History of Workforce Development, Business and Job Seeker, Unemployment Insurance, and Labor Market Information. Each resource guide has an accompanying test consisting of one hundred questions. Seventy-five correct answers is considered passing. Oregon Chapter has a limited number of study guides available at no cost.

Why should you be interested in WPDP? In this day of specialization, most employees are able to acquire only a limited understanding of workforce programs and functions outside of their normal job responsibilities. The Workforce Professional Development Program offers an opportunity to broaden your knowledge of a multitude of workforce related programs and services. By enhancing your awareness and understanding of these programs, you will be developing skills that will help with your career growth. Upon successful completion of the program, you will become one of an exclusive group of individuals that have achieved the designation of WPDP Master. Completion of WPDP is one step toward meeting the requirements to become a Certified Workforce Specialist.

Classic Quote:

Be the change you want to see in the world. – Gandhi

IAWP Oregon Chapter Officers:

President - Jeff Hunter
President Elect – Stephanie Stevens
Vice President – Ron Sohnrey
Treasurer – Judy Mattos
Past President – Barbee Williams

ENHANCE YOUR CAREER WITH WPDP (Con't)

Scholarship funding is available to full members to help defray the cost of participation in WPDP. The maximum grant amount is \$50.00 and is paid from a fund set up to honor the memory of Past International President Jim Mulcahey. More information and a grant application can be found on the International Website at: www.iawponline.org/.

The next testing will be scheduled for July. Forms indicating an intent to test must be completed and submitted to International by **June 15, 2011** and can be downloaded from the International Website.

For more information on WPDP or the Certified Workforce Specialist Certification Program, please contact any member of the Oregon Chapter Executive Board or myself at Neahkahn@aol.com.

INTERNATIONAL UPDATE

DeeDe Baker, District XIV Director

After the unexpected resignation by Lorraine Faulds (International President-elect), it was determined the best course of action would be to reopen the nomination process. This process was opened and completed in March, allowing for a new line up of nominees for International Officers. Included in this line-up is our very own Ron Sohnrey from Oregon Chapter, who has cast his hat into the ring to run as International Vice President. Ron does have some competition, as Ray Cabrera from California has also been accepted as a nominee.

International will be in St. Louis June 26th through June 29th. Registration forms are available on-line at <http://iawponline.org/stlouis2011.html>. District XIV will be working hard at this conference to promote Spokane, Washington as the location of the 2012 International Conference and to support the bid of Portland, Oregon as the location for the 2014 International Conference. (See list of candidates running for the 2011-2012 Year on next page.)

I look forward to seeing you all in June.

CANDIDATE FOR INTERNATIONAL VICE PRESIDENT

Hello, my name is Ron Sohnrey. I am very excited to run for the office of International Vice President for 2011-2012. I have been an active member of IAWP for the past 8 years (attending the last 5 International conferences) and have been involved since the moment I joined. I'm a firm believer that if you're going to be a member of an organization you should be involved. I have held the following positions since joining IAWP:

- A. Crater Subchapter (Oregon Chapter) Vice President
- B. Oregon Chapter Legislative Chair (Twice)
- C. Oregon Chapter Education Chair (Current)
- D. Oregon Chapter Conference Planning Committee Member (6 years)
- E. Oregon Chapter Vice President
- F. Oregon Chapter President Elect
- G. Oregon Chapter President
- H. Oregon Chapter Immediate Past President
- I. International Workforce Services Subcommittee Vice Chair
- J. International Workforce Services Subcommittee Chair
- K. International Conference Planning Committee Member (Current)
- L. IAPES Foundation Board (Current)

I am very excited about the possibilities that IAWP has going into "our" next century. My focuses will include:

Building the Future Leaders of IAWP - It is vital that our Association develop the future leaders of our organization - the people who are going to guide our organization into the future and keep our organization moving in a positive direction. It is essential that the people who are interested in guiding and leading our Association be provided that opportunity and that is one of my primary goals.

Improving Membership - Increasing our membership is vital to the survival of IAWP. We must not only keep the members we currently have, but also bring in new members.

CANDIDATE FOR INTERNATIONAL VICE PRESIDENT (Con't)

Bringing in new members is a **MUST**.

Collaboration We need to increase our collaboration and affiliation with other workforce organizations, as well as improving our involvement with the National Association of State Workforce Agencies (NASWA), and our workforce partners.

Financial Stability - I want to ensure our association continues moving towards being financially stable and productive. Over the past few years we have had positive financial years. I will focus my fiscal experience, with the help of our Association's Board of Directors, to continue in this direction.

Accountability to our Membership - Our Association is our members and our members are our Association. I want to make sure that the activities of the Association's Board of Directors are always communicated to our members to assure our members the Association has their best interest in mind when they make decisions.

I will always be available to each and every member and want you to feel comfortable approaching me and giving me your thoughts on what we can do for the betterment of the Association. If you are interested in becoming more involved definitely let me know; as I mentioned one of my primary focuses will be developing the future leaders of IAWP and that could be you. Please support me in my desire to guide IAWP into the next century. Thank you.

Ron Sohnrey
503-507-9084 (Cell)

Rsohnrey8@aol.com or Ronald.R.Sohnrey@state.or.us

ALSO RUNNING FOR INTERNATIONAL
(Editor's note)-The full slate of individuals seeking International office during the 2011-2012 Year are:

David Slimp (Oklahoma Chapter), President
Nancy Upchurch (Idaho Chapter), President-Elect
Ron Sohnrey (Oregon Chapter), Vice President
Ray Cabrera (California Chapter), Vice President
Linda Barnes (Kentucky Chapter), Secretary

LEGISLATIVE NEWS

Bill Introduced to End Workplace Discrimination

The following is an excerpt of a press release from Senator Jeff Merkley's Website. Oregon Chapter and IAWP offer the release for informational purposes only and do not support or oppose specific legislation unless otherwise noted in the form of a call to action. Members are encouraged to write or Email any member of our Oregon Legislative delegation expressing their personal view on this or any other legislation under consideration. Editor

On April 14, 2011, Senators **Jeff Merkley (OR)**, Mark Kirk (IL), Tom Harkin (IA), and Susan Collins (ME) introduced the Employment Non-Discrimination Act (ENDA) to finally prohibit job discrimination based on sexual orientation and gender identity.

"The right to work hard and earn a living is a fundamental right. It is essential to the success of a family. It is essential to the pursuit of happiness. It is part of equality under the law," **Senator Merkley** said. "The test of whether you can get and hold a job should be whether you can do the job, not your sexual orientation or gender identity. I'm proud to join Senators Kirk, Harkin, and Collins to introduce the Employment Non-Discrimination Act and take an important step in the march towards equality."

"I seek to serve in the mold of Senator Everett Dirksen (R-IL), a fiscal conservative and social moderate who passed the Civil Rights Act. I backed this legislation when first elected in 2000 and I continue to believe nothing provides more dignity than a job, knowing America's economy needs a productive, diverse, competitive workforce," Senator Kirk said. "We will have more jobs and higher incomes when the most qualified individuals are given the best opportunities, regardless of orientation. This legislation ensures that."

"Everyone deserves a fair chance to work hard for their piece of the American dream," Senator Harkin said. "Discrimination on the basis of a worker's sexual orientation or gender identity is reprehensible, and it ought to be illegal. We have rightly stood up against workplace discrimination based on race, sex, national origin, religion, age and disability. Now it is time we ensure that all workers are judged on their talents, abilities and capabilities free from prejudices."

"Our legislation affirms the principle that individuals should be judged solely on their skills and abilities," said Senator Collins. "Similar to the current law in several states, including Maine, and the policies of many Fortune 500 companies, the Employment Non-Discrimination Act would close an important gap in federal civil rights laws by making it illegal to discriminate in employment based on sexual orientation."

The Employment Non-Discrimination Act of 2011 would prohibit employers, employment agencies, labor organizations and joint labor-management committees from firing, refusing to hire, or discriminating against those employed or seeking employment, on the basis of their perceived or actual sexual orientation or gender identity. Such protections are already in place prohibiting discrimination based on race, religion, gender, national origin, age, and disability.

More than 85 percent of Fortune 500 companies already extend workplace protections based on sexual orientation and more than one-third on the basis of gender identity.

The Employment Non-Discrimination Act has been endorsed by national civil rights organizations such as the Human Rights Campaign, the Leadership Conference on Civil Rights, the ACLU, labor organizations and more than 75 Fortune 500 companies.

A DATE TO REMEMBER 2011

May 11 Spring Executive Board Meeting
1:00 PM Hood River

May 12-13 Oregon Chapter Education Institute
Hood River, Oregon

June 26-29 International Conference –
St Louis, Missouri

Sept. 29-Oct 1 District XIV Conference
Welches, Oregon

WELL BEING

Mark J. Butterfield, D.C.

(Note: This is a discussion of last month's "Well Being" article in the Oregonizer regarding a man losing his arm as a result of an accident and his quest to find relief from the pain that persisted long after amputation. Thank you for the comments you sent to me regarding the story in the article. The comments ranged from "ridiculous" to "thrilling", and I enjoyed them all.)

First I will address the treatment of "Phantom Limb Pain" (PLP), which you will remember is the pain that is felt by an estimated 90% of individuals who have lost an arm or a leg. The pain is usually perceived by the individual as originating in the extremity they no longer have, and is a very difficult pain to treat. With the large number of men and women returning from battle that have suffered the loss of an arm or leg, treatment of this source of pain is being extensively researched.

A study addressing treatment of PLP was presented in the New England Journal of Medicine in November of 2007. A treatment method was described using a specially constructed mirrored box into which the individual who has experienced an amputation would place their extremity that they still had. If the individual, for example, had lost a left leg, they would insert their right leg into the box that because of the mirrors, gave the individual a visual representation that the leg in the box was their left. By the individual looking at their leg in the box, the PLP was often greatly reduced. The reason this therapy works is thought to be a result of the kinesthetic sense, which is considered by neurologists another of our senses. This sense allows our brain to know how our bodies are positioned at all times. We take this sense for granted but it is vital for movement of our bodies. It is possible that the man witnessing the unfolding of the clenched fist in the amputated arm was experiencing a similar phenomenon as the mirrored box therapy.

Other elements of the story in the article may take a greater leap of faith. The existence of the amputated arm months after its removal might be difficult for some to believe, until they know the operation of laboratories in hospitals and how common miscommunications take place. The psychic giving instruction that the answer to the PLP could be found by locating the arm is difficult for many people to believe.

WELL BEING (Con't)

Personally, I believe there are those among us who gain information though senses most of us ignore.

The reason I wrote last month's article and this month's discussion is that I want us all to appreciate that we are all healers capable of working wonders. We act as a mirrored box when we listen to those that have experienced the loss of a loved one, a marriage, a job. By listening, we help them to understand the circumstances of their loss at their own pace, and the healing process is made possible.

Is the story of the railroad accident, the amputation, the preservation of the severed arm, the pain experienced in the "phantom limb", the guidance of the psychic, the easing of the pain by witnessing the unclenching of the fist in the amputated arm possible? I say - Yes. Where possibility exists, miracles linger nearby. mjbdc@hotmail.com

OREGON CHAPTER WELCOMES NEW MEMBERS

Anita Iken
E Florence Kim Creswell
Maxine Taylor

SUBCHAPTERS

Misty Rose Subchapter:

President - Karey White
Vice President - Mashelle Winters
Treasurer - Michelle Sture
Secretary - Laura Watling
Representative: Jennifer Ryan-Jauregui

Capital Subchapter: President: Jeff Long

Vice President: Shelly Zander
Treasurer: Nancy Imber
Secretary: Lisa Gurnsey
Subchapter Rep: Tiffany Hibbard-Fraijo

Emerald Subchapter:

President: Stephanie Morelli
Vice-President: Brad Cabrera
Treasurer: Antoun Kehdi
Subchapter Representative: Francisco Garcia

Crater Subchapter:

President: Charlene Grafton
Vice-President: Tammy Schroeder
Secretary/Treasurer: Sandy Watkins
Representative: Gina Green

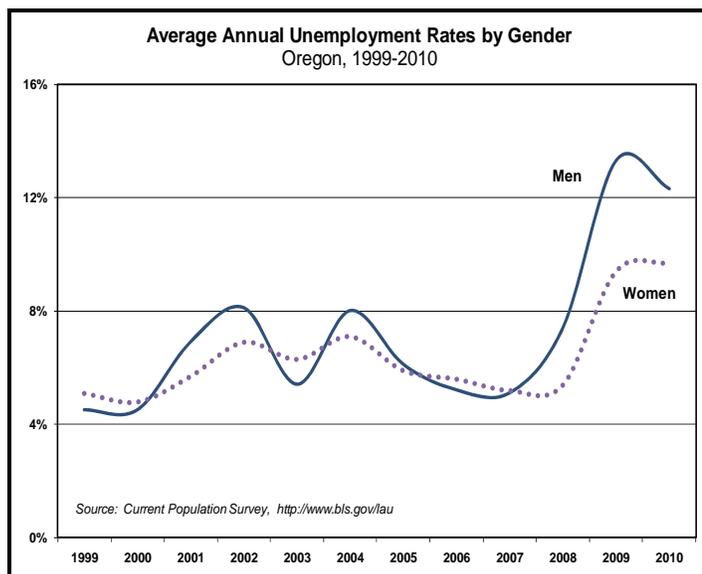
UNEMPLOYMENT RATES BY GENDER IN OREGON

Gail Krumenauer

The Bureau of Labor Statistics (BLS) provides unemployment rates for Oregon workers beyond the standard statewide, metropolitan, and county jobless rates we publish each month. One such question deals with unemployment by gender.

Here is an interesting update on unemployment trends for men and women in Oregon:

Prior to the Great Recession, male and female workers in Oregon faced roughly the same unemployment rate (5.1% and 5.2% respectively in 2007). While the rate for men spiked upward to 7.4 percent in 2008 and 13.3 percent in 2009, women experienced less rapid unemployment growth. The ladies' average annual unemployment rate rose to 5.4 percent in 2008 and 9.4 percent in 2009. This disparity did not escape the attention of the Oregon Employment Department (*Get additional details in the fall 2009 article "Whose Recession is it Anyway?" at www.QualityInfo.org*).



In our recent look at the updated numbers, we found that an interesting change occurred from 2009 to 2010. The unemployment rate for Oregon men dropped by 1.0 percentage point to 12.3 percent. Meanwhile, the jobless rate for women continued to rise, reaching 9.7 percent.

For more information on unemployment rates by gender, race, ethnicity, or age category, check the local area unemployment tables on the BLS website (www.bls.gov/lau).

LETS GET PHYSICAL

Submitted by Janet Mallon

(This continues exercises you can do at your desk. These are tried and true and used by Janet as described in last month's article.)

Give your eyes a break from focusing on your screen. Every 30 minutes or so, shift your focus from the computer screen and scan around the room and ACTUALLY FOCUS a few times on objects in the distance, not just look around. This helps promote eye health and lessens the chance of eye strain and headaches.

Acquire a **hand gripper**. They are cheap, small and light. When you have to read something either on the screen or on paper or while talking on the phone, use the opportunity to exercise your hands. It is also an excellent forearm workout.

Acquire an **elastic band**. There are many different sizes, the smaller the band, the more resistance. Use it to strengthen arms and legs. Pull it like you are drawing back a bow to shoot an arrow, overhead or across the chest. Look up "exercise band exercises" on the internet. Check with your manager on this one.

Have a bottle of water by your side and make a habit of drinking some every half hour. If you do this consistently you will begin to feel more alert.

Shoulder, Rotator Cuff and Upper Back exercise to do on your breaks: The 'wall press' is an excellent exercise for three main reasons:

1. You can tell if you're doing it correctly
2. It safely trains the rotator cuff and upper back muscles (crucial for shoulder stability)
3. It requires zero equipment

Begin by leaning back against a wall with your feet in front of you, belly drawn in and spine neutral. Put your arms against the wall (if you can, don't force it) in the starting position (like a police officer has just told you to put your hands in the air) but don't move your spine or your behind off the wall. Now, if you can, slide your arms up the wall, keeping your elbows and wrists flush against the wall. It may be initially impossible to simultaneously touch the wrists and elbows to the wall without arching your back. In that case, simply get them as close as you can to the wall during each repetition. Over time, as you become stronger and more flexible you'll get closer. Start with 3 to 5 rep's working up to 10 to 15 rep's daily. Check with doctor before starting any exercise program.

OREGONIZER

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Publication of Oregon Chapter IAWP
Editors
Dennis Brophy - Barbee A. Williams

[Something you want to share?](#)
Interested in Writing for the Oregonizer??

Send Comments or Submissions to:
Barbee.A.Williams@state.or.us
7995 SW Mohawk St.
Tualatin, OR 97062

Greetings from the President:

Well, this issue of the Oregonizer rounds out my year as President of the IAWP Oregon Chapter. There have been so many opportunities to grow and learn since Barbee Williams handed the gavel to me last year. Most of these lessons have been learned by watching the exemplary members of the IAWP Oregon Chapter Executive Board and how each of them has fulfilled his or her responsibilities. One key to making yourself look good in a position is to choose people to surround you who have more skills and knowledge than you do. The Exec Board I had for my Presidency is a perfect example of this.

We had a very successful IAWP Oregon Chapter Educational Institute in Hood River on May 12th and 13th. One of the things which impressed me most is each of the speakers had difficulty finishing their presentation because there were so many questions from the audience. This kind of participation really shows not only how important the topics were, but attests to the caliber of the presenters. A huge thank you goes out to everyone who was kind enough to volunteer to share their knowledge with attendees of the conference.

Every June IAWP International hosts the International Educational Conference. This year it is from June 25 to June 29 in St. Louis, MO. The Oregon Chapter was recognized this year with seven International Awards. This means seven individuals or groups who received awards at the state institute did such an outstanding job that IAWP International will be giving them either a 1st or 2nd place award as well. Keep in mind these people were up against submissions from all of the other states. This just goes to show the caliber of employees we have working for the State of Oregon Employment Department.

Here is to another wonderful year as a member of IAWP. I have held a number of positions of leadership with both the Oregon Chapter and Capital Subchapter since 1999. Each of them has taught me a different aspect of what IAWP is all about. I am grateful for everything I have learned and all of the friends I have made through my involvement with this organization.

All my best, Jeff Hunter – President, Oregon IAWP

WINNERS ANNOUNCED AT ANNUAL AWARDS LUNCHEON

Dennis Brophy

What a tremendous year it has been! It is with a great deal of pride that Oregon Chapter announces the award winners for outstanding performance and achievement in 2010 as presented at the annual IAWP/Employment Department Award luncheon in Hood River on May 12, 2011. Those recognized for their work make each of our jobs easier and help to create a positive image of agency employees within the community. Of course, nothing would be known about the hard work of those selected for an award if someone had not taken the time to write a nomination. For your effort in writing a nomination, Oregon Chapter says “**THANK YOU**”. Oregon Chapter also wishes to thank Grant Axtell who did a masterful job as this year’s Chapter Activity Chair.

Award of Merit

Individual-Dennis Brophy
Group-Charlene Grafton, Gina Green, Tamara Schroeder, Sandy Watkins

Citation Award

Group-Region 13 Workforce Board

Services to Veterans Award

Individual-John Concepcion
Group-Charlene Grafton, Gina Green, Tamara Schroeder, Sandy Watkins

Specialized Customer Services Award

Individual-Gena Konrad
Group-Trade Act Unit

International Development Award

Individual-Stephanie Stevens

Unemployment Insurance Award

Individual-Dave Jones
Group-UI Programs and Methods

Nick Guarriello Office/Section of the Year

Small-B&ES Training Team
Large-WorkSource Lane

WINNERS ANNOUNCED (con’t)

Retiree DOER Award

Dennis Brophy

Administrative Support Performance Award

Tammy Henriksen

Professional Employee Performance Award

Debbi Stricklan

New Employee Performance Award

Gina Green

James Mahoney Managerial Performance Award

George Berriman

L Dale Ross Community Service Award

Greenhill Fundraising Team

Eric Bergman Service to IAWP Award

Dennis Brophy

Helen Jones Memorial Membership Award

Stephanie Stevens

Oregon Chapter Hall of Fame

Rick Geiger
Tina Swogger

DID YOU KNOW?

In 1984 more than 300,000 men worked in the coal fields and mining industry in Northern England; today there are less than 1,000. More than 98 percent of the coal used for British energy is now imported from abroad.

IAWP Oregon Chapter Officers:

President - Jeff Hunter
President Elect – Stephanie Stevens
Vice President – Ron Sohnrey
Treasurer – Judy Mattos
Past President – Barbee Williams

OREGON CHAPTER WINS BIG!

Dennis Brophy

International President Rich Vincent has announced that Oregon Chapter will receive several awards at the upcoming annual conference to be held in St. Louis, Missouri from June 25 through June 29. International awards are considered the highest honor awarded by IAWP because selection is made from all nominations submitted by Chapters throughout the United States. These nominations represent individuals and groups who have already won the respective award in their home chapter competition. Oregon Chapter has a proud history of International award winners and it is great to see this tradition continue. The International award selections are as follows:

Stephanie Stevens-Second Place, International Development Award (Individual)

Oregon Chapter-Second Place, International Development Award (Chapter)

Dennis Brophy-Retiree of the Year Award and Second Place, International Award of Merit (Individual)

John Concepcion-Second Place, International Services to Veterans Award (Individual)

Charlene Grafton, Gina Green, Tamara Schroeder, Sandy Watkins-First Place, International Award of Merit (Group) and First Place, International Services to Veterans Award (Group)

WorkSource Lane-Second Place, International One-Stop of the Year Award

WELCOME NEW MEMBERS IAWP OREGON CHAPTER

Marsha Beebe
Michele Presley
Lisa Hand
Kim Freeman
Kate Biihler
Lee Coleman
Megan Belliard
Stephanie Hurliman
Encarnacion Buehler
Gary Dominick

WELL BEING

Dr. Mark J. Butterfield

(What you will read today will have a discussion in the next "Well Being" article.)

On one of the few sunny days we have experienced in Portland this spring, while standing in the yard at my house I noticed a neighbor's cat as it stalked a robin. The cat slowly slinked in a crouched posture until it abruptly stopped approximately twenty feet from the bird. The cat moved its left front paw forward of its right and dug its claws into the ground. The cat was the epitome of stealth except for one thing; its tail would periodically, rapidly twitch.

There are visual information processing centers of the brain of most animals that contain neurons which respond specifically to movement. Stimulation of these neurons in the robin's brain will draw attention and alert it to threats to its survival. Why was the cat's tail moving thereby giving away its menacing presence? Cats do not count coup or offer a chivalrous En garde to a meal.

I can offer an explanation for the cat's behavior in which the front half and back half of the cat seem to act at odds. There are implications to human health that are direct and important. Stay tuned to next month's "Well Being" in the "Oregonizer" for that explanation. Feel free to send me your own ideas.

In honor of the lesson from the cat and bird encounter, I wrote my first Haiku poem which I offer to you.

Cat and bird share day
Cat's telltale tail is bird's friend
Cat's sharp claws are not

Mark J. Butterfield, D.C. mjbdc@hotmail.com

A DATE TO REMEMBER 2011

June 26-29 International Conference –
St Louis, Missouri

Sept. 29-Oct 1 District XIV Conference
Welches, Oregon

DON'T FORGET TO VOTE

Dennis Brophy

Voting for International officers and two amendments to the International Bylaws will take place from 8:00 AM EST, Friday June 3 through 5:00 PM EST, Friday June 17th. All Oregon Chapter members are encouraged to vote by going to www.iaponline.org. In order to vote, you will need to enter your IAWP member number and password. If you don't have a password, one may be created by following the directions on the Website. If you are uncertain of your member number or have problems with casting your vote, please contact Paige Stodghill at: paige2@bellsouth.net.

Why is it important to vote? First of all, District XIV consisting of Washington, Montana, Oregon, Idaho, and Alaska chapters has the second highest total membership of all US chapters. By voting, Oregon Chapter may show that District XIV is a power to be reckoned with when it comes to decisions made at the International level. Secondly, Oregon Chapter's own Ron Sohnrey is running for the office of International Vice President and Idaho Chapter's Nancy Upchurch, a wonderful friend of Oregon Chapter and visitor to our recent educational institute in Hood River, is running for the office of International President-Elect. What a great opportunity to demonstrate our support for these two dedicated IAWP members by casting your vote.

If you are wondering about how to vote on the Bylaws amendments, the redistricting proposal adding Hawaii and Nevada Chapters to our District will have little impact on how we do business. District XIV will become District VII and will retain the second highest total US membership next to District VIII consisting of California Chapter. If the amendment is approved, don't pack your bags yet for a District conference in Hawaii or Nevada because both chapters are currently considered inactive. The Bylaws amendment changing the definition of a quorum is strictly a housekeeping measure for the ease of conducting International business should the redistricting proposal be approved. Complete information about these issues and voting can be found in the April/May/June 2011 issue of the Workforce Professional.

LEGISLATIVE NEWS

Oregon funding approved for National Guard Reintegration Program

Oregon's Senators Jeff Merkley and Ron Wyden announced on May 13, that the State of Oregon will receive \$1.83 million to fund the Yellow Ribbon Reintegration Program for the Oregon National Guard through the next 12 months. The program helps Guard members and their families gain access to physical and mental health care, substance abuse treatment and prevention, marriage and financial counseling, and provides assistance with finding employment. Oregon was one of only eight states to receive the additional funding.

"It's always a great joy to welcome home the men and women of the Oregon National Guard, but we must remember that for many it's also a huge challenge," Merkley said. "It is our responsibility to help our service-members and their families connect with agencies and organizations in their home towns that provide health care, employment services, counseling, and spiritual guidance. I want the members of Oregon's National Guard to know that we're here with them every step of the way."

"With many members of the Oregon National Guard already back from battle and more on their way later this year, this funding comes as at very important time," Wyden said. "Not only will it help our soldiers find jobs and deal with mental health issues, it also is an acknowledgment that Oregon is a leader in helping members of the armed forces transition from military life to family life."

The Yellow Ribbon Reintegration Program was created by Congress in 2008 to help National Guard members and their families take advantage of community support and resources before, during, and after their deployments. The funding includes financial support for the Oregon Partnership Hotline, a phone line that provides immediate mental health and suicide crisis intervention from a team of veterans and trained volunteer crisis workers.

Article appeared as a press release on the Website of Oregon Senator Jeff Merkley. Some editing has been provided.

ANNUAL INSTITUTE A HUGE SUCCESS

Dennis Brophy

If you were in attendance at the annual Educational Institute in Hood River, no doubt you had a great time. If you missed it, then hopefully you will make plans to attend next year. The following is a brief summary of the program on Thursday May 12, presented primarily by IAWP members and OED staff.

The irrepressible Master of Ceremonies Tom Shorten kept everyone entertained and the program moving. Oregon Employment Department Deputy Director Bill Fink talked about the need to recapture public confidence and the importance of providing the customer with more than is expected. International Vice President Nancy Upchurch (Idaho Chapter) brought news of major changes to the Workforce Professional Development Program (WPDP) and the future trend for IAWP of hosting Webinars.

Oregon Employment Department Legislative Liaison David Genz shared his experiences analyzing some 2,961 bills introduced during the 2011 Oregon Legislative session and highlighted those that impacted the agency or were of interest to public employees. David also mentioned a few special interest measures that managed to get attention such as House Concurrent Resolution 4 naming Reedsport as the chainsaw carving capital of Oregon and Senate Concurrent Resolution 5 designating the last week in April as Oregon Dance Week. How exciting is that?

James Ross, Federal Employment and Training, led a lively workshop discussion focusing on helping customers with applications for Federal Jobs. His suggestions included: only apply to jobs where you can clearly demonstrate that you meet the minimum qualifications, submit a resume providing enough information to show you possess the necessary qualifications even if it takes several pages, avoid the use of buzz words, and don't show unrelated certifications or experience that does not pertain to the job.

In other words, when applying for a Federal Job using a resume, do the opposite of what you have been told about writing a good resume.

The highlight of the day was the presentation by Graham Slater, Administrator for Workforce and Economic Research and last year's recipient of the Oregon Chapter Award of Merit. The topic of his presentation was "The Great Recession: The Damage Behind Us, The Road to Recovery." As we have come to expect, Graham captivated the audience with facts and figures about the Oregon economy. He is a master of detail and never fails in delivering an interesting and informative presentation. What caught my attention was that Oregon paid \$2.8 billion in Unemployment Insurance benefits during 2010 and that two out of every five unemployed Oregonians have been without work for 27 weeks or longer. These are sobering statistics. The good news is the economy is showing signs of improvement and there has been some job growth in the last few months. Unfortunately, job growth is slow and will take several more years to regain pre-recession levels. It is estimated an average of 1,500 jobs per month are needed just to retain the current rate of unemployment due in part to the influx of people moving to Oregon.

CONTRIBUTIONS NEEDED FOR INTERNATIONAL DEVELOPMENT FUND

IAWP is unique in the associations representing the professionals in the workforce system. We have worldwide members compared to several associations that only have state or national members. To keep the "I" in IAWP the International Development Committee each year works diligently to provide scholarships to one or more international delegates.

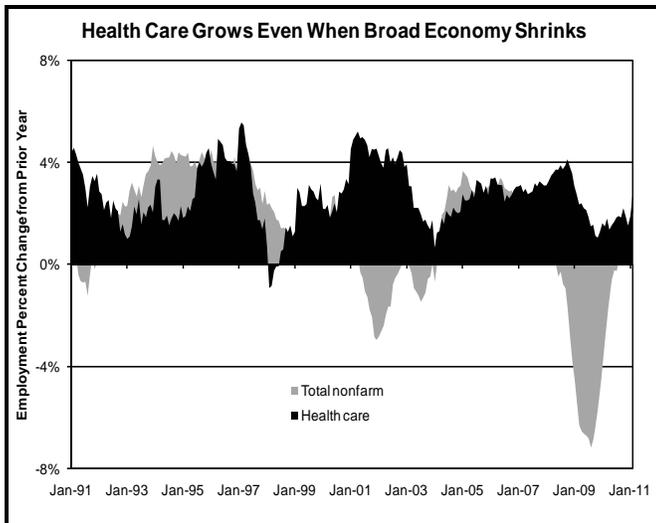
This year, our funds are running low, and we may not be able to help but one of our international colleagues. If you would like to help, please contact International Development Chair Tom Ivory at teivory@comcast.net.

*{Information for this article taken
from the International Countdown.}*

The Great Recession Didn't Make Health Care Bleed

Submitted by Gail Krumenauer

From 2000 to 2007, the Oregon health care industry added jobs at an average pace of 3.0 percent per year. During the same period the total non-farm employment growth rate averaged 1.1 percent annually. This divergence in growth rates took place after a decade when health care matched the growth rate of total non-farm employment – each had an average annual growth rate of 2.6 percent during the 1990s.



Oregon total non-farm employment peaked in November 2007, and dropped 11.0 percent by the trough in January 2010. Over the same 26-month period, health care grew by 4.7 percent. Graph 1 is reminiscent of a dagger in the heart of Oregon's economy – that steel blade striking deep into employment levels lasted 26 months.

Health care didn't bleed jobs over the year for a single month during the Great Recession. Health care now makes up more than one-tenth of Oregon employment, up from about 8 percent during the 1990s.

There are three sub-sectors that make up health care:

- Ambulatory health care services include doctors' and dentists' offices as well as establishments of other practitioners, usually not providing inpatient services.
- Hospitals include private establishments providing inpatient services, and outpatient services as a secondary activity, many of these services can only be provided using specialized facilities and equipment.
- Nursing and residential care facilities provide residential care combined with nursing, supervisory, or other forms of care required by residents.

Since 1990, each sub-sector of health care steadily expanded in terms of job counts. Nursing and residential care grew the most, more than doubling since 1990. Ambulatory health care services nearly doubled, growing 92 percent. Hospitals had the lowest rate of growth over the period, at 50 percent, but that still outperformed total non-farm employment's growth of 32 percent since 1990. Just how many jobs are we talking about? In total, health care employs close to 170,000 Oregon workers. More than 70,000 work in ambulatory health care services, another 54,000 staff the states' privately owned hospitals, and 44,000 people work in nursing and residential care facilities.

For more information on the health care industry in Oregon, read the full version of this article, written by Economist Jessica Nelson of OED's Workforce & Economic Research Division, and posted at www.QualityInfo.org.

OREGONIZER

OREGON CHAPTER TAKES FIRST IN ST. LOUIS!

From the words of the late Freddie Mercury, “We are the champions - my friends”. It was announced to IAWP members from throughout the World at the 98th Annual International Educational Conference in St. Louis, Missouri, that Oregon Chapter finished **FIRST** in the 2010 Chapter Achievement Contest. Oregon Chapter members can take great pride in our accomplishments.

Chapters from throughout the nation compete annually in the Chapter Achievement contest. Remember the push each year for nominations in the Oregon Chapter/Agency Awards program? Winning nominations are sent to International for judging against nominations received from other Chapters. The last issue of the Oregonizer mentioned several members from Oregon Chapter who were honored with first and second place awards on the International level. Activity points are awarded for each nomination received in the award categories of Merit, Citation, Specialized Customer Service, Veterans, Retiree, International Development, and Unemployment Insurance. Activity points are also awarded for Chapter notebooks submitted in the categories of Education, Legislation, Communication, Professional Practices, and Membership.

The final member event at the International Conference is the banquet and ball. The theme this year was “Let the Carnivale Begin”. Tables were decorated in a style of Mardi Gras with colorful beads, vases, masks and other fanciful decorations. Those keeping score of award presentations made earlier in the week knew that Oregon Chapter was in competition with California and Georgia Chapter for the number one spot. At the banquet came the announcement that Oregon was the only Chapter to receive the High Five award for submitting notebooks in Education, Legislation, Communication, Professional Practices, and Membership. This announcement certainly gave us an edge over the competition. Then came the announcement that Oregon Chapter was indeed the winner of the Chapter Activity Contest. We changed the banquet theme to “Let the Celebration Begin!” The Chapter awards are now on display in the Central Office trophy case.



Representing #1 Oregon Chapter at International (front row L to R) Cathy Gwinn, Craig Keyston, President Jeff Hunter, Grant Axtell, Ron Sohnrey, (second row L to R) Dennis Brophy, District XIV Director-elect Barbee Williams, President-elect Stephanie Stevens, Charlene Grafton, Cyndi Holloway, Gina Heiner, (third row L to R) Dan Quinones, Past International President Nick Guarriello.

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Publication of Oregon Chapter IAWP
 Editors
 Dennis Brophy - Barbee A. Williams

Something you want to share?

Interested in Writing for the Oregonizer??

Send Comments or Submissions to:

Barbee.A.Williams@state.or.us

7995 SW Mohawk St.
Tualatin, OR 97062

Editor’s Note: Welcome to the June/July Summer Edition of the Oregonizer. We hope you will enjoy the articles from many of the excellent workshops attended by Oregon Chapter members at the International Conference in Saint Louis, Missouri. The first of these articles appears on Page 3 by Craig Keyston. Additional articles will appear in future editions of the Oregonizer.

=====

IAWP Oregon Chapter Officers:

- President - Stephanie Stevens
- President Elect – Ron Sohnrey
- Vice President – Grant Axtell
- Treasurer – Judy Mattos
- Secretary -- Rob Gentle
- Past President – Jeff Hunter

Greetings from the President:

It looks like we are finally getting a little summer hope everyone is enjoying the sun. Oregon had some good things happen during the annual International Conference in St Louis. Because of your hard work preparing quality award nominations, Oregon was awarded the top honor “Chapter Achievement Award”. We also won our bid to host the 2014 International Conference which will be held at the Janzen Beach Red Lion. Watch for more to come on that subject.

I want to invite all members to the IAWP District Conference which will be held in Oregon this year at “The Resort at the Mountain” in Welches, September 30, 2011. The program looks to be very informative. Also make a note on your calendar to plan on attending the Spring Educational Conference to be held May 10 – 11, 2012 at the Riverhouse in Bend.

Once again time is drawing near to start writing those award nominations. Hopefully everyone is gathering supporting documents on those individuals or groups you plan on nominating. Now is the time to start compiling your file so you are not rushed at the last minute. The qualifying year is January to December 2011.

Please let me know if you have any questions or ideas that you want to share.

Thanks for your time,
 Stephanie Stevens, IAWP President

Welcome Stephanie to her new position and let her know what you think. Send any questions, concerns or good news to her! She is ready to make this an exciting year for you!

Stephanie.J.Stevens@state.or.us

BULLYING IN THE WORKPLACE

Craig Keyston

Bullying is not limited to the schoolhouse playground. It is also common in the workplace. Bullying in the workplace is defined as “repeated inappropriate behavior conducted by one or more persons against another or others at the place of work and in the course of employment.” It may occur without realization by the victim. For example, Nancy Webster pointed to a participant and told the person to sit in a certain seat. The participant took the seat without realizing that she had just become a victim of bullying. This action surprised the audience as no one realize they had just witnessed an act of bullying. Seventy-one percent of bullies are bosses. Another interesting statistic Nancy shared was 58% of bullies are women. One in six employees within 10 to 12 years of employment will experience bullying. It is three times as prevalent as illegal discrimination. Bullying is more common than sexual harassment. It can take various forms from intimidation, gossip, to include physical and emotional damage. Confrontation is necessary to abate the practice. Nancy suggested an attempt at role playing first, the recruitment of allies, list specific inappropriate behaviors, and specify why change is needed. A bully-free workplace is an environment of open and honest communication, in-place procedures and policies, and on-going training and education. This can reduce bullying occurrence and retain good employees.



The Gateway Arch. St. Louis, MO

THANK YOU

Hello IAWP Oregon Chapter,

I would like to thank all of you who voted for me for 2011-12 International Vice President. Your support has shown me that there may yet be an opportunity to serve as an elected officer at the International level and to have a voice in the direction of our Association. Even though I was unsuccessful, I am proud of my candidacy.

We should all be thrilled with the many accomplishments of the Oregon Chapter. For those of you who played a part in our success, thank you. We couldn't have done it without you. For those of you considering being more involved, but don't know where to start - I encourage you to contact someone in your Subchapter or an officer of the Oregon Chapter. I invite every one of you to take advantage of the opportunities available through membership in IAWP, whether it is on the Subchapter, Chapter, or International level. The strength of our Association is made possible through an involved and active membership.

I have announced my intent to run next year for International Vice President and feel that my experience from this year has increased my opportunity to be successful. I plan to be very busy this year by serving on the International level as Marketing Subcommittee Chair and IAWP Foundation Vice President, and on the local level as Oregon Chapter President-elect. Again, thank you for your support and for believing in me.

Sincerely
Ron Sohnrey



There is still a great need in Joplin and nearby cities.
Contact your Red Cross to make a difference.
Joplin is only 280 miles from St. Louis, Mo.

WELL BEING

Dr. Mark J. Butterfield

(Please Note: This is a continuation of an article presented in the previous addition of the Oregonizer. In that article, I related a story about a cat I observed stalking a bird. The cat was careful to approach the bird as unobserved as possible. Yet just before it lurched at the bird, it gave away its presence with a twitching tail. I asked you to speculate if the cat was practicing civility by issuing an “en garde” or if there was another reason to telegraph its intention.)

The story of the “Cat’s Telltale Tail” was fun to write, and I am convinced the cat’s story is worth telling. I bet you will find examples of similar behavior in beings other than cats if you just look around your world. The bouncing of her foot a young woman exhibits while riding a bus when a stranger sits down next to her and she is unsure of his intent. The pacing of an expectant father in the delivery waiting room. The driver that yells and shakes his fist at the car that cut in front of him on the freeway. The young woman, the father-to-be, and the driver all have something in common with the cat and its twitching tail.

Our bodies (including our minds) have a need for a mechanism to spill off tension resulting from being at a state of extremely heightened activity – a pressure relief valve. Mechanical systems need a way to release excess energy as well. The dancing weight on top of your mom’s pressure cooker is a good example. As for the cat, if it holds itself coiled and waiting too long, its muscles tighten losing elastic quality and its nervous system fails because it is over stimulated with adrenaline. This is like too much heat under the pressure cooker. The twitching tail is a pressure relief valve that consumes that abundance of adrenaline and keeps the cat’s muscles flexible. Whether it is a twitching tail, a bouncing foot, pacing, or yelling and shaking a fist, movement is the common thread that runs through all of these pressure relief mechanisms.

As a physician I see patients with stiff and sore necks and low backs, others with a tranquil demeanor yet dangerously high blood pressure, patients with headaches, and a number of other conditions that are a result of underutilized pressure relief valves.

WELL BEING

(Con’t)

Their bodies react to unreleased tension, often not in a healthy or comfortable way. People can become masters at controlling their subconscious outlets for tension. But just like the wrinkle in carpeting, if you try to flatten it, it will show up somewhere else. When I suspect a patient has built up a level of tension that might be affecting their health, I ask them to exercise. The exercise is best when it is specific to the area of their bodies in which they're holding tension. But even when it is not specific or vigorous, movement is an excellent pressure relief valve. That movement can be a walk, stretching, or even a conversation with someone.

The chemicals our bodies produce (e.g. adrenaline) that help us respond to extreme demands serve a vital function. However, if these chemicals are produced in excess or stay in our bodies too long, they can act like poisons affecting both body and mind. Movement is the best way to force circulation of all fluids helping our bodies to refresh, stay flexible, and think clear and happy thoughts.

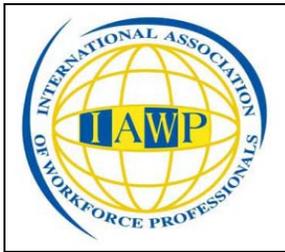
In the comments I received from readers regarding the cat with the busy tail, no one asked if the cat caught the bird. Here is the answer to that unasked question:

Thinking of canned food
Not the meal of soft feathers,
The cat cleaned its face.

Mark J. Butterfield, D.C. mjbdc@hotmail.com



Arch shadow taken from inside the top of the Arch, St. Louis



MARK YOUR CALENDAR FOR FALL DISTRICT INSTITUTE

Barbee Williams, District Director, invites all Oregon Chapter and District XIV members to the annual District Educational Institute scheduled for September 29 through October 1, 2011. The Resort at the Mountain in Welches will be the venue for an exciting and always enlightening educational program. The Resort is less than an hour's drive from Portland.

Council Meeting and Bar-Bee-Q

Thursday afternoon, September 29th will be the District Council meeting followed by District Director Barbee's Bar-Bee-Q.



Deck for Bar-Bee-Q on Thursday Evening!

A full day of training will be offered on Friday, September 30, with both a continental breakfast and lunch being included. Saturday, October 1, will be the annual District business meeting, providing members with an opportunity to learn about other Chapters in the District.

THE RESORT AT THE MOUNTAIN



157 Spacious Guest Rooms and Suites

- 27 – Hole “ The Courses”
- 18 Holes Par Championship Golf Course
- 18,000 sq ft. Meeting Space
- Swimming Pool (seasonal)
- Spa – 7 Treatment Rooms



Mt. Hood

DISTRICT XIV ADDITIONAL INFORMATION

Networking opportunities and time to take advantage of The Resort's many outstanding activities are available before and after the Institute. You may consider staying Saturday night or arrive early to enjoy The Resort's comfort and amenities.

Be sure to bring your golf clubs. Guests may stay either pre or post institute for several days at the same attractive conference room rate of \$91.00 with a \$6.00 resort fee plus occupancy tax at 7% per night.

Make plans now to join your fellow IAWP members at The Resort at the Mountain <http://www.theresort.com/> September 29 through October 1, 2011. More information concerning the educational program will be announced soon.

WELCOME NEW MEMBERS IAWP OREGON CHAPTER

**PAULA WENZL
CARRIE BOYD
GREGORY BROWN
MARCUS
BJORKLUND
LORI BUSH
DALLAS
LEYDECKER
ANN KITCHEL**

A DATE TO REMEMBER 2011

IAWP Oregon Chapter Board Meeting
August 20, 2011 9:00 AM
Salem Field Office

Sept. 29-Oct 1 District XIV Conference
Welches, Oregon

LEGISLATIVE NEWS GRANTS FOR HOMELESS VETERANS

Reprinted from a press release issued by Senator Ron Wyden.

Oregon's Senators Jeff Merkley and Ron Wyden announced two grants from the Department of Labor that will assist homeless veterans with job training for civilian careers. The grants, which were awarded on a competitive basis to state and local organizations, will go to Easter Seals in Portland and Central Oregon Veterans Outreach in Bend.

"This is great news for our Oregon veterans," said Senator Jeff Merkley. Service members and their families have already made tremendous sacrifices over the last decade – it is unthinkable that they should be homeless and jobless when they return from service. Yet all too often, this is exactly what happens. These grants will help Oregon veterans put their considerable skills to work and realize the success they deserve in civilian careers."

"The struggles of our nation's veterans facing homelessness and unemployment are only exacerbated in a recovering economy," Wyden said. "Many need assistance transitioning out of military service and require job training and counseling services to help them readjust to civilian life. These grants will help Oregon's veterans get back on their feet."

Iraq and Afghanistan veterans have been disproportionately affected by the recession. According to a Bureau of Labor Statistics report, the unemployment rate for veterans of the two wars was 13.3% in June 2011, as opposed to 9.0% for the general population. Many face homelessness, with the VA estimating that 107,000 veterans are homeless on any given night. In addition, finding a new job can be difficult, as civilian employers often do not understand the skills and experience that veterans have acquired during their years in service.

OREGONIZER

August 2011

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Publication of Oregon Chapter IAWP
Editors

Dennis Brophy - Barbee A. Williams
Proofreading by Tricia Reardon

[Something you want to share?](#)

Interested in Writing for the Oregonizer??

Send Comments or Submissions to:

Barbee.A.Williams@state.or.us

7995 SW Mohawk St.
Tualatin, OR 97062

IAWP Oregon Chapter Officers:

President - Stephanie Stevens
President Elect – Ron Sohnrey
Vice President – Grant Axtell
Treasurer – Judy Mattos
Past President – Jeff Hunter

Greetings from the President:

The Oregon board had a meeting on August 20 and will be planning a lot of activities and events in the coming year. The first event is the District conference to be held at “The Resort at the Mountain” on September 30. Get those registrations turned in so you don’t miss out on a great educational experience.

The holiday season is just around the corner but leading in is a day that is meant for all workers, Labor Day. I hope you will enjoy reading about Labor Day as we reflect on how great it is to have this holiday. Thanks for all your hard work.

Stephanie Stevens, President Oregon Chapter

The following is reprinted from "History of Labor Day" United States Department of Labor webpage:

Labor Day: How it Came About; What it Means

Labor Day is a creation of the labor movement and is dedicated to the social and economic achievements of American workers. It constitutes a yearly national tribute to the contributions workers have made to the strength, prosperity, and well-being of our country.

The First Labor Day

The first Labor Day holiday was celebrated on Tuesday, September 5, 1882, in New York City, in accordance with the plans of the Central Labor Union. The Central Labor Union held its second Labor Day holiday just a year later, on September 5, 1883.

In 1884 the first Monday in September was selected as the holiday, as originally proposed, and the Central Labor Union urged similar organizations in other cities to follow the example of New York and celebrate a "workingmen's holiday" on that date. The idea spread with the growth of labor organizations, and in 1885 Labor Day was celebrated in many industrial centers of the country.

Labor Day Legislation

Through the years the nation gave increasing emphasis to Labor Day. The first governmental recognition came through municipal ordinances passed during 1885 and 1886. From them developed the movement to secure state legislation. The first state bill was introduced into the New York legislature, but the first to become law was passed by Oregon on February 21, 1887.

During the year four more states — Colorado, Massachusetts, New Jersey, and New York — created the Labor Day holiday by legislative enactment. By the end of the decade Connecticut, Nebraska, and Pennsylvania had followed suit. By 1894, 23 other states had adopted the holiday in honor of workers, and on June 28 of that year, Congress passed an act making the first Monday in September of each year a legal holiday in the District of Columbia and the territories.

A Nationwide Holiday

The form that the observance and celebration of Labor Day should take were outlined in the first proposal of the holiday — a street parade to exhibit to the public "the strength and esprit de corps of the trade and labor organizations" of the community, followed by a festival for the recreation and amusement of the workers and their families.

This became the pattern for the celebrations of Labor Day. Speeches by prominent men and women were introduced later, as more emphasis was placed upon the economic and civic significance of the holiday. Still later, by a resolution of the American Federation of Labor convention of 1909, the Sunday preceding Labor Day was adopted as Labor Sunday and dedicated to the spiritual and educational aspects of the labor movement. This change, however, is more a shift in emphasis and medium of expression. Labor Day addresses by leading union officials,

The character of the Labor Day celebration has undergone a change in recent years, especially in large industrial centers where mass displays and huge parades have proved a industrialists, educators, clerics and government officials are given wide coverage in newspapers, radio, and television.

The vital force of labor added materially to the highest standard of living and the greatest production the world has ever known and has brought us closer to the realization of our traditional ideals of economic and political democracy. It is appropriate, therefore, that the nation pay tribute on Labor Day to the creator of so much of the nation's strength, freedom, and leadership — the American worker.



HAVE YOU REGISTERED FOR THE IAWP FALL DISTRICT INSTITUTE?

GREAT NEWS!

THE DEADLINE TO RESERVE YOUR ROOM AT THE GREAT "BELOW PER DEIM" RATE HAS BEEN EXTENDED TO SEPTEMBER 16TH !!

It is not too late to sign up for this educational conference that presents Grant Axtell, Learning And Development Specialist, on Collaboration and Facilitating to a Successful Outcome. We will also have Graham Slater, Administrator, Workforce & Economic Research Oregon Employment Department, discussing Economic Updates in an exciting new way with comparisons for District XIV – Diverse and Similar. The fun filled day will also include a new speaker to IAWP, Sarah Stone – hired by the Employment Department to tread the fine line between social medias and the work environment with a presentation on Social Networks –The Impact and Advantages.

Laurie Warner will be there to open this great event that has not been held in Oregon since 2007. This is already being talked about as a "must attend" event for the individual that is staying current in the changing world around them.

Join us! If you have questions, do not hesitate to contact Barbee Williams. (503) 612-4216 or email Barbee.A.Williams@state.or.us .

HOT TOPICS IN VETERAN SERVICES

by Ron Sohnrey

Gary Antal, Employment Coordinator for the Department of Veteran's Affairs Vocational Rehabilitation assists veterans in a variety of areas. The goal of Vocational Rehabilitation is to assist veterans with disabilities become re-employed. They do this through various avenues, including, but not limited to retraining, rapid access, educational (Vocational Rehabilitation and all the types of the GI BILL), independent living, and self-employment programs. Veterans with 20% or more service connected VA disability ratings are eligible to apply for the Vocational Rehabilitation program. Veterans with 10% service connected VA disability ratings, with a serious employment handicap, are the exception to this 20% rule.

Veterans who are approved for educational programs can do up to 48 month program in Associate, Bachelors, and in some cases, Masters Programs. While involved in these educational programs the veteran's also qualify for medical and dental priority. The Rapid Access program for veteran's who are unemployed but still able to return to do the same type of work. The self-employment program is set up to assist veterans in establishing their own businesses. It does not include franchises ownership (McDonalds, Subway, etc...). The veteran receives assistance with such things as developing a business plan and acquiring equipment and necessary training. Independent living allows veteran's with major disabilities who do not qualify for other programs stay self sufficient.

Veronica Bean, Disabled Veteran's Outreach Program Specialist works very closely with Gary, Bill, and the other Veteran's Counselors around the state of Missouri. She acts as the In-service Coordinator for the Regional VA Office. She coordinates getting veterans their priority of service. One of the primary things Veronica does is coordinating matching the vets with the closest VA offices. Veronica talked about Toolbox which tracks all the activities of unemployed individuals in Missouri.

HOT TOPICS IN VETERAN SERVICES

(Cont'd)

This enables the Veteran's Representatives to track the activities of their veterans. They provide a lot of classes for success, as well as setting up veterans with other organizations to assist them with their needs. She also works with employers to set up various job prospects for these veterans.

Tracy Davis and Reggie Hill from the American Legion, Department of Missouri, assist veterans in applying for their VA benefits. The American Legion and other service organizations are a key piece in ensuring we take care of our veteran population. Tracy and Reggie gave various examples about how these service organizations can assist our veteran's emphasizing the importance of having veterans using the assistance of one of these organizations when they apply for benefits.

William (Bill) Benzel, US Department of Labor – VETS, spoke about the USERRA program. This program ensures that our country's veterans are reemployed into appropriate jobs when they come back from serving our country. The VETS program works closely with veterans to make sure they receive the appropriate seniority increases, pay increases, vacation time, and other similar type benefits as if they had stayed working at the companies. They also ensure that veterans do not take advantage of the employers and follow the guidelines of the program as well.

.....

MEDFORD IAWP TAKES ON ANOTHER CAUSE

Submitted by Charlene Grafton

All of you have probably read about how the Jackson County Humane Society is struggling to get by right now and may have to close their doors if they do not raise \$75,000 in the next 2 months.

Medford IAWP decided to hold a fund raiser. They had a "Cutest Pet Contest" with titles and pictures submitted. The office charged for entries and made \$52.00 for the Jackson County Humane Society.

IAWP AWARDS REDESIGN: WHAT YOU NEED TO KNOW!

By Susan Gallagher (MD)

In response to member feedback, IAWP has made changes in the IAWP Awards program to improve and streamline the process. Nancy Upchurch provided a summary of changes that will be new to the 2011 awards program.

Membership awards recognize individuals and chapters for recruiting new members and retaining members. Chapters must submit forms that list the members that are recruited during the membership year; these are verified by the executive office so that membership awards can be presented at the International Conference. The Platinum Award and the President's Honor Roll have been eliminated. Two additional membership contests are conducted through the year: The December Jumpstart recognizes chapters that recruit the most new members for the next calendar year as of December, and that have the highest percentage of renewals as of December. March Mania recognizes chapters that have the highest increase in members as of March, and that have the highest percent of renewals as of March. These contest winners will be recognized in the Chapter Activity Countdown and/or the Workforce Professional.

Individual and Group Awards - IAWP awards recognize individuals and groups for making outstanding contributions to workforce development and/or IAWP. Changes to awards categories effective for the 2011 awards year include:

Award of Merit: Criteria have been expanded to include International Outreach. The separate International Development Award has been eliminated.

Public Policy: Criteria have been expanded to include workforce administrators with the separate Administrator of the Year award being eliminated. Potential nominees can include elected officials and federal administrators.

Workforce System Customer Service Award: This new award consolidates the Specialized Customer Services, Services to Veterans, Unemployment Insurance and One-Stop awards. Chapters can submit up to three nominations in this category for individual and three for group. One group and one individual award will be recognized. Honorable mentions will be recognized at the discretion of the judging committee.

IAWP AWARDS REDESIGN: WHAT YOU NEED TO KNOW! (Cont'd)

Please note that local chapters may continue to recognize the old categories at the local level if they choose, but International nominations must be a labeled category.

There is no change to the following categories: Citation, Lifetime Achievement, Retiree of the Year, Ealton Nelson International Achievement.

In addition to the changes in categories and criteria, a number of administrative and process changes will be implemented to make the submission process easier for chapters. These changes include:

- Nominations may be emailed in pdf format as well as snail-mailed
- Eliminate double spaced, size 11 font or larger requirement
- Eliminate (but continue to encourage) binder and tabbed divider requirement for hard copy submissions
- Allow a designee to sign the Standard Nomination Form in lieu of chapter president
- Eliminate limit on Statement of Accomplishment length
- Eliminate the 10-page limit on narrative length
- Eliminate all second place awards (but allow honorable mentions)
- Change judging team composition requirement

Winners are selected by the awards judging team, which meets to review the nominations, compare to eligibility criteria, and assign points in each scoring criterion to determine winners. The awards nomination experience among attendees in this workshop ranged from many people who had prepared few if any awards to several who had completed twenty or more. While the workshop time did not allow for basic information and tips on submitting awards, people new to the nomination process can contact Nancy Upchurch for assistance, or seek out an experienced member for advice and ideas. (Edited to meet space requirements).

WELCOME NEW MEMBERS IAWP OREGON CHAPTER

JOEL MCPHEETERS

JOSHUA MORELL

KEN MALONEY

JAMES VOELKEL

IM YASUTAKE

ANNE RUSSELL

ALFREDO GALLEGOS

SUSAN WILSON

RONDA MILLER-TATE

KYLE THIXTON

SALENA DE LA CRUZ

Career Centers Collaborate with Staffing Agency

By Jeff Hunter

Patti Penny, Founder and CEO of Penmac Staffing Services, Inc., presented how she founded the business in 1988 and how it has grown to the present day. She told us about her work history in Human Resources previous to starting this business. The beginning of the new business was not without challenges. While challenges still exist, Penmac has built a reputation for caring about all of the associates it works with and assisting them to become more skilled in the marketplace.

As much as she enjoyed her previous career, she was seeking freedom. After her first business client fell through, she went knocking on doors asking who handled the hiring. What she found is the answer was different depending on the business she went to. Few businesses had a system set up for the process. Not long after her business opened, many companies started using just-in-time delivery. This created quite a need for staffing agencies. Penmac also won the contract to supply employees to General Electric nationwide. This is what allowed them to expand to other states. Currently, they are the largest privately-held staffing company in Missouri and have 27 offices in seven states.

It didn't take long for Penmac to build an excellent reputation. Mrs. Penny was so well respected she was appointed to Chair the Missouri Training and Employment Counsel. As we later came to learn, this position allowed her to implement things with her company which no staffing agencies had previously thought of. Many of the job seekers who apply do not have a high school diploma or GED. Many also have limited work experience and skills. So this agency focused on training.

In 1995 they opened the Penmac Workforce Development Center. They have free GED classes two nights a week. Orientations for new associates along with trainings for current Penmac employees are also held in this facility. They pay for the GED test fee as many times as it takes for the associate to pass. A \$250.00 scholarship is then offered to GED recipients that allow them to take at least one class at Ozarks Technical Community College. The branch in Ava, Missouri has had over 450 graduates since 1999.

Another issue many associates deal with is being able to afford reliable transportation.

Career Centers Collaborate with Staffing Agency (Cont'd)

Penmac started providing transportation to and from home and the worksite for a nominal fee, which is deducted from the associate's paycheck. This started back in 1999 with Mrs. Penny at the wheel. She actually did this for the first eight years. Transportation is available 24 hours per day as different associates work different shifts. All Penmac branches educate associates about the basics of success in the workplace. Life Skills books are available on a variety of subjects such as proper attire and attendance. OSHA-approved safety training and testing for industrial workers is provided by Rogers Learning System. One of the components of this is reading comprehension. Office and clerical employees also have free software training available for programs such as MS Word and Excel. For particular industries, Penmac provides safety equipment and a voucher for steel-toed boots. Associates do repay them for these items as they begin to work.

Career Centers work with Penmac by providing space for interviewing and training. They have earned the trust of career centers by never posting jobs which aren't actually open positions. The company has also participated in and hosted Job Fairs at career centers. The Missouri Summer Jobs Program started in 2009 and Penmac bid for and received the contract to run the program. It provided youth ages 14-24 with paid internships and work experience at employers across the state. In partnering with the career centers, staff was able to not only recruit students, but verify eligibility for the program. In addition to performing drug screens, Penmac also took the opportunity to teach the students how they would be paid, workers compensation procedures, and other basics of joining the workforce. Many of them were hired on after finishing the Jobs Program. It was an excellent start for many youth in the job market.

They also work with associates who have a criminal history. They will not do this if the person has a violent crime or drug-related charge, but do work with people who have other offenses. They were so good at working with this specialized group, one of the branches was given an award by the Department of Corrections for assisting parolees find employment.

At least half of the associates are offered temp-to-hire positions. Benefits are also available. Health insurance is very low cost. Penmac also pays 75% of major medical. Associates can have a 401K and the company matches 50% of the payment up to a total of 6%. Patti Penny started this company over 20 years ago with one goal in mind. Placing people first! The company listens to and takes action to assist associates where each of their individual needs lie.

LEGISLATIVE NEWS

Dennis Brophy

If you ever wanted to know what it's like to campaign for elective office, now is your opportunity to be involved. Actively supporting a candidate of your choice is a great introduction to the political process. Volunteers are always needed and welcomed. You may find yourself supporting the candidate at a social event, walking door to door in an effort to get out the vote, stuffing envelopes, delivering signs, or making telephone calls.

If you live in Oregon's First Congressional District, the race to find a replacement for Congressman David Wu is already heating up. There are several qualified candidates for the position. The primary election will be held November 8, 2011.

Recently, I walked with one of the candidates for the First Congressional District in the Tualatin Crawfish Festival parade and handed out pamphlets, bumper stickers, and candy for the kids. It was a wonderful way to get to know the candidate on a more personal level. And when my candidate is elected, I will have made that personal connection for future discussions on workforce related resolutions before Congress.

No matter where you live in the State, there are many individuals who will be seeking political office and are in need your support. It could be City Council, Mayor, State Senate, State Representative, or as a member of Congress. I encourage members of Oregon Chapter to take an active roll in the election process. Pick a candidate to support, look up their website, and volunteer today.

A DATE TO REMEMBER 2011

Sept. 15 - Deadline for submission of WPDP with intent to test for Oct.

Sept. 29-Oct 1 District XIV Conference, Welches, Oregon

Oct 8 - Oregon Chapter Executive Board Mtg Eugene, Oregon

WELL BEING

Dr. Mark Butterfield

Attending an IAWP International Conference is a tremendous experience – even preparing to attend is fun. While I was packing to attend this year's conference in St. Louis, Missouri, I lifted my suitcase which was nearing the 50 lbs weight limit. I thought to myself how amazing the air is that surrounds us all the time. An airplane speeding through that air is providing enough lift to get off of the ground with my heavy luggage, let alone, my fellow passengers with their luggage and the plane itself. Something we don't see affects us in ways we don't think about very often.

It was the air that carried the laughter and friendship of the conference attendees as they greeted each other at the Hilton in St. Louis. Conferences are so much more than formal education and training, they are events.

It was the air that the diesel/electric locomotive of the "Missouri River Flyer" breathed as it transported me across Missouri from St. Louis to Kansas City to visit places I had seen as a child.

It was the air at evening in which the fireflies gathered as they blinked and drifted across the cemetery in Kansas where my father is buried.

It was the air that smelled so sweet as it mixed with the prairie grasses that grew around the birthplace in Kansas of my mother.

It was the air that when drawn into a vortex and accelerated to over 200 MPH cut like a knife through the city of Joplin, Missouri. Missourians and all of us are challenged by the tornado that struck that city, where rebuilding is the only option considered.

It was the air that provided the stage for the lightning storm as I traveled from Joplin back to Kansas City. A summer electrical storm in the plains of this country is one of the most thrilling spectacles I have ever experienced.

It was the air that supported the plane that brought me back to Portland with a heavier suitcase than the one I had one week earlier.

Attend an IAWP conference. You will be educated and enriched by the event and changed by the adventure that surrounds the conference. mjbdc@hotmail.com

OREGONIZER

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Something you want to share?
Interested in Writing for the Oregonizer??

Send Comments or Submissions to:
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7995 SW Mohawk St.
Tualatin, OR 97062

IAWP Oregon Chapter Officers:
President - Stephanie Stevens
President Elect – Ron Sohnrey
Vice President – Grant Axtell
Treasurer – Judy Mattos
Past President – Jeff Hunter

September 2011

Greetings from the President:

This has been a very busy month so I will keep this short. I attended the International Board Meeting in Spokane on September 23rd and 24th. This is the exciting location for our International Conference in June, 2012. We are working on additional scholarships for members to allow more members to attend this great event. Stay tuned for additional information. Thank you for your support.

Stephanie Stevens, President Oregon Chapter

**OREGON CHAPTER WOULD LIKE TO
CONGRATULATE IAWP MEMBER
AND
EMPLOYMENT DEPARTMENT DIRECTOR
LAURIE WARNER
ON HER ELECTION TO THE OFFICE OF
PRESIDENT-ELECT OF NASWA.**

A DATE TO REMEMBER 2011

Oct 8 - Oregon Chapter Executive Board Meeting
Eugene, Oregon

Oct. 29 - WPDP Testing-Eugene, Oregon

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LEGISLATIVE NEWS
FAST Act to create construction jobs

Whether you are Democrat, Republican or Independent, no doubt you will agree that additional new jobs are needed in these difficult economic times. The following recent news release was taken from the Website of Oregon Senator Jeff Merkley and offers one idea for stimulating new jobs in construction. Editor

WASHINGTON, D.C – Oregon’s Senator Jeff Merkley has cosponsored new legislation that would create jobs through the modernization and repair of schools around the country. The FAST Act could create or save 3,300 Oregon jobs through the modernization, renovation, and repair of Oregon schools. As outlined in the American Jobs Act, Oregon could receive up to \$253,000,000 in funding for K-12 schools.

“This bill is going to create jobs, save money for schools that have burdensome energy costs from heating drafty schools, and most importantly, give our children safe, better places to learn,” Merkley said. “There are currently a million construction workers unemployed and \$270 billion worth of maintenance needed at our schools. We can wait and do those repairs later at a far greater cost, or do them now and get those workers back to work. The choice for jobs and fiscal responsibility is clear.”

Specifically, the FAST Act would provide funds to school districts to:

- improve air quality with updates to heating, ventilation, and air conditioning (HVAC) systems;
- remove mold and reduce energy costs with roof replacement and repair;
- support technology, mechanical systems, and electricity with an electrical system modernization;
- reduce water consumption, eliminate lead in water, upgrade bathrooms and plumbing;
- eliminate allergy and asthma triggers, contain or eliminate asbestos, and repair plaster and painting;
- replace windows to save on energy usage;
- install solar panels, wind generators, and geothermal or other clean energy generators.

LEGISLATIVE NEWS
(cont’d)

It is estimated that for every \$1 billion invested in school construction between 9,000 to 10,000 jobs are created. According to the Blue Green Alliance, modernizing our schools can save \$100,000 a year in maintenance costs – enough for two new teachers, 200 more computers, or 5,000 textbooks. The average U.S. public school building is 40 years old and conservative estimates of deferred school maintenance and repair nationwide total at least \$270 billion.

The FAST Act has already been endorsed by the National PTA, Council for Great City Schools, Building and Construction Trades, AFL-CIO, National Construction Alliance II.

WELCOME NEW MEMBERS
IAWP OREGON CHAPTER

DAVID GERSTENFELD

DEVELOP YOUR SKILLS WHILE READING
A BOOK

Submitted by Grant Axtell

The OED Learning and Development Team and Oregon Chapter IAWP have numerous books available for check - out on topics such as leadership and career development.

To access a full list of books and descriptions visit our webpage or the OED Learning and Development Team section on EdWeb. To check out a book, simply e-mail training.team@state.or.us.



In what you say of another, apply the test of kindness, necessity and truth, and let nothing pass your lips without a 2/3 majority. ~Liz Armbruster

THINKING ABOUT SCHOOL IN THE FALL FOR YOURSELF OR A DEPENDENT?

Submitted by Dennis Brophy

Oregon Chapter members may utilize scholarship funds available through the Logan S. Chambers Scholarship grant when funding is not offered by OED or other sources. A grant of from \$100.00 to \$350.00 depending on years as an IAWP member is available to increase knowledge and skills in workforce related training or toward a degree program that improves member performance and/or promotional opportunities. The course must be offered by an accredited institution or recognized professional organization such as the American Management Association.

Another educational scholarship is available for dependents of Oregon Chapter members. The Freddy L. Jacobs Scholarship grant provides from \$75.00 to \$250.00 depending on years as an IAWP member to dependents who want to increase their knowledge and skill in the area of leadership or workforce development, who are pursuing an associate or undergraduate degree or other certification, or who are required to complete an extracurricular educational or training program to obtain a high school diploma. As with the Logan S. Chambers grant, funding must not be offered by other sources and the training must be offered by an accredited institution or recognized professional organization. The grant may be applied for on a yearly basis.

For additional information on the Logan S. Chambers Scholarship and the Freddy L. Jacobs Scholarship grants and forms for application, please go to the International website at:

www.iawponline.org/scholarships.html

**Do what you can, with what you have,
where you are. ~Theodore Roosevelt**

WELL BEING

Mark J. Butterfield, D.C.

While stuck in traffic the other day, I was reminded of a conspiracy theory that surfaced several years ago. The traffic was stop and go which allowed me to read the placard on the big truck and trailer to my right. The placard warned "Corrosive Liquid" and had an illustration of a dissolving human hand. The conspiracy theory was popular among the industrial hygienist community – a community of individuals known more for ion analyzers than intrigue.

When the United States Department of Transportation (USDOT) was setting the standards for transportation of hazardous materials many years back, a problem arose. When it came time to set standards for corrosive materials, at the lower end of the pH scale (acid/alkaline measure) at which substances were considered acidic and dangerous to transport in bulk a liquid was listed which raised eyebrows – soda pop. Some brands of pop can have a pH of about 2.5 which would have classified them as "Corrosive Liquid" by the standards being proposed. Needless to say, the beverage industry caught wind of the proposed action by the USDOT and did not like it much. The image of soft drink distribution trucks wearing placards showing drawings of dissolving hands was not an image with which the industry wished to be associated.

Therefore, the beverage industry convinced the USDOT to reevaluate science in favor of commerce and lower the pH level at which a material was considered hazardous for transport to below that of soda pop. The industrial hygienist community filled in the blanks of the story by speculating that the evidence supplied by the beverage industry to the USDOT officials supporting the basis for lowering the pH levels was presented at expensive dinners and golf vacations hosted by the industry.

Who knows if the industrial hygienist community was correct or just conspiracy mongers. Well actually, many people do know the truth. But my point is that to drink a beverage that is so acidic and consumed 12 oz. or more at a time should be viewed as consequential. The acidification of the body's chemical balance as well as the demineralization of teeth and bones after consumption has some permanent effect on health. You may not explode after drinking a can of pop - you may be dissolved a little bit. Comments?

Mark J. Butterfield, D.C. mjbdc@hotmail.com

EMPLOYMENT GROWTH STALLED SINCE APRIL

Submitted by Dennis Brophy

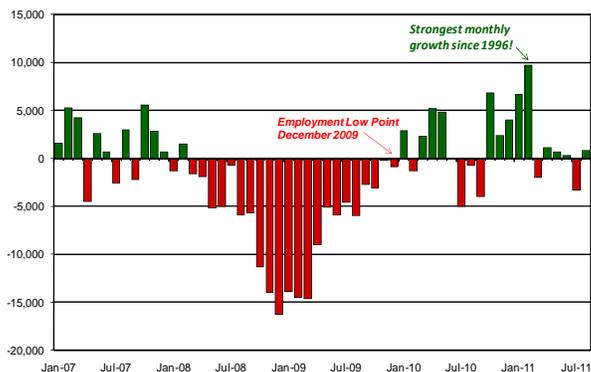
Oregon lost almost 150,000 jobs in the recession that started in late 2007. The number unemployed soared to almost 230,000, a record level. Job losses came rapidly, were huge, and were spread across almost all industries.

In 2010, the job situation stabilized. In the final quarter of 2010, Oregon added jobs at a decent clip, and that trend continued early in 2011. The February 2011 gain of 9,700 jobs was the largest employment gain for the state since 1996. That was the last sizeable employment gain; since April the state's employment trend has been flat.

Overall payroll employment is up 31,400 from the recessionary low reached in December 2009. Government has dropped nearly 8,000 jobs since the economy began its slow and unsteady rebound. That's not surprising, as increased demand for services often means government employment holds up well during a recession, but dismal budgets tend to trim government employment figures after a recession ends.

When will growth resume? We'll get our next hint when the September 2011 Oregon Employment Situation press release becomes available on Tuesday, October 18. Get the details, find all monthly press release dates, and even watch the live press conference on the Employment Department Research Division home page, www.QualityInfo.org.

Oregon's Monthly Job Growth/Decline seasonally adjusted



DEFEATING NEGATIVITY IN THE WORKPLACE

By James Thomas (CA) at International in St Louis

The presenter was Cornell Dillard; Chief Human Relations Officer. He let it be known that negativity is an emotion and we sometimes make decisions on that emotion. We were informed on identifying negativity, consequences of negativity, and neutralizing negativity. Negativity requires nourishment to develop and grow. Failure to stand against negativity causes it to continue and to flourish. Negativity will affect you as a worker, both mentally and physically. A work climate or distrust or mistrust reduces productivity and morale.

Negativity is a habit that will distract or disenchant employees that leads to preventable mistakes. He provided tips on neutralizing the negativity by stepping up and confronting gossip, providing productive and non-confrontational options, progressing towards a positive culture, reframing from negative thinking, confronting the whiners and complainers, stop blaming others, and using words like always, never, everything, everybody.

The instructor also touched on communication tips by specific disabilities. The tips were: a wheelchair is part of a person's body space, speak directly to the individual, interact with the person at eye level, be aware of the distance between you and the individual, and follow through on whatever needs to be done.

He also gave useful advice on people-first language. There are 54 million people with disabilities that share two unique distinctions; being the nation's largest minority groups, and the most diverse group. We can use some of these common terms: person with a disability, non-disabled, developmental disability, person with mental illness, person who is visually impaired, and person who has multiple sclerosis. Remember --- people come first.

OREGONIZER

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Publication of Oregon Chapter IAWP
 Editors

Dennis Brophy - Barbee A. Williams
 Proofreading by Tricia Reardon

Something you want to share?
 Interested in Writing for the Oregonizer??

Send Comments or Submissions to:

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7995 SW Mohawk St.

Tualatin, OR 97062

IAWP Oregon Chapter Officers:

President - Stephanie Stevens

President Elect – Ron Sohnrey

Vice President – Grant Axtell

Treasurer – Judy Mattos

Past President – Jeff Hunter

October 2011

Greetings from the President:

Please see the Oregon Chapter and the International membership contest that is being held. I encourage all of you to ask someone to be a member!

I also want to remind you that it is time to be writing those award winning nominations for the people around you that deserve to be recognized.

Please read through the Oregonizer to see what interests you. Also feel free to send letters or comments to the editors. We look forward to your input.

Stephanie Stevens, President Oregon Chapter

A DATE TO REMEMBER 2012

Jan. 1 - Nominations accepted for Oregon Chapter officers

Jan. 13 - Deadline for Chapter Award nominations

Feb. 18 - Oregon Chapter Executive Board Mtg
 Salem, OR

Feb. 25 - WA Chapter Crab Feed/Institute
 Westport, WA

May 9 - Oregon Chapter Executive Board Mtg
 Bend, OR

May 10-11 - Oregon Chapter Educational Conference
 Bend, OR

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IAWP OREGON CHAPTER HOLIDAY MEMBERSHIP DRIVE

November 1 – December 15, 2011

The subchapter that signs up the highest percentage of new members will receive two (2) nights of complimentary hotel accommodations for the May Conference at the Riverhouse Hotel in Bend, Oregon!

THE FINE PRINT:

- Percentage will be computed based on total chapter members as of October 31, 2011;
- New members do not need to belong to the subchapter that signs them up;
- Final determination of winner will be made by Chapter Vice President; and
- Winning subchapter may determine how to award room nights.

INTERNATIONAL MEMBERSHIP CONTEST

In keeping with this year's theme: IAWP; Building One Member At-A-Time, International Vice President and Membership Chair Ray Cabrera announced the beginning of the 2012 Membership contest. In addition to the usual Gold, Silver, and Bronze Key awards presented by International, there will also be monetary rewards for recruitment of new members. Three grand prizes and eight additional monetary awards will be presented by the International President to those individuals who have achieved the following levels:

Gold (1st Place) - Top recruiter with 50 or more new full members. Cash prize of \$100.00.

Silver (2nd Place) - Top recruiter with 25 to 49 new full members. Cash prize of \$50.00.

Bronze (3rd Place) - Top recruiter of 10 - 25 new full members. Cash prize of \$25.00.

For those recruiters who sign up 10 new full members, but were not top recruiter, they will be placed in a drawing for a possible cash winning prize of \$25.00. There will be eight drawings and eight possibilities to win. Begin now to work toward your cash reward. Ask someone to join IAWP today!

LEGISLATIVE NEWS

U.S. Senate designates October as "National work and family month".

Press release reprinted from the Website of Senator Jeff Merkley.

Washington, DC- The United States Senate unanimously approved a resolution to designate the month of October 2011 as "National Work and Family Month." The resolution is sponsored by Senators Jeff Merkley (OR), Mike Crapo (ID), Herb Kohl (WI), and Frank Lautenberg (NJ). This designation will encourage employers, employees, and communities across the nation to discuss and work together on mutually beneficial work-life programs and policies. "Families are stretched. Parents in many cases are working more than full time, often in multiple jobs, just to put food on the table," Merkley said. "We need to do more to support our working families and provide the opportunities to thrive. Job-creation is a vital part of that – a living-wage job feeds the soul – but providing work-life flexibility is also an essential element."

"Working parents should be afforded the flexibility to balance their schedules between demanding work lives and spending much-needed time with their families," Crapo said. "This resolution is designed to promote work-life programs so that companies can meet the changing demographics of a modern workforce."

"Employers who are able to provide choices for their people are rewarded with higher levels of retention and experienced workers. People who have a greater work-life balance are able to focus more on their jobs while at work. It's encouraging to see more companies move in this direction to meet the realities of today's American households," said Senator Kohl.

"American men and women put in a hard day's work to make a living and it is critical they have time with their families," said Senator Lautenberg. "This month, employers should make an extra effort to accommodate the hard work it takes to be successful on the job and at home."

According to a report by WorldatWork, a nonprofit professional association with expertise in attracting, motivating, and retaining employees, the quality of workers' jobs and the supportiveness of employers are key predictors of job productivity, job satisfaction and job retention.

DISTRICT XIV EDUCATIONAL INSTITUTE

Submitted by Barbee Williams

Barbee Williams, District Director, invited all Oregon Chapter and District XIV members to attend the annual District educational institute held September 29 through October 1, 2011. This exciting event was held at The Resort at the Mountain, in Welches, OR. The Resort is located less than an hour's drive from Portland. The view was incredible and the event was well attended.

The District XIV Council Meeting was held on Thursday afternoon followed by a Bar-Bee-Q, attended by around 30 members. All guests were important but I would like to recognize two with a very special thank you, Oregon Employment Department Director, Laurie Warner, who made herself available for staff to talk with at the Bar-Bee-Q and to International President Elect Nancy Upchurch who has had a very busy schedule but still attended this event.

A full day of training was offered on Friday, September 30, with both a continental breakfast and lunch included. The presentation of the flags included flags from Oregon, Washington, Idaho and Montana. While no members were able to attend from Montana, they were missed.

Keynote Speaker, Grant Axtell presented on facilitation and collaboration. Have you ever tried to herd cats? What about bringing consensus in a room full of passionate co-workers? Bringing a herd of cats together is never an easy task; nor is bringing a wide variety of viewpoints together in the workplace to achieve a task or goal. This workshop provided insight and skills into being effective in the collaborative effort. How could you help the process? What would be your role and what would be the role of the facilitator who brings together a diverse group of individuals to pool their thinking, their experience, their resources, and their concerns in order to arrive at a shared result that would benefit a larger group of stakeholders.

Just before lunch Sarah Stone presented on Social Networks –The Impact / Advantages on our jobs. She talked about the state policy for Oregon and raised questions on the use of this media.

Graham Slater returned with his special economic presentation on the similarities and differences among the Idaho, Montana, Oregon, and Washington economies. Graham is the Administrator for the Oregon Employment Department's Workforce and Economic Research Division. Graham's strong public speaking and communication skills make him a highly sought-after public speaker at policy-level meetings, workforce investment board meetings, and other private sector association meetings.

Saturday, October 1, was the annual District business meeting, providing members with an opportunity to learn about other Chapters in the District and take care of District XIV business. This year's winner for both the Chapter Activities and the Membership Awards was presented to the Oregon Chapter.

It was good to network, discuss and plan activities in all of the events and group meetings. Many discussions and plans were developed at the after hours activities and this is really the reason we do all get together, to make IAWP successful!

2012-2013 ADMINISTRATIVE YEAR NOMINATIONS ARE NOW BEING ACCEPTED FOR

- **INTERNATIONAL PRESIDENT-ELECT**
- **INTERNATIONAL VICE PRESIDENT**
- **INTERNATIONAL SECRETARY-TREASURER**

For criteria and nomination procedures, contact District XIV Director Barbee Williams at:

barbee.a.williams@state.or.us

For those faithful readers of Well Being:
Dr. Butterfield will return with the November issue, peaking your interest with something new and exciting.

IT'S TIME TO RECOGNIZE OUTSTANDING PERFORMANCE FOR 2011

The annual IAWP Oregon Chapter Awards program is once again accepting nominations for outstanding performance. You will want to begin by reviewing the various awards listed below and identifying individuals or groups who meet the criteria and have made significant contributions during calendar year 2011 (for some awards – multiple years). Be sure to consider employees from our workforce partners who are eligible for nomination in many of the Award categories. The deadline for receipt of nominations is January 13, 2012. Additional information is available on the IAWP Oregon Chapter Website at: <http://oregoniawp.org/awards.aspx>.

If you have questions, please contact Oregon Chapter Activity Co-Chair Tracy Johnson tracy.e.johnson@state.or.us or Co-Chair Julie Davidson julie.m.davidson@state.or.us

Award of Merit – (International Development Award has been consolidated into this award). The most prestigious award presented to an IAWP member, recognizing outstanding service or achievement beyond normal expectations or job requirements. All or the major part of the activity/performance to be considered must have occurred during the calendar year in which the award is granted. Accomplishments may have been in either promoting workforce development programs/initiatives or in advancing IAWP objectives. Nomination categories: Individual (IAWP member) and Group (66 2/3 must be IAWP members). Judged: Oregon Chapter, with winner(s) judged at International. (Expanded criteria to include international outreach.)

Citation Award - Think Employers! The award recognizes outstanding private sector (not Workforce entity) contributions in promoting workforce development programs/initiatives or in advancing IAWP objectives. Nomination categories: Individual (non-member/private sector) and Group (non-member/private sector). Must be nominated by an IAWP member or group where at least one person is a member. Judged: Oregon Chapter, with winner(s) judged at International.

Services to Veterans Award - Recognizes outstanding accomplishments in providing services to Veterans. Nomination categories: Individual (must be a Veteran) and Group. Nominees need not be an IAWP member if nominated by an IAWP member or group where at least one person is a member. Judged: Oregon Chapter, with winner(s) potential judged at International under Workforce System Customer Service Award.

Specialized Customer Service Award - Recognizes outstanding service delivered to a specific (specialized) segment of the workforce including but not limited to people with disabilities, vocational rehabilitation, welfare-to-work, and youth. (Nominations for services to Veterans should be submitted for the Veterans Award and not in this award category.) Nomination categories: Individual and Group. Nominees need not be an IAWP member if nominated by an IAWP member or group where at least one person is a member. Judged: Oregon Chapter, with winner(s) potential judged at International under Workforce System Customer Service Award.

Unemployment Insurance Award - Recognizes an outstanding, innovative, unemployment (UI) program that features creativity, improved operational efficiency and improved customer service. The program can be in any area of UI including, but not limited to; claims, tax, benefits, audit, and/or quality control. Nomination categories: Individual and Group. Nominees need not be an IAWP member if nominated by an IAWP member or group where at least one person is a member. Judged: Oregon Chapter, with winner(s) potential judged at International under Workforce System Customer Service Award.

Nick Guarriello Office/Section of the Year Award - Recognizes a Field Office, Satellite Office, One- Stop or Section for exceptional service to the Association and/or outstanding commitment to employment, unemployment, training, child care or related programs in the workforce development arena. Nomination categories: Small (20 or less employees) and Large (21 or more employees). Must be nominated by an IAWP member, although a team of members and non-members may submit a nomination. Judged: Oregon Chapter. Nominations from one-stop offices are encouraged and may be forwarded to International to be judged at International under Workforce System Customer Service Award.

Administrative Support Employee Performance Award

- Recognizes outstanding and conscientious service in the performance of assigned duties. Candidates must have been employed by the Employment Department for a period of not less than one year prior to March 1, 2011. Nomination category: Individual or Group. Judged: Oregon Chapter.

Retiree DOER's Award - Recognizes a retiree who leads an active retirement life, including contributions made to IAWP and in their local community. Nomination category: Individual (IAWP member). Must have retired from the public sector. The nominee's membership status may be retired, full or life. IAWP membership is required in both the year during which the activity occurred and the year in which the nomination was submitted. The major part of the activity/performance to be considered must have occurred during the calendar year preceding the year in which the award is granted. Judged: Oregon Chapter, with winner judged at International.

James Mahoney Managerial Performance Award

- Recognizes outstanding and conscientious service in the performance of assigned duties. Nomination category: Individual or Group. Any management employee, employed for not less than one year preceding March 1, 2011. Judged: Oregon Chapter.

Professional Employee Performance Award

- Recognizes outstanding and conscientious service in the performance of assigned duties. Any employee. Candidates must have been employed by the Employment Department for a period not less than 18 months prior to December of the current year. Nomination category: Individual or Group. Judged: Oregon Chapter.

New Employee Performance Award

- Recognizes outstanding and conscientious service in the performance of assigned duties. Nomination category: Individual or Group. Must have been employed for no more than 18 months prior to December 31, 2011. Judged: Oregon Chapter.

L. Dale Ross Community Service Award

- Recognizes significant contributions made as a volunteer within the local community. Nomination category: Individual. Judged: Oregon Chapter.

Eric Bergman Service to IAWP Award - Recognizes outstanding dedication and service to IAWP at the Subchapter, Chapter, District, and/or International level. The nominee must have provided outstanding contributions to the association, not only during the calendar year, but also during preceding years. The activity or activities of the individual nominated should demonstrate a sustained and dedicated commitment to IAWP.

Nomination category: Individual (IAWP member). Judged: Oregon Chapter.

Frank Waller Public Relations Award - Recognizes excellence in promoting the Oregon Employment Department with the public, employers, and/or with applicants.

Nominations category: Individual. Must be an IAWP member or any employee of the Oregon Employment Department. Judged: Oregon Chapter.

INTERNATIONAL AWARD changes:

See <http://oregoniawp.org> website and August Oregonizer, for an overview of changes.

CWS-WHAT'S IN IT FOR ME?

The Certified Workforce Specialist Certification Program (CWS) is available to members of IAWP. For more information, check out the IAWP website at: www.iawponline.org or ask an Oregon Chapter officer.

The "CWS" credential after your name shows you are part of an outstanding group of workforce professionals who have extensive knowledge and experience in workforce issues.

It shows you have passed a rigorous competency based testing program from an international association, that you are respected by your peers, and that you see professional membership as an important part of your career.

The CWS designation shows current and potential managers your initiative in developing, maintaining, and improving your career skills.

Upon becoming a Certified Workforce Specialist, you will have the distinction of being the FIRST from Oregon Chapter.

MY FIRST IAWP DISTRICT XIV EDUCATIONAL INSTITUTE

Submitted by Patty Tipton

When I arrived at The Resort at the Mountain in the city of Welches, Oregon for the first time, I found all kinds of beautiful trees and landscapes surrounding the resort. The welcoming waterfall when you enter the front door to a welcoming staff to serve you.

I was able to room with another individual from the Tualatin office in a room overlooking a beautiful court yard with a pool and a hot tub. The rooms were very high quality and IAWP had negotiated a very good rate, in fact, it was below the regular state per diem rate.

Thursday night I attended the Bar Bee Q. The 1100 square foot suite had a large deck area that could seat around 40 people, overlooking the golf course of lush green grass and surrounded with all different kinds of trees. It was so peaceful to sit and watch the sunset and network with members from Washington, Idaho, and Oregon.

Dr. Mark Butterfield and Karen Robbins cooked the hamburgers and hot dogs and provided all the trimmings, including chili, cheese and onions! The home made Gazpacho (cold vegetable soup) Mark made was very tasty and added that special touch to a great event. About 35 to 40 people showed up and everyone had a good time just eating, and talking with old friends as well as making new ones. You could not have had asked for a better event or more perfect weather.

Friday morning we met in the main resort, in a large open area surrounded with windows looking out to tall trees. The food was set up just outside the room in the hallway and was hot and ready for us. They served fruit, eggs, bacon, hash browns, & fresh toast with coffee and teas. Everyone had their fill and the total services provided by staff were excellent.

The Mistress of Ceremonies was Rebecca Nance. Rebecca is the Legislative Executive Manager in Central Office. She did a great job introducing everyone else and keeping us entertained throughout the whole meeting. We can learn and still laugh at the same time!

The meeting was opened with the color guard, John Concepcion and four other volunteers, presenting flags from all four invited states.

Laura Warner, Director of Oregon Employment Department, opened the day with information on economic recovery here in Oregon, taking questions afterwards. She also covered Washington and Idaho information and asked members if they felt their states were having the same economic problems. Laurie introduced a book that she highly recommends, "The Great Reset" by Richard Florida. It was great to see her and know she took her time to support the IAWP meeting and activities.

Nancy Upchurch, current President-Elect of International IAWP, from Idaho gave a brief update on activities at the IAWP International level. We then had our Keynote Speaker, Grant Axtell, who presented training on facilitation. Sarah Stone from Central office presented the OED policy around social media and when it was appropriate to use this media. She confirmed that social media is here and we need to have rules in using these powerful tools.

After a great lunch, Grant continued his presentation on facilitation using some great new tools that make the exercise fun as well as educational.

Last we were introduced to Graham Slater and his great way of presenting the economic updates. His handouts made the information even more easily understood. This was information on workforce and economic research we could take home and study more at a later date.

Saturday morning we met again for another good breakfast and Barbee finished her duties with the general membership meeting where District XIV information was presented. Barbee also awarded the Chapter Activities and the Membership Awards, which both went to Oregon.

There were two announcements at the conference regarding two more conferences. One of these is the International in Spokane, Washington; June 10th to the 13th of 2012 and the other one District XIV Conference 2012 in Nampa, Idaho September 20th to 22nd of 2012.

I was glad to have attended the District Institute and wish others could have been there. This was a great educational opportunity and I feel lucky to have been present. The weather was good, the place was beautiful and I hope to visit Welches again.

OREGONIZER

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Publication of Oregon Chapter IAWP
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Send Comments or Submissions to:

Barbee.A.Williams@state.or.us
 7995 SW Mohawk St.
 Tualatin, OR 97062

IAWP Oregon Chapter Officers:

President - Stephanie Stevens
 President Elect – Ron Sohnrey
 Vice President – Grant Axtell
 Treasurer – Judy Mattos
 Past President – Jeff Hunter

November 2011

Greetings from the President:

The month of November brings veterans to the foreground of our thoughts. We had several articles submitted regarding the veterans around us.

I do hope each office is busy working on award nominations for those co-workers who deserve to be recognized. This is a way to let the individual know that their work had not gone unnoticed.

Stephanie Stevens, President Oregon Chapter

**VETERANS’ DAY STATEMENT
 DAVID G. SLIMP
 IAWP INTERNATIONAL PRESIDENT**

Frankfort, KY – This Veterans’ Day the International Association of Workforce Professionals (IAWP) proudly join the millions of Americans throughout our nation, and indeed with people throughout the world, in honoring and paying tribute to the brave men and women who have served in the armed forces protecting the freedoms we enjoy.

Veterans’ Day (November 11th) formally became a federal holiday on May 13, 1938. The legislation creating the holiday stated it would be “a day to be dedicated to the cause of world peace and to be thereafter celebrated and known as 'Armistice Day'”. On November 8, 1954, Congress formally renamed Armistice Day as Veterans’ Day. As workforce professionals every day we help our service members with unemployment benefits and employment possibilities. Thus for us, Veterans’ Day is not just a day off, it is a time to reflect upon and honor those who have served.

IAWP would also like to pay a particular tribute to the men and women who have been lost in the wars in Iraq and Afghanistan. We honor your sacrifice and keep your loved ones in our thoughts and prayers.

PETS FOR VETS: HELPING TURN LIVES AROUND

BY: ERIN J. BERNARD, Cannon Beach Gazette Reprinted with permission as appearing in the Nov 10, 2011 Seaside Signal.

Seaside resident Jim Ballos has a favorite saying: "There's no better psychiatrist than a puppy licking your face."

For Ballos, it's more than just a cutesy bumper sticker slogan. Not long ago, he was homeless, socially outcast, and almost completely unhinged by a two-year tour of duty he's taken during Desert Storm.

Upon returning home from the Persian-Gulf War in 1992, Ballos found himself in an abyss so deep, no amount of counseling or medication or entreatings could pull him back out again. His family couldn't help him. His therapists couldn't help him. And the medicines they put him on left him in a dreamy stupor.

Then came Digit, a docile, Jack Russell terrier and constant, doting companion. And, with him, a second chance that Ballos is determined to pay forward to other veterans across the Pacific Northwest.

In high school, Ballos enrolled with the National Guard. He served in Longview and Seattle for four years, but he was hungry to see combat action, so he enlisted in the army. Ballos deployed to Germany with the A/40th Field Artillery MLRS (Multiple Launching Rockets System) 3rd Armored Division. From there, it was off to the Persian Gulf War, a mere two weeks after the birth of his youngest son.

Ballos worked primarily as a cook, but he also manned a 50 caliber and made regular ammunition and ration runs. He found himself unsettled by what he witnessed: land mines a few steps in front of him, carpet bombings, spates of oil well and chemical fires that regularly blackened the sky.

When he returned to the States in 1992, Ballos and his family moved to Austin, Texas, where he served a prestigious two-year apprenticeship as a chef's apprentice at the Hyatt Regency. Things were good, for awhile.

The family returned to Washington State, and Ballos began working as a fine dining chef.

But as the years passed, Ballos sunk into a deep depression. He started drinking heavily and was in and out of the local psychiatric ward and - after a second divorce - Ballos attempted suicide.

"I ended up in a mental institute because I had a breakdown," he said. "And that was the beginning of a very difficult four-year road. It was nasty."

He found himself homeless, disoriented and wandering the West Coast from Olympia to Northern California. In 2007, he made his way back to Washington. At a local crisis center, he was diagnosed with post-traumatic stress disorder and severe depression. He began a heavy course of medication in a respite unit on the local VA Campus.

He thought about the times in life when he'd been happiest, and he hearkened back to his days growing up on a ranch in Kalama, Wash., to the animals he so loved as a boy. So he pitched the idea of a therapy dog to his doctor.

Ballos was matched up with Digit through Pets for Vets, a charitable organization that matches rescue pets with veterans across the country. The animals are fostered and trained before being turned over to the vet. It's a service performed at no cost to the vet, and at a cost of \$500 to the organization, which relies on donations and grants.

As often happens, Ballos and Digit developed a quick and intense bond. "There was a transformation as if I had put a super-hero outfit on," Ballos said. "All of a sudden I was able to socialize, and started being more physically active."

Ballos saw the way other vets warmed up to Digit as the two strolled across campus, and so he got in touch with Clarissa Black, Pets for Vets director. By December 2010, they had a Northwest regional chapter of the organization up and running. So far, they've paired two pets with vets and there are more in the works.

Ballos now sits on Pets For Vets' National Board of Advisors, and he's working to expand the Northwest chapter into more remote areas. To find out more about Pets for Vets, email Jim Ballos at csidejimmer662011@gmail.com.

"So many guys are hesitant to take that first unknown step," he said. "But we're here to offer hope and an alternative to medications. "With 90 percent of the vets I've talked to, it's up to us," he added. "The government is doing things to help, but it's not really enough."

Ballos story is, ultimately, a success story. But like many veterans he had to seek out help for himself.

NEW MEASURE OF ECONOMIC ACTIVITY IN OREGON

Submitted by Gail Krumenauer

Each month Oregon Economic Forum releases the University of Oregon Index of Economic Indicators. The latest release shows an increase of 0.2 percent to 89.1 in September. This slight upturn breaks five consecutive months of UO Index declines.

However, author Tim Duy notes in the September summary that the index has fallen by 5.8 percent (annualized) over the last six months. Duy indicates that declines of this magnitude have foreshadowed labor market recessions in the past, and that planning for the next year should include the ability to react quickly should economic conditions deteriorate.

The UO Index has also expanded, and now includes the new Oregon Measure of Economic Activity! Where the UO Index is -- as its name indicates -- a measure indexed to 1997, the Oregon Measure of Economic Activity is zero-based. A measure above zero indicates above-average economic activity for the state, while a measure below zero reflects below-average activity. The Oregon Measure of Economic activity improved from -1.12 to -0.78 between August and September. The three-month moving average also showed improvement over the period, from -1.13 to -1.03.

While an improvement, the summary emphasizes that these numbers still indicate growth well below the 1990-2011 growth trend. Duy mentions manufacturing, construction, household, and services sectors as contributors to the statewide economic weakness.

Read more in the full State of Oregon Economic Indicators [release](#). Follow the link or if you have a paper copy of the Oregonizer, the link is: <http://econforum.uoregon.edu/indexes.html> .

LEGISLATIVE NEWS

Bill Would Aid Fallen Soldiers' Spouses

Press release reprinted from the Website of Senator Jeff Merkley

Washington -- Oregon's Senator Jeff Merkley and Barbara Boxer (D-CA) introduced November 11, the Spouses of Heroes Education Act, which would amend the Post-9/11 GI Bill to include spousal eligibility for the Fry Scholarship. This expands the program to provide the same full undergraduate education benefits to spouses that are currently available to the children of a member of the Armed Forces who died in the line of duty.

"When a member of the Armed Forces' life is taken while serving our country, the least we can do is to ensure their family has the education they need to succeed," said Merkley, member of the Senate Military Family Caucus.

"We already provide that benefit to the children of our fallen heroes. We should extend that benefit to a husband or wife who often must go back to school to provide a foundation for their family. When a soldier, airman, seaman, or Marine goes into battle, so do their families. It's time to fulfill our commitment to military families."

"We owe it to the spouses of our fallen service members -- who have sacrificed so much -- to offer them the full Post-9/11 GI Bill education benefits," said Boxer, co-chair of the Senate Military Family Caucus. "These benefits would help surviving spouses get the education and skills they need to support their families after a devastating loss."

Currently, spouses of fallen service members are only eligible to receive federal education benefits under the Survivors' and Dependents' Education Assistance (SDEA) program. This program provides an allowance of up to \$936 a month, but it often does not cover the full cost of tuition and fees.

Under this legislation, spouses of these service members could receive the full cost of public, in-state undergraduate tuition and fees, plus a monthly living stipend and book allowance. Spouses would need to use this benefit within fifteen years, and would not remain eligible if they remarry.

Endorsers of the bill include the Military Officers of America (MOAA) and the National Guard Association of the United States (NGAUS).

IN HONOR OF VETERANS

Contributed by: Patrick C. Preston, Major USA (Retired)
IAWP Services to Veterans Subcommittee Chair
(from a Veterans day speech by the late President Ronald Regan).

Many people confuse Memorial Day and Veterans Day. Do you know the difference?

Memorial Day is a day for remembering and honoring those who died serving their country.

On Veterans Day we thank and honor those who served in the military. Veterans Day is observed on November 11th of each year. This day used to be called Armistice Day.

What can you do on Veterans Day?
Just say thank you.

Ronald Regan said "It is, in a way, an odd thing to honor those who died in defense of our country, in defense of us, in wars far away. The imagination plays a trick. We see these soldiers in our mind as old and wise. We see them as something like the Founding Fathers, grave and gray haired. But most of them were boys when they died, and they gave up two lives -- the one they were living and the one they would have lived. When they died, they gave up their chance to be husbands and fathers and grandfathers. They gave up their chance to be revered old men. They gave up everything for our country, for us and all we can do is remember.

"There's always someone who is remembering for us. No matter what time of year it is or what time of day, there are always people who come to this cemetery, leave a flag or a flower or a little rock on a headstone. And they stop and bow their heads and communicate what they wished to communicate. They say, "Hello, Johnny," or "Hello, Bob. We still think of you. You're still with us. We never got over you, and we pray for you still, and we'll see you again. We'll all meet again." In a way, they represent us, these relatives and friends, and they speak for us as they walk among the headstones and remember. It's not so hard to summon memory, but it's hard to recapture meaning.

"And the living have a responsibility to remember the conditions that led to the wars in which our heroes died. Perhaps we can start by remembering this: that all of those who died for us and our country were, in one way or another, victims of a peace process that failed; victims of a decision to forget certain things; to forget, for instance, that the surest way to keep a peace going is to stay strong. Weakness, after all, is a temptation -- it tempts the pugnacious to assert themselves -- but strength is a declaration that cannot be misunderstood. Strength is a condition that declares actions have consequences. Strength is a prudent warning to the belligerent that aggression need not go unanswered.

"Peace fails when we forget what we stand for. It fails when we forget that our Republic is based on firm principles, principles that have real meaning, that with them, we are the last, best hope of man on Earth; without them, we're little more than the crust of a continent. Peace also fails when we forget to bring to the bargaining table God's first intellectual gift to man: common sense. Common sense gives us a realistic knowledge of human beings and how they think, how they live in the world, what motivates them."

What we do not understand is the service is a political tool that when all else fails Politicians refer to in order to settle issues. The military then becomes a vital tool to defend this or any country. As we pay tribute to our veterans let us all take task and thank all who serve military. Police, fire, and emergency personal that put themselves in harms way. THANK YOU for what you do. And keep yourself safe. From a veteran who cares.

A DATE TO REMEMBER 2012

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- Jan. 13 - Deadline for Chapter Award nominations
- Feb. 18 - Oregon Chapter Executive Board Mtg
Salem, OR
- Feb. 25 - WA Chapter Crab Feed/Institute
Westport, WA
- May 9 - Oregon Chapter Executive Board Mtg
Bend, OR
- May 10-11 - Oregon Chapter Educational Conference
Bend, OR

WELL BEING

Mark J. Butterfield, D.C

When I was growing up, there was a popular song written by Joni Mitchell that contained the lyric: “We are stardust...”. At the time I heard these words they seemed like a colorful sentiment and not much more. Years later I was made aware of the literal and very profound concept that all of the products of this earth (including human beings) are truly derived from the stars.

Geophysicists and astrophysicists have come to the conclusion that our galaxy, the Milky Way, is the source of all chemical elements found on earth from hydrogen (element 1) to iron (element 26). Most of the earth, most of a tree, and most of you and me are made from elements 1 to 26. In our own solar system, the sun is constantly making helium (element 2) by fusing two hydrogen molecules. Sunlight and heat are produced by this fusion, but no element is more complex (heavier) than simple helium.

Therefore, as determined by the physicists, any elements heavier than helium have been dispersed into the universe by exploding stars that were able to produce these elements. The dust of these stars condensed to form heavenly bodies including our sun and earth from which our earthly bodies are made.

As miraculous as this process is, it gets better. The human body requires elements for its construction and nourishment that are far more complex than iron. Examples are zinc (element 30) that is part of the hormone insulin and molybdenum (element 42) which the body needs to make enzymes vital for life. Where did these elements come from? In galaxies far, far, away.

Looking at the night sky full of countless stars, it is easy to be overwhelmed by our seeming insignificance as we stare at light that traveled 75 years to fill our eyes. I believe it is of equal consideration how important we each are when you think it took stardust from the heavens to assemble us. I wish you a healthy, happy, and mindful new year.

TEN REASONS TO JOIN A PROFESSIONAL ORGANIZATION

Posted by Dean Willson

Definition from Wikipedia:

A professional association (also called a professional body, professional organization, or professional society) is a non-profit organization seeking to further a particular profession, the interests of individuals engaged in that profession, and the public interest.

Reasons to join one:

1. Meet great like-minded people!
2. Opportunity to showcase your experience through peer to peer discussions or public speaking.
3. Bullet item on your resume.
4. See what opportunities and challenges are in the industry[ies].
5. Access to experts in the field – speakers, other members, sponsors.
6. SWAG – discounts or free books, magazines, access to webinars, e-learning, certification exam vouchers.
7. References other than your sister’s husband.
8. Free or almost free training - most of the organizations have meetings focused on educational content.
9. Meet your competition.
10. Exclusive or early notification of job opportunities.

As the President of a professional organization, fwPASS, I often hear about job opportunities directly from industry leaders and recruiters looking for their next technical Rock-star or leader. Note: this is not an invitation for head-hunters to spam me. They know that most of the people that regularly attend or participate in our meetings are passionate about their craft and are interested in staying at the front of the pack. In this economy, most organizations can afford to hold out for the best. Position yourself to be one of them!

Find a local chapter and get involved. If you don’t have any chapters in your area, there is a growing trend toward virtual chapters that utilize technologies like Microsoft Live Meeting and GoToMeeting.

AWARDS

IAWP Oregon Chapter is now accepting nominations for the following awards:

- Merit
- Citation
- Veterans
- Specialized Customer Service
 - Unemployment Insurance
 - Office/Section of the Year
 - Retiree DOER
 - Managerial Performance
 - Professional Employee Performance
- Administrative Support Employee Performance
 - New Employee Performance
 - Public Relations
 - Community Service
 - Service to IAWP

Your assistance is requested to help honor the extraordinary performance of co-workers, supervisors, managers, and our partners who over the past year have provided much needed services to Oregonians.

IAWP Oregon Chapter Awards:
<http://oregoniawp.org/awards.aspx>

IAWP International Awards Program:
<http://www.iawponline.org/imagevault/f1317745291.pdf>

**All nominations should be submitted to:
Julie Davidson and Tracy Johnson
no later than January 13, 2012**

WELCOME NEW MEMBERS

Theofanis Skourtis
Nancy Alvarado
Elizabeth Clark
William Ezell
Carol Files
Hamza Sherwani
Steven Bloyd
Ryan Kivett
Kelly Karr
Bonnie Robbins
Heather Partipilo
Elaine Pandolfi

OREGONIZER

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Publication of Oregon Chapter IAWP

Editors

Dennis Brophy - Barbee A. Williams

Proofreading by Tricia Reardon

Something you want to share?

Interested in Writing for the Oregonizer ??

Send Comments or Submissions to:

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7995 SW Mohawk St.

Tualatin, OR 97062

IAWP Oregon Chapter Officers:

President - Stephanie Stevens

President Elect – Ron Sohnrey

Vice President – Grant Axtell

Treasurer – Judy Mattos

Past President – Jeff Hunter



Happy Holidays

Holidays are times of tradition, times of celebration. They are the perfect opportunity to reach out to love ones both near and far. Here’s wishing everyone a Merry Christmas and Happy Hanukah!

Whether you say Season’s Greetings or Happy Holidays, here’s hoping your days are filled with true friends, close family, and precious memories.

Frohe Feiertage! **Joyeuses fêtes**
 (German) (French)

メリー クリスマス
 (Japanese)

Linksmų švenčių! **祝圣诞节快乐**
 (Lithuanian) (Mandarin)

esołych Świąt
 (Polish)

Felices Fiestas **Laimīgas Brīvdienas**
 (Spanish) (Latvian)

**Веселого Різдва і з
 Новим
 Роком**
 (Ukrainian)

Stephanie Stevens, President
 Oregon IAWP

CAPITAL SUBCHAPTER SPONSORS A FAMILY

Shelly Zander

Capital Subchapter was honored to sponsor a family from the Mid Valley Women's Crisis Services this holiday season. To do this, we sponsored a wreath sale and jacket raffle. The wreaths sold like hot cakes. The jackets were a fun thing to do, so close to the Civil War football game between the University of Oregon Ducks and Oregon State Beavers. We had 2 jackets, one for each team, so a person wouldn't risk winning from the "wrong" team!

Mark Hoefler, Capital Subchapter Vice President Dan Quinones and Capital Subchapter Representative Tiffany Hibbard-Fraijo took control of the wreath sales and Mark could be found daily sitting in the lobby, pushing his wares. He had wreaths sold even before they were available for sale! Dan connected with a vendor, picked up and delivered the wreaths to Central Office and to folks in Salem and McMinnville field offices.

I took on the jacket raffle. With help from Capital Subchapter Treasurer Nancy Imber and State Chapter Treasurer/Secretary Judy Mattos, we managed to be seen in the lobby several days each week. I jokingly say we managed to be seen, because for a time, we were there at the same time as Mark and the wreaths! It was a frenzy of activity at that table! Alan Beeler, who works in the Central Trade Act Unit won the Duck jacket, and Fawn Cameron of Overpayments won the Beaver jacket.

In the end, we were very satisfied with the outcome of our activities and are pleased to announce that after some bargain shopping by Tiffany Hibbard-Fraijo and myself, we were able to make a family from the Mid Valley Women's Crisis Services have a little merrier Christmas.

On behalf on myself, and all of us in the IAWP Capital Subchapter, I want to wish everyone a very Merry Christmas, and a joyous New Year.

Shelly Zander, President
IAWP Capital Subchapter



IAWP FAMILY NIGHT AT THE CARROUSEL!

Written by: Dan Quinones
IAWP Capital Subchapter Vice President

Friday, December 2, 2011, the IAWP family descended to the Salem Carrousel for a fun filled night. Folks representing various offices and their families were present. The highlight of the event was when Santa himself showed up to speak with the attendees and take pictures with family members.

By far this is the most attended event and each year the Capital Subchapter puts their best foot forward to make it a great family event. Treats were provided by the local chapter as well as through some donations from local businesses that support our organization. Hostess (as usual) has become one of our favorite sponsors. They provide all kinds of treats for the kids and for our adult attendees. The kids have unlimited rides and a lifetime of memories of the Carrousel. To this day my 10 and 8 year old ask about the event and can't wait to attend. By far the biggest reward for me is seeing the kids enjoying themselves as well as seeing them grow each year.

This event has, in some instances, become a yearly family event, and we also get to see friends we do not see during the year as well as retirees who attend the event with their grandkids. Please accept this as my personal invitation to join Capital Subchapter next year for this fun-filled event and bring your young ones (and young ones at heart

LEGISLATIVE NEWS 2011 LEGISLATIVE CHANGES

Mark Hoefler, IAWP Legislative Chair

This has been quite a year for legislative activity in the employment world. Employers should take note of a number of different bills that become effective as of January 1st 2012. Please feel free to share this link. The new changes can be found at <http://www.leg.state.or.us/>

*Summary of New Laws

HB 2036 – This law clarifies the application of statutes prohibiting unlawful discrimination against persons with disabilities to employers. It also permits the use of credit history when making employment decisions on public safety officer applicants.

HB 2039 – Employers that issue dishonored checks for payment of wages will be subject to statutory damages and reasonable attorneys' fees.

HB 2040 – This law amends several wage statutes, including clarifying what information a former employee must include in his or her written notice regarding non-payment of wages at termination. Importantly for employers, under the new law a former employee must include the estimated amount of wages or compensation allegedly owed or provide sufficient facts to estimate the amount owed. Failure to provide such information limits the penalty wages available to the former employee.

HB 2240 – This law indefinitely extends the provision that permits employees, who serve food or beverages and receive tips, to waive their meal period but prohibits employers from coercing them into waiving their meal period.

HB 2828 – Employers with 10 or more employees will be required to provide health, disability, life or other insurance during the period an employee is serving or is scheduled to serve as a juror, as long as the employee notifies the employer of his or her election to have coverage continue during this time.

HB 3034 – Employers will be prohibited from requiring an employee to use vacation leave, sick leave or annual leave for time spent on jury duty; an employee must be allowed to take unpaid leave instead.

HB 3207 – Public employers will be required to interview every veteran who applies for a civil service position or eligibility list if the veteran has obtained, through military education or experience, skills that substantially relate to the civil service position.

HB 3450 – Employers will be required to notify a potential employee, in writing, at least 72 hours before the first day of employment, if acceptance of an arbitration agreement is a required condition of employment. Previously, the law required employers give a two-week minimum notice. However, the new law requires that the arbitration agreement, signed by the employee, include certain disclaimers in bold face type.

Additional Information

Should you have any questions about the new laws or their impact on your workplace, contact the Client Services Department at 866-287-2576 or via email at clientservices@ogletreedeakins.com.

*Note: This article was published in the December 7 2011 of the Portland eAuthority.

As you all know I agreed to fill in as the legislative chair for this year. It has been an honor and a privilege to again serve my fellow members. I want to thank all those people who have graciously donated their time and effort in assisting me. You know who you are. I could not have done this without your patience and understanding. I look forward to our future and I leave this year with a few thoughts.

- 1) Let us welcome each morning with childlike optimism...
- 2) Let us be honest and of good virtue in friendship and with strangers...
- 3) Let us be thankful for our freedom and honor those who made it and make it possible.....And.
- 4) Always remember how fortunate we are to be able to love and be loved.

“You can teach a student a lesson for a day; but if you can teach him to learn by creating curiosity, he will continue the learning process as long as he lives.” ~Clay P. Bedford

OREGON'S MINIMUM WAGE WILL RISE TO \$8.80 PER HOUR IN 2012

Gail Krumenauer, Economist
Workforce & Economic Research

Oregon's minimum wage rate will increase to \$8.80 per hour on January 1, 2012. The minimum wage has been set at \$8.50 per hour since January 1, 2011. The state's minimum wage is linked to inflation; the 30-cent increase represents a 3.5 percent rise in minimum hourly earnings. Oregon is one of 10 states that adjust minimum wage rates based on inflation.

Oregon has the second-highest state minimum wage, behind Washington. In 2012, Oregon's rate will remain lower than Washington's (\$9.04 per hour as of January 1), but still sits above the federal minimum wage rate of \$7.25 per hour. The federal minimum wage is not linked to inflation, and has been at its current level since July 24, 2009.

According to payroll data, Oregon had roughly 137,000 jobs paying less than \$8.80 per hour in the first quarter of 2011. This constitutes 8.2 percent of the state's workforce; they would be affected by the minimum wage increase. Industries with the most jobs earning less than \$8.80 include leisure and hospitality (53,100 jobs) and retail trade (28,900).

For more information about the minimum wage, visit Oregon.gov/BOLI or read the full article on QualityInfo.org written by Economist Andre Harboe.

REQUEST FROM EDUCATIONAL CHAIR

Submitted by Charlene Grafton

I encourage each sub-chapter to provide training for your members. This is really very easy and doesn't take a lot of time or effort. We, in the Crater Subchapter, will provide training for our members in the Spring of 2012. We have arranged for a Representative from the Oregon Growth Savings Plan to come during a lunch hour, since they would be in our area. We will provide this training FREE to our subchapter members as a benefit of membership in IAWP.

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- May 10-11 - Oregon Chapter Educational Conference
Bend, OR

NEW IAWP MEMBERS

KELLY KARR
BONNIE ROBBINS
HEATHER PARTIPILO
ELAINE PANDOLFI
STEVEN BLOYD
RYAN KIVETT
HAMZA SHERWANI
MARTIN KRAAL
MICHAEL RYAN
STEVEN HICKSON
CHRISTINA RANGEL
BRENDA PIERCE

QUOTES

"The vote is the most powerful instrument ever devised by man for breaking down injustice and destroying the terrible walls which imprison men because they are different from other men."

Lyndon B. Johnson

Speech, Washington D.C. 6th August 1965

"Every segment of our population, and every individual, has a right to expect from his government a fair deal."

Harry S. Truman

Speech to Congress 6th September 1945.

CRUCIAL CONVERSATIONS !

Two Thumbs Up!

Submitted by Melanie Seaman, Eugene

Crucial Conversations! Hey, ever had a conversation that may not have started as crucial, but before you realized it, it was one! And, I'm not talking about the time you asked your daddy or mommy for money...although that was probably crucial, too. And, like some of us, those conversations may still be crucial! But, enough about me...

Not long ago, on a cold wintry day (hey, it's my story), the Eugene Emerald IAWP sub-chapter was still focusing on team development and enlisted assistance from our very own training and development team in the Salem field office, (Yes, Dorothy, they have such a thing, and it ain't in Kansas...but Salem is close enough.) to provide some additional expertise in having crucial conversations in the work place.

Sub-chapter officers Stephanie Morelli and Julie Davidson invited Erin Holbrook, of former 310 fame, to conduct training on Crucial Conversations (pun intended...read the head!), which not only would benefit our relationships with our customers, but also the relationships with our co-workers...and maybe even our moms and dads. See how this story is coming together?

Well, I was fortunate enough to attend the first session of the training on December 15 and I'm so glad of that opportunity that I could shout "What a wonderful class it was" from the rooftop...or at least from a safe location as to not encourage any OSHA issues or possible workman's comp for falling off a rooftop during business hours. (That's another story in its own.) And...that I'm too scared to climb up the ladder to the roof anyway...and Cathy won't give me the key to unlock the hatch in the roof. Phew! That was close. Back to our story....

Our class was held in the Eugene Worksource Lane office and we had attendees from all over the state, if you count Roseburg and the Eugene UI Center, as the training was open to all, including our partner agencies.

I don't want to give the plot away...but to give a little teaser, Erin began the day with a great ice-breaker and let's just say for those of you who didn't attend, but plan to in February at the next class, everything she does or has the class do, if for a purpose! So take notes...and don't be so worried about what time the first break will be.

During the training we were engaged with video clips, PowerPoint presentations, and class activities that allowed us to get up and move around. Not that movement was necessary as Erin's presentation and subject matter was upbeat and fascinating! Many of my classmates that day learned new tricks and awareness while for others it was a great refresher and provided new insights. Regardless of our individual knowledge or experiences, we all walked away with a jewel.

So, regardless of your experience working with others, or just trying to steer dad or mom toward, uh, loaning you some money...you won't want to miss the next class presentation of "Crucial Conversations for the Work Place" when it comes around again in February. I give it Two Thumbs Up!

.....

IN THE NEWS

This compilation of articles is gathered from the National Association of State Workforce Agencies (NASWA). This information does not necessarily represent the views of NASWA, its individual members, or IAWP.

Unemployment as a Way of Life and Delusion

International Business Times -- 11/26/11

Unemployment is one of the biggest problems the United States faces. As the jobless rate stubbornly stays above 9 percent, there are at present about 13.9 million unemployed workers in the country (excluding those folks who have already given up looking for a job and are not counted among these grim statistics). Of particular grave concern are those who have been unemployed for a prolonged period of time. Of the aforementioned 13.9-million, about 42.4 percent (some 5.9-million people) have been out of work for at least six months -- an all-time record for post-World War II America.

IN THE NEWS

(Continues)

How Job Seekers Are Using Mobile

Newsodrome -- 11/27/11

The jobless rate is hovering above 9%, and job seekers have to be more savvy than ever to land a job. In fact, 77% of job-seekers are using mobile apps in their search. Why mobile? For one thing, people almost always have their phones on them, which means they can get job leads on the fly and respond faster than on their not-as-portable laptops. Not surprisingly, Android, which is dominating the smartphone market, is the most-used OS for these on-the-go job seekers.

Rescue Payroll Tax Cut and Jobless Benefits From Wreckage: View

Bloomberg Businessweek -- 11/27/11

Nov. 23 (Bloomberg) -- Putting longer-term issues aside, the failure of the U.S. debt supercommittee threatens immediate collateral damage. Measures to maintain short-term support for the economy were supposed to be folded into the expected deal. Two of these deserve emphasis. ([Payroll Tax Cut and Jobless Benefits](#))

Senate Democrats push Obama payroll tax cut Bulletin

Today - AARP – 11/28/11

WASHINGTON (AP) – Senate Democrats are pressing ahead on President Barack Obama's plan to cut in half every worker's payroll taxes next year, paid for by a 3.25 percent tax surcharge on the very wealthy. The \$248 billion plan would trim Social Security payroll taxes from 6.2 percent to 3.1 percent in hopes of propping up the still-weak economy. It also would cut in half the 6.2 percent tax paid by employers on the first \$5 million of their payroll.

Will Unemployment Benefits Dry Up?

Yahoo! Finance US -- 11/26/11

Many long-term U.S. unemployed workers have not only seen their job opportunities dwindle but many of them are no longer receiving unemployment benefits. In early 2010, 75 percent of unemployed workers received checks but now the number has declined to 48 percent. With 14 million unemployed workers, almost one third of them have been without a job for one year or more.

5 hot job categories for retirees, older workers

SouthCoastToday.com -- 11/27/11

Looking for a job isn't just a concern for those under 65. Retirees and those past the traditional age for calling it quits increasingly need or want to work. The challenge, of course, is finding suitable work in an economy with chronically high unemployment. Many are succeeding, as the rapid graying of the work force shows.

America's middle class has relatively brief history

ScrippsNews -- 11/25/11

America didn't always have a middle class. In the late 1700s and early 1800s, the founding nation had wealthy landowners, but everyone else was pretty close together, both physically and economically, said historian Stuart Blumin

“The aim of education should be to teach us rather how to think, than what to think—rather to improve our minds, so as to enable us to think for ourselves, than to load the memory with the thoughts of other men.”

~John Dewey