

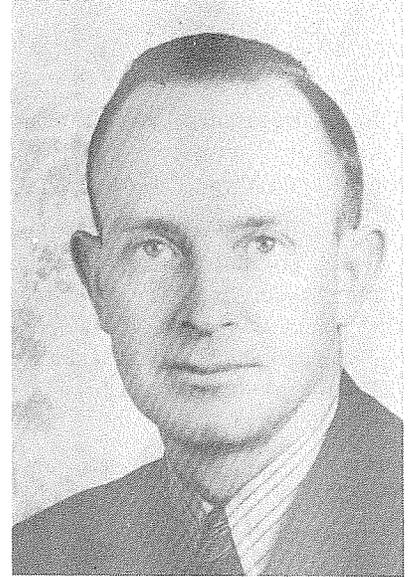
## President W. L. Robbins

May 1, 1948 to May 1, 1949

**BORN:** Weston, Idaho, August 16, 1903

**EDUCATION:** Grade and High School, Weston, Idaho.  
Normal School, Albion, Idaho.  
College, Utah State College, Logan, Utah, 2 years.

**WORK HISTORY:** Teacher, elementary grade, Lava Hot Springs, Idaho, September 1927 to May 1929; Serviceman, Utah Power and Light Company, Lava Hot Springs, July 1929 to May 1931; Water Supervisor, Lava Hot Springs, July 1931 to July 1935; Interviewer, National Reemployment Service, Pocatello, Idaho, November 1935 to July 1936; Manager, Pocatello (ISES), July 1936 to July 1943; Field Supervisor, Coeur d'Alene, Idaho, July 1943 to February 1946; Manager, Pocatello, Employment Security Agency, February 1946 to July 1946; Field Supervisor, Employment Security Agency, Pocatello, Idaho, July 1946 to April 1952. Died on Easter Morning, April 13, 1952.



W. L. Robbins

Vice President..... Franklin D. Taylor, Boise  
Secretary-Treasurer..... Florence DeRevere, Boise  
Executive Committeeman,  
District I..... Astor A. Seaborg, Coeur d'Alene  
District II..... Frank Hartstein, Moscow  
District III..... Lulu M. Hyde, Boise  
District IV..... R. S. Cutler, Jerome  
District V..... Sylvester Wonacutt, Jr., Blackfoot  
J. F. Gisler, Idaho Falls (Tie\*)  
Past President..... Phillip G. Miller  
Appointed Delegate to Convention: Grover Irvine, Caldwell

### IAPES CONVENTION, Windsor, Ontario, Canada, June 7-10, 1948

The Thirty-Fifth Annual Convention was held in the Prince Edward Hotel, Windsor, Ontario, Canada. Col. S. D. Hays again selected the Chapter's elected delegates, Phillip G. Miller and Grover Irvine, as ISES representatives, along with Leo Houtz, member of the Industrial Accident Board.

The Convention Program Committee designated Lou Billington to be a member of a panel on "What the Local Offices Expect in Leadership from the State and National Offices."

This foursome traveled by auto through rainy and humid weather to Detroit, Michigan, and checked in at the Book-Cadillac Hotel. They commuted from Detroit, since there were not enough hotel accommodations in Windsor for all of the delegates.

The SCOREBOARD of July 12th contains an interesting travelog of the trip. It also says: "The first notable fact was the terrific feud going on between what appeared to be the administration (Bond) and anti-administration forces. This feud was expressed by the political

\*President Robbins appointed Mr. Wonacott - satisfactory to both candidates.

battle spearheaded by the California delegation to elect James G. Bryant, director of the California Department of Employment, as first vice-President instead of Ray 'Coach' Sullivan, Mississippi Employment Security director, the choice of the nominating committee. Both factions held open house daily and far into the night."

President Bond had been accused of spending funds in violation of the IAPES By-Laws, which provide that "the Executive Committee shall have the authority to expend all monies of the Association." Idaho delegates supported Bond in this controversy on the grounds that the Committee was equally responsible with the president, and if there was dereliction of duty, the Committee must equally share the blame. But the fact of a current big slide in membership gave Bryant plenty of campaign ammunition, although "the attitude of a few state administrators" was acknowledged to be a factor.

Idaho delegates attended the convention programs which usually were presented in the mornings. The first day they attended the opening ceremonies. This was followed by the Chapter Presidents' luncheon which featured a spirited defense of his administration by President Bond. Tuesday morning they listened to Committee reports and a forum on "Basic Concepts and Objectives of the Employment Service," and at noon they were guests of the Canadian Department of Labor at luncheon. Tuesday afternoon they toured the Canadian Industries, Ltd., a huge salt and chemical plant.

Our delegates attended the Wednesday morning business sessions which began with reports by the Committee on Finance and Audit. The morning session closed with a report by the Committee on "Other Nations," and a top flight round-table on "What the Public Employment Service and Unemployment Insurance Expect of Labor, Management and the Public."

SCOREBOARD says, "This discussion was chaired by the brilliant Arthur S. Fleming, member of the U. S. Civil Service Commission, and to save time was smoothly merged with a panel on "What Labor, Management and the Public Expect of the Public Employment Service and Unemployment Insurance Programs," chaired by John J. Corson, former USES Director. This brought a large group of experts with many conflicting opinions face to face. It was interesting and informative, but like a tied football game, it was difficult to tell who won; everyone could claim a moral victory.

The annual banquet was held Wednesday evening, and the high points of the event were the speeches by Madame Frances Perkins and Paul Martin, Canadian Minister of Health and Welfare.

President Bond in a glowing speech presented a citation of merit to "Frances Perkins, Humanitarian, Distinguished Citizen, and Devoted Servant, Secretary of Labor of the United States, 1933-1945."

Another important person, W. Frank Persons, Director of Personnel for San Diego County, California, and the first Director of the new USES, chaired a round table discussion.

The final District VI caucus was held Wednesday evening, featured by more Bryant campaign oratory. Prior to this gathering it had been suggested to members of the Idaho delegation that it could name the District Representative in the Executive Committee if it would cooperate with the Bryant faction. The delegation refused to go along with this arrangement. But it did agree to support Long Beach, California, as the site for the 1949 convention in accordance with the report of the Time and Place Committee. However, New Orleans came in with a bid from the floor and was selected over Long Beach, which in turn was selected for the 1950 meeting.

Bart Sullivan was then unanimously elected President. The 1st Vice-President's post went to Jim Bryant over "Coach" Sullivan by a vote of 82 to 74, mainly due to the solid support of the Canadian delegations, about 17 in number. Idaho cast its votes for "Coach" Sullivan, who was then nominated for 2nd Vice-President and defeated George Rothman of Pennsylvania, 79 to 78. Idaho also voted for Irene Gable of South Dakota, for Executive Committeeman-at-Large, which defeated another Bryant choice, Clifford Hollister of Illinois. This ended the convention, and the wisdom of the Idaho delegation's activities at Windsor will be demonstrated in the reports of the 1949 and 1950 conventions.

The convention ended on a sad note. Louis B. Schwellenbach, Secretary of Labor, died June 10th, the last day of the meeting.

#### **RETIREMENT PLAN**

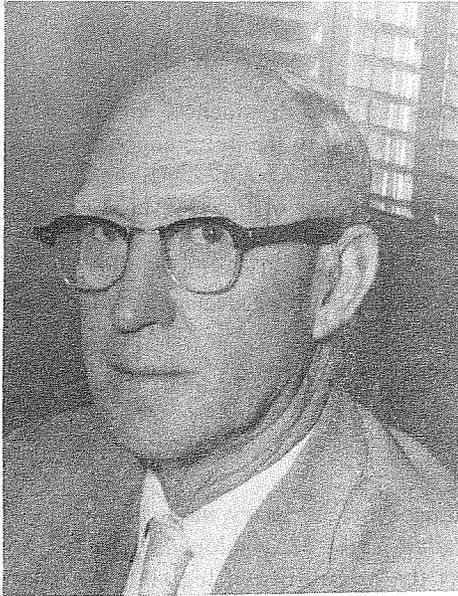
The Merit System Council and its constituent members, alarmed by the heavy turnover in personnel, decided in the spring of 1947 that a sound retirement plan might be developed. The following committee was appointed to study the problem and report the probability of legislative action: Phillip G. Miller, representing ISES, Fish and Game Department and the Employment Security Agency; A. W. Klotz, Department of Health and Department of Public Assistance; Thurlow Bryant, a member of the Council.

At a meeting on May 17th, the Committee recommended to the Agency directors that the Merit System Agencies work toward the development of a retirement plan providing compulsory coverage for all state departments and optional coverage for counties, municipalities and other units not covered by a retirement plan, and that these agencies cooperate with any group having similar objectives. The Agency directors concurred in this recommendation, and authorized the Committee to proceed along those lines.

The Idaho Public Employees Association, Inc., composed mainly of county and municipal employees, was successfully in operation. William J. Speir, Water Superintendent of Pocatello, was president, and graciously agreed to assist in the preparation of a bill to be presented to the legislature. All of the Agencies contributed money to the project. The Chapter's share was \$75. This committee worked week-ends and holidays and nights for several months. They received advice from capable actuaries and lawyers who drafted a bill to be presented immediately after the opening of the state legislature in January, 1949.

The bill was introduced in the House by the State Affairs Committee on January 28, 1949, and made a phenomenal rush through the House, which passed it one week later by a vote of 32 to 21. In the Senate it ran into the "economy at all costs" Finance Committee, which determined not to report it out for a vote regardless of its need or merit. A hearing was held on February 10th with no result. It was finally reported out on February 18th with a recommendation "that it do not pass." After some debate a motion was made to postpone the bill indefinitely, which was carried by one vote, 21 to 20. A magnificent try and a disappointing ending.

President Robbins appointed L. L. Sudweeks Chairman of Nominating and Election Committee for 1949-1950 officers. The names of the other members of this committee are not available. For results of the election see newly elected officers, next administration.



## *President Thomas D. Welsh*

May 1, 1949 to May 1, 1950

**BORN:** Lincoln, Nebraska, August 1, 1901.

**EDUCATION:** Grade and High School, Caldwell, Idaho. College, The College of Idaho, Caldwell, BA degree. Graduate work, University of Idaho, Moscow, summers 1931 and 1936.

**WORK HISTORY:** 1928-1935, Taught and coached in Cascade and Priest River, Idaho, High Schools. 1935-1937, Educational Advisor, Civilian Conservation Corps; 1938, Idaho State Employment Service as Junior Employment Counselor under National Youth Administration; 1942, Clearance and Teacher Placement Officer, State Office, Boise, Idaho; December 1944, Manager, Orofino Local Office; June 1945, Manager, Mowcow; October 1946, Manager, Nampa; June 1957, Teacher Placement Officer, Administrative Office, Boise, Idaho.

Thomas D. Welsh

Vice-President.....	W. B. Cox, Boise
Secretary-Treasurer.....	Phillip G. Miller, Boise
Executive Committeeman,	
District I.....	Keith Hanson, St. Maries
District II.....	R. Stanley, Pearce, Orofino
District III.....	Merle Purcell, Weiser
District IV.....	Andrew Meeke, Twin Falls
District V.....	Thomas Boyle, Preston
Past President.....	W. L. Robbins, Pocatello

### **IAPES CONVENTION, New Orleans, May 16-19, 1949**

Conference theme: "Community Acceptance of Employment Security"

The Thirty-Sixth Annual Convention was held in New Orleans, just a decade after the first "Big Convention" at the same place in 1939, attended by S. D. Hayes, with his wife as a convention guest. The pre-convention plans and the interesting brochures about this fabulous city were so enticing that everybody wanted to go and it promised to be another "Big Convention." The big national membership slump was over. The total paid-up membership was 12,204 as of April 30, 1949, an increase of more than 60 percent reached on that same date in 1948.

Director Hays authorized travel and per diem expense for W. L. Robbins, past president, Charles M. Link, Supervisor; and Raymond D. Butler, Manager of the Lewiston Office, to constitute the three Idaho votes. Leslie Sudweeks was named as a participant in a panel. Franklin D. Taylor was also a delegate at his own expense and pleasure.

Mr. and Mrs. Link drove directly to New Orleans, accompanied by Mr. Taylor. Mr. and Mrs. Robbins also went by car, accompanied by Mr. Sudweeks. Mr. Butler traveled by train both ways.

The Roosevelt Hotel was designated as the meeting place, in advance information, but it was necessary to alternate the meetings between the Hotel for banquets and the New Orleans

Municipal Auditorium, some distance away, for business sessions, to the inconvenience of many of the delegates. The Idaho delegation was assigned quarters in three different hotels and was able to dine together only twice, each time at a famous French restaurant. The menus were printed in French; no one in the group could read French, the waiters could not help too much and the guests had to order by pointing to an entree.

Registration of delegates was started Sunday afternoon and continued through the session. Monday morning was devoted to organization, greetings, reading of messages, and the keynote address on "Community Acceptance of Employment Security" by Rev. L. J. Twomey, S. J., Director of Industrial Relations, Regent of the School of Law, Loyola University of the South, New Orleans. A very fine address.

Monday afternoon was devoted to a general business session and a general forum, "What Constitutes Community Acceptance of Employment Security," followed by Committee reports. A night session was held aboard the S. S. President, docked at the foot of famous Canal Street. All districts elected their District Committeemen. The ship then cruised for two hours along the New Orleans waterfront by moonlight. At 11:40 the delegates visited French Quarters and consumed Louisiana (blazing) coffee and doughnuts at "Morning Call."

The Tuesday morning session included general business, President Sullivan's report on membership, and committee reports. The Presidents' Luncheon was held at 12:30, and was attended by Chapter Presidents, Executive Committeemen and members of Chapter Organization Committees. Past President Robbins attended.

Tuesday afternoon was left open for entertainment - free time:

- Walking tour through the French Quarters
- Conducted tours about New Orleans
- Visits to ante bellum homes of New Orleans
- Trips to amusement parks and swimming
- Auto and bus tours at reduced rates to delegates
- (Other entertainment to be announced by local Arrangements Committee)

Wednesday sessions, May 18. This day was so full of activities running simultaneously that only the types are listed; namely: Three general forums with 27 participants; first group of five discussion panels for operating purposes, with 41 participants; second group of five discussion panels for operating purposes, with 30 participants.

#### **CORRESPONDENCE TRAINING COURSE**

All states were operating on restricted budgets in 1948-1949. The discussion summaries in the Convention Proceedings describe the various methods used by several states to get through the emergency. As a member of the panel, "Problems of Training on a Restricted Budget," Leslie Sudweeks explained an experimental correspondence training course in employment counseling which he worked out for the Idaho Agency. It consisted of ten lessons, and an examination which required about 36 hours to complete. It was so well received that it was followed by a selective placement course, made up of seven lessons and an examination requiring about 18 hours. As a result of the success of the experiment Mr. Sudweeks was bombarded with requests for his material from training officers in many of the other state agencies.

The Annual Banquet was held in the Roosevelt Hotel, with Bart G. Sullivan presiding. The guest speaker was Justin Wilson, "Cajun Caricatures."

The presentation of awards followed the banquet. They were Awards of Merit, Essay

Contest Awards, Membership Awards, Hundred Club Awards, and possibly others. The membership Committee paid special tribute to the Mississippi Chapter for not only the achievements already cited, but for its record of attaining 100 percent of its entire potential membership – every member of the Mississippi ESA was a member of the state chapter!

The Idaho delegates were particularly interested in the Standing Committee report on Educational Institutes, which proposed that more chapters sponsor them in conjunction with college and university personnel. President Welsh was of the opinion that a series of institutes in Idaho would be of great value in increasing the interest and active cooperation of the chapter members.

### HIGHLIGHTS OF THE FINAL BUSINESS SESSION

The United States and Canada were increased to twelve districts. Idaho was placed in District IX, with Colorado, Montana, Utah and Wyoming.

Officers for the new year were nominated and elected from the floor:

President..... James G. Bryant, Sacramento, California  
First Vice-President..... George Rothman, Harrisburg, Pennsylvania  
Second Vice-President..... Ralph E. Gabele, Columbus, Ohio  
Secretary-Treasurer..... B. C. Seiple, Cleveland, Ohio

Phillip G. Miller was appointed to the Standing Committee on Institutes.

Rapid City, South Dakota, was chosen as the 1951 convention city.

The resolution to change the name of the International was again rejected. Idaho's delegation was pledged to vote against the change but proponents seemed to be in majority until an impassioned speech by Leslie Sudweeks turned the tide and he was given a tremendous ovation.

The Delegates Luncheon was held at 12:00 noon. After a short speech by Sir Cecil Forsythe, Glasgow, Scotland, the new officers were installed and the convention closed with the singing of "Auld Lang Syne." This was not the largest convention in total attendance (about 800) but it certainly was big in enthusiasm and hospitality.

Reporter Ray Butler took notes and reported on the convention at a manager's meeting on June 20, 1949. Ray has heard hundreds of good public speakers and he said the address by Jacob Clayman, Secretary-Treasurer, Ohio State Industrial Union Council, on "Does Employment Security Have the Acceptance of Organized Labor" was the greatest he ever listened to during a lifetime of reporting.

### May 1, 1950 to May 1, 1951

President.....Thomas D. Welsh, Nampa  
Vice President.....Thomas Boyle, Preston  
Secretary-Treasurer.....Phillip G. Miller, Boise  
Executive Committeeman,  
District I .....Kenneth Kirking, Coeur d'Alene  
District II.....Ed Clark, Lewiston  
District III.....Lyle French, Caldwell  
District IV.....Hugh Nelson, Twin Falls  
District V.....Russell Rock, Idaho Falls  
Appointed Committeeman Chairman.....R. D. Butler, Lewiston

**IAPES CONVENTION, Long Beach, California, May 31 to June 3, 1950**

**Conference Theme: "New Horizons in Employment Security"**

The Thirty-Seventh Annual Convention was held in Long Beach Municipal Auditorium, the first to be held on the Pacific Coast. This was a fortunate location for Idaho because it was only slightly over a one-day drive, over excellent roads. The following Idaho Chapter members attended: Thomas D. Welsh, President; Ida Fisher, W. J. Adams, George Gochnour, Oscar Fort, B. W. Oppenheim, Grover Irvine, Reuben Shawhan, Phillip G. Miller, and T. S. Buckland, panel member.

This was Idaho's largest delegation, and credit is due mainly to the deep interest of Director S. D. Hays, who considered conventions as good experience and training. He continued the practice of the previous years by granting special leave. The delegates were properly chaperoned by guests: Mesdames Welsh, Gochnour, Adams, Oppenheim, Buckland, Fort, Dr. and Mrs. Numbers, and Max Fisher.

A pre-convention meeting was held in the Lafayette Hotel beginning at 9:00 a.m. Tuesday, May 30, 1950. It was Memorial Day, and was appropriately observed with an address, "The Significance of Memorial Day" by Lieutenant Commander James D. Hester, U. S. Navy. Taps: Sergeant Messenger, U. S. Army, Fort McArthur.

A few remarks by President James Bryant were followed by the business meeting of Chapter Presidents. President Welsh attended all day.

Registration of delegation was from noon to 6:30 p.m. at the Wilton Hotel. Each delegate was presented with a souvenir program and a "Who's Who? Who's Where?" which listed 56 hotels and motels, with street addresses and telephone numbers in Long Beach. A directory of IAPES members listed the members and guests, alphabetically by states, showing the hotel or motel address of each delegate.

Registration continued through the week at the municipal auditorium, which was an ideal meeting place. It was conveniently located near a fine beach, easily accessible from all the Los Angeles area, large enough to accommodate more than twice the number of delegates and guests, which totaled slightly over one thousand. The total IAPES membership June 1, 1950, was a good round 15,000, a gain of 1,202 over the year 1949.

The convention was called to order at 10:00 a.m. Wednesday morning by California Chapter President Arthur E. Wood of Los Angeles, who presented the Gavel to International President James G. Bryant. The group was welcomed to Long Beach by Mayor Burton W. Chase, and Bart O. Sullivan responded for the IAPES. The keynote address was by the Honorable Earl Warren, Governor of the State of California. It was a stirring address about "New Horizons in Employment Security," and showed the Governor had rare knowledge of past accomplishments and future challenges to be met.

After lunch and a short business session, President Bryant presented his report. The SCOREBOARD says: "President James G. Bryant...has done a good job as President. For the most part, he has accomplished exactly what he promised, and he did not permit himself or the California delegation to take advantage of their position as host state."

After another short business session, Phillip G. Miller was elected District Committeeman of District IX, by Idaho's having more delegates at the caucus than the other states combined. Colorado had more registered, but only eight showed up. Utah's lone delegate voted for Mr. Miller; Montana's chairman, Charles Draper, did not vote, and Wyoming was not represented.

Hence, Idaho accomplished its first objective. The other objective was the defeat of the change of name of the International which was accomplished later without the drama which defeated it at New Orleans.

Thursday morning got underway with a rush of committee reports but a number were postponed to a later day. The item of major interest was the adoption of a new *Code of Ethics*. For the sake of brevity, the Historical Committee only mentions that a forum on Community Planning took up the rest of the morning.

The afternoon was devoted to action on the proposed amendment to the constitution and election of officers. George Rothman, a Pennsylvania supervisor, was elected President without opposition, Ralph Gabele was elected first Vice-President without opposition; Marvin Thames, Louisiana Administrator, was elected second Vice-President; B. C. Seiple was reelected Secretary-Treasurer; and Clifford Hollister, Chicago office manager, was elected as a committeeman at large for a three-year term. Mr. Rothman appointed W. L. Robbins a member of the "Personnel Standards Committee."

The Annual Banquet was held in the convention hall at 7:00 p.m. There were no speeches, only Hawaiian music and dancing. The dancers met everyone with a lei which made it quite a festive affair. After the dancing the delegates and guests were entertained for two and one half hours by the movie industry. The headliners were Eddie Bracken, Dan Dailey and several other equally talented performers. At some interval during the evening, Merit Award presentations and special citation ceremonies were conducted.

Friday morning was all panel discussions. Six panels ran simultaneously from 8:30 a.m. to 10:15 a.m., and then five more from 10:30 a.m. to 12:00 noon. Our delegates attended either the panel on Community Development or the one on New Horizons in Services to Agriculture, where Navajo recruiter T. S. Buckland of the Pocatello office was a feature attraction. Mr. Buckland, in cooperation with New Mexico Navajo Placement Service, the New Mexico Employment Service, and Idaho Employment Service, the Sugar Companies and Growers, developed a potential of about 20,000 beet and potato workers, whose efforts saved many crops in Arizona, California, Colorado, Idaho, Utah and other states.

The Association Annual Luncheon was at noon and the address was delivered by Edward Arnold, movie star. He said little about his acting career, but dwelt on forty years of experience in promoting Americanism and organization of charity projects for the under-privileged, sponsored by the movie industry. This portrayal of the good influences of the industry was appreciated by the listeners, and he was rewarded with a great ovation. They agreed with William J. Hopkins, Director of Industrial Relations, Columbia Pictures, who said in his introduction of Mr. Arnold, "This gentleman represents to me not only a great actor but a great American, one of the great Americans of today." The day was climaxed by a tour of Hollywood.

Saturday completed reports by Committees, the selection of Atlantic City, New Jersey, as the 1952 convention site, and the installation of the new officers. The meeting was adjourned at 11:45 a.m.

The real feature of this convention was the lack of controversies that had prevailed during the past three conventions, causing many disappointments and hurt feelings.

The SCOREBOARD gave a detailed report of the convention and highlights and sidelights in the issue of June 20th. Ida Fisher presented a written report at the managers' meeting the last week in June which was outstanding and was praised very highly. In the opinion of the delegates it was a successful meeting in every phase.

The happiest participant at the convention was probably Reuben Shawhan, who forgot to take along his membership card and was concerned as to whether or not he would be admitted. Rube finally succeeded in getting an introduction to B. C. Seiple, International Secretary-Treasurer, who graciously made out a duplicate membership card and signed it in person. Rube says he was probably the only Idaho member with such a card, which he has prized for years.

## **LEGISLATION**

In 1949 the Idaho Legislature replaced previous legislations dealing with unemployment compensation with a new Employment Security Law. The name of the state agency was also changed from Unemployment Compensation Division to Employment Security Agency.

In 1949 the Bureau of Employment Security with all of its existing functions was transferred to the Department of Labor.

In 1951 the Idaho Legislature again revised the State Employment Security Law, consolidating the Idaho State Employment Service with the Employment Security Agency as an independent department responsible to the Governor.

The consolidation was effected by the Governor's signature to the new law on March 10, 1951. H. Fred Garrett was appointed Executive Director as of that date. W. J. Adams was appointed Assistant Director of the Placement Division, and Floyd West Assistant Director of the Unemployment Insurance Division. Phillip Miller resigned April 20, 1951; Axel Tillman resigned April 24, 1951; Samuel D. Hays resigned April 24, 1951, and was assigned to an administrative position in the Regional Office in San Francisco. President James G. Bryant appointed Grover Irvine to fill out Phillip Miller's term as executive committeeman, District IX.

With the enactment of the new Employment Security Law, the supervision of the employment service and unemployment insurance programs passed from the Industrial Accident Board to the Governor, effective June 30, 1951. However, the Board did retain its function as an appeals tribunal from decisions of the Agency Appeals Examiner. During the period when they were responsible for the Agency programs, members of the Board held membership in the IAPES and attended a number of International Conventions. They were also frequently represented at the annual meetings of the Interstate Conference of Employment Security Agencies.



Raymond D. Butler

## *President Raymond D. Butler*

May 1, 1951 to May 1, 1952

**BORN:** Longmont, Colorado, May 10, 1900.

**EDUCATION:** Grade School, Rock Creek, Idaho.  
High School, Twin Falls, Idaho.  
College, Stanford University, 1918-1920; Students'  
Army Training Corps, Stanford University, October to  
December 1918.

**WORK HISTORY:** Operated livestock and irrigated farm 1920-32.  
Newspaper Editor and Publisher, Cottonwood, Idaho, and Spokane,  
Washington, 1932-34; Office Manager, Idaho Emergency Relief  
Administration, Hollister, Idaho, September 1934 to November 1935;  
Manager, National Reemployment Service, Twin Falls, Idaho,  
November 1935 to October 1937; District Supervisor, National Re-  
employment Service, Twin Falls, Idaho, October 1937 to July 1938;  
Manager, Idaho State Employment Service, Boise, Idaho, July 1938  
to February 1939; Manager, Lewiston, 1939 to retirement, 1963.

On leave to Officers' Training School, Army Air Force, July 1942  
to February 1943. Free lance writer and newspaper contributor  
since a boy twelve years of age.

Vice-President.....	T. S. Buckland, Blackfoot
Secretary-Treasurer.....	Leslie L. Sudweeks, Boise
Executive Committeeman,	
District I.....	Keith Hanson, St. Maries
District II.....	Stanley Pearce, Orofino
District III.....	Mary (Pace) Brower, Boise
District IV.....	Mary Jo Cahill, Twin Falls
District V.....	Inez (Teuscher) Zeller, Pocatello
Past President.....	Thomas D. Welsh, Nampa

### THE FIRST CHAPTER INSTITUTE

Credit for the suggestion and promotion of the first institute goes to Grover Irvine, Manager of the Caldwell Local Office, who was first impressed with institute programs at the National Convention at Windsor, Ontario, Canada, in 1948. He followed the subject through succeeding convention reports and was particularly encouraged by the report on "Educational Institutes" adopted at the Long Beach Convention in 1950, which spelled out procedures for financial grants by the International. With the cooperation of President Welsh, Manager of the Nampa office, a tentative program was prepared and submitted to H. Fred Garrett, Executive Director of the newly-combined Agency. Mr. Garrett approved the tentative plan with a suggestion that the first objective should be to orient the members to the duties and responsibilities of the two divisions of the Agency. It was decided to use only Agency personnel as participants. Raymond Butler, who was elected Chapter President during the last week in April, was kept informed of the plans.

This institute, billed as "Program, District Three, Idaho Chapter, IAPES," was held on the ground floor of the Employment Security Agency, 159 South 8th Street, Boise, on May 19, 1951. Registration began at 1:15 p.m. and was followed by a call to order by Thomas Welsh, who introduced the members and guests, and the newly-elected Chapter President. He then introduced Mr. Garrett, who responded by saying that he believed the Chapter could be of great help to him in integrating the services of Placement and Unemployment Insurance. And, he hoped that

all of the permanent employees of both Divisions would join the Chapter. He also said that the first duty is to give the unemployed worker a suitable job if possible and pay unemployment insurance only when he meets the rigid requirements of the law. He assured the Employment Security personnel that they were under the Merit System and need not fear the loss of their jobs because of the consolidation.

The meeting was then turned over to Mr. Butler, and the following program was presented:

FARM PLACEMENT PANEL

Lyle E. French, Caldwell, Chairman  
James G. Boldon, Nampa  
Merl B. Purcell, Weiser  
Steve S. Sako, Caldwell

WOMEN'S PLACEMENTS

Lulu M. Hyde, Boise, Chairman  
Minnie Probasco, Weiser  
Ida E. Fisher, Nampa  
Kay Blankley, Boise  
Mary O. Pace, Caldwell

U. I. CONTRIBUTIONS PANEL

Carl M. Curtis, Adm. Office, Chairman  
L. A. Waterman, Caldwell  
James Reed, Administrative Office  
William Sunderland, Administrative Office

APTITUDE TESTING

Ralph Adams, Boise, Chairman  
George Stoops, Nampa  
Wesley Poole, Caldwell  
Leslie Sudweeks, Administrative Office

SERVICE TO VETERANS PANEL

Edward E. Clark, Boise, Chairman  
Don Bushnell, Payette  
Bruce A. Meyer, Nampa  
Dar Lathrop, State VER

U.I. DETERMINATIONS PANEL

Chet Guy, Administrative Office, Chairman  
Ralph Dimick, Administrative Office  
Ray Lashbrook, Administrative Office  
Hazel Nelson, Boise  
Mary E. Moore, Administrative Office

CLERICAL FUNCTIONS

Juanita Stevenson, Nampa, Chairman  
Violet Wright, Emmett  
Grayce Padilla, Payette  
Betty Jean Henricus, Boise

TOUR OF CENTRAL OFFICE

Contributions Section – Earl McCandless  
Statistical Unit – Marguerite Erickson  
Benefit Section – Jack Anacabe

The institute was a mild success in spite of the necessity of crowding a full day's program into one afternoon and early evening. The total attendance of members, Agency personnel and guests totaled about 55. Twenty-nine papers were prepared. Some mistakes were made but the primary objectives of "Orientation" were attained. The tour of the Administrative office successfully informed out-of-town local office personnel of the procedures and responsibilities of the various U.I. sections.

Everybody became acquainted, aided by some of the frustrations which were: the Aptitude Testing panel had to be cancelled for lack of time; the showing of the film had to be postponed until nearly everybody had gone home because the showroom could not be darkened; there was an intermission for coffee and doughnuts, but the coffee urn had only warm water after four hours of effort; this was remedied by organizing a silex brigade to and from Jack Myer's (Snowball Sport Shop), just across the alley. Jack donated the coffee. It was served in rustic surroundings since additional office space was being remodeled and refurbished in the north room of the ground floor, festooned by hanging drip cloths, paint buckets, and a sawdust floor. It is rumored that there was a happy social hour during the evening, but no one remembers or will admit where or when it was held.

This institute, prepared in haste, was the pioneer and forerunner of many of outstanding quality and is the Chapter's most valuable outside activity in the field of professional development.

## IAPES CONVENTION, Rapid City, South Dakota, June 5-8, 1951

Conference theme: "The Employment Security Program in National Defense."

The Idaho delegation included Past President Thomas D. Welsh and Executive Committeeman Grover Irvine, riding with Executive Director and Mrs. H. Fred Garrett. Riding with Assistant Director W. J. Adams were President Raymond D. Butler, Franklin D. Taylor and Thomas E. Hunter. This group left Idaho Falls on June 2, and checked in at the Alex Johnson Hotel in Rapid City late Sunday afternoon. H. A. Haugness, Area Counselor, VER, and Panel Member, and Mrs. Haugness, departed from Coeur d'Alene and traveled over Montana roads most of the way.

The first day's travel of the Southern group will never be forgotten. The party entered Yellowstone Park at West Yellowstone and emerged at the Cody East entrance; Old Faithful Inn was the only facility open, and that only partially. There were miles of snow banks and washed-out pavements. But several amusing incidents occurred, the outstanding one when Grover Irvine attempted to shoot a mama bear and two cubs with his movie camera. He moved to the front of the car as the mama walked down a snow drift toward him; he got her in the picture as she growled, and lunged at him, raising a paw to strike. The rest of the picture is a mixture of sky, clouds and trees - but Grover vanished, taking the car in one hurdle.

The most rugged part of the trip was from Graybull, elevation 3,788, up and over a pass in the Bighorn Mountain range, elevation 8,990 feet and then down to Sheridan, elevation 3,750 feet. The distance between those towns is 82 miles; the pass was a level plateau and the roads were covered with ice for a distance of 20 miles. A strong head-wind was blowing; temperature 22° above zero. The occupants of the Adams car had one top.coat. The second day of the trip was more pleasant. The troupe went to their reserved motel rooms and dressed for an informal gathering at convention headquarters.

Monday was devoted to administration meetings of Chapter Presidents, Executive Committee, Chairmen of Standing Committees. Frank Newcomer, VER, State of New York, presided at the noon luncheon at which awards of the "Hundred Club," Paul C. Winner Scroll, and outstanding chapters were presented. President Butler, Irvine, and Welsh attended most of these meetings. One much discussed subject was the need for, value of, and promotion of more Chapter institutes at the state rather than the national level. The Institute Committee's report later supported this position. Very few members or guests missed the South Dakota Night at the City Auditorium in the evening.

The Convention officially opened on Tuesday. South Dakota Chapter President Mildred Disanto called the meeting to order at 10:00 a.m. and presented the gavel to International President George Rothman. The delegates were welcomed by Mayor Augustus C. Haines of Rapid City. The response was given by James G. Bryant, IAPES Past President. The Chamber of Commerce was represented by Ilke Chase, the Mayor when Rapid City was chosen as the Convention site. Governor Siguard Anderson extended the official welcome of South Dakota, and Commissioner Alan Williamson spoke for the Employment Security Department.

The keynote address was by Bernard E. Teets, Executive Director of the Colorado Department of Employment Security and immediate Past President of the Interstate Conference of Employment Security Agencies. Mr. Teets deplored the increasing turnover of personnel due to low salaries, and explained a bill pending in Congress that would earmark a three-tenths of one per cent that would be used for Employment Security Administrative purposes only. He ended with, "Now is the time to do something about it."

At the business meeting on Wednesday morning, President George Rothman presented his Annual Report of IAPES Stewardship for 1950-51. In it he listed three basic needs: Support of the tax legislation proposed by the Interstate Conference for adequate financing; the application of our professional knowledge and experience to a program of long-range planning and financing for an efficient, full-functioning program; further integration of employment insurance to permit shifting of personnel from operation to operation and from function to function as work-load fluctuations demand.

On June 24, 1950, exactly three weeks after the adjournment of the Long Beach Convention, 60,000 Communist troops of North Korea invaded South Korea and the Korean War began. The U. N. Security Council demanded cessation of hostilities and withdrawal to the 30th parallel. But the Communists took Seoul, capital of South Korea, on June 27th, and President Truman immediately ordered General MacArthur to commit U. S. forces to the aid of South Korea; other nations joined in the conflict and General MacArthur was named Commander of the U. N. Forces on June 29th. Under these circumstances, the United States again had to convert to a war economy and prepare plans for partial as well as possible total mobilization of manpower.

General Forum No. 1, dealing with "The Employment Security Program in National Defense," was chaired by Robert C. Goodwin, Director of the Bureau of Employment Security. In his opening remarks, Mr. Goodwin said, "Almost a year has lapsed since the defense program was launched. Let me review what is being done. We are creating and equipping a military force of 3.5 million. The time table for this goal is this month. This goal will be reached well in advance of the peak demands for industrial and equipment for our allies." This address was backed up by other speakers of the forum and was an excellent morale booster.

The annual banquet was served buffet style at 6:00 p.m. in the City Auditorium. The speaker was the Honorable Gordon W. Browning, Governor of the State of Tennessee, a veteran of Wars I and II; twice elected governor for alternate terms, and a member of Congress for twelve years. The audience was with him the moment he said, "I realize fully that you have been in your seats more than three hours, and I apologize for inflicting myself on you at all, but you can blame your President Rothman for that. He introduced me and I am going to talk." And talk he did, earnestly and enthusiastically about his philosophy of work. He said, "I believe in work. It is the key that fits every lock. It is the road to leadership." Governor Browning was given a roaring, standing ovation when he had finished. Then, accompanied by the band; he sang the Tennessee Waltz, in rich baritone voice; the audience insisted on two encores.

Mr. Butler was given a pin for increasing the membership approximately 20 percent, which was the biggest Chapter increase up to that time. He replaced the SCOREBOARD, which passed out with the consolidation of the Agency, by the BANANA BELT BUGLE.

Practically all of the Idaho delegates attended the Public General Forum, chaired by Robert C. Goodwin, "The Employment Security Program in National Defense," already referred to and one on "Labor Management, Agriculture, and the Public Look at the Employment Security Program," Mr. John Hilliard, Chairman, Executive Assistant Director, National Security Resources Board.

W. J. Adams and Grover Irvine attended the panel on "The Agricultural Manpower Power." Mr. Max R. Salazar, Chairman, State Director of the New Mexico State Employment Service, Employment Security Commission, Albuquerque, New Mexico. "Integration of Veterans Employment Program in National Defense," a panel on which H. A. Haugness of Idaho was a member, was attended by Mrs. Haugness, Mr. and Mrs. Garrett, and Thomas Welsh. Mr. Garrett and Mr. Welsh also attended a panel on "Importance of Work Performed by Clerical Staffs." Thomas Hunter

and Frank Taylor, a member of the Committee on Convention Site, attended a panel on how to adapt their day-to-day assignment for a defense program, chaired by Mr. C. F. Anderson, Director of the Alabama Employment Service. Interest in this panel enticed Mr. Hunter to attend the convention at his own expense.

Delegate caucuses were held on Wednesday evening before the annual banquet. Idaho's caucus was handled by Grover Irvine; and William Shay of Denver, Colorado, was chosen Executive Board Member from Region IX without opposition. Detroit and Milwaukee were candidates for the 1935 Convention Site. The Committee recommended Detroit, but the convention selected Milwaukee by roll-call vote. A generous supply of cheese and the beers that made Milwaukee famous may have influenced the result. The annual luncheon address was by Francis Case, United States Senator from South Dakota. It reviewed the early days. He said, "Discovery of gold in 1874 made it impossible to keep the whites out and the treaty, as many other Indian treaties, went by the wayside when a modified treaty permitted whites to come in here after 1876." Custer was his home town in what is now Custer Park. He announced his support of the legislation pending in Congress for adequate financing of the Employment Security Program.

Final reports and a business session followed the luncheon. The following officers were elected:

President.....Ralph Gabele, Columbus, Ohio  
First Vice President..... Clifford H. Hollister, Chicago, Illinois  
Second Vice President..... Irene S. Gable, Bismarck, North Dakota  
Secretary-Treasurer..... B. C. Seiple, Cleveland, Ohio  
Committeeman at Large.....Louis T. Tollefson, Aberdeen, South Dakota

Shortly after the adjournment, President Gabele appointed L. L. Sudweeks to the Committee on Research and Training, and Thomas D. Welsh as a member of the Credentials Committee. Within an hour after the close of the session, the Idaho delegation was on the road home and stayed at Sheridan, Wyoming, that night. The next morning Big Horn Pass presented a beautiful panorama in the bright sunshine and fleecy clouds, but it was still cold. Another amusing incident occurred in Yellowstone Park. A huge bear flagged the car to a stop and proceeded to inspect the occupants. With his left paw, he opened the door and a tug of war ensued with Ray Butler. He opened the door three times, and Ray reached across his body with his left arm and pulled it shut. The third time, Ray succeeded in locking the door. Adams started the car to shake him loose, but the bear grabbed the base of the aerial with his right paw as the car surged forward and hopped along on his right leg, trying to put his left leg on the running board, but the car had no running board. He kept trying for about 40 feet, and then was dropped off. The bear almost got himself a Butler.

Rapid City is a convention town, but it had been the host to very few International Conventions, and it was the first small city to be chosen for an IAPES Convention. The 1950 census gives the population as 31,350, but they did a marvelous job and had some wonderful points of interest. Notwithstanding the fine programs and excellent speakers, there was a certain grimness about it when the Convention adjourned. The situation in Korea was at a *status quo* at the 38th parallel. It was the start of the cold war.

President Butler appointed Leland L. Chatterton Chairman of Nominations and Election Committee. See newly-elected officers of the next administration.

## *President Frank J. Hartstein*

May 1, 1952 to May 1, 1953

**BORN:** Philadelphia, Pennsylvania, June 14, 1916.

**EDUCATION:** St. Mary's Grade School, Gloucester City, New Jersey.  
Graduate Gloucester Catholic High School.

**WORK HISTORY:** Senior Leader, Subaltern, Acting Company Commander, and Company Commander Civilian Conservation Corps, Oregon and Idaho, April 1939 to July 1942; Cost Clerk, Morrison-Knudsen Company, Boise, Idaho, July to October, 1942.

Entered U. S. Army, October 13, 1942. Served as Classification Specialist and Chief Clerk at Fort Belvoir, Virginia, Pentagon, Washington, D. C., Fort Hamilton, New York, and the British Isles; Discharged January 10, 1946.

Interviewer II, Idaho State Employment Service, Lewiston, Idaho February 8 to May 19, 1946; Veterans Employment Representative, Lewiston, May 19 to October 20, 1946; Manager II, Moscow, October 1946 to July 1952; Manager III, Pocatello, July 1952 to December 1958. Manager IV, Sandpoint, December 1, 1958. Manager II, Moscow, December 1, 1960.



*Frank J. Hartstein*

Vice President..... H. A. Haugness, Boise  
Secretary-Treasurer..... Mary (Pace) Brower, Boise  
Executive Committeeman,  
District I..... Lewis R. Levering, Sandpoint  
District II..... John L. Chamberlin, Lewiston  
District III..... Melba Sandifer, Caldwell  
District IV..... Clyde Musgrave, Rupert  
District V..... Russell Rock, Idaho Falls

### **IAPES CONVENTION, Atlantic City, New Jersey, June 10-13, 1952**

In preparation for the convention, Chapter President Hartstein opened a business meeting attended by thirty-five chapter members at Boise on May 22, 1952. The major part of the meeting was given to discussions of instructions and recommendations for the delegates to the scheduled national convention. The delegates were: Grover Irvine, Chairman of the Resolutions Committee; President Hartstein, member of the panel, "Human and Public Relations of Local Offices," and W. J. Adams. A motion was passed that Irene S. Gable of Bismarck, North Dakota, be supported by Idaho for First Vice President of the International Association. And a motion instructing the delegates to vote in favor of the proposed name change, deleting the words "Public Employment Services" and inserting therefor the words "Personnel in Employment Security" also carried.

The 39th Annual Convention was called to order at 9:30 a.m., June 10, 1952, by New Jersey Past President Robert R. T. Rowan, of Trenton. Idaho's delegates were all there and Mr. Adams was accompanied by his wife who registered as a guest.

The amenities of the occasion included a welcome on the behalf of Governor Alfred E. Driscoll by Lester H. Clee of the New Jersey Civil Service Commission. The welcome for the host agency was by Department of Labor and Industry Commissioner Perry A. Miller, Jr. International Past President, George Rothman, responded to the official welcomes. Rowan presented the convention gavel to International President, Ralph E. Gabele.

President Hartstein had a hectic few weeks before and after this convention. He was transferred from Moscow to Pocatello on July 23, 1952. A few weeks before leaving Moscow, he had to move the local office and settle in new quarters. Then came arrangements for transfer and for living quarters in Pocatello. His second son was born on May 16, which complicated matters. However, he rejoiced in the selection of the Atlantic City Site, as it was only 60 miles from his birth place. His father and mother were both alive; he was accompanied to the convention by his seven year old boy, and they had a grand family reunion. But there was more to come. Shortly after he returned to Pocatello, he also had to move the Pocatello office to a new location, and participate in a local office managers' meeting.

President Ralph E. Gabele, in his annual report of the IAPES' Stewardship, said, "Whether I have served you well during the past year in which I sat at the helm of IAPES, I leave to your judgment. And, whatever credit may be due my administration of Association affairs, I hand in full to my colleagues on the executive committee, to the 30 working committees, and to the 50 active chapters from whence comes our strength as an Association and our justification for international cooperation and endeavor in our chosen field - Employment Security....I could spend time on time enumerating IAPES programs and program objectives. Suffice it to reemphasize, however, that everything we have done, everything we are doing now, and everything that we propose to do points to that one end objective: Professional, public service. Progress itself is a stepladder. The record of the past few years is in itself evidence of that truism. Impatience with progress comes only when it stalls or is stalled."

The keynote address was by Maurice J. Tobin, United States Secretary of Labor. His closing paragraph was: "You are to be congratulated on a job which is being well done. Past experience and the way in which you are now performing gives me complete confidence that you are equal to the challenge and the problems which lie ahead. Together we in the federal government and those in the state and local offices can do much to achieve our common objectives of economic well being and national security. I think we can all take satisfaction in knowing that through our work in employment security we are meeting these goals."

The Idaho delegation supported the amendment proposal #3, which changed the name to International Association of Personnel in Employment Security, as requested by the local chapter. President Hartstein said this was the highlight of the convention. W. Clyde Williams was membership chairman, and through his efforts the membership climbed from seventy-two to one hundred and twelve members. It was through this and the success of the state institutes that the Idaho Chapter first received the honor of membership in the 100 Club. Idaho first received this recognition at the International Convention in Milwaukee in 1953.

The following International officers were nominated from the floor and elected:

President..... Clifford A. Hollister, Lagrange, Illinois  
First Vice President..... Irene S. Gable, Bismarck, North Dakota  
Second Vice President.... R. P. Hartley, Moncton, N. B., Canada  
Secretary-Treasurer..... B. C. Seiple, Cleveland, Ohio  
District Committeeman,  
Region XIII..... Harry B. DeLand, Juneau, Alaska

Clifford A. Hollister in his acceptance speech said in part, "Humbly, I thank you for the privilege of serving as president of this International Association of Personnel in Employment Security. Giving to me the highest honor this personnel organization can bestow upon a fellow member carries with it tremendous responsibility and opportunity for leadership and service. These, I accept

“During my year as your president, I propose to lend my every effort to three main objectives which I believe to be the demanding problems of the ensuing year. This, then, is my pledge to you: to give complete and unqualified substance to that ‘oneness’ of the employment security program to which I have already referred; to design and promote operating and program policies to bring into proper focus our newly adopted Association objectives for international relations; to direct every available organization and program implement within IAPES’s scope toward increasing the professional competence of those who really make or break employment security – the local office personnel.”

President Hollister appointed Grover Irvine to the Committee on Convention Site for the 1954 convention.

The Convention adjourned Friday afternoon, June 13, after the usual committee reports.

**SOUTHWEST IDAHO DISTRICT INSTITUTE, Owyhee Hotel, Boise, Idaho, February 20-21, 1953.**

Conference Theme: “The Professional Aspects of our Vocation.”

The Institute Committees were:

- General Institute Chairman..... Grover Irvine
- Panel Chairman..... Thomas D. Welsh
- Proceedings and Printing Chairman..... Leland Chatterton
- Registration Chairman..... Phyllis G. Dunn
- Finance Chairman..... Mary Pace Brower
- Resolutions Chairman..... Leslie L. Sudweeks

The call to order was by Melba Sandifer, District Committeewoman. She introduced President Hartstein who presented Rev. Herbert E. Richards, Pastor of the First Methodist Church, who delivered the keynote address on “The Psychology of Human Relations.” Reverend Richards remarked that he had been advised that the subject was “The Physiology of Human Relations,” a very intriguing subject but hardly his official field of competence. (Melba naturally received some good-natured ribbing for this slip.)

Reverend Richards said: “Everyone wants to be wanted. The thing that we have to assume, when a person comes to us, in getting the key to his personality to adjust him to a particular job-pattern, is to realize that the job must challenge him to a sense that he’s needed. The second is recognize the two sexes, and that is an obvious point, but you’d be surprised how many ways we forget it. And the third is something that’s going to sound awfully holy, but gentlemen, it’s the key to your business. Recognize that love conquers hate.”

The following program was presented beginning at 1:00 p.m., February 20:

**THE PROFESSIONAL INTERVIEW**

- Chairman..... W. Clyde Williams
- Fact Finding from the Claims Examiner’s Viewpoint..... Ralph Dimick
- Fitting the Insurance Interview into the Placement Interview..... Lyle E. French
- How Important is the Interviewer’s Manner and  
Sense of Responsibility to the Public?..... Steve Sako
- Employment Counseling and Its Relationship to the Overall Program. Ed Clark

**PUBLIC RELATIONS**

Chairman.....	George Spilver
Receptionist's Role in Public Relations.....	Betty Henricus
(Read by Lois Hebert)	
Value of Good Public Relations with the Applicant.....	Bill Lesh
Community Participation as a Medium for Public Relations.....	W. J. Adams

The Annual Banquet was held in the Ball Room at 7:00 p.m. Jack Link was Master of Ceremonies and introduced the speaker, Idaho Attorney General Robert E. Smylie. His subject was, "What's the Difference?" He contrasted our way of life which is based upon the personal dignity of the individual, the right of the free man to be his own master, with the terrible totalitarian ideology that is known as Communism. He concluded with, "The battle in reality, then, lies between the hammer and the sickle and the church spire. Shorn of all philosophic ostentation, the fundamental difference is GOD."

The program continued on February 21 with the following panels:

**INSURANCE PHASE OF EMPLOYMENT SECURITY**

Chairman.....	Jim Reed
Actuarial Approach to Payment of Benefits.....	Addison Beeman
Tax Collection and Fund Management.....	Jim Smith
What do Employers Expect from the Employment Security Program.....	Floyd West

**NEW HORIZONS IN THE PLACEMENT FIELD**

Chairman.....	Thomas E. Hunter
Use and Development of Tests as a Placement Tool.....	H. A. Haugness
Our Goal for Penetration in the Placement Field.....	Wesley Poole
What Our Information Service Should Encompass.....	John Messenger
Sources of Information Valuable to Employment Security Personnel.....	Ralph Adams

A luncheon was held in the Platinum Room, February 21 at 1:00 p.m. W. Clyde Williams, Toastmaster, introduced the speaker, H. Fred Garrett, Executive Director of the Idaho Employment Security Agency. His subject was "My Job." He quoted an outstanding industrialist as saying, "There are four essentials in job happiness: security, expression, adventure and recognition." He said: "There is security in a good merit system, which we have, and adequate financing on a permanent basis for which we are working. Dealing with people, you will certainly have the opportunity of expressing your personality, of demonstrating your ability. Certainly we have adventure. There is romance in our job. We're pioneering a new trail with Unemployment Compensation. There are many ways in which you receive recognition. You have been recognized as one of the better departments. You're recognized in your community. You're recognized in your organization. I want to compliment your organization of IAPES."

Continuing in the afternoon was the final Panel and summary:

**EMPLOYMENT SECURITY WORK AS A CAREER**

Chairman.....	Leland Chatterton
Staff Training Toward Professionalization.....	W. B. Cox
Self Development in Employment Security Work.....	Mary Brower
The Professional Status of Employment Security Work.....	L. L. Sudweeks
What the Future Offers Personnel in Employment Security.....	L. U. Billington

Another Institute was held at the Whitman Hotel, Pocatello, April 10-11, using the same conference theme, but with the following committees:

Panel Chairman..... Jesse Gisler  
Printing and Proceedings Chairman..... Leland Chatterton  
Registration Chairman..... Joann Toomer  
Arrangements Chairman..... Emery Skinner

The keynote speech was given by Rev. Henry Haines of Idaho Falls. Honorable Perry Swisher was the banquet speaker and Dr. James Welch of Idaho State College was the luncheon speaker.

Panel topics were the same as the Boise Institute, but using the following participants:

*The Professional Interview* – Ervin Widdison, William Hulet, Mary N. Rush, Bobbie Sherwood,  
Elvin A. Kelly

*Public Relations* – L. Guy Newman, LaRene Nancoles, James Barnes, Ida Fisher, Clyde Musgrave

*Insurance Phase of Employment Security* – Russell Rock, Addison Beeman, Jim Smith, Floyd West

*New Horizons in the Placement Field* – Ronald Cutler, Lester Y. Peterson, Mary Jo Cahill,  
Jeanette Olson, Milton I. Blume

*Employment Security Work as a Career* – Bill Buckland, Webb Cox, Mary Pace Brower, W. Clyde  
Williams, L. U. Billington



H. A. Haugness

## *President H. A. Haugness*

May 1, 1953 to May 1, 1954

**BORN:** Sandpoint, Idaho, September 8, 1918.

**EDUCATION:** Grade and High School, Sandpoint; Graduated 1936. Northwestern Business College and Spokane Telegraph School, Spokane, Washington, 1936-1939.

**WORK HISTORY:** Accounting Clerk and Claims Taker, Unemployment Compensation Division, Boise and Sandpoint, temporary assignments, 1938-39; Clerk, Idaho State Employment Service, Sandpoint, March 9, 1939, to September, 1940.

Enlisted U. S. Army, September 16, 1940, as Private, promoted to Communications Sergeant, Field Artillery; selected for Signal Corps Officer Candidate School. Upon graduation as Second Lieutenant, placed in charge of Wire Communications, Signal Corps Battalion; served as Battalion Personnel Officer and Transportation Officer; Retired for physical disability as First Lieutenant March 1, 1944.

Junior Interviewer, Idaho State Employment Service, Wallace, Idaho, March 1944 to July 1944; Manager, Wallace, July 1944 to January 1, 1946; Leave without pay to November 1946; Area Counselor stationed at Coeur d'Alene, November 1946 to October 1952; Assistant State Counselor, Administrative Office, Employment Security Agency, Boise, 1952 to September, 1954; Supervisor of Special Applicant Programs such as handicapped and older workers, Indians, and Veterans; Supervisor of Programs and Methods, February 1, 1963.

Has served as Executive Secretary of the Governor's Committee on Employment of the Handicapped since 1952.

Vice President.....	Wesley H. Poole, Jerome
Secretary-Treasurer.....	Melba J. Sandifer, Caldwell
Executive Committeeman,	
District I.....	Marcella M. Nelson, Bonners Ferry
District II.....	Virginia Domsic, Moscow
District III.....	W. Clyde Williams, Boise
District IV.....	Edward L. Knowles, Twin Falls
District V.....	William A. Hulet, Idaho Falls

### **IAPES CONVENTION, Milwaukee, Wisconsin, June 9-12, 1953**

Conference Theme: Employment – Keystone of Human Relations

The Idaho delegation included President Haugness; Grover Irvine, Member of the Convention Site Committee; W. B. Cox, panel member; Melba Sandifer; and Mary Pace Brower. Mr. Haugness went by train. The rest of the group traveled by auto and reached Milwaukee late Sunday evening, after witnessing a Chicago White Sox and Washington Senator baseball double header in Chicago during the afternoon.

Monday, June 8, was President's Day, attended by Mr. Haugness, who received Idaho's first Hundred Club Certificate and an award for W. Clyde Williams, membership chairman; the first to reach the quota assigned to the chapter. Idaho's quota was 103; the total membership was 112, an increase of 38 over the previous year. Mr. Cox attended a meeting of the panel on "Educational Influences Build Good Public Relations into the Employment Security Program."

His contribution was an excellent paper entitled "Anticipated Developments Affecting Human Security Objectives."

On sight, Grover Irvine was handed a tough assignment by President Clifford Hollister, the task of acting Chairman of the Convention Site Committee for 1955, in place of Guy Lang of Eugene, Oregon, who was unable to attend. Grover had received very little correspondence from the chairman during the year. It developed that Cincinnati, Detroit, and Philadelphia were the main bidders, also that the documents and materials submitted by these cities were in the chairman's hands in Oregon or in transit except those of Cincinnati, which were in Mr. Hollister's files.

Fortunately, this was the fifth convention for Grover in seven years, and he knew many of the delegates intimately. He and the three members present of a committee of eleven recommended that both Cincinnati and Detroit be permitted to make a presentation to the delegates, after the Pennsylvania Chapter withdrew their bid for Philadelphia. On a roll call ballot, Cincinnati was chosen.

The fortieth annual convention of the International Association of Personnel in Employment Security was called to order at 9:30 a.m. by Wisconsin Chapter President Willet S. Main, who welcomed the delegates on behalf of the host chapter and the Milwaukee local office of the State Employment Service. After the usual greetings and official welcomes by the host city and state officials and the response by past President Ralph E. Gabele, Mr. Main presented the official convention gavel to President Clifford A. Hollister, who officially called the convention into business session.

The keynote address was by G. Mennen Williams, Governor of the State of Michigan, and our delegates rated it as one of the highlights of the session, although it was delivered a day later than scheduled, due to a damaging tornado in his state, followed by a sleepless night. It is interesting that the Governor's first job after law school was with the Social Security Board, working on unemployment compensation. "The history of public employment security service is replete with examples of effective participation in many local, state and national problems," said Governor Williams. "Through war and postwar conversion, through depression and disaster, through boom and expansion, the employment security services have served the people well. Whether it be labor shortage, unemployment, flood, war, earthquake or tornado, the public employment security service has been an effective instrument of public policy performing a function of unchallenged importance. As Governor of Michigan, I have had first-hand opportunity to observe and evaluate the work which you are doing. Over the years, you have developed yourselves professionally to raise the standards of your services and to increase your ability to be of service to both the state and the nation."

Other important talks were given by Robert C. Goodwin, Director of the Bureau of Employment Security; Herbert G. Henaman, Jr., University of Minnesota; Sam Bernstein, representing the Interstate Conference and substituting for Idaho's Executive Director, H. Fred Garrett, President of the Interstate Conference, who was unable to attend.

Following are a few excerpts from the annual report of President Hollister: "It is my conviction, one which I have had for years outside the presidency and one which is more firmly imbedded after a year in office, that the presidency should be rotated annually. I believe this precedent of the past five years has been a major factor in our approach to maturity...it was Wisconsin, through the then Employment Service Director William M. Leiserson, which fathered the idea of this Association and served as its first secretary-treasurer. It was here in Milwaukee

that the first membership award of merit was presented as a feature of the 32nd annual convention in 1944. It was Wisconsin's own son, the late Paul C. Winner, who as this Association's 20th president, started such satisfying programs as the annual membership contest, the Hundred Club and the annual essay contest."

Citations of Merit were awarded to Milton Fowler Gregg, Canadian Minister of Labor, and to Harry Lippert, Director of Wisconsin's State Employment Service, who was one of the original fourteen who started the IAPES in 1913-14.

Mention of Harry Lippert and Paul Winner may recall a certain memorable day in the careers of some Idaho ESA employees, still working or retired. Mr. Lippert; John Foreman of Pocatello, a dollar-a-year man; and Dr. Stephenson of Idaho State College, conducted oral interviews for Idaho's newly-created Merit System Council in 1935; and Mr. Winner, along with John McEwan, retired industrialist and Director of the Pennsylvania Employment Service, another dollar-a-year man; and William Moore of the University of Idaho faculty performed the same duties in 1937.

The following officers were elected by acclamation: President, Irene S. Gable, Bismarck, North Dakota; First Vice-President, R. P. Hartley, Moncton, N. B., Canada; Second Vice-President, John B. Griffin, Dallas, Texas; Secretary-Treasurer, B. C. Seiple, Cleveland, Ohio. Mrs. Gable was the first woman in IAPES history to be elected president. In her acceptance speech she said: "I am happy and proud of this honor; I am likewise deeply humbled at your trust and confidence. I hope I shall be worthy of it."

Speaking of the Chicago-Washington double-header baseball game, Mary Pace Brower said: "It was a treat. However, I'm still not much of a baseball fan. They spend too much time 'winding up' or 'walking.' When they do hit a home run everybody stands up and I can't see anything anyway. The game ended in a split."

Web Cox said: "I think the biggest disappointment was the fact that the breweries were on strike and could not be entered." His first reaction was that he had travelled fifteen hundred miles for nothing. Schlitz Brewery had played a significant part in promoting Milwaukee as the convention site, and was listed on the tour route. A devotee of many sports, Mr. Cox was compensated by a visit to the Milwaukee baseball park, which "masterpiece of new construction" was the highlight of the tour for him.

Many firsts featured Mr. Haugness' term: The first chapter-sponsored essay contest. Winners: Inez D. Hughes, Nampa, first; Mary O. Pace, Boise, and Raymond D. Butler, Lewiston, tied for second; James E. Barnes, Twin Falls, third. The first Vice-President who was assigned the duties of membership chairman, Wesley Poole, Jerome. A fund-raising activity known as the "card fund" was started, making available Christmas and other greeting cards, the profits to be used to further IAPES activities within the State. A magazine subscription service was also sponsored. The IAPES *Quarterly* was instituted, a chapter magazine intended as a professional publication and designed to further the objectives of IAPES and to broaden the outlook and scope of all Agency employees. The first issue appeared June 3, 1953, and was followed by a Convention Special, dated July 28, 1953. The coverage of the Milwaukee Convention was complete in every detail.

**THE NORTH IDAHO INSTITUTE**, the first co-sponsored with a college or university by the Chapter, was held in the Student Union Building at the University of Idaho, Moscow, Idaho, on Friday and Saturday, October 16-17, 1953. Committee Chairmen for the Institute were: General Chairman, George Blakley; Chairman of Day - Friday, John Chamberlin; Chairman of Day -

Saturday, R. D. Butler; Publications Chairman, Ephraim Kingsford; and Registration Chairman, Julia E. Wood. The meeting was called to order and the welcome was by Marcella Nelson, First District Committeewoman. The response was by G. M. Blakley, General Chairman. The keynote address, "Work With People" was delivered by Thomas Youmans, Personnel Director of Potlatch Forests, Incorporated, Potlatch Unit. The following program was presented:

**OUR RESPONSIBILITIES AS PUBLIC ADMINISTRATORS**

- Responsibility of Public Administration* ..... Dr. Boyd Martin, U of I
- Our Responsibilities in Administering the*
- Benefit Payment Program* ..... Ken Kirking, Coeur d'Alene
- Our Responsibility to the Applicant*..... Jim Scott, Lewiston
- Our Responsibility to the Employer*..... Bob Barnett, Lewiston

**IDAHO'S ECONOMIC FUTURE**

- Idaho's Economic Future*..... Dr. Erwin Graue, U of I
- Position of ESA in State's Economy* ..... W. J. Adams, Asst. Director
- Position of ESA in Local Community*..... L. R. Levering, Manager,  
Sandpoint

**COUNSELING AND TESTING IN RELATION TO VOCATIONAL GOALS**

- Secretarial Testing*..... Dr. Bruce Blackstone, U of I
- Educational Testing and Counseling*..... William Bond, U of I
- Employment Counseling and Testing*..... H. A. Haugness

**INSURANCE PHASE OF EMPLOYMENT SECURITY**

- Actuarial Approach to Payment of Benefits*..... Addison Beeman
- Tax Collection and Fund Management*..... Jim Smith
- Development of Public Relations*..... Floyd West

The above panel of three presented virtually the same subjects at the Boise and Pocatello conventions during Chapter President Hartstein's administration in the spring of 1953. This panel was a big step in the orientation of ES personnel to the complex program of the "Insurance phase of Employment Security."

The Toastmaster at the annual luncheon on October 16 was Keith Hanson, St. Maries. Speaker was H. Fred Garrett, Executive Director, who was introduced by H. A. Haugness, Chapter President. The banquet, held the same evening, was presided over by W. Clyde Williams. Mr. Garrett introduced the speaker, Dean D. H. Hart of the University of Idaho and Chairman of the Employment Security Agency Advisory Council, who spoke on the functions of the Council.

**THE THIRD ANNUAL SOUTHWESTERN INSTITUTE.** The theme for the March 19-20 Institute, held at the Owyhee Hotel in Boise, was "The Effects of Future Economic Developments on Employment." W. B. Cox was Institute Chairman. First on the agenda was the banquet on Friday evening, at which Dar Lathrop did an outstanding job as Master of Ceremonies, calling on members who had attended past conventions to tell about them. Films were shown on "America's Untapped Asset," which demonstrated use of handicapped persons in industry, and "North Carolina, Variety Vacationland," a travelog that made us all want to be in Asheville at convention time.

The keynote address was given Saturday morning by Mr. Garrett, who spoke on "The Future Outlook of the Employment Security Program in the Northwest." Dr. John Boothe, Executive Director of the Idaho Education Association, gave his views as an educator on "The Future in Idaho," pointing out that the long range outlook for workers in the field of education is good, due to the steady increase in population over the years. Windsor J. Lloyd, President of the

Idaho State Chamber of Commerce, discussed "The Future in Idaho as Employers View It," and also told some interesting highlights of his recent trip through the Middle East.

Following the luncheon, at which there was some very excellent entertainment, Dr. Joseph D. Phillips, Head of the Department of Business at Idaho State College, discussed "Economic Trends for the Coming Year." His forecast was somewhat gloomy, pointing out that the present downward trend is likely to continue, unless an unforeseen change occurs. This view was shared by Fred McCabe, Secretary of the A. F. of L., Boise, whose subject was, "Labor Looks at the Future in Idaho."

Mr. Haugness was awarded a Certificate of Appreciation for his outstanding leadership rendered as Chapter President in 1953-54.



H. A. Haugness (left) receives Idaho's first Hundred Club Certificate and a citation for membership chairman Clyde Williams at the 1953 International Convention in Milwaukee, Wisconsin.

## President Wilber B. Cox

May 1, 1954 to May 1, 1955

**BORN:** Grassy Cove, Tennessee, September 10, 1904.

**EDUCATION:** High School, Buhl, Idaho.  
Albion State Normal, Albion, Idaho.  
Santa Barbara State College, Santa Barbara, California, B.A. Degree in Education.

**WORK HISTORY:** Principal, Grade and High Schools, Twin Falls County, Idaho, 1924-1943; Interviewer, Idaho State Employment Service, Idaho Falls, Idaho, April 1943 to July 1944; Manager, Blackfoot Office, USES, July 1944 to January 1945; Manager, Pocatello Office, USES, January 1945 to January 1946; Manager, Caldwell Office, January 1946; Manager Pocatello Office, ISES, August 1946 to June 1952; Manager, Boise Office, Employment Security Agency, June 1952 to February 1, 1957; Field Supervisor, Administrative Office, February 1, 1957 to date. Assigned additional duties of State Coordinator of Civil Defense Activities within the Agency, July 1, 1960.



W. B. Cox

Vice-President.....	Melba Sandifer, Caldwell
Secretary-Treasurer.....	Juanita Stevenson, Nampa
Executive Committmen,	
District I.....	Dagmar Kirking, Sandpoint
District II.....	James Scott, Lewiston
District III.....	James E. Reed, Boise
District IV.....	Mary Joe Cahill, Twin Falls
District V.....	J. F. Gisler, Idaho Falls
Card Fund Delegate to Convention.....	L. L. Chatterton, Administrative Office

The first important event under the leadership of President Cox was the **SOUTHEASTERN EDUCATIONAL INSTITUTE** held in Idaho Falls, May 14-15, 1954. International President Irene S. Gable was the principal attraction and her presence was the fruition of a long-range plan. She was supported for Second Vice-President at the Rapid City Convention in 1951, First Vice-President at Atlantic City in 1952, and President at Milwaukee in 1953. She was the first lady elected to the International's highest office, and the first President to visit any of the intermountain states of Idaho, Montana, Utah or Wyoming.

J. F. Gisler, Idaho Falls Manager, and Director of the Institute, was assisted by the following chairmen: Program, William Hulet; Registration, Gertrude Day; Recording, Jeanette Olson; Resolutions, Russell Rock.

All sessions were in the Bonneville Hotel. Registration started at 5:30 p.m. Friday, May 14, and ended at 6:30 p.m., the banquet time. Yale Peterson was Master of Ceremonies. The invocation was by Ervin Widdison, Manager of the Rexburg office. Mr. Peterson officially introduced Mrs. Gable, who gave a short talk expressing her pleasure at being present. A. G. Berrey, Field Representative at Idaho Falls, was host at a social hour at the hotel which did not long withstand the competition of a ball game and private parties.

Mr. Gisler opened the meeting Saturday at 9:00 a.m. and welcomed Chapter members and guests. The invocation was by Rev. C. R. Washburn, First Presbyterian Church, Idaho Falls. The keynote address, delivered by International President Irene Gable, was on the subject: "Are We Growing Professionally?"

Mrs. Gable said that Employment Security workers are a group of dedicated people whose sole purpose is to help others. She entered the service as a Junior Interviewer in 1938 at Minot, North Dakota. She has been active in IAPES since 1939 and has missed only one international meeting since that time – the 1944 convention when she was in the Marine Corps Reserve. The Association had only 101 members when she joined; in 1953 there were 17,000 members and the convention attendance was over 1,000. Probably no one is better qualified to answer the question of the growth of professionalism.

Most of the address was an explanation of a "Council for Professional Advancement" set up in 1952 in order to help members learn more about their work and thus increase their professional competence. The Council is composed of the Chairmen of the following committees: Professional Standards, Chapter Activities, Education and Information, and Research. The Council has moved cautiously to avoid spreading its funds too thinly over too many projects. The speaker was optimistic about the future activities of this Council.

Mrs. B. B. Meyers, attorney and business woman of Idaho Falls, and a member of the Employment Security Agency Advisory Council, was the luncheon speaker.

Other prominent speakers and topics were: "Proper Conduct of Public Employees" by W. J. Adams, Assistant Director, Employment Security Agency; "Guidance from the Educators' Point of View" by Grant R. Gaines, Idaho State College; "The National Reactor Testing Station" by Nat H. Godbold, Atomic Energy Commission; "Modern Employment Practices in Industry and the Atomic Field" by R. C. Schmidt, Phillips Petroleum Company; and "Workmen's Compensation and Occupational Disease Law" by George C. Barnard, Attorney at Law, Idaho Falls.

Another highlight of the institute was the chance to exhibit the new Idaho Falls local office, finished during the previous January and easily one of the finest in the Intermountain West. The final event of the session was the Executive Board meeting in the new office, after which Mr. Cox announced the appointment of the following committees: Audit, Dar Lathrop, Boise; George Blakley, Moscow; and Ed Knowles, Twin Falls. Essay Contest, Phyllis Dunn, Caldwell; Don Peterman, Sandpoint; and Bill Hulet, Idaho Falls. Publicity, Mary Pace Brower, Boise, Ray Butler, Lewiston, and Leland Chatterton, Boise. Fund Raising, H. A. Haugness, Boise; Mary Rush, Pocatello, and John Chamberlin, Lewiston. James Scott was transferred to Sandpoint, District I, in July, and George Blakley was appointed Committeeman for District II.

#### **IAPES CONVENTION, Asheville, North Carolina, June 1-4, 1954**

Conference Theme: Strengthening Employment Security Through Constructive Supervision

Idaho's delegates were Chapter President W. B. Cox, Secretary-Treasurer and Panel Member Juanita Stevenson, Nampa, and Leland L. Chatterton, Senior Accountant, Administrative Office.

Mr. and Mrs. Cox arrived in Asheville on May 30, and he attended the Fifth Annual Chapter Presidents' Day Program on Monday, May 31. This day has grown to be very popular with the state presidents, first because as a fairly small gathering it is the best place to greet old friends and meet new acquaintances; second, problems common to all of the states and methods of solving them can be intelligently discussed and ideas exchanged; third, it is a more appropriate time and place to present awards and scrolls, rather than the crowded agenda of the convention proceedings. The annual convention is the climax of IAPES activities for the year, but many of the Chapter Presidents testify that Presidents' Day is as important as the convention program. The meeting was attended by 46 presidents of the Association's 52 active chapters, a new record.

Irene Gable's address at Idaho Falls on May 15th was, "Are We Growing Professionally?" A capable group of panel members discussed the positive theme, "We ARE Growing Professionally." There was agreement that good progress had been attained during the past five years, but more emphasis could and should be placed on the subject, especially by the state chapters. The criteria that aspirants for International offices have to meet, even to be nominated, usually eliminate all but the real professionals.

The forty-first annual convention was called to order at 8:30 a.m. June 1, 1954, by C. P. Rogers of Raleigh, President of the North Carolina Chapter, who welcomed the delegates in behalf of the Employment Security Commission of North Carolina. The welcome to host city Asheville was by Mayor Earl Eller. Attorney R. Mayne Albright, 19th President of the International, having served in 1941-42, officially welcomed the convention to the "Land of the Sky" in behalf of the host state. Response to the greetings was made by International Past President Clifford A. Hollister, LaGrange, Illinois. The official Convention gavel was presented to International President Irene S. Gable by Mr. Rogers. After the reading of numerous messages, Mrs. Gable called the convention into business session.

The program for the week included one forum and seven groups of workshops. Juanita Stevenson, Interviewer, Nampa, delivered a talk on "Strengthening Operations Through Better Supervisory Methods." Mary Joe Cahill, Twin Falls, was a member of the Chapter Activity Committee, and W. J. Adams, a member of the Legislative Committee. The report of Frank Hartstein, chairman of the Audit Committee, was accepted without change. H. A. Haugness was elected to the International Executive Committee for 1954-1955, representing District 12.

The keynote address on the theme of the convention was by Arthur Larson, U. S. Under-Secretary of Labor. This is a key quotation: "We are determined to have security, and we are equally determined to get it with no loss of our characteristic American virtues of thrift, self-sufficiency, independence, and initiative." Henry E. Kendall, President, Interstate Conference of Employment Security Agencies, reported on the contents of the second Reed Finance Bill and the probability of its passage.

President Irene S. Gable reported on her stewardship under the title, "The Challenge to IAPES, At Home and From Abroad." A deep cut in budget early in July produced many difficulties for Employment Security Agencies that could have cost many IAPES members to lose their jobs. This was a real challenge of the newly installed President's administrative ability. It resulted in a deluge of mail from worried members as well as offers by many others to help. All Executive Committee members contributed out of their own pockets to keep things going. This was not only a great tribute to the president, but as she put it, "assuredly, IAPES membership has emerged stronger in stature and in the conviction that our Association is a real program asset, a real bulwark against professional stagnation." A possible crisis was nipped in the bud. The address contained many suggestions for the future that would enhance the efficacy of IAPES, especially with employers, small and large.

Retiring after 27 years service as Secretary-Treasurer, B. C. Seiple, in giving his report, said, "This is probably the last treasurer's report that I will be making to you and I want most sincerely to thank all of you for the privilege of serving as your Secretary-Treasurer for so many years. It has provided me the opportunity to meet and really know some wonderful people in every state in the United States and every province in Canada. I will always treasure the memory of my official affiliation with this association and the friendship which I have enjoyed with and for each of you."

It is reported that many eyes were wet when he modestly made his final bow. The following is reproduced from his Service Citation:

We acclaim you,

BASIL CHARLES SEIPLE, Secretary-Treasurer of this organization from October 28, 1927, until voluntary retirement from office on July 5, 1954.



SECRETARY-TREASURER EMERITUS IN PERPETUITY

As our expression of enduring appreciation for your contribution, immeasurable and beyond recompense, to the growth and success of the International Association of Personnel in Employment Security.

Given at Asheville, North Carolina, this third day of June in the year of our Lord, one thousand, nine hundred and fifty-four and signed and sealed on behalf of all IAPES members, past and present, by the International President,

IRENE S. GABLE

The following International officers were elected by acclamation:

- President.....Ralph P. Hartley, Moncton, N. B., Canada
- First Vice-President..... John B. Griffin
- Second Vice-President..... W. Garnett Johnson
- Secretary.....Marian E. Perry
- Treasurer.....Carl T. Anderson
- Executive Board Member .....H. A. Haugness, Boise, Idaho

Toronto, Canada, was chosen as convention host city for 1956.

In his acceptance speech, President Ralph P. Hartley said, "May I express my sincere thanks to the membership of the Association for electing me to its presidency, the highest gift it has to bestow." He announced that he expected to revise the duties of some of the standing committees. He immediately announced the names of the chairmen of the twenty standing committees. He selected Grover Irvine, Caldwell, for chairmanship of the Audit Committee.

**NORTH IDAHO INSTITUTE**

This institute was held in the Flamingo Room at the Desert Hotel in Coeur d'Alene on Friday, November 12, 1954. The institute committee chairmen were all from the local office staff: General, Ken Kirking; Program, E. Y. Stewart; Registration, Sadie Harrison; Reservation, Royce Fuhriman; Morning Chairman, George Blakley; Afternoon Chairman, Jim Scott. Registration was from 8:30 to 9:00 a.m. There were 65 in attendance at this institute.

The call to order was at 9:00 a.m. by Institute Chairman, Ken Kirking, who welcomed the speakers and guests to the city. The response was by Web Cox, Chapter President, Boise, Idaho. The invocation was by Art Boyd, Employment Consultant, Coeur d'Alene. The highlights of the International Convention were reported by the official delegates, Web Cox and L. L. Chatterton, Administrative Office, and Juanita Stevenson, Interviewer, Nampa office.

It will be noted that there was no written theme for this institute; however, the purpose of the meetings was to acquaint IAPESers with the fact that the natural resources of Northern Idaho made up the bulk of the available jobs. Lumbering in the five neighboring counties provides jobs for from a minimum of 3,000 to a maximum of 4,000, depending on weather; mining in Shoshone County furnishes employment for from 4,000 to 6,000. For many years an average of 650 Idaho residents have been employed in related industries of primary metals such as the two Kaiser aluminum fabrication plants in Spokane, with the workers commuting from Idaho to Washington to work.

Carl G. Krueger, Supervisor, Coeur d'Alene National Forest, talked on "The Current Program of the U. S. Forest Service"; A. B. Crouse, Assistant Personnel Director, Bunker Hill and Sullivan Mining and Concrete Company, Kellogg, spoke on "The Role of the Mining Industry in the Pacific Northwest."

After lunch the film "Paul Bunyan" was shown through the Courtesy of Potlatch Forests, Inc., represented at the Institute by Gardner Teall, Timekeeper. Joseph Garry, President, National Congress of American Indians, spoke on "The Position of the American Indian in Employment"; James M. McLachlan, Personnel Director, Kaiser Aluminum and Chemical Corporation, Trentwood, Washington, talked on "The Aluminum Industry and Personnel Problems"; and D. L. Haines, Chemical Engineer and Vice-President of the Pack River Lumber Company, Sandpoint, spoke on "New Developments in Timber By-Products." A. W. Galipeau, President of the Idaho State Federation of Labor, gave the concluding talk, "Views and Comments on the Employment Security Program."

A social hour, hosted by Astor A. Seaborg, followed; and the banquet, at which Lewis R. Levering, Manager, served as Toastmaster, featured speakers Roy Detmer, Field Representative, Social Security Administration, and Floyd West, Assistant Director, Employment Security Agency.

See next administration for list of newly elected officers.



## *President Melba J. Sandifer*

May 1, 1955 to May 1, 1956

**BORN:** Paonia, Colorado, September 14, 1930.

**EDUCATION:** Elementary School, Paonia and Hotchkill, Colorado. Graduate, Caldwell, Idaho, High School, May 1948.

**WORK HISTORY:** Junior Stenographer, Employment Security Agency, Caldwell, Idaho, September 1948 to August 1952; Interviewer II, Caldwell, August 1952 to April 1957; Consultant I, Caldwell, April 1957. Resigned August 30, 1957, to be married.

Melba J. Sandifer

Vice-President.....	Ed Clark, Boise
Secretary-Treasurer.....	LaRene Logan, Boise
Executive Committeemen:	
District I.....	James Scott, Sandpoint
District II.....	Lula Buswell, Moscow
District III.....	Lyle French, Payette
District IV.....	Hugh M. Nelson, Twin Falls
District V.....	E. A. Kelly, Pocatello

### **IAPES CONVENTION, Cincinnati, Ohio, June 7-10, 1955**

Conference Theme: Employment Security in Action – Today and Tomorrow

The Idaho delegation included President Sandifer, the first lady president; H. A. Haugness, International Committeeman representing District XII; Wesley Poole, panel member; Phyllis Burke, Pocatello; and Mary Rush, Idaho Falls. The latter two ladies spent a day sight-seeing in Chicago, but Mr. Haugness and Miss Sandifer went on to take part in the President's Day program. The Convention Proceedings tersely says that the sixth annual President's Day program presented on Monday, June 6th, featured "a program of, by and for the presidents" in which each chapter president was a participant and that there were 48 chapters represented at the day-long meeting. Melba Sandifer talked about "Money Raising."

The forty-second annual convention of the International Association of Personnel in Employment Security was called to order at 9:30 a.m., June 7, 1955, by H. Paul Messmer of Columbus, president of the Ohio Chapter, who welcomed the delegates in behalf of the host chapter. After the invocation, the presentation of "Colors" by the U. S. Marine Corps Guard of Honor, the National Anthems, the Official Welcome by Mayor Carl W. Rich of Cincinnati, and the assistant administrator of the host chapter, James R. Tichenor, and the response by past-president Irene S. Gable, the gavel was presented to International President Ralph P. Hartley.

The keynote address was by Rocco C. Siciliano, Assistant Secretary of Labor for Employment and Manpower, Washington, D. C.; his subject being, "Employment Security Actions – Performance and Promise." Mr. Siciliano outlined eight points of a long range program to insure and to achieve needed balance in serving all occupational groups. Other speakers were: Milton F. Gregg, V. C., Canadian Minister of Labor, Ottawa, Ontario; Commissioner Donald M. McSween,

Tennessee Department of Employment Security; and Alan Williamson, President, Interstate Conference of Employment Security Agencies.

The annual banquet speech was by Major General Melvin J. Maas, USMCR (retired). He said, "Frankly, I feel qualified to be spokesman for the physically handicapped since I am one of them myself. I am seriously physically handicapped. I wear false teeth. And they are a handicap, too." It is a fact that he has been totally blind for many years, and any talk he makes is the highlight of the program. He stated further, "I am constantly telling the President's Committee and our staff that our objective and the measure of our success, will be when we can eliminate the President's Committee and Governors' Committees and local committees, and that's what we are constantly working toward. It isn't going to happen tomorrow, but ultimately if we succeed in our mission we won't need special committees. Employers will accept handicapped men and women for their abilities, and that is our goal." Such courage and such optimism!

The workshop method was used. There were nine panels on workshop subjects and general summaries. Wesley H. Poole was a consultant on the Career Personnel panel. His topic was, "Career Development as a Personnel Responsibility," and it was a very fine paper. William A. Lesh served on the Research Committee, H. A. Haugness on Awards of Merit, and Lewis R. Levering on Legislative Reference. Ebner C. Mortenson, Olympia, Washington, was elected to the Executive Board. Mr. Haugness was appointed a member of the 1955-'56 Program Committee.

In the Annual Report of IAPES Stewardship, 1954-1955, President Ralph P. Hartley stated, "When installed as president, I set three major goals this year, all of which I think we can say have been, or are well along to being accomplished. They were: (1) To increase the membership at least ten percent during the year. The prospect is that that ten percent will be reached. (2) To build a substantial reserve for the Association by careful management of finances during the year. The reserve budgeted for was \$1,000. It will be increased more than was anticipated. (3) The setting up of our International Council on Personnel Development. For the past few years we have been 'going to set up this council.' This year it has become an accomplished fact. Perhaps our greatest accomplishment, and the most far-reaching over say the next few years, may well be the setting up of this council."

John B. Griffin, Manager of the Dallas, Texas, Employment Commission Office, was elected president of the Association. Griffin was elevated from the first vice-presidency without opposition. Elevated from the second to first vice-presidency was W. Garnett Johnson, Frankfort, Kentucky, executive assistant for the Department of Economic Security. He also was unopposed. Reelected without opposition were Secretary Marian E. Perry, Albany, New York, personnel officer in the Division of Employment, and Treasurer, Carl T. Anderson, Nashville, Tennessee, deputy commissioner of the Department of Employment Security.

"What Employment Security Does for My Community" was the title of the essay contest. Gertrude Day, Interviewer, Idaho Falls, and Homer L. Hooban, Employment Consultant, Caldwell, tied for first place in Idaho. James D. Scott, Employment Consultant, Sandpoint, was the third place winner.

**A STATEWIDE INSTITUTE** was held in the Pioneer Room, Boise, October 28-29, 1955. The Institute Committees were as follows: Program, Grover Irvine (Chairman), Tom Welsh, Mary Brower; Registration, LaRene Logan (Chairman), Hazel Byers; Reservations, Ed Clark; Printing, Ephraim Kingsford; Resolutions, Frank Hartstein.

Grover Irvine welcomed the members to the Institute. Melba Sandifer gave the response, followed by the Invocation given by Ervin Widdison. Mr. H. Fred Garrett, Executive Director, delivered the opening address.

The opening ceremonies were followed by a panel discussion of the Merit System in Idaho. L. U. Billington acted as moderator. Thurlow Bryant, Chairman of the Merit System Council, covered the subject of the Merit System in Idaho. Thomas Charrey, supervisor of the Merit System Council, explained the Merit System Operations. L. L. Chatterton, Personnel Training Officer, E.S.A., told how the Merit System affects the Employment Security Agency. The panel discussion was followed by an address by W. L. Robison, Commissioner of the State Department of Labor on the Functions of the Labor Department.

The morning session was closed with an account by Teresa Reagan of her assignment as a special interviewer at the National Conference of Social Workers held in San Francisco, May 27 to June 4, 1955. The Conference inaugurated an on-the-spot placement service for social workers. One team of interviewers accepted the job orders from employers while another team prepared applications filed by social workers. The third team of interviewers matched application and job orders and were successful in filling many of the jobs. Other employer interviews were set up for a later time.

Wesley Poole acted as Toastmaster at the luncheon held in the Sky Line Room and introduced the speaker, Mrs. Wallace K. Pond, whose subject was "Hash."

The afternoon session opened at 2:00 p.m. with William Hulet as chairman. He introduced Marcel Learned, President, Boise Valley Industrial Development Association, who spoke on "Industrial Planning." Mr. Learned was followed by a panel discussion on the subject of "Schools of Higher Learning in Idaho and Their Relationship to Our Counseling Program." Ralph Adams was the moderator, with the following agency personnel speaking about the educational institutions in their immediate areas: George Blakley, North Idaho Junior College; John Chamberlin, University of Idaho; Phil Senkovich, College of Idaho; Larry Kroesing, Northwest Nazarene College; John Voulkos, Boise Junior College; Frank Hartstein, Idaho State College; Ervin Widison, Ricks College; and Ray Butler, Lewis-Clark College.

After a mid-afternoon break, the second panel was called to order with Lew Levering as moderator, the subject being, "What Is a Suitable Job Offer?" Mary Rush gave the viewpoint of the Employment Interviewer; James Scott covered the aspects of the Claims Examiner, followed by Clyde Williams telling about the work of the Appeals Examiner.

The first day's session ended with a banquet in the Sky Line Room, with John Chamberlin doing an admirable job as toastmaster. The feature speaker was Ebner C. Mortensen, IAPES Executive Committeeman for District XII, speaking on the subject, "The Professional Advancement of Employees Through Institutes."

The Saturday morning session was chaired by W. B. Cox. He introduced Haakon Haugness who spoke about "Services to the Handicapped." This was followed by an illustrated lecture on the "Economic Developments of Idaho" by Dr. Elroy Nelson, Vice President and Economist, First Security Corporation, Salt Lake City, Utah. The Institute closed with a panel discussion on the subject of "Office Practices as They Affect Public Relations." Participants included Dorothea Anderson, receptionist; Bill Lesh, Interviewer; Jesse Gisler, Office Manager, and Keith Hanson, moderator. The Institute was adjourned after a short business session.

## *President John L. Chamberlin*

May 1, 1956 to May 1, 1957

**BORN:** Grangeville, Idaho, February 25, 1921.

**EDUCATION:** Elementary School, Riggins, Idaho.  
High School, Lewiston, Idaho, Graduated 1938.  
University of Idaho, Moscow, B.S. (Ed.) 1942.  
University of Idaho, Moscow, M.S. (Ed.) 1943.

**WORK HISTORY:** U. S. Forest Service Lookout Fire Guard summers 1938-1942; U. S. Army, 1943-1946; Ordnance Maintenance Technician; 1946-1947; Assistant Manager, Sedan Rebuild Plant, U. S. Army Ordnance, Daimler-Benz Automobile Factory, Germany, 1947-1949; Interviewer, VER, Area Counselor, Lewiston Local Office of Employment Security Agency, 1949 to 1954; Manager, Moscow, 1955 to 1960; Personnel and Training Supervisor, Administrative Office, Boise, 1961 and 1962; Management Services Supervisor.



John Chamberlin

Vice-President..... Ralph Adams, Administrative Office  
Secretary-Treasurer..... Lois Davis, Boise  
District Committeemen,  
    District I..... Keith Hanson, St. Maries  
    District II..... Granger Longstroth, Grangeville  
    District III..... Steve Sako, Caldwell  
    District IV..... David Lewis, Twin Falls  
    District V..... A. G. Berrey, Idaho Falls  
Past President..... Melba Sandifer, Caldwell

### **IAPES CONVENTION, Toronto, Ontario, Canada, June 26-29, 1956**

Conference Theme: "Employment Security, A Challenge of Our Times"

The forty-third annual convention was called to order by President John B. Griffin on June 26. The Idaho Chapter was represented by President John Chamberlin of Moscow, Kenneth S. Kirking, Assistant Manager, Coeur d'Alene, who also was a panel member, and Thomas D. Welsh, Manager, Nampa. Mrs. Kirking, Mrs. Welsh, Mary Welsh and Mr. Welsh's sister were guests. The Royal York Hotel, the largest and perhaps the finest in the United Kingdom, was an ideal convention site for the more than 1200 delegates gathered in the spacious setting.

The entire second mezzanine, including a large lobby, an auditorium, a banquet room and many smaller meeting rooms, was reserved for the convention.

The keynote address on the theme was delivered by W. H. Braine, C.B.E., Labor Attache, British Embassy, Washington, D. C. The speaker had been with the British Ministry for a quarter of a century, and was familiar with its many challenges over that period. He said that times had changed since the machine, created by Labor Exchanges Act of 1909, piloted through Parliament by a young statesman named Winston Churchill, developed into the National Employment Service. He related developments that brought the system through early trials when its services were called a "dole" to its present stages of specialized service, and mentioned preparations for expanded uses yet in the future.

Robert Goodwin, Director of the United States Bureau of Employment Security, spoke on "Employment Security and the Challenge of Our Times." He stated that in each of the past five or more years American government and private industry had spent more than \$4 billion in research and development, compared to a total of about \$4 billion for the entire period from 1776 through 1933, thus emphasizing the necessity for Employment Service personnel to keep abreast of developments. "Skill development of our work force and better utilization of our human resources are growing challenges which we in Employment Security must meet."

The annual banquet held in one of the large dining rooms was practically a masterpiece of service and catering. The food was brought in by an "army" of waitresses, and only a few minutes was required to serve all of the guests, instead of the usual long wait between serving the first and last table. During the banquet each state was serenaded with appropriate state songs by an instrumental music group.

The banquet address, given by Louis Blake Duff, Canadian publisher, historian and lecturer, was enthusiastically received. He was an elderly gentleman, and interspersed the serious phases of his address with humor and sarcasm. He chided us about the Boston Tea Party, saying that if all our tea was like some tea he had tasted in the United States, he also would have thrown it over-board. He recounted incidents culminating in the Treaty of Paris which settled early boundary disputes, when America was represented by John Adams, John Jay and Benjamin Franklin, and he then told of the Treaty of Paris, authored by John Quincy Adams after the close of the War of 1812, pointing out how in both treaties the boundaries were established without fortifications such as other nations required. Mr. Duff marvelled at the way the friendship of the two countries had increased through the years, while in the Balkan States during the past 750 years, no man has reached the age of twenty-five years without being engaged in war with a quarrelsome neighbor country.

Panel discussions and workshops were conducted on many phases of Agency programs. Ken Kirking, Coeur d'Alene office, was a member of the workshop panel entitled "Prompt and Proper Payment of Benefits" which was moderated by Hendrik Noble, Chief of Benefits from Michigan. In explaining his topic, "What the local office can do to insure prompt and proper payment of benefits," Mr. Kirking covered procedures recently developed in Idaho, illustrated how to use different approaches according to the personality of the claimants rather than a stereotyped approach for every individual, and offered additional suggestions for further improvement. This workshop was well attended, and Mr. Kirking represented the Idaho Chapter well.

The panel on "Brainstorming," a group participation session on creative thinking led by Charles H. Clark, Assistant Manager of Training, Ethyl Corporation, New York City, aroused the most interest and drew a large curious audience. He said, "Think Wildly and Freely; You Can Improve Later." Demonstrations were given illustrating how apparently insignificant ideas and solutions may be developed through group meetings.

At the closing business session W. Garnett Johnson of Kentucky was elected International President, and James P. Cauley of Juneau, Alaska, was elected District Committeeman for District XII.

A statewide **CHAPTER INSTITUTE** was held in the American Legion Hall at Twin Falls on September 15-16, 1956. The theme was "Shifting Gears for the Road Ahead." The general institute committee was headed by R. S. Cutler, manager of the Twin Falls office; other members were John Messenger, Wesley Poole, Clyde Musgrave and Hugh Nelson. The registration was accomplished by Mary Joe Cahill, LaRene Logan and Colleen McClellan. George LePard was

in charge of reservations, C. R. Jones of the social hour, Bobbie Sherwood of finance, Ralph Adams of proceedings and printing, and W. Clyde Williams of resolutions.

Registration began at 5:00 p.m., September 14, and was followed by a social hour, and the banquet at 7:00 p.m., with Dar Lathrop as toastmaster. Hugh M. Nelson gave the invocation, and Dr. Tom Shearer, President, College of Idaho at Caldwell, and member of the Employment Security Agency Advisory Council, delivered an address entitled, "A Look at the Road Ahead." Ninety-two members and guests attended the banquet and eighty-five were present at the session next day.

R. S. Cutler called the meeting to order, welcomed members and guests to the host city, and introduced Clifford H. Smith, president of the Twin Falls Chamber of Commerce, who presented the host city's official welcome. The response was by John Chamberlin, Chapter President. Rev. W. A. MacArthur, Pastor, First Methodist Church, Twin Falls, offered the invocation, and H. F. Garrett, Executive Director, Employment Security Agency, then gave the opening address.

Jack Anacabe, Benefit Payment Supervisor, chaired a panel entitled, "My Insurance is With U.I.," which included panel members Glenn F. Brown, Vice-President, American Federation of Labor in Idaho; Woody Hudson, Employment Consultant II, Idaho Falls; and Lola Gladish, Principal Clerk, Employment Security Agency Administrative Office. A panel, "Caution - Disaster Ahead," was chaired by W. J. Adams, Assistant Director, Employment Security Agency. Lewis Levering, Sandpoint Manager, told of the recent flood in Boundary County and the public laudation received by the Sandpoint and Bonners Ferry personnel for their task of recruiting hundreds of workers to sandbag and levies. Grover Irvine, Caldwell Manager, discussed civil defense plans. "Manpower Mobilization" was explained by Richard C. Buschman, Deputy Director, Bureau of Employment Security, Department of Labor, Seattle.

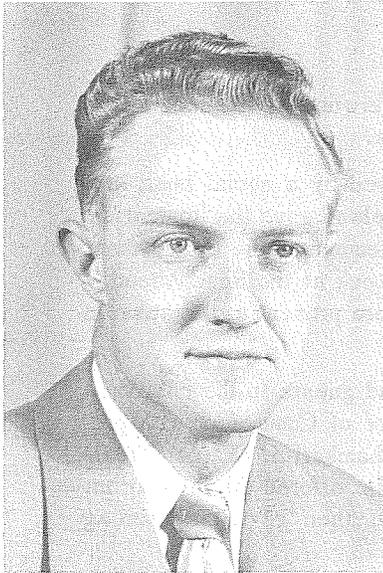
Wesley Poole, toastmaster at the noon luncheon, introduced Idaho's Attorney General, Graydon W. Smith, who in his talk entitled "Follow the Signposts" explained many of the duties and responsibilities of the Attorney General.

The first afternoon panel, "Keep Your Windshield Clean," was chaired by William Hulet, Technical Assistant, Administrative Office; "Services to Agricultural Workers and Employers" was handled by Lyle French, Payette Manager; "Reception Service," by Betty Henricus, Boise local office; "Applicant Services" by Robert Zimmerman, Employment Consultant, Caldwell; and "Employer Services" by Gertrude Day, Employment Consultant, Idaho Falls.

After a short recess, the last panel, entitled "No Hitchhikers - All Drivers" was chaired by Hugh M. Nelson, Consultant II, Twin Falls. Milo T. Means, Director, Vocational Rehabilitation, explained the services provided by the State of Idaho. Harold A. Taylor, Supervisor, discussed the services for the blind by the Department of Public Assistance, State of Idaho, and H. A. Haugness, Technical Assistant, Employment Security Agency, explained its program for employment of handicapped workers.

President Chamberlin introduced Kenneth Kirking of Coeur d'Alene, the panel participant at the International Convention. Tom Welsh gave a report on the Toronto convention.

Dar Lathrop was Master of Ceremonies at the banquet; Ed Clark received an award for his accomplishment as Membership Chairman; Tom Hunter received an award for meritorious service to the Idaho Chapter, and H. A. Haugness was given recognition as the essay contest winner. Everyone who attended the Twin Falls institute agreed that the committees had done superb work in making this one of the most successful institutes. The large number participating and attending added materially to its success.



## *President John Messenger*

April 1 1957 to January 1, 1958

**BORN:** Jerome, Idaho, September 14, 1926.

**EDUCATION:** Grade and High School, Jerome, Graduated 1944.  
Graduated from Idaho State College, Pocatello, Idaho  
June 1950, Degree in Business Administration.

U. S. Navy February 15, 1944, to May 23, 1946; served in Asiatic Pacific Area, Aviation storekeeper.

**WORK HISTORY:** Interviewer II, Employment Security Agency, Coeur d'Alene, Idaho, January 1951 to September 1951; Interviewer II, Nampa, September 1951 to March 1953; Employment Consultant, Twin Falls, December 1955 to January 1958; Manager I, Boise, January 1958 to December 1959; Employment Consultant IV, Lewiston, December 1959. Resigned April 3, 1961.

### *John Messenger*

Vice-President..... Ed Coupe, Administrative Office, Boise  
Secretary-Treasurer..... Margie Byard, Boise  
Executive Committeemen,  
District I..... Sadie Harrison, Coeur d'Alene  
District II..... Robert Barnett, Lewiston  
District III..... Robert Zimmerman, Boise  
District IV..... Robert Jones, Twin Falls  
District V..... T. S. Buckland, Blackfoot

Mr. Messenger served the shortest term of any Idaho Chapter President, nine months. This was due to a change in the constitution and by-laws which changed the dates for nominations and elections, and the term served by the officers to conform with the calendar year as recommended by the International Association. The revision also stipulated that the Vice-President automatically succeed to the presidency; that committee members be elected for two years, with even and odd numbered districts electing members every two years after the 1958 election, and that the elections be held in November each year.

The Executive Board met in Boise May 3, 1957. All members were present and were welcomed by H. Fred Garrett, Executive Director, who recommended that the first prize winner of the essay contest in 1958 receive as his prize a trip to the International Convention at Philadelphia because of the large interest and participation in the 1956-57 contest. The second and third prizes would be the same as for 1957. This recommendation was thankfully accepted. John Chamberlin was chairman of the committee that conducted the 1956-57 contest. The following contestants were winners: First prize, William A. Hulet, trip to Miami Beach; second prize, Hazel Beeman; third prize, Irene Point; fourth place, Mary Brower; and fifth place, John Voukos. The latter two won Honorable Mention in the District XII Contest.

On March 15 Mr. Messenger appointed the following IAPES members to the various committees for the Idaho Chapter: Auditing – Ed Knowles, Chairman; Phyllis Dunn, Caldwell; Georgia Mullin, Nampa; Membership – Ed Coupe, Administrative Office, Chairman; and all members of the Executive Committee; Publicity – Don Larson, Administrative Office, Chairman;

Jack Anacabe, Administrative Office; Jim Scott, Sandpoint; Joe Flaherty, Pocatello; Dorothy Reed, Jerome; Constitution and By-Laws – Dave Lewis, Twin Falls, Chairman; Lester Y. Peterson, Idaho Falls; Royce Fuhrman, Grangeville; Essay Contest Committee – William Hulet, Administrative Office, Chairman; John Chamberlin, Moscow; Mary Brower, Boise. Corresponding Secretary – Donna Ballard, Twin Falls.

#### **IAPES CONVENTION, Miami Beach, Florida, June 25-28, 1957**

Conference Theme: Employment Security Plans for Tomorrow.

Attending from Idaho were Mr. and Mrs. John Messenger, Mr. and Mrs. H. Fred Garrett, Mr. and Mrs. C. M. Link, and Mr. and Mrs. Hulet. The meetings were held in the Fontainebleu Hotel.

Under Secretary of Labor James T. O'Connell, keynote speaker of the convention, stated that by 1965 the labor force would increase by ten million, two million highly trained and professional workers, four and one half million white collar workers, five million skilled and semiskilled individuals, with a decline in the need for unskilled and farm workers; a large proportion would be women, older workers and very young workers. He said the growth, the prosperity, the security of our nation depends upon the improvement of training opportunities and basic education and extending them to more people...this basic job belongs to industry, labor, education, the community.

BES Deputy Director E. L. Keenan, moderating a forum on "Skilled Manpower for Economic Growth and Mobilization," outlined the problem of trained workers not being produced fast enough to keep pace with advancing technology and economic expansion. BES Assistant Director Louis Levine said, "We in the federal-state employment security program must never lose sight of our major program objectives: to maximize employment, to reduce unnecessary labor turnover, to shorten the interval between jobs for workers who become unemployed...Our responsibility – to encourage industry, to apply technical know-how and energy to recruitment, training and skill advancement; to advise the schools and other training institutions in the community of the changing occupational requirements in the labor market and the volume and nature of skill shortages that lie ahead."

J. Lewis Powell, Program Coordinator for Production Allocation, U.S. Assistant Secretary of Defense for Supply and Logistics, told the conference that our national strength rests on the sound foundation of an alert, capable military-industry team....that military preparedness is inextricably geared to industrial readiness. W. C. Christensen, Director, U. S. Bureau of Apprenticeship and Training, outlined that bureau's job as working with management and labor in developing and maintaining good programs promoting sound apprenticeship training. Training was emphasized throughout the entire program. It was pointed out that while the labor force would increase about ten million in eight years, the population would increase about twenty-three million during the same period and the need for training skilled workers would be a major responsibility for many, many years.

Curtis P. Harding, Administrator, Utah Department of Employment Security, moderated a panel on "Career Development in Employment Security." W. Morley Roberts, Assistant Superintendent, Canadian Unemployment Commission, moderated a panel: "Increased Responsibilities of the Professional and Technical Worker." Marion Williamson, Executive Director, Georgia ESA, moderated a panel: "The Meaning of Management."

Samuel C. Bernstein, President of the Interstate Conference, reported on the activities of the Conference, ending with "the Conference and the IAPES have a mutual interest in the

competent discharge of our responsibilities in the field of employment security. Both organizations are founded on conviction as to the value of the program to our national economy, to our states and local communities and to the individual employers, applicants and beneficiaries whom we serve." Vincent Hippolitus, Liaison Officer, President's Committee on Employment of the Handicapped, quoted the President who said, "In these demanding times, the labor force of our nation is its most precious asset. Working shoulder to shoulder, the handicapped can add spirit and power to America as we promote the strength of the whole free world."

During the final business session, members voted for convention exhibits, expansion of educational programs, group insurance, and paid advertising in IAPES News; Boston was picked for the 1959 convention, with the 1958 sessions to be held in Philadelphia, and a resolution was approved favoring pending House Bill 4959 and Senate Bill 1693 which would give State Employment Security workers an opportunity to obtain coverage under the Federal Employees' Group Life Insurance Act of 1954.

The convention elevated George B. Elleson, Bay City, Michigan, to the Presidency, succeeding W. Garnett Johnson; and Harry R. Van Brunt, Tallahassee, Florida, moved up from second to first vice-president. Mary D. Keller, Columbus, Ohio, was elected second vice-Ola M. Reeves, Juneau, Alaska, Secretary; and Carl T. Anderson, Nashville, Tennessee, was re-elected treasurer.

Ted L. Huff, Oregon City, was elected to the Association's Executive Board, representing Alaska, Idaho, Oregon and Washington IAPES Chapters.

Wesley H. Poole, Jerome, served on the membership committee; Ed Clark, Boise, served on the nominations committee, and Hugh Nelson, Twin Falls, on the constitution committee. Ralph Adams, Boise, was Idaho's membership chairman which made the Hundred Club. More than 1400 attended the convention.

#### **STATEWIDE INSTITUTE, Boise, Idaho, October 25, 1957**

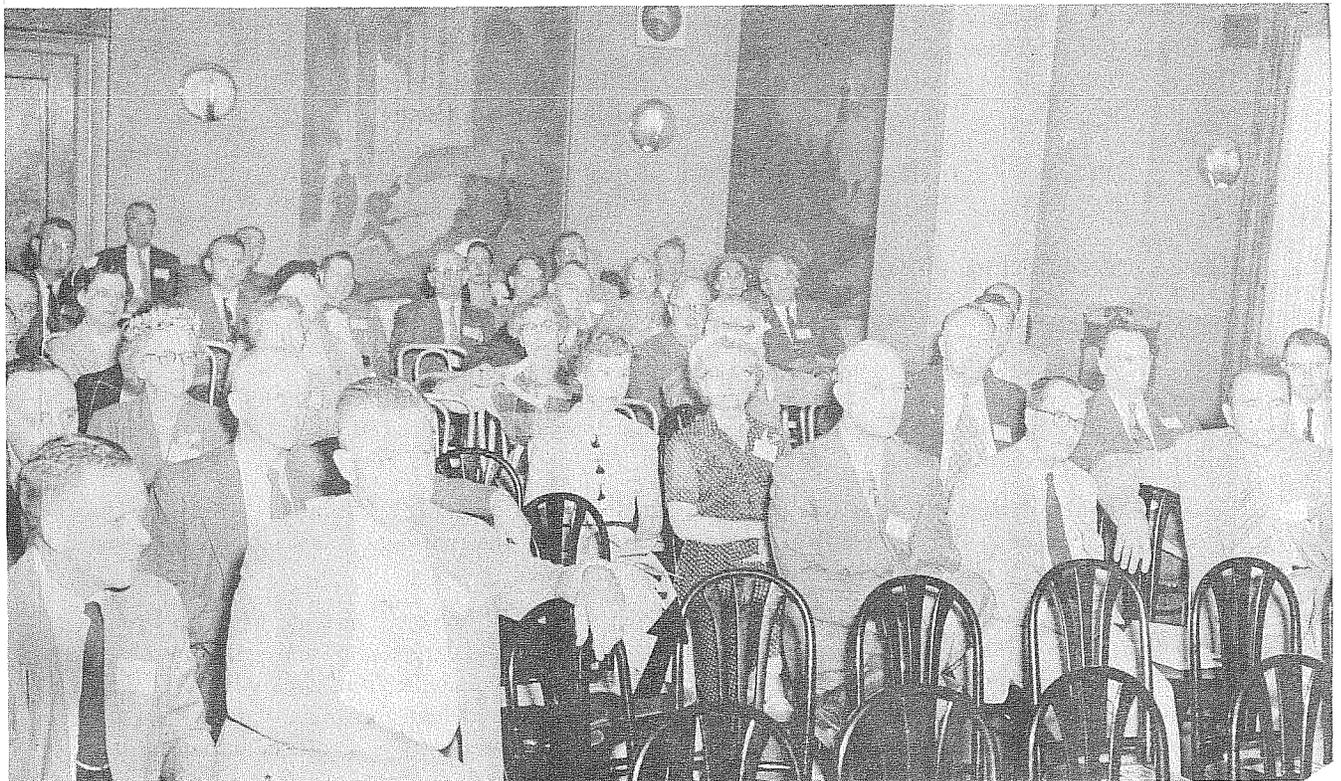
The statewide institute of the Idaho Chapter met at the Industrial Administration Building, Boise, Friday, October 25, for a one-day session. Delegates were treated to some outstanding messages and discussions by panel members and guest speakers.

Following registration at 8:00 a.m., the day's session was opened by an invocation by Jerome local office manager Hugh M. Nelson. Executive Director H. Fred Garrett welcomed the assembly to Boise and the Institute. A round-table discussion on the subject, "The Challenge to Advance" was moderated by Floyd West. Panel members were L. U. Billington, E. E. Clark, David Lewis and Phil Senkovich. Guests appearing during the morning session were Dr. Eugene B. Chaffee, President of Boise Junior College; James W. Heckman, Vice-President and General Manager for Idaho of Mountain States Telephone and Telegraph Company; and Robert Mason, Assistant Director for Idaho Power Company. All three discussed personnel problems related to their individual organizations.

At a noon luncheon held at the Thunderbird Cafe, the delegates were given an address by the Honorable Robert E. Smylie, Governor of Idaho. At the afternoon session, Don Selin, Psychiatric Social Worker at the Nampa State School, gave a talk on "Rehabilitation of the Mentally Retarded." The afternoon round table on the subject, "The Challenge to Service," was moderated by William Hulet. This panel consisted of H. A. Haugness, Jesse Gisler, Georgia Mullin, and James Scott.

The one-day meet was brought to a close by a social hour, dinner, and dancing at the Basque Center in Boise. Lloyd Cook of the Boise local office acted as master of ceremonies at dinner.

Committees in charge of this institute were: General – Jim Barnes, Bill Lesh, Georgia Mullin; Registration – Marge Byard, Phyllis Dunn, Georgia Mullin, Mary Joe Cahill; Reservations, Leo Ostermiller, Joan Schoonover; Arrangements, Ed Coupe, Bob Zimmerman, Clyde Williams; Panels, Steve Sako, Ralph Adams, Wesley Poole; Publicity, John Voukos, Mary Brower, Lois Davis; Printing, Ephraim Kingsford, Lois Davis.



Melba Sandifer and Mary Brower (arrow) attend International Convention, Milwaukee, Wis., 1953.



## *President Lewis R. Levering*

1958

**BORN:** Wallace, Idaho, August 11, 1918.

**EDUCATION:** Graduated Wallace High School, 1936.  
Graduated University of Idaho, B.S. in Education,  
June, 1940.

**WORK HISTORY:** Case worker, Department of Public Assistance,  
Sandpoint, Idaho, August 1940 to October 1942; and from February  
to May, 1946.

U. S. Army, Infantry Training Centers, October 1942 to January  
1946, Classification Specialist, Officer Personnel Headquarters,  
rank, Private through Tech. Sergeant.

Employment Security Agency, June 8, 1946, to June 7, 1952, Claims  
Examiner; Manager, Sandpoint, 1952-1958; Transferred to Pocatello  
as Manager October 1, 1958; Promoted to Area Supervisor July 1,  
1960.

Lewis R. Levering

- Vice-President..... Lyle E. French, Payette
- Secretary-Treasurer..... Phyllis A. Dunn, Caldwell
- Executive Committeemen,
- District I..... Keith Hanson, St. Maries
- District II..... William Harris, Moscow
- District III..... Merl B. Purcell, Weiser
- District IV..... Clyde Musgrave, Rupert
- District V..... E. Gertrude Day, Idaho Falls

### **IAPES CONVENTION, Philadelphia, Pennsylvania, June 17-20, 1958**

Conference Theme: Employment Security – Force in World Economy.

The Idaho delegation included President Levering; Leslie L. Sudweeks, State Essay Contest winner; Lester Y. Peterson, panel member; Mary Joe Cahill and Bobbie Sherwood. President Levering drove back with his wife and daughter. Mr. and Mrs. Sudweeks and the other delegates went by train.

Monday, June 16th, was Chapter Presidents' Day, attended by President Levering. At the luncheon he accepted on behalf of the Idaho Chapter the International Association's Hundred Club Certificate for achieving the membership quota assigned.

The forty-fifth annual convention of the IAPES officially opened on June 17, with President George B. Elleson presiding. Following colorful opening ceremonies and introduction of distinguished visitors (including Fred C. Croxton, the Association's first President in 1913), the Merit and Essay Contest Awards were made. The Idaho delegation proudly joined in the applause as Les Sudweeks was called to the stand and presented with a scroll, desk nameplate, and \$50 check for winning second place in the International essay contest.

The keynote address was delivered by John N. Irwin II, Deputy Assistant Secretary of Defense. He pointed out in his remarks that "change is the law of life, for nations as well as for men, and no political, economic, or social system survives unless it proves its continuing

worth in the face of ever-changing circumstances." He went on to say that the drive for economic development is on in the under-industrialized regions. The U. S. must recognize this great movement and find ways to identify itself with the aspirations of these free peoples.

Greetings were read to the convention delegates from President Dwight D. Eisenhower and Canadian Prime Minister John Diefenbaker. William U. Norwood, Jr., President of the Interstate Conference of Employment Security Agencies, spoke of the role of his agency and the IAPES in the Employment Security Program. He said, "The IAPES first gives us 'identification'—a sense of belonging. Secondly, it gives us a means for sharing, and thirdly, IAPES gives us an opportunity to help ourselves and others, and by so doing, affords us the chance for growth and self-improvement." President Elleson detailed the progress and accomplishments of the Association during his year of stewardship.

Among the various forums, the one on "The IAPES Educational Program," keynoted by Daniel H. Kruger of Michigan State University, was most outstanding and stimulating. Idaho's Lester Peterson gave a very effective presentation in the workshop on "Employment Interviewer and Claims Examiner – Alike or Different?"

On the final day of the convention the following new officers were elected: President, Harry R. Van Brunt; First Vice-President, Mary B. Keller; Second Vice President, Benjamin Cohen; Secretary, Ola M. Reeves; Treasurer, William C. Kelley. Steve Sako, Caldwell, was chosen as District Board Member to represent District XII.

Appointed to standing committees by the new President were: Chapter Activities, Mary Joe Cahill, Twin Falls; Professional Standards, H. Fred Garrett, Executive Director; Research, C. M. Link, Field Supervisor; Program, W. A. Hulet.

## CHAPTER AFFAIRS

President Levering appointed the following committee chairmen: Membership, Lyle E. French, Payette; Auditing, James Reed, Administrative Office; Publicity, Don Larson, Administrative Office; Constitution and By-Laws, George M. Blakley, Coeur d'Alene; Essay, Leslie L. Sudweeks, Administrative Office; Nominations and Elections, H. A. Haugness, Administrative Office.

Under the able direction of Essay Chairman William A. Hulet, appointed the previous year, a successful chapter essay contest was conducted with the following winners: First Prize, an expense-paid trip to the Philadelphia Convention, Leslie L. Sudweeks, Administrative Office; Second, \$25, Leo G. Ostermiller, Boise; Third, \$15, Robert E. Montgomery, Gooding; Honorable Mention, Lula M. Buswell and John L. Chamberlin, Moscow.

The **CALDWELL INSTITUTE** was held October 31 and November 1 on the campus of the College of Idaho, under co-Chairmanship of Lyle E. French, Payette, and Steve Sako, Caldwell. The theme, "A Look at Idaho's Economy," set the stage for an interesting succession of panels and speakers for some 100 delegates.

Tom E. Shearer, President of the College of Idaho, gave the keynote address on the subject, "America Unlimited." Idaho's economic history was traced by Dr. Leslie V. Brock, Professor of History at the college. He noted that Idaho's economy is based primarily on agriculture and that future growth is dependent upon the expansion of this industry. Dean Ralph M. Sayre discussed the problems of Idaho's educators in "Preparing College Students for Tomorrow."

In taking "A Look at Idaho's Industrial Growth," Fred Moss of the Idaho Canning Company foresaw tremendous potentialities for Idaho to become the 'breadbasket of the West.' Robert

Van Horne of the Amalgamated Sugar Company described the changes which have taken place in the sugar beet industry due to mechanization. Friday afternoon, institute delegates were treated to a tour of the Glen L. Evans Fish Fly Factory, one of the world's largest manufacturers of fishing tackle.

The institute banquet featured Clinton A. Johnson, Region XII Director from Seattle, Washington. Mr. Johnson expressed confidence in the ability of Idaho's Employment Security Agency to effectively meet the challenge of an expanding economy. Saturday morning discussions were devoted to an appraisal of Idaho's Unemployment Insurance Program. Edward R. Allen, Assistant Professor of Business Administration of the College of Idaho, discussed the program from the administrative viewpoint. Labor's views were presented by Darrell H. Dorman of the American Federation of Labor, Boise. Management's viewpoint was expressed by James E. Bruce Jr., Attorney for the Idaho Power Company, Boise.

# President Lyle E. French

1959

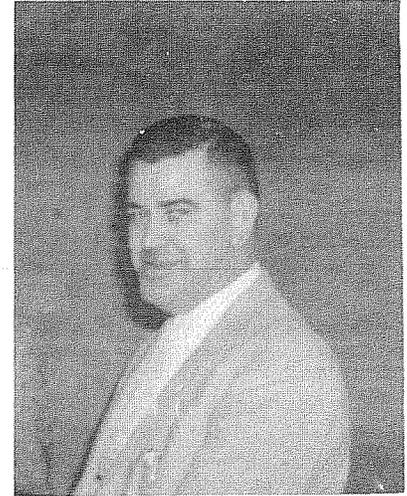
BORN: El Paso, Illinois, January 20, 1918.

EDUCATION: Graduated Caldwell High School, Caldwell, Idaho.

Technical courses as Aviation Cadet in fields of Aircraft and Engine Mechanics, Electronics, Air Inspection, Aircraft Engineering (maintenance), Aeronautics and Flight Training.

WORK HISTORY: Entered the U. S. Army as a private in March 1941. Progressed to T/Sgt. by 1943, at which time was selected as Aviation Cadet for Officer Training in the Air Force. Completed training early in 1944. Ranked M/Sgt. until early 1945. Commissioned Second Lieutenant June 1, 1945; promoted to First Lieutenant October 1, 1946; discharged February 27, 1947. Served with the 1382nd Heavy Bomb. Sqdn., 20th Air Force, in the South Pacific.

Interviewer II, Boise Local Office, Employment Security Agency, August 1, 1947 to October 1948; Interviewer II, Caldwell, October 1948 to July 1950; Interviewer I, Caldwell, July 1950 to March 1953. Manager, Payette, March 1953.



Lyle E. French

Vice-President.....	Lester Y. Peterson, Idaho Falls
Secretary-Treasurer.....	Mary Joe Cahill, Twin Falls
Executive Committeeman,	
District I.....	Clarence A. Chartrand, Coeur d'Alene
District II.....	William Harris, Moscow
District III.....	Don G. Allen, Nampa
District IV.....	D. David Lewis, Twin Falls
District V .....	Milton I. Blume, Pocatello

## IAPES CONVENTION, Boston, Massachusetts, June 23-26, 1959

Conference Theme – Economic Security Through Employment Security

The Idaho delegation included President French; Steve Sako, International District Committeeman; Clarence E. Chartrand, State Essay Contest winner; and George R. Gochnour. All drove back with their wives and families except Mr. and Mrs. Gochnour, who drove to Salt Lake City, took the train to Chicago, and then flew the rest of the way for variety.

Monday, June 22, was Chapter President's Day, attended by President French. At the noon luncheon, Idaho was presented with a Hundred Club Membership certificate and Clarence A. Chartrand received a scroll and desk plate for winning Honorable Mention in the International Essay Contest.

The forty-sixth annual convention of the IAPES officially opened on June 23rd, with President Harry R. Van Brunt presiding. The keynote address was delivered by Newell Brown, Assistant Secretary for Manpower, U. S. Department of Labor. He spoke of the Challenge which we face to make the employment services more effective in an expanding economy and cited the following areas where improvement is needed: (1) public relations or public information, (2) balance, (3) staff training, (4) adaptability to conditions, and (5) the farm labor force.

Greetings were read from President Dwight Eisenhower and Canadian Prime Minister John Diefenbaker. Stephen C. Cromwell, Past President of the Interstate Conference of Employment

Security Agencies, gave a report of the work being done by that organization and how it functions as a team with the IAPES in improving the employment security program. The presentation of "The President's Distinguished Service Award" to the U. S. Employment Service, in recognition of its service to the handicapped, was made by General Melvin J. Maas, Chairman of the President's Committee on Employment of the Physically Handicapped, and accepted by Bureau Director Robert C. Goodwin.

President Van Brunt gave a very able report of his stewardship during his term of office. He spoke of the progress made during the past year toward increased professionalization and closed with, "Let's continue to work together to make our Association the best informed and most active group among governmental organizations." The usual number of forums and workshops were held. At the last minute, Steve Sako was drafted to participate in the farm panel, where he did a very creditable job.

The social highlight of the convention was a New England Clambake Wednesday evening, sponsored by the Massachusetts Chapter and held on the shores of Cape Cod Bay near historic Plymouth Rock. Huge quantities of steamed lobster, clams, clam chowder, corn-on-the-cob, and watermelon were served to 700 hungry guests.

On the final day of the convention the following officers were elected: President, Mary Keller; First Vice-President, Ben Cohen; Second Vice-President, Edwin Fultz; Treasurer, William Kelly; Secretary, Katherine Queen.

#### **CHAPTER AFFAIRS**

President French appointed the following committee chairmen: Constitution and By-Laws, Frank J. Hartstein, Sandpoint; Publicity, Don Larson, Administrative Office; Membership, Lester Y. Peterson, Idaho Falls; Essay Contest, Clarence A. Chartrand, Coeur d'Alene; Chapter History, Thomas E. Hunter, Retired; Audit, Hugh M. Nelson, Jerome; Nominating, Jack Anacabe, Administrative Office.

The Chapter Constitution was amended to increase the number of districts from five to six. The new district, to be known as District IV, comprises Ada County and includes the Boise local office and the Administrative Office.

Under the direction of Essay Chairman Leslie L. Sudweeks, appointed the previous year, 47 members submitted essays in the State contest, the highest participation to date. The first prize, an expense-paid trip to the International Convention at Boston, went to C. A. Chartrand, Coeur d'Alene; second place, \$25, to Phyllis Burke, Pocatello; third place, \$15, to Walter D. Thomas, Burley; fourth place to Homer L. Hooban, Caldwell; fifth place to C. R. "Bob" Jones, Twin Falls; honorable mention to Robert N. Cheetham, Sandpoint, and Lawrence H. Kroesing, Boise. Mr. Chartrand's essay went on to win second place in the District XII essay contest, and honorable mention in the International contest.

Two districts organized sub-chapters during the year. Districts IV and V drew up constitutions and by-laws, elected officers, and held quarterly meetings. Districts I and II met several times during the year but no formal organizations were set up.

The **NAMPA INSTITUTE** was held September 12 in the Round-Up Room of the Harmony Cafe, under the co-chairmanship of Wesley H. Poole and Don G. Allen of the Nampa local office, themed on "Human Relations in Employment Security." The session opened with a welcome address by Nampa Mayor Thomas A. Leupp and a response by Agency Executive Director H.

Fred Garrett. The keynote speaker was Lee E. Knack, Director of Labor Relations, Morrison-Knudsen Company, Inc. Mr. Knack said that the employer thinks of hiring the right person for the job, the cost of employing him, the time to employ him, and the source from which he can be obtained. On the other hand the employee is concerned with the income he will receive, the safety and protection offered, and the satisfaction and pride he will find in his work.

The next speaker, James Schiller, Nampa Attorney, discussed "Personnel Policies and Prosperity," pointing out that skill and training are replacing the "pick and shovel" worker. Dr. Gilbert Ford, Science Department, Northwest Nazarene College, spoke on "Implications of the Atomic Age." He stated that there have been more scientific advances during the last 60 or 70 years than in all previous history.

Professor Helen Wilson, Speech and English Instructor at the College, was the luncheon speaker. The afternoon speakers were Dr. F. C. Sutherland of the History Department and Professor Francis Reeves of the Philosophy and Psychology Department, who discussed "Human Relations from Caesar to Our Time" and "Human Adjustment in This Modern World." L. U. Billington, Agency Deputy Assistant Director, discussed "Staff Development Through Out-Service Training."

The banquet Saturday evening was an interesting affair. Receiving special recognition was Leslie L. Sudweeks, who was presented in absentia with a meritorious service award for his conduct of this year's essay contest. Mr. Sudweeks was unable to be present as he was on detail with the Bureau of Employment Security in Washington, D. C., at the time. Also honored were the following past-presidents: Raymond D. Butler, Tom Welsh, John L. Chamberlin, John W. Messenger, Frank J. Hartstein, Haakon A. Haugness, and Lewis R. Levering, each of whom was presented with a past-president's pin.

W. Clyde Williams was similarly honored as the "Father of the Idaho Chapter" for his efforts in promoting the organization.

The after-dinner speaker was an Hungarian refugee, Laszlo Bedegi, who spoke on "Life of a Working Man in a Satellite Country."



W. Clyde Williams

W. Clyde Williams was born August 26, 1899, in the historic mining town of Silver City, Idaho. After attendance at the University of Idaho and a variety of work experience in mining and other occupations, he joined the National Reemployment Service on December 28, 1933, as Assistant Statistician with the munificent salary of \$24 per week, supervising four offices with headquarters at Mackay. In the fall of 1937 he became local office manager at Twin Falls. During World War II he was transferred to the Administrative Office, where he has since served in a variety of capacities including Field Supervisor, Chief of Placement, USES Director, and Appeals Examiner.

