

# ITEMS

April 2009

Volume 43 Issue 4

*Newsletter of the Idaho Chapter of the International Association of Workforce Professionals*

## A Message from Your Idaho Chapter President, *David Washburn*



This is an exciting time of the year as we move into spring and nature demonstrates signs of renewed life and beauty after the long winter season. The Idaho Chapter of IAWP is also moving ahead with renewed life and energy and has planned a topnotch Educational Conference and business meeting with the agenda including excellent speakers on pertinent workforce development topics. The 2009 Idaho IAWP Annual Educational Conference will be held in Twin Falls at the Magic Valley Local Office on April 30 and May 1. The theme of the conference this year is **"Meeting Challenges in Uncertain Times"**. To keep the registration cost as low as possible, the Idaho Chapter of IAWP Leadership Team decided to have the IAWP awards presented at the catered lunch on Friday, May 1, and not have a formal dinner that evening.

IAWP provides excellent educational and recognition opportunities for IAWP members and workforce development professionals. The 2009 Idaho IAWP Educational Conference will provide a tremendous opportunity for professional education and development as well a good time to recognize individuals in the field of workforce development for their outstanding efforts and accomplishments. I encourage everyone to make plans to attend this conference for education and an enjoyable time of professional networking.

The Idaho Chapter of IAWP will hold their annual election of Idaho Chapter officers in Twin Falls on May 1, 2009. If you are interested in becoming a part of the Idaho Chapter of IAWP Leadership team for the coming year, I encourage you to consider running for office and becoming a positive part of the IAWP leadership team. If you are interested in joining the Idaho IAWP Leadership team, please contact David Washburn at [dwashb@clarkston.com](mailto:dwashb@clarkston.com). If you are not a member of IAWP, I respectfully urge you to plan to attend the 2009 conference and give IAWP a try. Sample some of the many benefits of being a part of the IAWP team.

**"It's Your IAWP – Making a Difference, Working Together"**

## IAWP EDUCATIONAL CONFERENCE

May 1, 2009

8:00 AM to 4:00 PM

Magic Valley IDOL Office

420 Falls Avenue

Twin Falls ID 83301

**You do not want to miss this event!!  
Register Today!!!**

*Check Out Page 5*

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## Winter Board Meeting Chris Orders

The Winter Board Meeting held in Twin Falls on February 20 and 21, 2009 was my first. As the secretary/treasurer, I took the minutes for the meeting. My hat goes off to those of you who have held this position in the past!

With a couple of vacant positions on the board, one of the first items of business was to fill them. Sandy Hacking was unanimously selected as President-Elect. Gemma Meyers was unanimously selected for the open position of Vice President.

I was very impressed with the dedication of the



team. We worked long and hard to complete the awards to get them mailed to International on time. Even though we worked hard, we had a good time. The camaraderie was great! And the awards were mailed to International on time!

If you want to see who the State award winners are, come to the Spring Conference in Twin Falls on 5-1-09. If you wanted to nominate a deserving co-worker and did not get it done, remember you can nominate them for an award for 2009 It is never too early to start!

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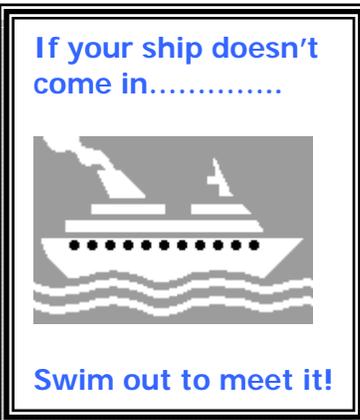
**Be in charge of your attitude.** The most basic responsibility you have, as the CEO of your life, is being in charge your attitude. Your attitude is the showcase that reveals who you are to the rest of the world. Your altitude is the gate through which thousands of lives enter your life and enrich you in ways you can hardly imagine. The good news is that a positive attitude can be developed. It starts from the moment you start seeing what is positive in any experience you go through.

**\*\*\*MY ATTITUDE RULES MY LIFE\*\*\***

My attitude is how I think, act, or feel toward a person or thing.

I shape my life by my attitude. This is a universal law which states that one translates into physical reality the thoughts and attitudes one holds in his mind, no matter what they are.

If I have a good attitude, I will get good results. If I have a bad attitude, I will get bad results. If I take the attitude that I cannot do something, I generally will not do it. With an attitude of failure, I'm whipped before I start. On the other hand, wherever I find a person doing an outstanding job, I'll find a person with the right attitude. This person takes the attitude that they can accomplish what they set out to accomplish. Every successful coach knows his team must have a winning attitude in order to win.



William James, the great Harvard psychologist said, "The greatest discovery of my generation is that human beings can alter their lives by changing their attitude of mind."

Walter Dill Scott of Northwestern University said, "Success or failure in any undertaking is caused more by mental attitude than by mental capacity."

Author Unknown

***Veterans' Corner***  
***by Johnny Moreno, IAWP Veteran Chairperson***

**VA Sheds Light on Post-9/11 GI Bill Rules**

April 2, 2009 by Terry Howell

This week the VA released the "Post-9/11 GI Bill; Final Rule." This set of regulations governing the policy and procedures for the new GI Bill, is not an easy read. But, it does offer clarification and answers some of the questions we have been asking for the last six months.

The final rule was developed by the Department of Veterans Affairs based on the statutes as currently written. Many details are clearly defined by the statute. However, the law also has many gaps and several ambiguous passages. Leaving the VA to try fill the gaps as best they could. While the VA doesn't have the authority to alter or create rules that conflict with the existing law, they do have the authority to set policy based on past rulings and policies where applicable.

It appears that the VA used as "veteran-friendly" an approach as possible in developing the final rule. As part of the process, the VA issued a preliminary copy of the regulations and provided time for comments and feedback. The first 13 pages of the document are dedicated to listing and answering the comments they received. Although far from finished reading it, I decided to pull out some of the more interesting rulings found in the comment response section of the document.

**Some National Guard and Active Guard Reserve Deemed Ineligible** - The VA has determined that there is no section of the existing statute that will allow them to authorize eligibility for members of the National Guard or Active Guard Reserve (AGR) serving under title 32, U.S.C..

**NOAA and PHS Officers Now Deemed Eligible** - According to the final rule, service as a commissioned National Oceanic and Atmospheric Administration or Public Health Services officer meets the active duty requirement for eligibility as long as all other Post-9/11 GI Bill eligibility requirements have been met.

**Clarifications on Transferring Benefits** - Although the DoD has yet to issue their final policy on transferability, the VA has clarified how it will apply to those the DoD deem eligible. The general rule is that the person receiving the transferred GI Bill benefits will get the same payment and benefits as the servicemember or veteran would have got if they kept it.

- **Transferring Kickers:** Based on comments and the statute, the VA has clarified that the rate of payment for transferred benefits under the Post-9/11 GI Bill will include any kicker to which the transferor is entitled.

- **Payment Rate and Stipends for Transferred Benefits:** A dependent child and *surviving* spouse will always receive benefit payments in the same manner as an individual **off** active duty (or veteran). This means that they will be eligible to receive the housing allowance if all other criteria are met.

However, a dependent spouse of an active duty servicemember will receive benefits in the same manner as the transferor, thus he or she will not be eligible for the monthly housing allowance.

- **Combining Transferred and Earned GI Bill Benefits:** If a spouse and/or dependent child has earned GI Bill benefits of their own and had benefits transferred to them, he or she may use their own (earned) Post-9/11 GI Bill benefits and/or benefits that were transferred to them.

In addition, the VA's final rule states that this "combining of education assistance" is not subject to the 48 months limit as long as the only educational assistance paid is under the Post-9/11 GI Bill. However, if the dependent is awarded educational assistance under another program, such as the Montgomery GI Bill, the 48 months limit will apply. This means that spouses who are qualified for the Post-9/11 GI Bill due to their own

active-duty service and have Post-9/11 GI Bill benefits transferred to them by their husband or wife can get up to 72 months of the Post-9/11 GI Bill.

### **Education Benefits for Students Attending Foreign Institutions**

- Tuition and fee limits for eligible students studying abroad will be based on the national average "in-state tuition and fees" rates. In addition, the living stipend (Monthly Housing Allowance) will also be based on the national average as set by the DoD's Basic Allowance for Housing at the E-5 with Dependents rate (approximately \$1,200 a month). Note: students taking classes solely via distance learning (online) are not eligible for the monthly housing stipend.

**No Monthly Verification Requirement** - The new GI Bill will no longer require students to verify their status each month to receive their benefits. However, they will be required to notify the VA if they change the number of units they are carrying during a given term.

Keep in mind that the topics covered here are only the tip of the iceberg, I will continue to comb through the document to find answers to your more frequently asked questions.

Now that the "Final Rule" has been released, VA representatives will have better information and a greater ability to answer personal benefit eligibility and status questions. Be sure to ask as many questions as possible since you will soon be asked to make an irrevocable choice of which GI Bill program – [Montgomery GI Bill \(Chapter 30\)](#) or [Post-9/11 GI Bill \(Chapter 33\)](#) – will work best for you.

My advice—don't rush to judgment, weigh the facts and make a careful decision. Here is a link to a recent blog posting that could help you know what to ask: [VA Offers Info on GI Bill Decision](#).

**CONGRATULATIONS!**

#### *Promotion*

Stephanie Little, Hearing Officer, Appeals Bureau

#### *Retirement*

Mary Clark, UI compliance Bureau

### **Idaho IAWP Executive Board**

#### **STATE OFFICERS:**

**PRESIDENT:** David Washburn

**President-Elect:** Sandy Hacking

**VICE PRESIDENT:** Gemma Meyers

**IMMEDIATE PAST PRESIDENT:**

Linda Castaneda

**SECRETARY/TREASURER:** Chris Orders

#### **SUBCHAPTER PRESIDENTS & OFFICERS:**

**PANHANDLE:** President - (Vacant)

**SEAPORT:** President - (Vacant)

**TREASURE VALLEY:** President - Rita Hale

**LES BOIS:** President – Pam Price

**SAWTOOTH & SAGE:** President - Jan Roeser

**RUSSETT REALM:** President – Vacant

#### **COMMITTEE CHAIRS:**

**AWARDS:** Pam Price

**EDUCATION:** Pam Pearson

**LEGISLATIVE:** Gordon Graff

**MEMBERSHIP:** David Washburn

**VETERANS:** Johnny Moreno

**INTERNATIONAL DEVELOPMENT:** Oscar Escobedo

**NEWSLETTER EDITOR:** Chris Orders

**PROFESSIONAL PRACTICES:** Al Snyder

**RETIREE:** Charlie Schwartz

**WEB SITE:** Vacant

**WPDP COORDINATOR:** (Vacant)

**AUDIT:** Vacant

**IDOL LIAISON:** Rogelio Valdez

Please submit your article(s) for publication in the next issue of

ITEMS by

May 5, 2009

Please send to

[chris.orders@labor.idaho.gov](mailto:chris.orders@labor.idaho.gov)

ITEMS Editor – Chris Orders



**IAWP Spring Educational Conference**  
**“Meeting Challenges in Uncertain Times”**  
**April 30 and May 1, 2009**  
**Magic Valley Local Office**

**Thursday Night, April 30<sup>th</sup>**

**Early Registration: 5:30 p.m.**

**PRESIDENT’S Reception (Theme - Teamwork)**

**Participants will engage in a team-building activity with a BBQ to follow along with enjoyable games and an opportunity to network and socialize with fellow IAWP members and visitors.**

**Friday, May 1**

- 8:00 AM** Registration-Refreshments-Networking
- 8:30 AM** **Color Guard/Pledge of Allegiance**  
**Welcome**  
David Washburn-ID IAWP President  
Roy (Rogelio) Valdez-IAWP Liaison & Deputy  
Director Roger Madsen/ID Dept of Labor
- 8:45 AM** **Introductions**
- 9:00 AM** **Opening Remarks and Welcome**  
Lance Clow, Mayor of Twin Falls
- 9:30 AM** **Handling Stress in These Uncertain Times**  
John Roberts, M.A. – Director of Organizational Development, Training and  
Consultation for Business Psychology Associates
- 10:45 AM** **International Development**  
Pat Florence, CEO Independent Meat
- 11:45 AM** **Awards Presentation Luncheon**
- 1:30 PM** **Drug Effects on Tomorrow’s Leaders**  
Amy Barrito, i2i-Idaho Drug Free Youth
- 3:15 PM** **Securing Your Future**  
Joe Shaw, Waddell Reed Financial Services
- 4:00 PM** **IAWP General Leadership Meeting**  
Includes election of officers
- 5:00 PM** **GOLF TIME!!!!!!**



**The Idaho Chapter of IAWP**  
**2009 Educational Conference**  
**“Meeting Challenges in Uncertain Times”**  
**April 30 & May 1, 2009**  
**Magic Valley IDOL Office**

**Registration Form**

Please register by April 24, 2009

- Please print or type all information.
- Fees for registration should accompany this form. Please make checks payable to IAWP.  
Mail to: Chris Orders, c/o Idaho Department of Labor, 420 Falls Avenue, Twin Falls ID 83301

**Participant Information**

Name \_\_\_\_\_ Guest Name \_\_\_\_\_

Address \_\_\_\_\_

Work Location \_\_\_\_\_

Day Phone \_\_\_\_\_ Evening Phone \_\_\_\_\_

Emergency Contact Person \_\_\_\_\_

Day Phone \_\_\_\_\_ Evening Phone \_\_\_\_\_

- I wish to apply for one of the available scholarships to attend this conference.
- I wish to request GCDF Continuing Education Credit for attending this conference.
- I am an IAWP Professional Development Program (WPDP) Master.

★ Number of IAWP/IAPES Educational Conferences you have previously attended: \_\_\_\_ (Include all Idaho Chapter Conferences, Campstututes, District XIV Conferences & International Conferences)

**Full Registration**                      \$30.00 = \$ \_\_\_\_\_  
*Includes President’s Reception Thursday evening, Educational Program, snacks on Friday, and Awards lunch*

**Partial Registration**                      \$25.00 = \$ \_\_\_\_\_  
*Includes Educational Program, snacks and awards lunch*

**Awards Lunch Only**                      \$10.00 = \$ \_\_\_\_\_

- I will participate in the Golf Scramble Friday evening and understand the cost for this event is separate.

**Hotel Accommodations -**

The Red Lion Hotel has offered a special rate of \$79.00 for anyone attending the conference. For reservations call 208-734-5000. Be sure to mention you are attending the conference.

There are other fine hotels in the area. If you wish information on them, you can contact 735-2500 – Sandy at 3654 or Chris at 3722.