



ITEMS

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

A Message from Our President, Sandy Hacking



Gosh, I can't believe June is here. Your state IAWP leadership has been making plans to go to the 96th International Convention in Rapid City, South Dakota. Idaho will have great representation this year. In attendance will be Gordon Graff, Beth Larson, Nancy Upchurch, Michael Faircloth, Al Snyder, Kathy Snyder, David Washburn, Mary Ann Washburn, and myself. I wish all of you could attend!

We have been busy gathering Idaho pins to distribute and trade with representatives from other states and gathering Idaho products to put together a basket for the silent auction. We really want Idaho to shine. People are still talking about the International Convention held in Boise a few years ago. Great job to everyone who made that event so successful! They definitely remember Idaho.

I would like to challenge Subchapters to start planning a monthly training in your local offices. Invite a speaker to talk about topics that interest you and your co-workers. Invite your co-workers and talk about the benefits of IAWP. It's a great way to network, learn new things, and have fun at the same time.

Well, we'll see you all when we return. Thanks for having confidence in us to be your leadership team for IAWP and for covering for us while we're at the 96th International Convention. I hope to come back to Idaho energized with new and innovative ideas to pass on to the membership. I will provide you with information from the trainings and breakout sessions so we can all benefit from the convention.

Leaders

We can learn a 3,000-year-old lesson from the Egyptians. When they mummified their Pharaohs, Egyptians removed the dead leader's brain but left the heart intact. They believed for a leader to be great, a compassionate heart was necessary.



Leaders with vision have an ability to share vision and motivate others. This helps to keep their employees enthused, energetic, and focused. These leaders care enough to place people in the right position, build competence, encourage individual ownership, provide opportunities for professional growth, respect the individual, recognize progress and achievement, and build an environment abounding in trust, fairness, and fun.

If you are a leader, you need to model the way, inspire a vision that is shared with others, challenge the process (what's working and what's not), and empower others to act and have a sense of ownership.

What is your leadership style? Is it working? If not, what can you do to make a positive change?

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Idaho IAWP Longevity Awards

30 Years –

Nancy Upchurch
Jim Thackeray
Rudy Hernandez

20 Years -

Bridgette Bradshaw Fleer
Leandra Burns
Julie Buttars
Kathryn Tacke
Jade Bacus
Madeline Winkler
Kathy Snyder
John McAllister
Caren Woods
Lane Starr
Charles Vanderhoff

15 Years –

Cheryl Rose
David Hoag
Linda Duran
Mike Hill
Jerome Carpenter
Penny Clink
Gail Lenz
Morris Cody
Diana Contreras
Al Snyder
Nancy Vazquez
Patsy Stockdale
Ruth Ann Gibson
Rod Day

Thanks for Your Support

Promotion -

Carrie Hale – Financial
Tech
Elaine Gloeckle – Hearings
Tech

Retirement -

Donna Cooknell, Financial

Idaho IAWP Executive Board

STATE OFFICERS:

PRESIDENT: Sandy Hacking
President-Elect: Beth Larson
VICE PRESIDENT: Gordon Graff
IMMEDIATE PAST PRESIDENT:
David Washburn
SECRETARY/TREASURER: Chris Orders

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SEAPORT: President - (Vacant)
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LES BOIS: President – Pam Price
SAWTOOTH & SAGE: President - Jan Roeser
RUSSETT REALM: President – Beth Larson

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AWARDS: Pam Price
EDUCATION: Pam Pearson
LEGISLATIVE: Gordon Graff
MEMBERSHIP: Gordon Graff
INTERNATIONAL DEVELOPMENT:
Oscar Escobedo
NEWSLETTER EDITOR: Chris Orders
PROFESSIONAL PRACTICES: Al Snyder
RETIREE: Charlie Schwartz
WEB SITE: Nancy Upchurch
WPDP COORDINATOR: (Vacant)
AUDIT: Liz Ruiz
IDOL LIAISON: Rogelio Valdez

10 Years

Roger Madsen	Tom Andreason
Nona Rambo	Vicki Isakson
Carmela Ramirez	Brent Tolman
Chris Orders	Linda Castaneda
Dunnia Aplicano	Carrie Holman-Crout
Lawrence Ingram	Esmeralda Sandoval
Sage Stoddard	Jo Ann Edmiston
Rico Barrera	John Taylor
Lila Holgate	Albert Clement
Carol Reser	Kelly Curry
Joyce Shelton	Dawn McLees
Mark Whitworth	Donald Strum
Dave Darrow	Ricia Lasso
Carol Campbell	Johnny Moreno
Joni Booth	Eric Erickson
Sue Polk	Jim Ziegenfuss

5 Years

Craig Hampton	Jim Givens
Dan Scott	Rita Hale
Denise Lunderstadt	Robert Shoeman
Carolynn Peterson	Joe Goitiandia
Liz Ruiz	Pat Winther
Laura Gray	Bob Uhlenkott
Regina Brown	Oleva Blessinger
Don Arnold	Don Erickson
Michael Leduc	Lorna Marion
Bridgette Kerley	Eric Beck
Mary Davis	Merry Logan
Jamie James	Phyllis Page
Susan Fauntleroy	Pam Pearson
Lisa Schorzman	Lu Lineberry
Don Schnabel	Cheryl Keller
Shirley Ackerman	Anne Narramore

Veterans' Corner
by Johnny Moreno, IAWP Veteran Chairperson

Recession Hurts Veterans Service Groups

May 28, 2009 Associated Press|by David Eggert

LANSING, Mich. - The wail of bagpipes at Memorial Day events honoring servicemen killed in Iraq and Afghanistan rang hollow for some military veterans this year. In Michigan and elsewhere, once-sacrosanct veterans' programs are no longer safe from the knife as tax revenues continue sliding in the recession. In a recent budget-cutting order, Gov. Jennifer Granholm and legislators slashed \$1 million, or 25 percent, of funding for 11 groups that help veterans through a maze of paperwork and bureaucracy to get disability and pension benefits from the U.S. Department of Veterans Affairs. The cut is forcing layoffs and likely will be carried over to the next budget, too.

"It's a travesty," said Daniel Crocker, Michigan service director for the Veterans of Foreign Wars, which had to eliminate four jobs. "The greatness of a nation will be judged by how it treats its veterans." South Carolina plans to cut aid to the VFW, American Legion and Disabled American Veterans in the next budget. Illinois Gov. Pat Quinn recently outlined a "doomsday" budget that would close all four of the state's veterans' homes if an income tax increase is not passed, leaving more than 1,000 veterans without care. Thirteen veterans' groups in Ohio got 10 percent less than promised this year after state cuts. Funding for veterans' service organizations, or VSOs, is a fraction of multibillion-dollar state budgets that support schools, prisons and health care for the poor. But a \$27,000 reduction means the South Carolina VFW will not be able to pay its lone service officer when she returns from medical leave.

The public is most familiar with veterans' groups for their baseball tournaments, bingo nights and participation in parades. But veterans and widows of veterans rely on service organizations for help with benefits, especially in states that give money to the groups instead of hiring their own employees to help file claims.

Vietnam veteran Dennis Wayne, 62, of suburban Detroit, became so upset about Michigan's cuts that he protested last week at the state Capitol. Wayne, who wore dog tags to the rally, says he was turned down after requesting service-connected disability benefits by himself. He sought help from the Livonia chapter of Disabled American Veterans, and benefits ultimately were approved. "It's very difficult. There's a lot of red tape," said Wayne, who served in the Marines. Veterans say the cuts could not come at a worse time.

President Barack Obama is moving to remove combat troops from Iraq in 2010, and they will return with physical and psychological problems. Fort Jackson already has an outfit full of injured soldiers recuperating from combat, training injuries or other illnesses, says Albert Landsperger, senior vice commander/adjutant for the South Carolina VFW. "They're all going to need assistance putting in claims with the VA," he said. "We're going to need more service officers than we've got now."

Sean Wood, 23, served in Iraq last year with the Michigan National Guard's 126th Calvary Squadron. The Lowell resident hopes to go to Afghanistan in the future. "Why would you take away from the guys who are willing to put their life on the line?" he said. "The veterans deserve to get their wounds healed." And it's not just younger soldiers who need help. Older veterans are being laid off and losing their health insurance coverage, forcing them to seek assistance from the VA for the first time.

Granholm spokeswoman Megan Brown says Michigan's Department of Military & Veterans Affairs overall is not experiencing any harsher cuts than other state departments. She says the state is preserving "essential" services for veterans. "We understand how painful this is. These are very, very painful economic times, and we've had to make some very painful decisions on the budget," Brown said.

Please submit your article(s) for publication in the next issue of ITEMS by 7-3-09

Please send to

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ITEMS Editor – Chris Orders

A way with words

Guidelines for the portrayal of people with a disability

Put the person before the disability.

Words to avoid	Acceptable alternatives
abnormal, subnormal (These are negative terms that imply failure to reach perfection.)	Specify the disability.
afflicted with (Most people with a disability do not see themselves as afflicted.)	person has (name of disability)
birth defect, congenital defect, deformity	person with a disability since birth, person with a congenital disability
the blind, the visually impaired	person who is blind, person with a vision impairment
confined to a wheelchair, wheelchair bound (A wheelchair provides mobility, not restriction.)	uses a wheelchair
cripple, crippled (These terms convey a negative image of a twisted ugly body.)	has a physical disability, has a mobility disability
the deaf	person is deaf (This refers to people who cannot hear but do not necessarily identify with the Deaf community.) or the Deaf (This refers people who identify themselves as part of the Deaf community and who use sign language. The Deaf community is only appropriate when referring to this particular community.)
deaf and dumb (This is sometimes used to describe an inability to hear and speak, which does not imply any intellectual disability.)	person who is deaf and non-verbal or Deaf people (This refers to people who identify themselves as part of the Deaf community and who use sign language.)
defective, deformed (These are degrading terms.)	Specify the disability.
the disabled	people with a disability.
dwarf (Has negative connotations.)	short-statured person
epileptic	person with epilepsy
fit, attack, spell	seizure
the handicapped	person with a disability (if referring to an environmental or attitudinal barrier; then 'person who is handicapped by a disability' is appropriate.)

Words to avoid	Acceptable alternatives
insane, lunatic, maniac, mental patient, mentally diseased, neurotic, psycho, schizophrenic, unsound mind (These are derogatory terms.)	person with a psychiatric disability (or specify condition)
invalid (The literal sense of the word is 'not valid'.)	person with a disability
mentally retarded, defective, feeble minded, imbecile, moron, retarded (These are offensive, inaccurate terms.)	person with an intellectual disability
mongol (This term is outdated and derogatory.)	has Down syndrome
patient (Only use in context of doctor-patient relationship.)	person with a disability
physically challenged, intellectually challenged, vertically challenged, differently abled (These are ridiculous euphemisms for disability.)	person with a disability
people with disabilities (Refers to people who have multiple disabilities.)	person with multiple disabilities, people with a disability
spastic (Usually refers to a person with cerebral palsy or who has uncontrollable spasms. This is a derogatory term and often used as a term of abuse. It should never be used as a noun.)	person with a disability
special (This term is overused, e.g. 'special' person.)	Describe the person, event or achievement as you would normally.
suffers from, sufferer, stricken with (Not all people with a disability actually suffer. These terms should not be used indiscriminately.)	person with a disability
vegetative (This is an offensive and degrading term.)	In a coma, comatose, unconscious
victim (People with a disability are not necessarily victims and prefer not to be seen as such.)	has a disability

For further information contact:

Disability Services Queensland
 Telephone: 1800 177 120 (toll-free)*
 TTY: 1800 010 222 (toll-free)*
 Email: disabilityinfo@disability.qld.gov.au
 Web: www.dfsability.qld.gov.au

* Calls from mobile phones are charged at applicable rates.
 In Queensland, toll-free calls are not available from mobile phones.

