



# ITEMS

## From the President

*Linda Castaneda - Idaho Chapter,  
President*

*(The following is an excerpt from the  
1971 IAWP International Conference  
Program)*

### **Organizing the Chapter, 1943-1946: *The Quest for a Charter***

There were no chapters until the late 30's. Every member was a member-at-large of the International [organization]. The first evidence<sup>3</sup> of local interest was a letter written by Mr. Williams in the fall of 1943 regarding the procedure necessary to form a chapter; further action was postponed until May, 1945, because of war duties, but he was collecting sample constitutions and other information as time would allow.

No Convention was held in 1945, because of the serious War (sic) situation, but efforts were renewed to form an Idaho IAPES Chapter. On May 9, W. Clyde Williams, USES Director, forwarded a letter to all War Manpower and USES personnel, urging that all members pay their dues by the deadline date of May 16. A pamphlet

entitled, "Why I Should Join the IAPES," was enclosed with each letter. Each manager was also asked to poll his office staff and report the names of those who would be interested in forming an Idaho Chapter and be willing to pay annual dues of \$1.00 to \$1.50 for its support. Practically every employee indicated willingness to cooperate in the quest for a charter. A few more paid dues, and the membership came to 42 actives. Further action was postponed until after the official V-J Day, September 3, 1945.

The War (sic) pressure was relaxing about October 1st, and it was agreed at the preliminary organization discussion on October 24th, that Mr. Williams should be Acting President of the IAPES, and Phillip G. Miller, Information Representative, should act as Corresponding Secretary pending further action. The following paragraph is quoted from a memo of November 13th signed by Mr. Williams:

The following members of the Adminis-

trative Staff attended an organization meeting on October 30th: A.J. Tillman, Wilbur J. Adams, A.C. Hartley, C.M. Link, George R. Gochnour, Phillip G. Miller, Leslie L. Sudweeks, Thomas E. Hunter, Franklin D. Taylor, and W. Clyde Williams. Two committees were appointed, one a nominating committee, composed of Phillip G. Miller, Chairman, Miss Mary Margaret Earle, Theodore J. Hicks, and Leslie L. Sudweeks; the other a committee on organization, composed of W. Clyde Williams, Chairman, C.M. Link, and Howard W. Staples.

The same day the Nomination and Election Committee distributed a memorandum saying in part:

It has been agreed also that for the elec-

*(Continued on page 3)*



### Inside this issue:

<b>International Development on the Move</b>	<b>2</b>
<b>IAWP in South Korea</b>	<b>2</b>
<b>Another Note from the President</b>	<b>6</b>
<b>Panhandle Book Group Discussion: 90 Years in the Making</b>	<b>7</b>
<b>Awards Reminder</b>	<b>7</b>
<b>IAWP: A Not-So-Brief History</b>	<b>9</b>

### Special points of interest:

- Promotions and Retirements
- IAWP - Idaho roots
- First Chapter Charter Members



## International Development on the Move

*David Washburn - Idaho Chapter, International Development Committee Chair*

The Idaho Chapter of IAWP International Development Committee is continuing the International e-mail pen pal program with IAWP members from around the World. This activity entails sharing ideas, knowledge, program successes, and other information with our

counterparts in foreign countries. If you are interested in participating in this activity please contact the Idaho IAWP Chapter International Development Committee Chairperson, David Washburn at:



[David.Washburn@cl.idaho.gov](mailto:David.Washburn@cl.idaho.gov)

There are some pen-pal e-mail addresses available in the International IAWP directory on the IAWP web page at:



[www.iawponline.org](http://www.iawponline.org)



## IAWP in South Korea

*Eunhee Choi Milutinovic - Illinois Chapter, International Development Chair*

### Trip to the Developing Korean Chapter of the International Association of Workforce Professionals

I met Ms. Soo Kyong Yoon on August 23, 2006 in her of-

fice in the Kwacheon Government Complex in Kwacheon, Korea. She is the Deputy Director of the Training and Policy Division of the Ministry of Labor of the Republic of Korea. She has been the liaison of the developing Korean Chapter to David Washburn of the Idaho Chapter and me.

At the outset of my planning to visit the developing Korean Chapter, I was concerned about how to get to her office because it was in the newly developed government complex in Kwacheon which I was not familiar with. As luck would have it, the International Federation of Li-

*(Continued on page 4)*



### CONGRATULATIONS

#### IAWP-IDAHO!!!

**Sixty years of serving Idaho's workforce by promoting professionalism and educational opportunities.**

**Here's to you!**

### IDCL ANNOUNCEMENTS

**(Brought to you by Nancy M. Upchurch.)**

#### Promotions (October and November)

Julia Browning – Workforce Systems  
Wendy Bair – UI Claims Investigator  
Brandi Turnipseed – Senior Financial Specialist

#### Retirements (October and November)

*None*



## From the President (Cont'd)

(Continued from page 1)

tion of President and Secretary-Treasurer, ES personnel will be permitted to cast one secret ballot for each office. Participation in subsequent elections will be restricted to members in good standing of both state and national IAPES organizations. With those words of explanation your committee presents the following nominations:

**For President:**

- Howard W. Staples
- W. Clyde Williams
- Wilbur J. Adams

**For Secretary-Treasurer:**

- Florence DeRevere
- Bonnie Myers

The committee also enclosed a blank ballot to everyone on the ISES or WMC payroll. There were about 90 on the payroll. Eighty-five ballots were returned, and the nominating committee certified the following results on November 30th:

**President: Wilbur J. Adams, Boise**

**Secretary: Florence DeRevere, Boise**

**Executive Committeeman (sic): W.L. Robbins, Coeur**

**d'Alene**

**District III: Howard Staples, Boise**

W.J. Adams and Florence DeRevere became the officers of the preliminary government January 1, 1946, and officers of the newly granted chapter May 22, 1946. No records of any other officers being elected at this time are available. Mr. Adams immediately appointed Phillip G. Miller as Corresponding Secretary. Mr. Miller had edited the "SCOREBOARD," an ISES Agency publication, since August of 1944. The masthead was changed on July 12, 1946, making it the official publication of the Idaho State Chapter. The publication dealt chiefly with the state and federal legislation pertaining tot the Agency and its operation. During this period there seldom were IAPES activities to mention because of a small membership which was scattered all over Idaho.

On December 4th, an application for a chapter as outlined in the IAPES Constitution signed by ten active members, was forwarded to Mr. James H. Bond, President of the International Association of the Public Employment Services at Dallas, Texas. On February 14, 1946, President W.J. Adams reported on Chapter (sic) activities as follows:

The Committee on Organization (W.

Clyde Williams, Howard Staples, C.M. Link) has approved a Constitution and By-Laws drawn up according to instructions from the International Association. This document is now in President Bond's office for his explanation and approval. As soon as it is returned, we expect to circulate it among the members of our Chapter (sic) so that each can sign as a charter member.

As provided in the Constitution, the Chapter (sic) officers will consist of a President, vice-President, five Executive Committeemen and a Secretary-Treasurer. These officers will form the Executive Committee which will have charge of the affairs of the Chapter (sic)."

The boundaries of the five Executive Committeeman Districts were established, and each office was requested to appoint a corresponding secretary, to which all communications to and from the local offices would be addressed.

The quick action of approval of the constitution and the certification of the Charter did not occur; it was approved approxi-

(Continued on page 5)



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## IAWP in South Korea

(Continued from page 2)

Library Associations was having a conference in Seoul, and it was offering a tour going to the provincial library of Gwacheon. Kwacheon is known as the garden city with its population of 70,000. The newly developed government complex was nestled against a backdrop of mountains in a sprawling compound with lots of trees and buildings spread out. Ms. Yoon was gracious in receiving me at her office. She was the only chapter member I met with because, as Ms. Yoon mentioned before I left for Korea, other chapter members were occupied with tasks for the International Labor Organizations' fourteenth Asian Regional Meeting to be held in another city in Korea, at the end of August.

Ms. Yoon and I discussed the prospects of the developing Korean Chapter's obtaining a charter of IAWP. Additionally, we discussed aspects of including the non-government people in the membership of the Korean Chapter. I also mentioned to her that she could be a panelist presenting topics of workforce development arena of Korea at the IAWP's annual educational conferences.

For the chapter's use, I delivered to her a copy of the *Workforce Professionals*, the *IAWP Handbook for Administration and Organization*

2006-07, and a set of the *WPDP* that IAWP International had donated. Also delivered to her were a copy of the *Robert's Rule of Order*, some Illinois Chapter pins, and the Illinois Chapter's newsletters, *Workforce Cybernews* and the *Workforce Chronicle*.

Our discussion was extended to the fact that in Korea the unemployment insurance benefit disbursements commenced in 1996. I was particularly interested in job service programs being offered to young people in Korea. Ms. Yoon said that there were internship programs offered for youth. She also mentioned that the unemployment rate for youth, between the ages of 15 and 29, for this year is 4% while the rate for adults is 8%.

I had another lucky break in that I saw a one stop center of the Korean employment system in action. Near the hotel I was staying, I saw two buildings with the signs "Youth Employment Service Center" and the "Employment Services for Foreigners." I decided to go inside of one of the buildings to learn about the programs offered. The building I went in was the Sungdong Gu Regional Government Office. In the building, there was a one stop center-- there were many across the country--of the employment system that had offices of UI benefit disbursement and the job referral service. In another

section on the same floor, there was the Employment Services for Foreigners (ESF) unit.

I had an impromptu interview with one of the staff at the ESF unit. She explained to me that the foreigners with a labor certificate issued by the Korean government are allowed to work at hard-to-fill jobs in the agricultural and dairy industries and the construction industry in Korea. The initial contract is granted for one year, renewable for 3 years. Currently, certificates are granted to the citizens of Vietnam, Mongolia, Philippines, Thailand, Sri Lanka, and Indonesia. In the near future, Cambodia, Uzbekistan, and Pakistan will be added as eligible countries. The offices of the one stop center were well staffed with friendly employees, and the pamphlets were user friendly with colorful graphics.

I was thrilled to witness the tremendous strides the Korean government has made in the employment system and the workforce development arena since the introduction of the legislation for the employment system of Korea that went into effect in 1995. My observation was that the employment system of Korea was very similar to that of the United States, and that a professional association like IAWP can facilitate training, education, and communication in the arena of workforce development.



**Eunhee Choi Milutinovic  
and Ms. Soo Kyong Yoon**



**South Korean Flag**

## From the President (Cont'd)

*(Continued from page 3)*

mately five months later. IN the meantime, a membership drive was vigorously conducted, and the prospect of being a Charter member was an inducement held out to prospective members.

### CHAPTER MEETING HELD APRIL 17, 1946

The meeting was called to order at 9:30 p.m. in the state administrative office with W.J. Adams presiding. Sixteen members were present. Since this number was a quorum of the transaction of business according to the constitution, the chair ruled that consideration of state chapter business was in order and proceeded to the distribution of copies of the proposed constitution and by-laws as drawn up by the Committee on Organization. After a brief discussion, George Gochnour moved its adoption. A.C. Hartley seconded the motion, and it was adopted by a unanimous voice vote. The members present signed a file copy of the constitution and by-laws and the corresponding secretary was instructed to arrange for the signatures other members by mail.

The state chapter adjourned and the third district meeting was convened under the temporary chairmanship of Mr. Adams. Phil Miller nominated Howard W. Staples as commit-

teeman for the third district, and he was unanimously elected. With this, the meeting adjourned and the group gathered in the statistical department where several Boise IAPES members and their wives had arranged coffee and sandwiches. As usual, there were enough sandwiches for twice the 33 persons present.

### THE MINNEAPOLIS CONVENTION

Director S.D. Hays informed Idaho Chapter President-Elect W.J. Adams on May 2nd the regional and national headquarters had authorized travel and per diem expense of two delegates to the Convention to be held in Minneapolis, May 27-30. The authorization stipulated that the Director select one member from the administrative staff and one local office manager. A.J. Tillman was selected as the staff representative, and Ronald S. Cutler, Manager of the Jerome office, as the other delegate. The charter was dated May 22, 1946, and they had the honor of being the first official delegates from Idaho's new chapter. The trip to and from the convention was by auto. Mrs. Tillman, also a member of the party, registered as a guest and attended some of the proceedings and social affairs.

Since the convention was held at the very time that the Congress was trying to settle

the many problems incident to the return of the Employment Service to the states, the reports were extremely interesting to local IAPES members, and convinced many of them who were lukewarm that to protect their interests, the Idaho chapter should have an alert delegation at every international convention.

### THE FIRST REAL STATE CHAPTER MEETING

The first real statewide IAPES chapter meeting followed a managers' meeting in Boise, and was held June 20, 1946, at 7:00 p.m. in the Crystal Ballroom of the Hotel Boise. The principal speaker was the Governor of the State of Idaho. The Honorable Arnold Williams. Action on amendments to the state constitution, proposed by officers of the International Association, was postponed to listen to the reports of A.J. Tillman and Ronald S. Cutler, delegates at the Minneapolis Convention. The corresponding secretary completed the approval of the amendments by mail. The banquet was a success and cost a whole two dollars per person, plus tips and spirits. It is unfortunate that the records do not show who was elected Vice-President, if anyone. The names of only two of the five committeemen are known; both are deceased. They were Howard Staples and W.L. Robbins.

*(Continued on page 6)*

**"...the regional and national headquarters had authorized travel and per diem expense of two delegates to the Convention..."**





## From the President (Cont'd)

(Continued from page 5)

### SIGNING OF CONSTITUTION AND BY-LAWS

Early in May, Mr. Adams put out a memo headed by the following sentence:



**“...When the intentions of the employees were sampled by W. Clyde Williams on May 9, 1945, the majority stated that they would be willing and happy to join if a charter were granted...”**

The IAPES members listed below are requested to read the attached constitution and by-laws and if they approve, they are requested to sign it on the back cover and mail it on to the next name on this list.

As it went progressively from office to office, some failed to sign on the back. Other signified their approval only by affixing the date that the document went through their respective offices. So, technically there were only 32 charter members, but the Historical Committee recommends that 72, including seven renew-

als, who were a few days late with their applications and money, be classed as charter members for the following reasons: (1) When the intentions of the employees were sampled by W. Clyde Williams on May 9, 1945, the majority stated that they would be willing and happy to join if a charter were granted; (2) Every employee on the payroll was permitted to vote at the election of officers when the ballots were distributed on November 13, 1945. Eighty-five votes were cast and counted.

#### President Wilbur J. Adams

*January 1, 1946 to May 1, 1947*

*BORN: Concordia, Kansas, June 27, 1905*

*EDUCATION: Grade School, Concordia, Kansas.*

*High school, Crete Nebraska.*

*College, Doane College, Crete, Nebraska, AB Degree*

*WORK HISTORY: Treasurer, Midwest Finance Company, Crete, Nebraska, 1927-29; Route salesman, Fairmont Creamery Company, Guthrie, Oklahoma, Concordia, Kansas, Salina, Kansas, and Witchita (sic), Kansas, 1930-39; Rout salesman, Grand Union Tea Company, Boise, Idaho 1939-41; Junior Interviewer, Idaho State Employment Service, Boise, April 1939 to August 1942; Senior Interviewer, Idaho State Employment Service, Nampa, Idaho, August 1942 to February 1944; Secretary, Prio9rities Committee, War Manpower Commission, Boise, February 1944 to July 1945; Administrative Assistant, Idaho State Employment Service, Boise, Idaho, July 1945 to May 1946; Manager I, ISES, Nampa, Idaho, May to September, 1946; Business Manager, ISES, Boise, September 1946 to May 1941; Assistant Director, Employment Security Agency, Boise, May 1951.*

(Continued on page 8)

## Another Note from the President

*Linda Castaneda - Idaho Chapter, President*

From the President: Well, this year is flying by quickly. Soon it'll be time for the Winter Board Meeting, and then the International Conference in June of 2007. We have had such wonderful cooperation and support from our executive

staff and IAWP liaison, Roy Valdez, that I'd like to personally thank them for all they've done and all they continue to do. We are extremely fortunate to work for the Idaho Department of Commerce and Labor and to have the support of the Executive Staff. We've seen first-hand what happens when there's no support of the or-

ganization in other states. I ask each member of IAWP, whenever you have an opportunity to speak with our liaison or Executive Staff, please be sure to let them know how appreciative we are of their support. I'm truly thankful to be working for the department and for their involvement with IAWP!





## Panhandle Book Group Discussion: 90 Years in the Making

*Nona Rambo - Panhandle Subchapter, President*

I remember some of the stories my grandfathers used to tell me, but not nearly all of them. I wish they had written them down; the flavor of their words is gone. Hap Murphy's daughter encouraged him to write down his stories. It took him seven years but when he finished, the stories were compiled into a book titled, *MY FIRST 90 YEARS*.

Hap was born in Coeur d'Alene, Idaho in 1911. His family moved to Dover (near Sandpoint) during WWI. When they got their first car, there were only two other cars in

town. The drive from Dover to Coeur d'Alene took an entire day. Hap's family would stop along the way to eat their picnic lunch. The family moved back to Coeur d'Alene at the end of the war.

*MY FIRST 90 YEARS* tells of businesses and commerce in Coeur d'Alene and on the lake. Hap, his father, and his brother Fred captained several boats on the lake. The Murphys transported countless brails of logs from St. Maries to mills in Coeur d'Alene and Post Falls. Besides stories of events in the Panhandle, the book tells of Hap's experiences during WWII, when he was a cook and spent most of the war in North

Africa.

On October 17, 2006 Veronica Murphy, Hap's widow, joined the Panhandle Subchapter's book group for lunch and to talk about her husband's book. She served as an editor and proofreader for him. During our discussion, Veronica elaborated on some of the stories contained within the book and shared about their lives together.

*MY FIRST 90 YEARS* is an important account of our history and how Coeur d'Alene first grew and prospered. Best of all, it was written like the stories my grandfathers used to tell.



**Veronica Murphy, October 17, 2006 at the Panhandle Book Group Discussion**

## AWARDS REMINDER

*Liz Ruiz - Idaho Chapter, Awards Committee Chair*

### REMINDER:

'Tis the season to be jolly and remember your co-workers and others who've gone the extra mile to assist or show their kindness throughout the year. Don't forget to send in your nominations for the following AWARDS:

- |   |   |   |
|---|---|---|
| <p>1) AWARD OF MERIT</p> <p>2) CITATION AWARD<br/>INDIVIDUAL AND GROUP AWARDS</p> | <p>3) SPECIALIZED CUSTOMER SERVICE AWARD<br/>INDIVIDUAL AND GROUP AWARDS</p> <p>4) INTERNATIONAL DEVELOPMENT<br/>INDIVIDUAL AND GROUP AWARDS</p> <p>5) MARY UPCHURCH: SPIRIT OF IAWP</p> <p>6) SPECIALIZED CUSTOMER SERVICE AWARD<br/>INDIVIDUAL AND GROUP AWARDS</p> | <p>7) GARY RAHN AWARD<br/>INDIVIDUAL</p> <p>8) ART ROWE SERVICE TO VETERANS AWARD<br/>INDIVIDUAL AND GROUP AWARDS</p> <p>9) RETIREE OF THE YEAR AWARD</p> <p>10) CLYDE WILLIAMS MEMBERSHIP</p> <p>11) SUBCHAPTER ACTIVITY</p> |
|---|---|---|





## From the President (Cont'd)

### *Charter Members*

*(Continued from page 6)*

W. J. Adams, State Office  
 Ralph C. Adams, Boise  
 Merrill S. Alexander, Gooding  
 Florian Anderson, State Office  
 James G. Boldon, Nampa  
 Addie K. Bolyard, Twin Falls  
 Thomas J. Boyle, Preston  
 Ethel A. Buck, Caldwell  
 Don C. Bushnell, Nampa  
 Lulu M. Buswell, Moscow  
 R.D. Butler, Lewiston  
 Wilber B. Cox, Caldwell  
 Ronald M. Cutler, Jerome  
 Florence DeRevere, State Office  
 Bessie M. Dunning, Twin Falls  
 Marjorie V. Donaldson, Pocatello  
 Robert E. Fancher, Burley  
 William R. Finley, Lewiston  
 Ida E. Fisher, Caldwell  
 Oscar Fort, Jerome  
 Rose S. Gallagher, St. Maries  
 Jesse F. Gisler, Idaho Falls  
 George R. Gochnour, State Office  
 Raymond V. Harland, Mowcow (sic)

Andrew C. Hartley, State Office  
 Frank J. Hartstein, Lewiston  
 S.D. Hays, State Office  
 Theodore J. Hicks, Nampa  
 Thomas E. Hunter, State Office  
 LuLu M. Hyde, Boise  
 Grover Irvine, Sandpoint  
 Margaret Jackson, Jerome  
 Elvin A. Kelly, Pocatello  
 Thomas J. Klingler, Boise  
 Harry Krave, St. Maries  
 Charles M. Link, State Office  
 Margaret R. Lowery, Grangeville  
 William E. McMillan, Coeur d'Alene  
 Vera C. Maurer, Twin Falls  
 Andrew J. Meeks, Twin Falls  
 Bruce A. Meyers, Payette  
 Bonnie Meyers, State Office  
 Phillip G. Miller, State Office  
 Grace L. Moran, State Office  
 William P. Morse, Wallace  
 Hugh M. Nelson, Twin Falls  
 Guy L. Newman, Burley  
 Fredie A. Parker, Montpelier  
 Rex Stanley Pearce, Orofino  
 Gilbert A. Pickett, Caldwell  
 Jane Powell, Rexburg  
 Terry Prater, State Office  
 Merle B. Purcell, Payette  
 W.L. Robbins, State Office  
 Nora A. Rondeau, Coeur d'Alene  
 Bessie B. Rutherford, Twin Falls  
 Bernard Ryan, State Office  
 Astor A. Seaborg, Coeur d'Alene  
 John D. Smith, Kellogg  
 H.W. Staples, Boise  
 Jack Skvor, Boise  
 Leslie L. Sudweeks, State Office  
 Franklin D. Taylor, State Office  
 Axel J. Tillman, State Office  
 Thomas D. Welsh, Moscow  
 Ervin Widdison, Rexburg  
 W. Clyde Williams, State Office  
 Elmer S. Wilson, Montpelier  
 Jack R. Wilson, Emmett  
 Noel J. Woodruff, Nampa  
 Sylvester J. Wonacott, Jr., Blackfoot





### Mission Statement:

The International Association of Workforce Professionals (IAWP) is a worldwide professional association available to all individuals with a common interest in workforce systems. IAWP equips members for success providing the highest quality of education, leadership, information exchange, and recognition of excellence through a network of local, regional, and international chapters preparing members for the workforce challenges of tomorrow.

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IAWP—IDAHO CHAPTER  
ATTN: DAVID WASHBURN  
IDAHO DEPARTMENT OF  
COMMERCE & LABOR  
PO BOX 1147  
LEWISTON ID 83501-1147

E-mail: [David.Washburn@cl.idaho.gov](mailto:David.Washburn@cl.idaho.gov)

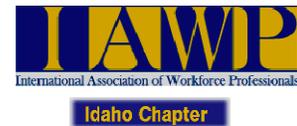
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IAWP — IDAHO CHAPTER  
c/o IDAHO COMMERCE & LABOR  
317 WEST MAIN ST  
BOISE ID 83735-0720

Phone: 208-332-3570 x3128

E-mail: [iapes@cl.idaho.gov](mailto:iapes@cl.idaho.gov)

“The World Leader of Professionals  
in Workforce Systems”



## IAWP: A Not-So-Brief History

### The following chapters were chartered January 1, 1942:

District of Columbia, Maryland, Massachusetts, Missouri, North Carolina, North Dakota, Ohio, Pennsylvania, Rhode Island, South Carolina, South Dakota, Vermont, Virginia, and Wisconsin

### Chapters chartered May 1, 1942:

Connecticut, Delaware, and Kentucky

### Chapters chartered November 1, 1942:

Indiana

### Chapters chartered 1943:

Arizona (May 18), Florida (May 18), Georgia (May 29), Michigan (May 29), Minnesota (Dec 4), New Hampshire (Dec 4), New Jersey (May 27), Oregon (Jan 24), Tennessee (May 29), Washington (May 18), West Virginia (April 20)

### Chapters chartered in 1944:

Arkansas (Jan 15), California (Jan 15), Colorado (March 30), Iowa (March 13), Kansas (Jan 15), Maine (March 13), Nebraska (Jan 15), New York (May 1), Texas (Jan 15), Utah (Jan 15)

### Chapters chartered in 1945:

Alberta (May 14), Atlantic (May 14), British Columbia (May 14), Hawaii (Jan 1), Louisiana (May 14), Manitoba (May 14), Mississippi (May 14), New Mexico (May 14), Ontario (May 14), Quebec (May 14), Saskatchewan (May 14)

### Chapters chartered in 1946:

Idaho (May 22)

### Chapters chartered in 1948:

Nevada (June 22)

### Chapters chartered in 1950:

Alabama (August 1), Puerto Rico (May 1)

### Chapters chartered in 1951:

Alaska (May 1)

### Chapters chartered in 1952:

Japan (June 16)

### Chapters chartered in 1953:

Wyoming (Jan 16)

### Chapters chartered in 1956:

Oklahoma (June 25)

### Chapters chartered in 1957:

Virgin Islands (May 1)

### Chapters chartered in 1962:

Belgium (June 24)  
Indonesia (May 24)  
Iran (July 2)

### Chapters chartered in 1965:

Sudan (July 1)

### Chapters chartered in 1966:

China - Jan 1  
India - July 5  
Israel - July 5  
Venezuela - July 5

### Chapters chartered in 1970:

Phillippines - Dec 1  
Viet Nam - June 24

Check out IAWP's international website:  
[www.iawponline.org](http://www.iawponline.org)

