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The deadline for articles to appear in the next issue is **October 20, 2005**. Please submit articles to: Lori McCrae, ITEMS Newsletter Editor  
By email: [lori.mccrae@cl.idaho.gov](mailto:lori.mccrae@cl.idaho.gov)

# ITEMS

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## President's Message

*Al Snyder – Chapter President*

We recently returned from an enjoyable Campstitude in Cascade. We had excellent weather, accommodations and food. On Thursday evening, Lu Lineberry led us on a pirate treasure hunt. When we found the treasure chest, we got all got an envelope with several numbers in it. When one of your numbers was called, you got to pick a treasure from the chest. When the treasure ran out, we picked from each other's pile of goodies. There was fierce competition for some items. On Friday, we were welcomed by the Mayor of Cascade, Larry Walters, given a briefing by District XIV Representative, Kathy Bilanko, on doings in our District (ID, WA, OR, MT & AK). She invited everyone to the District Educational Conference in Wenatchee, WA at the end of September. Our main presenter was Joan Dalton-Boyd who gave us an interactive presentation on Affective Communication Techniques and Skills for Living and Working in World. We also received an informative talk from Commerce & Labor's Georgia Smith. She covered all the things the Commerce side does. They are into far more things than I would have thought. After a fine steak dinner, we had a drawing for a mystery prize that was rigged so that Cheryl Harrington won. It was a sneaky way to give her a surprise bridal shower. It took a

good while for her to realize what was going on. Then some of us went to Gold Fork Hot Springs for a good soak, while others sat around the camp fire and listened to Cheryl's fiancé, Ray Rose, play the guitar. We made some feeble attempts at singing along. Some marshmallows appeared and were roasted and charred and relished. There were bottles of soap bubbles from the shower and we blew bubbles for a long time. The full moon was gorgeous to see rising and shining so bright. Where else could you do that? It was great fun.

## Thank You Idaho!

*Kathy Bilanko - District IV Director*

I want to thank those who attended the Campstitude. Everyone made me feel very welcomed. I had the best time. The institute was very good, learning new ideas around communication is always valuable and learning more about Commerce and Labor is useful knowledge. I learned a lot about your state. The opportunity to visit with attendees in a relaxed atmosphere was great. It allowed me the chance to improve friendships and make several new ones.

Trinity Pines Camp in Cascade is a beautiful camp. I heard people say they would like to return for the next Campstitude, me too. Planning team, thank you for having a full moon, that was terrific timing. Huge thanks to Kathy and Al Snyder for picking

me up at the airport, supplying bed linens and touring me around Boise.

One of the learning's from the weekend: 7 women can share the same bathroom remain friends and be on time to everything! It did take great strategic planning and timing, ask Linda Castaneda about someone crowding ahead of her for the shower. ☺

If I attempted to name everyone I surly would miss people, therefore I say again thank you all. I had a wonderful time. For those who did not attend I highly recommend attending. It is an incredibly worthwhile weekend.

## AWARD NOMINATIONS

Remember that we need to be looking for people to nominate for awards. There are awards for both individuals and groups.

## Discover Idaho

Nancy Upchurch - Local Arrangements Chair



During the past two months, I have been busy identifying the committees needed for the IAWP 2007 International Educational Conference hosted by Idaho. I have researched how past conference committees were organized and then took a look at

Idaho to see what would work best for our state. After several drafts, the following committees were formed – fund raising, registration/goody bags, international liaison, retiree, guest tours/golf tournament, transportation/audio visual, early bird, opening ceremonies, Idaho night, award function, banquet and ball, and closing ceremonies. I also contacted members to serve as committee chairs for each of these assignments. Approval of the committee chair appointments are pending with the Labor Management Team.

At the state chapter executive board meeting on August 20, 2005 in Cascade, Idaho, members brainstormed ideas for event themes and possible activities for the social events. The consensus was to highlight Idaho – past, present and future – through out the conference. A few ideas on how we would accomplish this were suggested. We also discussed the “invitation to Boise” party we will need to host at the 2006 Louisville conference. Different ideas were suggested but no decisions were made until we can consider the costs.

Once the committee chair appointments are approved the committee will move forward with planning activities and monthly conference calls will start to keep everyone in the loop and to share ideas. Our goal is to ensure our guests have a fantastic experience in Idaho and make this the best conference ever.

For those members out there who would like to get involved in helping with the conference, please e-mail me

nancy.upchurch@cl.idaho.gov and let me know which committee interests you the most. The dates for the Boise conference are June 3-7, 2007.

## Subchapter Activities

### Panhandle – Nona Rambo

The Panhandle Subchapter of IAWP and the Coeur d'Alene office of ICL raised \$1,250 for Operation Vested Interest. We joined with American Legion Post #143 to buy cooling vests to send to the deployed Idaho National Guard members from our area. The vests have gel pack inserts that can be chilled. In July we sent 78 vest to individuals serving in Iraq.



**Robert Shoeman (LVER Coeur d'Alene) demonstrates the gel pack for the cooling vests.**

In the panhandle we all look forward to the Dog Days of Summer. In the past, we grilled hotdogs as a fundraiser for the chapter. This year our bank account was healthier so the subchapter offered to treat each of the offices to a summer lunch. The Coeur d'Alene office opted for the traditional hotdog lunch. St. Maries chose pizza. The Sandpoint took the event to a new level. They munched on chicken (and maybe fried peanut butter and banana sandwiches) for their “You Ain’t

Nothin' But a Hound Dog' Days of Summer" and then rocked to the song styling of Elvis (or a reasonable facsimile).

The bad new is that Gregg Olsen couldn't make it to the Coeur d'Alene office on August 9 to discuss his book, The Deep Dark. The GOOD news is that he has promised to reschedule. As soon as he does, we'll send the word along to all of you who have been reading this incredible book.

The Food Pantry is now over one year old because our National Guard members have been gone for over a year. Until they return, they can rest assured that their dependents can stock up on food on the second and fourth Saturday of every month. The Food Pantry is sponsored by the Panhandle Subchapter of IAWP and the American Legion Post #143.

## People on the Move



### New Hires

<b>Andrea Lindberg</b> .....	0970
<b>Brandia Young</b> .....	0090
<b>Brian Dickens</b> .....	0970
<b>Cammie McBride</b> .....	0920
<b>Carmel Donohue</b> .....	0760
<b>Catherine Phillips</b> .....	0030
<b>Dania Rivers</b> .....	0610
<b>Daniel Holmes</b> .....	0080
<b>Danny Hammock</b> .....	0080
<b>Dianna Cartwright</b> .....	0360
<b>Elizabeth Woodall</b> .....	0040
<b>Evelyn Marchant</b> .....	0130

<b>James Groth</b> .....	0130
<b>Jennifer Harpt</b> .....	0040
<b>Jennifer Noriega</b> .....	0080
<b>Joel Ann Castle</b> .....	0040
<b>Joel Seagraves</b> .....	0030
<b>Jon Speiser</b> .....	0540
<b>Jonathan Perry</b> .....	0970
<b>Katherine Silha</b> .....	0040
<b>Krystell Klingler</b> .....	0130
<b>Lana Grinnell</b> .....	0540
<b>Laura Dilley</b> .....	0970
<b>Lawrence Belisle</b> .....	0030
<b>Mary Beth Johnson</b> .....	0030
<b>Mary Field</b> .....	0250
<b>Michele Wardle</b> .....	0610
<b>Miranda Palmer</b> .....	0030
<b>Patti Largent</b> .....	0170
<b>Rachel Montgomery</b> .....	0380
<b>Sara Weller</b> .....	0970
<b>Stephanie Kelly</b> .....	0120

### Promotions

**Caleb Lehan** *promoted to IT Network Analyst (0650)*

**Gabriela Brown** *promoted to Office Specialist 2 (0720)*

**Glen McKuin** *promoted to Financial Specialist Senior (0760)*

**Jessalyn Roehl** *promoted to C&L Consultant (0080)*

**Kathleen Severine** *promoted to C&L Supervisor (0040)*

**Linda Bell** *promoted to C&L Consultant (0360)*

**Nicholas Leonardson** *promoted to Financial Technician (0610)*

**Ricia Lasso** *promoted to C&L Supervisor (0090)*

**Robin Dyck** *promoted to North Idaho Area Manager (0800)*

**Sandra Knapp** *promoted to Financial Technician (0610)*

### Retirement

<b>Anita Waters</b> .....	0610
<b>Dennis Scollon</b> .....	0800
<b>Kathy Plesner</b> .....	0010
<b>Roberta Hart</b> .....	0910
<b>Raymond Konczos</b> .....	0040

### Separations

<b>Allison Hayes</b> .....	0150
<b>Amanda Julian</b> .....	0130
<b>Beatriz Castro</b> .....	0790
<b>Blake Bogstie</b> .....	0970
<b>Candi Durusu</b> .....	0970
<b>Carolyn Fritschle</b> .....	0670
<b>Charles Martin</b> .....	0030
<b>Glenda Felts</b> .....	0090
<b>Holly Welker</b> .....	0270
<b>James Burkholder</b> .....	0060
<b>Jan Thomas</b> .....	0270
<b>Janis Titmus</b> .....	0610
<b>Jennifer Hasenoehrl</b> .....	0170
<b>Jennifer Noriega</b> .....	0080
<b>Jessica Cavalieri</b> .....	0270
<b>Jessica Thompson</b> .....	0150
<b>Jim Thompson</b> .....	0310
<b>Jody Weeks</b> .....	0650
<b>Kari Zweigart</b> .....	0270
<b>Karlee Ramsey</b> .....	0050
<b>Kathleen Woffington</b> .....	0610
<b>Katie Mort</b> .....	0050
<b>Krystell Klingler</b> .....	0130
<b>Leah Osborn</b> .....	0770
<b>Linda Atwood</b> .....	0080
<b>Maria Brown</b> .....	0760
<b>Marinelle Dutton</b> .....	0130
<b>Mary Lou Werthman</b> .....	0030
<b>Michelle Misko</b> .....	0050
<b>Nancy Baldwin</b> .....	0390
<b>Noelia Luna</b> .....	0760
<b>Reva Clarke</b> .....	0210
<b>Robert Wright</b> .....	0390
<b>Ronald Newsom</b> .....	0250
<b>Sally Hall</b> .....	0390
<b>Shari McDaniels</b> .....	0130
<b>Shirley Schopp</b> .....	0090
<b>Teresa Triolo</b> .....	0640

# DISTRICT XIV FACTS!

Kathy Bilanko - District XIV  
Director

- 1) Your District Director is settling into her new position, email address remains the same [kbilanko@esd.wa.gov](mailto:kbilanko@esd.wa.gov), new phone #: 360 902-9705.
- 2) Congratulations to Montana on recognition for Outstanding Achievement in Membership Retention received at the International Conference in Albuquerque.
- 3) Way to go Idaho for Linda Castaneda 2<sup>nd</sup> place Individual Specialized Customer Services, Mike McLendon 1<sup>st</sup> place Individual Services to Veterans and David Washburn 1<sup>st</sup> place Individual International Development received at the International Conference.
- 4) Kudos to Oregon for Communications Award and to Tina Swogger for your Platinum and Silver Keys for recruiting new members. Way to Go Tina! You need to give lessons. These were also received at the International Conference
- 5) Keep it up Washington for WorkSource Renton 1<sup>st</sup> place for One Stop Center, Sal Cantu 2<sup>nd</sup> place for Individual Services to Veterans, Jane Field 1<sup>st</sup> place Individual Award of Merit. Again received at the International Conference
- 6) Congratulations to Nancy Upchurch for receiving President Barthalow's Discretionary award for your extensive work with WPDP and all your other educational activities.
- 7) Congratulations Deb Buxbaum, Montana, who was unanimously elected District Director-Elect at the District Caucus in Albuquerque.
- 8) Idaho Campstitute 2005 is August 18-20 at Trinity Pines Christian Camp, Cascade, ID.
- 9) Mark your calendars and make your plans for District XIV Institute in Wenatchee WA September 29-Oct 1. Red Lion Hotel is the host hotel. There is a block of rooms under IAWP held until August 31.
- 10) Plan to attend the Saturday October 1, Membership Meeting at the District Institute starting 9AM.
- 11) If you have not gone to International's webpage lately, check it out. They have added some good information. Click into "Members Only" (to date there is no additional password). The webmaster continues to develop pages, however, there is information available now. Email address, <http://iawponline.org>.
- 12) Montana's Fall Institute is in Billings October 13 -14<sup>th</sup>.
- 13) I survived my first International Board Meeting-good questions and discussion

and I think good decisions. I will do a full report at District.

- 14) Have a great finish to your summer and a wonderful beginning to your fall. Until next time, keep smiling.

## IDAHO CHAPTER BOARD MEMBERS

### STATE OFFICERS

**AL SNYDER**

President

**LINDA CASTANEDA**

Vice President

**LU LINEBERRY**

Past President

**CHERYL HARRINGTON**

Secretary/Treasurer

### Subchapter Presidents

**DAVID HUNTER**

Les Bois

**NONA RAMBO**

Panhandle

**SUE POLK**

Russett Realm

**LINDA CASTANEDA**

Sawtooth & Sage

**CRAIG SMITH**

Seaport

**RITA HALE**

Treasure Valley

### Committee Chairs

**LIZ RUIZ**

Awards

**LORI MCCRAE**

Communication

**PAM PEARSON**

Education

**DAVID WASHBURN**

International Develop.

**LU LINEBERRY**

Legislation

**AL SNYDER**

Professional Practices

**PAM HEWITT**

Special Services

## **STATE GRANTS AWARDED TO IMPLEMENT SUTA DUMPING DETECTION SOFTWARE**

The US Department of Labor (USDOL) announced the awarding of \$4.9 million in grants to help states train agency personnel and integrate software designed to facilitate detection of businesses engaged in the practice commonly referred to as SUTA dumping. SUTA dumping occurs when an employer forms a new company and transfers some employees to lower their state unemployment insurance (UI) tax rates. Congress passed and President Bush signed into law on August 9, 2004 the SUTA Dumping Prevention Act of 2004, which conditioned eligibility for federal administrative grants on the inclusion of provisions in state UI laws that prevent the manipulation of unemployment experience through SUTA dumping. Nearly every state has enacted legislation to comply with the federal law.

The Employment Security Commission of North Carolina led the development of the SUTA Dumping Detection Software (SDDS) with six states (NE, RI, TX, UT, VA and WA) testing it in a pilot run over the past year. Release of the software to all states was recently announced during the National UI Tax Meeting held in Boise in August.

## **ETA Proposes Revision and Seeks Comments**

The Employment and Training Administration (ETA) has proposed a revision of information collection under the Workforce

Investment Act (Reporting and Performance Standards System for the Migrant and Seasonal Farm Worker Program under Title I, Section 167).

This revision to the Migrant and Seasonal Farm Worker Program reporting system identifies a minimum level of information collection that is necessary to comply with Equal Opportunity requirements, holds grantees appropriately accountable for the Federal funds they receive, assesses progress against a set of common performance measures, and allows the Department to fulfill its oversight and management responsibilities.

The Department of Labor, as part of its continuing effort to reduce paperwork and respondent burden, conducts a pre-clearance consultation program to provide the general public and Federal agencies with an opportunity to comment on proposed and/or continuing collections of information in accordance with the Paperwork Reduction Act of 1995 (PRA95) [44 U.S.C. 3506(c)(2)(A)]. This program helps to ensure that requested data can be provided in the desired format, reporting burden (time and financial resources) is minimized, collection instruments are clearly understood, and the impact of collection requirements on respondents can be properly assessed. The Employment and Training Administration (ETA) is soliciting comments on revised reporting requirements for the Migrant and Seasonal Farm Worker (MSFW) program. This information collection request is necessary in order to collect data for calculating a set of common

performance measures of the outcomes achieved by the MSFW program. Submit comments on or before October 11, 2005 to:

*Mr. John R. Beverly, Administrator,  
Office of National Programs,  
Employment and Training  
Administration,  
U.S. Department of Labor,  
200 Constitution Avenue, NW., Room C-4312  
Washington, DC 20210  
telephone: (202) 693-3840 (this is not a toll-free number)  
fax: (202) 693-3589  
e-mail: ETAsperforms@dol.gov.*

## **CAFTA PASSES CONGRESS AND SIGNED BY PRESIDENT ON AUG 2**

On July 28 both the House and Senate passed H.R. 3045, the Dominican Republic-Central America-United States Free Trade Agreement Implementation Act (CAFTA). The House vote was 217 - 215; the Senate vote was 55-45. The President signed the legislation on August 2 making it Public Law 109-53.

The purpose of CAFTA is to strengthen and develop economic relations between the United States, Costa Rica, the Dominican Republic, El Salvador, Guatemala, Honduras, and Nicaragua. CAFTA establishes free trade between these same countries through the reduction and elimination of barriers to trade in goods and services and to investment. It also lays the foundation for further cooperation to expand and enhance the benefits of the Agreement.

CAFTA amends the Trade Agreements Act of 1979 to make products or services of any foreign country or instrumentality that is a party to the Agreement eligible for

U.S. government procurement. The Congressional Budget Office (CBO) Cost Estimate for this legislation says, "Implementing the CAFTA-DR could have a negligible effect on the Trade Adjustment Assistance program (TAA). TAA provides extended unemployment compensation, job training, and health insurance tax credits for individuals who lose their jobs due to an increase in imports. Based on information from the International Trade Commission regarding projected employment losses in various industries, CBO estimates that the added costs to TAA would be less than \$5 million over the 2006-2015 period, and less than \$500,000 in each year over that period."

### **BRAC Workforce System Responsibilities Outlined**

The Employment and Training Administration (ETA) released a Training and Employment Guidance Letter (TEGL 2-05) providing information to the workforce system on its responsibilities in coordinating workforce services for those workers impacted by the actions of the 2005 Base Realignment and Closure Commission (BRAC). The US Department of Labor (USDOL) views activities under BRAC as an opportunity for the workforce investment system to use demand-driven strategies as modeled under the President's High Growth Job Training Initiative (HGJTI). Further, the USDOL views the workforce investment system's service to BRAC-impacted workers and their communities as an opportunity to demonstrate the extent to which the system is becoming more demand-driven, and to demonstrate

the workforce system's ability to support impacted workers and communities.

Between now and when the BRAC 2005 recommendations become final, the workforce investment system must be engaged in planning that addresses the specific needs of the affected communities and workers; recognizes the value of the transferable skills impacted workers possess; uses strong economic analysis as the foundation for strategic and career guidance; coordinates economic development efforts; and works in collaboration with strategic partners including business and industry and education partners to develop and implement workforce solutions. Implementation of BRAC recommendations are expected to begin in December of 2005.

### **EDUCATION AND PROFESSIONAL PRACTICES**

Be sure to send notices of anything of an educational nature, such as noon meetings to Pam Pearson. Be sure to include the complete date and time (at least one hour). Send notices of community service projects and any IAWP promotional activities to Al Snyder. If you have done an activity that you are not sure who it goes to, send it to both of us.

### **IAWP LIBRARY GETS A DONATION**

One of the Speakers at the 2005 International Conference in Albuquerque was Scott Ginsberg, who wears a name tag 24/7. The State Chapter purchased and donated to the IAWP Library a DVD of his talk and two books he

has written: The Power of Approachability and Hello, My Name is Scott. These and other materials are available for use by subchapters or individuals

Free Lunch or Breakfast ?  
For your Office.....

IAWP

Membership Drive

The office obtaining the most new members during this contest will have two charming cooks preparing their food!!  
Now, LETS GET COOKING!!

Contest Dates are  
October 1<sup>st</sup>-31<sup>st</sup>, 2005

Encourage everyone to join.

Also, the Subchapter with the most new members will win \$50!

