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ITEMS is published bi-monthly by the Idaho Chapter of IAWP. Articles printed do not represent the policy of the Department of Commerce & Labor or the Idaho Chapter of IAWP, and no endorsement is intended or implied.

The deadline for articles to appear in the next issue is **June 10, 2005**. Please submit articles to: Lori McCrae, ITEMS Newsletter Editor
By email: lori.mccrae@cl.idaho.gov

ITEMS

Published by the [Idaho Chapter of IAWP](#) "Partners in Workforce Development"

The Power of Courage

Lu Lineberry – Chapter President

As the spring conference nears I realize that this will be my final message to you as your chapter president. To recap, my theme for this past year has been *The Power in You*. I was inspired by Michael Josephson, founder and president of both the Josephson Institute of Ethics and Character Counts, and his young daughter, Samantha. The Powers that I have referred to so far are Resourcefulness, Tenacity, Integrity and Self-Control. That leaves me with the Power of Courage to discuss.

Courage is the ability to confront fear in the face of pain, danger, uncertainty or intimidation. A courageous person overcomes a justifiable fear for a noble purpose. Some define courage as lacking fear in a situation that would normally generate it, while others say courage requires one to have fear and then overcome it. Socrates thought courage was knowledge. I would like to take this a step farther and say that the proper use of knowledge is what defines courage. *Profiles in Courage* is a Pulitzer Prize-winning book by then Senator John F. Kennedy, about men of principle, integrity and bravery in American politics. He profiles eight of his historical Senatorial colleagues; John Quincy Adams, Daniel Webster, Thomas Hart Benton, Sam Houston, Edmund G.

Ross, Lucius Lamar, George Norris and Robert A. Taft. Instead of focusing on their storied careers, Kennedy chose to illustrate their acts of integrity and bravery, when they stood alone against tremendous political and social pressure for what they felt was right. These were men with knowledge AND courage.

Decisions are constantly before us. To make them wisely, courage is needed: the courage to say no, the courage to say yes. Decisions do determine destiny. The call for courage comes constantly to each of us. We have occasions every day to take the courageous path, even in the smallest of opportunities. Although courage is usually noted in newsworthy actions, it is rarely noted in countless everyday acts, such as good parenting in an uncertain world, for which courage is mandatory. Courage is recognizing what must be done, out of a love for others or out of a sense of personal responsibility. Courageous people wake up in the morning, ready to race with time and make the most of the day. We sometimes don't feel optimistic of what's going to happen in an afternoon meeting with the boss or a client, but we face it anyway. This is courage.

Do you have the courage to set the bar high with purpose? Do you have the courage to put yourself in the right direction and strive for superior goals, the courage to feel connected to this organization's vision?

Can you act with courage to kindle hope, promise, optimism and enthusiasm in your clients and customers, to help them stay engaged, to persevere and to keep their spirits high? I challenge you to act with courage by learning and sharing best practices, and to anticipate their impact on others.

I challenge you to act with courage to trust and empower others, give them the benefit of the doubt, and go out on a limb to support colleagues and partners.

Idaho IAWP State Spring Conference Speakers

Dan Bobinski

Dan Bobinski, president of Leadership Development, is a certified



behavioral analyst. In 1999 Dan created Answers for the Workplace, a daily radio feature focusing on issues for employers, managers, rank and file employees, and those looking for work. He also writes an internationally-published weekly newspaper column on workplace issues and is quoted on websites around the world. He started Leadership Development, Inc. in 1989.

Join Dan in a fun workshop that teaches you that most conflict in the workplace is not due to “difficult people”, but “different people”—those who approach things differently than we do. Come to the education session and learn to “Value the Differences”.



Jane Field

Jane Field presents “Jobs for the Sidewalk Economist”

Want to learn how O*NET can be exciting? Jane wrote a wonderful career exploration guide and planning tool for people embarking on their careers. Learn how you can better serve your customers by advising them on how to utilize the O*NET system to their greatest advantage.

Jane is the LMI Training Coordinator for the state of Washington and the author of The Handbook for the Sidewalk Economist and Jobs for the Sidewalk Economist.

Lisa Harlan

Discover ways to “fill yourself up” at home and at work in order to effectively show your love and respect for others.



Based on the book “The Five Love Languages” by Gary Chapman, Ph.D. – this workshop is highly interactive, provides user-friendly concepts and enables participants to better understand themselves and the people with whom they interact daily

“No arsenal, or no weapon in the arsenals of the world, is so formidable as the will and moral courage of free men and women.”

- Ronald Reagan



Veteran’s Corner

David Pafford – Veteran’s Chair

I envy today’s business owners. Don’t get me wrong! I am personally and professionally satisfied with my current career choices. It’s just that each time I assist one of our proud Veterans to land a quality job, I often wonder if that new employer really understands the true value of that newly-hired Veteran.

Certainly, the qualified Veteran must have proven to the employer that they possess the functional skills needed for that position. Or, that they had the aptitude to learn how to do the work. However, it is the “extra-added value package” our military offer which is most impressive.

I recently did some research on the leadership traits and principles common in non-commissioned officers (NCO) and commissioned officers of our Armed Forces. I took a look at some of the leadership training manuals used by the Army, Air Force, Coast Guard, Navy, and (my favorite) Marine Corps. I listed the character values each Branch of service thought important for their Leaders of all ranks to know thoroughly and practice daily. The list was extensive, but 4 specific character traits were emphasized by all the Services equally – loyalty, courage, selflessness, and integrity.

These core values necessary for honorable service in our military represents that “extra-added value package” that a smart business owner enjoys when they hire a Veteran. In today’s global economy and high tech industries, the worker that can do the job and demonstrate good character is – well, “...priceless...”!

As workforce professionals, one of our primary responsibilities is to ensure we facilitate a good match between our clients – employers and their future employees. We can increase our effectiveness and improve our placement success rates by marketing the additional character skills our Veterans bring to the workforce. We should use every opportunity to actively promote our qualified Veterans throughout our local industries.

Loyalty, selflessness, courage and integrity are just some of the many reasons America should hire their Veterans first! Check out these internet websites for more marketing materials and other useful information to share with business owners: the U.S. Department of Labor has their “Hire a Vet First” initiative at www.hirevetsfirst.gov, and a great color poster is available from the Idaho Department of Commerce and Labor home page at www.cl.idaho.gov, click on BUSINESSES and scroll down to VETERANS.

Conscience is the root of all true courage; if a man would be brave let him obey his conscience.

James Freeman Clarke

IAWP International Friends and Acquaintances



Larry Ludwig – member

Lic. Miguel Esteban Valenzuela Robles

Lic. Miguel Esteban Valenzuela Robles...Who is this man? For starters, he is the first President of IAWP’s newest international chapter, the Mexico/Baja California “Calafia” Chapter with members in Mexicali, Tijuana, and Ensenada. Coincidentally, these are the locations of the Central Office and three local offices of the “Servicio Estatal de Empleo”, (SEE) the Mexican State of Baja California’s Employment Service, of which Mr. Valenzuela has served as Director since January of 2002.

Prior to assuming the Directorship, Miguel served as a consultant to the State Controller (similar to our General Accounting Office) for both the States of Sinaloa and Sonora, after previously working five years with the Baja California State Controller. His efforts were directed at government process re-engineering, that is working to institute continuous improvement processes in delivery of government services. Like many a USA counterpart administrator of State agencies, Miguel’s “musical chair” appointments are attributable to election changes in governors. Needless to say, Miguel is pleased to be back in State government, working on redesigning, enhancing and implementing improved delivery

of existing and newly created services to better meet the increasing demands on SEE by the workforce of Baja California...particularly as relates to expediting service to jobseekers and modernizing SEE’s offices.

This line of work was a continuation of some of his duties with Coca Cola’s Mexico Headquarters offices in Mexico City, where he moved after completion of his university studies in business administration. His work with Coca Cola also included product development and as an executive in “branding” projects. Corporate training programs found him attending seminars in the United States, as well as Spain and Mexico.

Miguel learned of IAWP from contacts with members of IAWP’s California San Diego “Puerta del Sol” Subchapter, who work with neighboring California’s Employment Development Department. Realizing the potential a professional organization of workforce professionals such as IAWP could have in developing and implementing redesigned programmatic service delivery processes in Baja California, he pursued the formation of an international IAWP Chapter in his State,...hoping to both further the professionalism of SEE’s staff, but also to allow for networking and exchanging of information to better understand the state-of-the-art ‘best practices’ and latest developments in the field of workforce development.

This ‘academic bent’ on his part can be traced back to his University days, when he was an

Step right up!

Buy your tickets before it's too late!

There are lots of great items in this year's IAWP Raffle. The handmade IAPES Idaho quilt is again a prize. Gift collections include fishing equipment and tools. Besides the quilt, other handmade items include embroidered pillow cases and a lattice pattern afghan. An autographed copy of the book, Sources of the River by Jack Nisbet is one of the prizes. Of course, you can count on some cash and some great surprise items. Tickets are 50 cents each or 3/\$100. If tickets are not yet available in your local office, contact your subchapter president or Nona Rambo (Nona.Rambo@cl.idaho.gov).

Drawings will be held throughout the Educational Conference on May 6th. You don't need to be there to win, but you do have to buy a raffle ticket!



Lattice Weave Afghan

undergraduate as well as graduate at the Universidad Autonoma de Baja California (Baja California State University). There he received both his bachelors and master degrees in Business Administration after a distinguished "student career", including serving as co-founder of a student entrepreneur journal ("University Globe"), and active involvement in AIESEC –the International Association of Students of Economical and Commercial Service (*of which the author was also a member many years ago*) which resulted in Miguel's traveling to Sweden, Spain and Portugal to participate in international and European conferences and projects.

Nowadays, not too surprisingly, Miguel is currently working on a Doctorate degree at the National University in Mexico City. It ought to be mentioned that education is a two-way, give-and-take proposition with Miguel. He also teaches graduate-level courses in quality management and

marketing research at the Universidad Autonoma de Baja California and Universidad Iberoamericana and very much encourages his SEE employees to further both their training and formal education.

Miguel, in his late thirties, is a compassionate, caring human being with a friendly smile for all. He is married to his beautiful wife Marisol (from Guadalajara of Mariachi musical fame). They have two daughters, Fatima (10) and Cristina (4) and are a very loving family-centered group. They live in Mexicali, not far from the USA-Mexico border, just opposite El Centro and Calexico in California. While descending from a family of musicians, Miguel never learned to play a musical instrument, but loves all kinds of music. In his "leisure hobby" time he collects maps, aviation memorabilia, and not too surprisingly, has amassed quite a collection of Coca Cola memorabilia. On personal likes, his favorite color is blue, his

favorite city Barcelona, Spain, and his favorite book, "The Art of War"

Miguel very much appreciates the value to bettering the professionalism and service delivery of workforce development professionals that the networking and informational exchange which membership in IAWP international community provides. To that end he and the Calafia Chapter hosted their "first ever" conference this past September in Ensenada, in conjunction with SEE's annual job fair in that region of the State of Baja California. Visiting delegates from both California and Virginia IAWP Chapters attended, joining in sharing experiences and information. Miguel very much wants to communicate with members in IAWP Chapters both in the USA and abroad, including our European, African, Asian and Caribbean Chapter members, and would like very much to hear from you. His email is: calidadbc@yahoo.com.

Fully Alive!



Sue Polk – Awards co-Chair

Now, as always is the time to be thinking about Award nominations. I am sharing this article that caused me to think about the people we choose to nominate for awards and why so often we see them in this "fully alive" state and making the most of their time from 9-5. Sue Polk, Awards Co-Chair.

Louise LeBrun's ideas for making life-altering changes in work environments are important contributions to the literature on human performance. The impact of environmental influences -- including the people in the environments -- upon performance is tremendous. This book is about the power of each individual to change his/her own work environment. I hope the following excerpt will encourage you to read her book. At least you will find it thought-provoking:



Here's a simple truth about work: you can take all the people at your place of work and move them somewhere else, and work will still exist. You can put those people in different jobs, or different offices and work will still exist. You can take away technology or upgrade technology, and work will still exist. But if you send everyone home, and you don't hire anyone else, work will cease to exist. You may have a document that says you have an incorporated company, but what you have is a piece of paper with words on it. There is no life.

Fully Alive From 9 to 5!
 Creating Work Environments That Invite Health, Humor, Compassion and Truth
 by Louise LeBrun

We spend more time at work than we spend anywhere else in our lives. For at least five days out of seven, we go to a place where we do something for which we are paid. Many of us then take this money and do something else that we call living: buy things, take trips, plan holidays, pay bills, spend time with people we enjoy; this list is as varied as we are as people. But few of us ever consider the possibility that work isn't something that we do, or a place that we go to. It's an experience that we create and oftentimes the experience is not a pleasant one. Given that we spend more waking time at work than anywhere else, imagine the profound results on the quality of our lives if we were to make a significant change in the way we experience work. The potential is life-altering.

The fundamental operating unit of any organization is the individual human being. Without individual human beings (not resources, or groups, or teams) interacting with other individual human beings, one on one or in groups, face-to-face or via paper or technology the organization ceases to exist. Work is nothing more than a collective of individuals, coming together with the intention to produce a particular product or service. As each of these individual living systems come together with other individual living systems, we create larger living systems that are a reflection of the individuals who created it. What we have come to call a corporate culture is not a thing on its own; it is a reflection of something else, with that something else being the internal states of the human beings who go there.

Work is very, very personal. And yet, we continue to kid ourselves into thinking that work is 'out there'; that it requires us to be

objective and detached and 'professional'. Truth is, there is nothing more subjective and personal than the day-to-day operations of any living system. Someone once said: "If you want to change your life, you must first change the way that you perceive life." With a small shift in perception comes tremendous power and leverage to change your thoughts, to change your life and to change the world in which you live. Think of the discovery and the power that came with a shift in perception from a flat world to one that is round: from the certainty of Newtonian physics to a quantum world. Change perception and everything else changes all by itself: the things we are willing to do and those we are not willing to do; the places we go; the people we spend time with; the words that come out of our mouths; the systems we support; the very world in which we live and call, with such great certainty, "reality".



Think back to the days of Christopher Columbus. There was a time when we thought that the world was flat. Within this world-view (or context), travel was a dangerous thing. Move too close to the horizon and you could drop off the edge of the world! The belief that the world was flat brought with it limitations and dangers that

simply vanished when we changed our minds. When we came to believe that the world was round, and it was nothing more than a change of mind, life expanded in a burst of movement. Commerce exploded, cultures migrated, and things once held to be impossible soon became a way of life. In the blink of an eye, reality as we had defined it ceased to exist and was replaced by a far more vast potential, the possibility of more and greater and further, to move into what we were capable of becoming. All of this simply because we changed our minds.

What if, in the world of work, we believe we are living in a flat world? What if that world isn't really flat, and its limitations are of our own creation? What if the world of work is really round and holds the potential to invite and nurture health, humor, compassion and truth? What if it's not work that holds you back but your own context for thinking about work? Imagine the alternatives if you were to change your mind. Change your mind and you change your life!

Power resides in the capacity to choose, not in the choice itself. The cultures we have grown up in have ill-prepared us to even know the meaning of choosing. Rarely do we know how to distinguish between an option and an authentic choice, one of our own creations. We are well trained to follow the rules: to consult with authority; and to defer to the collective view. We are not encouraged to challenge the status quo but to embrace it: to run with the pack rather than to travel alone. Survival is in the collective, in the group-think and the group-speak. This

perspective is destined to limit human expression since the process of embracing the status quo leads to eating your own tail. Eventually, you disappear.

And we are disappearing. Our capacity for joy, for play, for delighting in our own existence is rapidly disappearing. We have become slaves to our own rules. Once again, we live in a time when the masses are controlled by a handful, whether in work systems, community systems, religious systems, or our own homes. The very thought of having to think for ourselves, without the benefit of precedent to follow or handbook to consult, causes beads of sweat to form on our brow, and our stomachs to burn and churn. We have become dependent on antacids and antidepressants to get us through our days, and worse, our nights. We have lost our nerve for trusting our own intelligence, our own wisdom. We no longer trust our ability to navigate by the stars of our own inner truth. No case study will ever give that back to you. Rigorous analysis will not give you back your nerve. That is something you must take back, by instinct, and alone.

Like you, I was trained to believe, without question, that work was no place for the personal. Work was professional and feelings were personal. At the very least, bringing my feelings to work was "unprofessional"; if not worse, it was a symbol of my total ineptitude and lack of discipline. Objectivity and emotions were mutually exclusive. And yet today science tells us that objectivity is an illusion, that the observer affects the observed. That indeed, the observer is a part of the very

formulation of what we experience as the product.

For decades, we have fooled ourselves into believing that work was public and that our feelings were private; work was objective and our feelings were subjective. For decades we have lied to ourselves and each other in the hopes of preserving what we have all known, deep inside ourselves, to be that lie. To know the lie is one thing; to live it, day after day after day, will kill you. If not in body, then in spirit and in your desire to go on.

Work is nothing but personal, given that the only thing going on at work is people, like you and me, interacting with each other. And people are very personal. The perception that work is public and professional prevents us from achieving what we are looking for. Our perception must change first, and then the rest will follow.

The power that we all seek, the sense of being at the helm of shaping our own destiny, is in the questions, not the answers. The bigger the questions, the more life expands. Small questions make for small movements. Einstein knew that the big questions, especially the ones without answers, are what change the world. We have done the best that we know how to do. Now, given what we've learned and what's available for us to know, we have new and different tools to help us not only recognize our own potential but to be able to express it in a different way; to shape a new reality for ourselves, one that supports life, at work, at home and in our communities. The time has come for us to ask much bigger questions.

We are not helpless. We are people of dignity, integrity and courage. We have what it takes to build what we want, using the full extent of our resourcefulness which includes all of who we are, past and present. Our past is the platform on which we stand to move into the future. Without it, there are no lessons learned: no roots, no wisdom and no compassion, for ourselves or for others. The expanse of who I am to become resides in me, not outside of me, and it can only be freed by me. It's up to me.

[Louise LeBrun is the Managing Partner of Partners in Renewal Inc.(<http://www.partnersinrenewal.com>), a company providing education, facilitation and public speaking services in organizational change and career / life transition using the latest methodologies, including NLP and Quantum TLC(TM). She is a world-class educator, speaker and facilitator; as well as a published author (Fully Alive From 9 to 5!) and creator of the Women and Power audiotape series. She can be reached at wel-systems@canada.com. The following excerpt is taken from the book [Fully Alive From 9 to 5!](#) (ISBN 0-9685566 8-X).]

Subchapter Activities

Les Bois – David Hunter

On February 10th 2005 12-1pm, Les Bois Subchapter had a brownbag lunch and viewed “The Ten Commandments of Communicating with people with Disabilities” we had 5 attendees, but had a good response regarding the video presentation. Kelly Curry a member who attended was impressed by the presentation and all who attended had a fun time.

The subchapter provided Brownies, popcorn, and soda.

On March 8th 2005 12-1pm, Les Bois Subchapter had a brownbag lunch and viewed the video “Developing a Comic Vision”, presented by Tim Gard. We had 20 attendees at the meeting and I have never seen so much laughter in viewing a video presentation with Department staff. Nancy Vazquez, Boise Local office manager said she would like to have all her staff sees this presentation at their next available staff meeting. Eric Beck, IS manager said he would like to show the video to his staff also. The subchapter provided pizza and drinks and it seemed that everyone attending had a fun time.

On March 22nd 2005 10:30-11:30am Les Bois Subchapter was allowed to present “The Ten Commandments of Communicating with People with Disabilities” at the Interstate office’s staff meeting. All those present were impressed and shared examples of experiences they had with communicating with people with disabilities. 6 people were in attendance.

April 5th 2005 Les Bois Subchapter will present “If you can’t stand up, stand out” the Mike Schlappi Story

April 9th 2005 Les Bois Subchapter will complete CPR training provided by Red Cross of Idaho, we have 19 attendees scheduled for the training.

Panhandle – Nona Rambo

New families of deployed Idaho National Guard are using the Food Pantry. Recently, three families who had not yet taken advantage of the free food and supplies available through the Food Pantry visited and picked up needed articles. The Food Pantry is open two Saturdays a month. It is sponsored by the Panhandle Subchapter of IAWP and the Post Falls American Legion Post #143.

On February 7, the Panhandle Subchapter of IAWP treated the Bonners Ferry office of ICL to a pizza lunch. The informational lunch served as a “Thank You” to current members and as an invitation for non-members to join.

We have chosen a new book for our book group. We are reading The Deep Dark by Gregg Olsen. This book is about the 1972 Sunshine Mine disaster at Big Creek, Idaho. We have invited the author to our discussion. The Panhandle Subchapter invites everyone to read this book and participate. For people who cannot



Their husbands are in Iraq. Their daddies are in Iraq. Dependents of Idaho National Guard members join John Dunlap (American Legion Post 143 Commander) and Nona Rambo (IAWP Panhandle Subchapter President) at a recent Food Pantry.

attend the discussion, please email and questions or observations to Nona Nona.Rambo@cl.idaho.gov). The discussion date will be announced later.

White Elephant Auction! Our annual fundraiser is scheduled for 4/21/05! Donations for the auction (that unwanted Christmas gift you received or the “what was I thinking when I bought THAT?” item) are wrapped and auctioned to bidders who do not know what they’re buying.

Competition is fierce. The winning bidder gets to unwrap the prize. Most are pleased, some are ecstatic and some can only laugh at their new treasure. Funds raised from this event go to scholarships and other Panhandle projects.

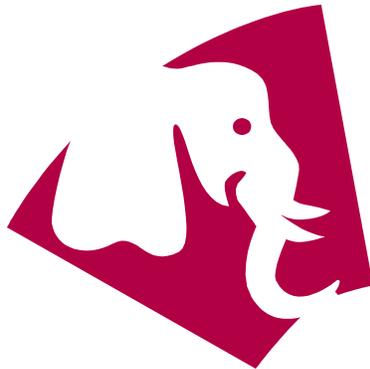
SAWTOOTH & SAGE – Linda Castaneda

The Sawtooth and Sage subchapter has been quite busy this quarter. In February, we had a great representation at the Spring Board Meeting in Boise, with 4 members representing our subchapter and state board offices.

On March 04, 2005, the Burley Office held an IAWP Brown Bag Luncheon. It was well-attended and we viewed the video tape, “IF YOU CAN’T STAND UP, STAND OUT.”

Our subchapter is again collecting eyeglasses, eyeglass cases and hearing aids. And we are still accepting donations. We will donate these to either the Kiwanis club or the Lions club in Burley. They will then distribute the items

to those people who cannot afford eyeglasses or hearing aids. Some of the local eye doctor’s donate their time to tagging each pair of glasses with the prescription it was made with. When someone requires a certain prescription, they are matched with the eyeglasses.



This promotion has been in effect from March 15, 2005 through April 15, 2005 but has been extended a while longer to allow us to collect all donations.

On March 11, 2005, the Burley office, met and viewed the video, “Who Moved My Cheese.” It was very educational and enjoyed by all in attendance.

We held a “White Elephant” silent auction on April 28, 2005, at the local Burley office of the Idaho Co. & Labor, to raise money for the sub- chapter and scholarships. In conjunction with that event the IAWP held a hot dog luncheon. Hot dogs and buns were furnished by IAWP. The local IAWP members brought salads and dessert to top off the event. A \$1.00 charge for the entire luncheon helped cover the cost of the hotdogs and buns. Several items were donated to the white elephant auction. Non-members also donated and participated in this event. All prizes were wrapped up and it was a very fun-filled lunch hour. IAWP members from the Magic Valley office also traveled to the Mini-Cassia office to participate in this event. It was very successful and grossed revenue of over \$100.00.

SEAPORT – Pat Paasch

The Seaport subchapter is on the move. On February 10 and February 11, 2005 the Grangeville and Orofino offices viewed the “Teaching Character” videos at a brown bag lunch. Moscow had scheduled to see the same video in March 2005. We are currently signing up folks to attend the Red Cross CPR and First Aid training and hope to have the class in April.

We awarded four \$50.00 scholarships for attendance at the state conference in Lewiston on May 5th & 6th. Our scholarships went to: Lauie Curry- Lewiston; Trish Reynolds-Orofino; Heather Sawyer-Grangeville; and Kris Yacks-Moscow.

We have one more scholarship that will be awarded on March 31, 2005.

This will be my last article for the items because I am retiring April 8th. However, Craig Smith from the Lewiston office will be taking over the leadership of the Seaport subchapter and Laurie Curry will be his assistant and will be in training to take over next year. However, I will see you at the state conference May 5 & 6.

**HAVEN'T
REGISTERED
FOR THE SPRING
CONFERENCE YET?**

**CHECK OUT
PAGE 12
FOR
REGISTRATION
FORM**

REMEMBERING A FRIEND....

William "Bill" Harris

Bill Harris, former President of the Idaho Chapter IAWP (known as IAPES then) died November 4, 2004. Bill was born in Yakima, Washington on September 2, 1922. During World War II Bill enlisted in the US navy and served his country for three years as a torpedoman on the USS Conway. After his discharge, Bill married his waiting sweetheart, Emo "Jean" Harris. Bill earned a business degree from Northwest Nazarene College in Nampa then moved to Moscow where he began his 30 plus years with the Department of Employment (Commerce & Labor). Bill joined IAWP in 1955 and served on numerous committees and as president 1980-1981. He attended the International Educational Conference in Wichita, Kansas where the convention theme was "80's – The decade for Progress." Bill retired from the Department in March 1992 as Benefit Technical Services Manager in the UI Benefits Bureau. Bill is survived by his wife of 58 years along with his son, daughter, 12 grandchildren and 5 great-grandchildren. Bill was a great person and will be missed by everyone that knew him.

IAWP Initiates a New High Tech Voting Process

David Washburn- IAWP District XIV Director

The International Association of Workforce Professional has developed a new high tech voting process that will go into effect this year. This new process will allow every member of IAWP in good standing a chance to vote for IAWP International officers and other IAWP International business resolutions and motions. Listed below are the details of this new

process presented by Charlie Maddox, IAWP International Credentials Committee Chairperson.

IAWP MEMBER VOTING RIGHTS AND PROCEDURES

ELIGIBILITY TO VOTE:

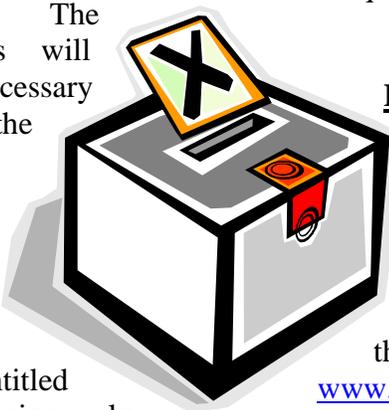
According to the **Standing Rules, Policies and Procedures Manual** of IAWP, Incorporated, *Section .0204 Annual Membership Fees; When Due* states: "Any member whose annual membership fees for any calendar years have not been received by the IAWP Administrative Office within one hundred twenty (120) days after the beginning of the membership

year shall be considered inactive and not entitled to exercise any rights as a member." The IAWP Administrative Office must receive all membership dues by April 30, 2005 to ensure each member's right-to-vote.

MEMBERSHIP CARDS:

The IAWP Administrative Office will issue a new membership card to each member. The card will be provided prior to the close of the voting period. Please watch for the envelope coming to you via the U.S. Postal Service marked **"Important: IAWP Membership Card Enclosed."** The new card will be sent to the address of record in the IAWP membership

data. If you or any of your chapter members are not receiving the *Workforce Professional*, please contact the IAWP Administrative Office with a correct address. These address corrections may be sent via mail at 1801 Louisville Road, Frankfort, KY, 40601; e-mail to: iapes@iapes.org; or fax to 502.223.4127. The membership cards will contain the necessary information for the voting procedure.



RULES OF THE ELECTION:

1. Each IAWP member is entitled to one vote, using only one method of voting.
2. You may use the paper ballot method or you may go on-line to vote at www.iawponline.org
3. Please mark the box beside the candidate for whom you wish to vote.
4. You may vote for one candidate for each office.
5. The voting shall commence on Monday, May 16, 2005 at 8 a.m. EDT and continue until Monday, May 30, 2005 at 5:00 p.m. EDT.
6. Paper ballots will be available on the first day of the annual meeting, Monday, June 6, 2005 at the 92nd IAWP International Educational Conference in Albuquerque, New Mexico, for those members entitled to cast a vote and who have not voted previously.
7. All ballots must be received by May 30, 2005 at 5 p.m. EDT to be included in the tally unless the member decides to

cast his/her vote according to rule number six.

8. The final vote will be tallied and the election results announced at the business session at the 92nd IAWP International Educational Conference on June 9, 2005 in Albuquerque, New Mexico.

PROCEDURE FOR VOTING ON-LINE:

Have your membership card available. Log in to the voting application at www.iawponline.org by following these steps:

USERNAME: Member Number
 PASSWORD: Last Name
 The voting application will allow you to select those candidates for whom you wish to cast your vote.

PROCEDURE FOR VOTING BY PAPER BALLOT:

1. The ballot must be completed and mailed to the IAWP Administrative Office, 1801 Louisville Road, Frankfort, KY, 40601, scanned and e-mailed to iapes@iapes.org, or faxed to 502.223.4127.
2. All ballots must be received by May 30, 2005 at 5 p.m. EDT to be included in the tally.
3. For those members entitled to cast a vote and who have not voted previously, paper ballots will be available on the first day of the annual meeting, Monday, June 6, 2005 at the 92nd IAWP International Educational Conference in Albuquerque, New Mexico.

4. The ballot that appeared in the March/April 2005 *Workforce Professional* is the only copy of the ballot you will receive.

"Courage is what it takes to stand up and speak; courage is also what it takes to sit down and listen."

-- Carl Hermann Voss, author & scholar of religion

People on the Move



New Hires
Jeffrey Viano.....0970
Anne St. Pierre.....0120
Brice Sloan.....0970
Carolyn Fritschle.....0670
Jennifer Hasenoehrl.....0170

Retirement
Cheryl Bailey.....0770
Evelyn Allen.....0370
Laura Gleason.....0790
Richard Johnson.....0970

Separations
Jose Macias.....0050
Grace Wieting.....0540
Russell Haakinson.....0760
Linda Henderson.....0760
Stephanie Gregory.....0020
Julie Pabst.....0250
Aaron Davis.....0970
Karen Shepherd.....0120

Have You Registered yet? You can register at the Conference!

Come Discover

The Magic

The Splendor

The Majesty

*Antique Stores
Shop 'til you drop!*



Fish, fish, and fish again!



Jet Boat up Hell's canyon

of

The Lewiston area

The site of our

2005 IAWP

Idaho State Spring Conference

May 5-6, 2005

Share a great experience!

The fun and networking opportunities start with the President's reception on Thursday evening at the Red Lion Hotel. Join us at the Elks Lodge the following day for a jam-packed agenda of terrific speakers, networking and educational experiences, and the annual statewide IAWP meeting. Friday evening's award banquet, also at the Elks Lodge, ends the event on a high note.

Come Celebrate

The Power In YOU!!

The Idaho Chapter of IAWP 2005 Educational Conference

Elk's Lodge ~ Lewiston
3444 Country Club Drive, Lewiston, Idaho

Registration Form

May 5-6, 2005

- Please print or type all information.
- Fees for registration should accompany this form. Please make checks payable to IAWP.
Mail to: Linda Castaneda, c/o Idaho Commerce & Labor, 127 W. 5th St. North, Burley, ID 83318

Participant Information

Name _____ Guest Name _____

Address _____

Work Location _____

Day Phone _____ Evening Phone _____

Emergency Contact Person _____

Day Phone _____ Evening Phone _____

I am a first time attendee at an IAWP (IAPES) Conference and wish to apply for one of the available scholarships to attend this Educational Conference.

I wish to request CDF Continuing Education Credit for attending the 2005 Idaho IAWP Educational Conference.

I am an IAWP Professional Development Program (PDP) Master.



Number of IAPES Educational Conferences that you have previously attended: _____

Received by April 15

Postmarked after April 15

Full Registration

\$50.00 = \$ _____

\$55.00 = \$ _____

Includes Presidents Reception on Thursday evening, Educational Program, Continental Breakfast Friday, Lunch on Friday, Snacks, and Friday evening Awards Banquet!

Award Banquet: Your choice of Baked Halibut & Prime Rib will be served Buffet Style...

Received by April 15

Postmarked after April 15

Partial Registration

\$25.00 = \$ _____

\$30.00 = \$ _____

Includes Educational Program, Continental Breakfast Friday, Lunch on Friday

Awards Banquet Guest

\$20.00 = \$ _____

\$20.00 = \$ _____

***Must attend with an individual who has purchased a Full Registration Package. The \$20.00 includes tax & tips.*

Room Rates & Availability at the Red Lion Hotel

Single rooms \$ 54.25 includes tax, \$ 70.52 double (up to 4 extra people, includes tax). Blocks of rooms at this rate will only be available **until April 15TH**. For reservations call (800) 232-6730 and let them know you are attending the Idaho IAWP Educational Conference. Please make your reservations early to assure room availability.