

ITEMS

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By email: lmccrae@cl.idaho.gov

The Power of Integrity

Lu Lineberry – Chapter President

Continuing on with the "Powers" in you, the next Power I would like to talk about is the Power of Integrity. Webster defines integrity as a firm adherence to a code of especially moral or artistic values, an unimpaired condition, or the quality or state of being complete or undivided. Simply put, it means uprightness of character or action, being honest. It implies a refusal to lie, steal, or deceive in any way. It also implies trustworthiness and incorruptibility to a degree that one is incapable of being false to a trust, responsibility, or pledge.

Why is it so hard to be a person of integrity? And why should it really matter? Sometimes lying makes our lives easier. If you want the day off, just call in sick. If your boss asks if you've finished a report, say you left it at home. And if an irate customer calls, just make up a good cover-up story. Sure, "technically" these are lies, but since no one is hurt, what's the big deal?

We tell ourselves that these sorts of lies are harmless. But are they really? Telling lies is like drunk driving. If we're lucky, we won't get caught and no one will get hurt. Still, drunk driving is wrong because it's irresponsible to recklessly endanger human life. Most lies are wrong because they recklessly endanger human relationships. What's more, lies are habit forming. The more lies we

tell, the easier it becomes, so we tell more lies.

Self-serving lies that help us get out of a jam or look better are like land mines. Many of them may lie dormant but, sooner or later, some of them will explode, damaging both credibility and reputation. The ethical duty to be worthy of trust does not bend to our needs, convenience or desire to avoid unpleasant consequences. Besides being dishonest, lying is disrespectful because it deprives the victim of true information needed to make sensible decisions.

Lies damage personal and business relationships because they generate suspicion and distrust. Once lied to, most people think, "What else will he lie to me about?" This is not a healthy basis for any relationship.

The word integrity comes from the same Latin root as "integer," or whole number. Like a whole number, a person of integrity is undivided and complete. This means that the ethical person acts according to his or her beliefs, not according to expediency. The individual is also consistent. There is no difference in the way he or she makes decisions from situation to situation; their principles don't vary at work or at home, in public or alone.

There is no more fundamental ethical value than integrity. We associate integrity and honesty with people of honor, and we admire and rely on those who are honest. But honesty is a broader concept than many may realize. It

involves both communications and conduct.

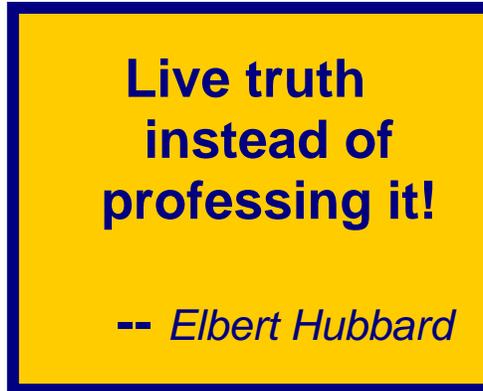
But let's be honest. Integrity is not for wimps. It's not easy being a good person of integrity. It's not easy to be honest when it might be costly; to play fair when others cheat or to keep inconvenient promises. It's not easy to stand up for our beliefs and still respect differing viewpoints. It's not easy to control powerful impulses, to be accountable for our attitudes and actions, to tackle unpleasant tasks or to sacrifice the now for later. No, being a person of integrity is not easy. That is why it is such an elevated goal and an admirable achievement.

For those in leadership positions, integrity is crucial! If you want to be an exceptional leader who motivates people to perform at peak levels, you must work constantly at building an **UNSHAKABLE CHARACTER**. Integrity is at the top of the character trait list. Doing what you say you will do. Be trustworthy. Keep your promises, be a leader that your people can always rely on. It is very clear that if you set a good example at the top, integrity will naturally trickle down.

When there's a gap between reality and ethical ideals, people of character don't surrender their ideals. They fight for them. They work to change the way things "are" to the way they "ought to be." And much more often than we realize, defective systems collapse at the first sight of principled resistance.

So, be honest, don't deceive, cheat or steal. Be reliable – do what you say you'll do. Have the courage to do the right thing. Build a good reputation. Be loyal – stand by your family, friends and country.

Be an employee with integrity. It gives you Power!



IAWP District XIV

14 FACTS

*David Washburn - District XIV
Director*

1. The Idaho Chapter was successful in their bid to hold the 2007 IAWP International Educational Conference in Boise, Idaho. The conference will be held in Boise, Idaho at the Grove Hotel and the Boise Convention Center in June 2007.
2. The IAWP International Board of Directors meeting was held on November 6 and 7 at the sight of the 2005 IAWP International Educational Conference in Albuquerque, New Mexico. District XIV Director, David Washburn and Educational Steering Committee Chair, Nancy Upchurch attended this meeting.
3. Electronic IAWP voting will be initiated in 2005 on the International level. Voting will

be done by e-mail with other voting options also available including casting your vote at the annual conference and voting by regular mail. More details will be coming in the future.

4. All Chapters in District XIV need to make sure they have transmitted the e-mail addresses of their members to the International IAWP Executive office as soon as possible if they have not already done so.
5. The International Board of Directors decided to discontinue the Teen IAWP Annual Educational Conference activities for the 2005 Conference because of liability concerns brought about by the IAWP Insurance Company.
6. Remember, it is time to get award nominations started and completed to assure your fellow IAWP members and the Chapters of District XIV receive the deserved recognition on all levels. The deadline for award nominations to be submitted to International is March 1, 2005.
7. The chapters of District XIV are all challenged to submit awards in all International IAWP award categories and receive the International IAWP Big Ten Award Recognition for the 2004 award year.
8. The Idaho Chapter continues to work on establishing a new IAWP Chapter in the Republic of Korea.
9. Ronald Sohnrey is the new Oregon Chapter Legislative Committee Chairperson. Welcome Ronald.

10. Remember to recruit as many new IAWP members for the 2005 membership year and help District XIV grow and become even stronger.
11. The Oregon Chapter presented an IAWP Statewide Awareness Day on December 1, 2004 that promoted IAWP and the many benefits of being an IAWP member.
12. Mark your calendars for the 2005 IAWP International Educational Conference to be held in Albuquerque, New Mexico on June 5 –9, 2005. Let's set a record for attendance from District XIV at this conference.
13. The 2005 IAWP International Educational Conference registration form is published on page 9 of the November – December 2004 issue of the Workforce Professional. Sign up today!
14. Happy Holidays and a very successful New Year to everyone in IAWP District XIV from your District XIV Director.



HAPPY HOLIDAYS!

Subchapter Activities

Panhandle – Nona Rambo

The Panhandle Subchapter of IAWP beat last year's total! We collected \$610 for the annual Food Convoy to the State Veterans Home in Lewiston. By buying food through Second Harvest Food Bank, that money bought over \$6,000 worth of food. Robert Shoeman, Coeur d'Alene's LVER accompanied the convoy to Lewiston. American flags lined the entry to the home as the convoy of 27 vehicles as well as a police escort delivered the food to the residents. The convoy took place on October 15, 2004.



Participants in the food convoy enjoyed lunch with the residents of the Veterans Home.

When was the last time YOUR office manager gave a cheer for Idaho Commerce and Labor and then did the splits? Well, if you work in the Coeur d'Alene office, that very thing happened on October 29, 2004. At the judging for the IAWP sponsored Halloween costume contest, Head Cheerleader, Jo Ann Edmiston lead us in a cheer, did the splits AND was able to get up and walk!! (Yes, she won a

prize!) Other winners included a flapper from the Roaring Twenties, Annette Funicello, the tooth fairy, a strummin' and singin' parrothead (Jimmy Buffett fan) and Martha Stewart (who escaped from jail to attend the event).

On November 5, 2004 about 30 staff members in the Coeur d'Alene office viewed and discussed the video, *The 10 Commandments of Communicating with People with Disabilities* during the staff meeting from 8:00 a.m. to 9:00 a.m. The video received rave reviews from the staff members.

We are in the news! Our Food Pantry made headlines in both the American Legion Dispatch (a national publication for the American Legion) and the local newspaper, The Coeur d'Alene Press. The Food Pantry serves dependants of the area Idaho National Guard members who have been deployed. IAWP members and American Legion Post 143 open the pantry doors the second and fourth Saturday of each month. Recently, we received a \$10,000 donation from an anonymous donor and since the article in the local paper, other



Halloween festivities in Coeur d'Alene

donations have rolled in. The Pantry will function as long as the troops are deployed.

What's the easiest way to learn more about Commerce and Labor and have a way to win a cash prize? Join the Panhandle Subchapter in the annual agency quiz! This year Kathryn Tacke and Dawn McLees developed the questions. Kathryn emails the questions to the participants who in turn email the answers back. For each correct answer, that person's name goes into a hat and three winners will receive a cash prize. In fact, all participants are winners because they learn about the agency and how to navigate our intranet!

The Panhandle Subchapter is working with Santa to bring some Christmas joy to some children in the CASA program. Individuals will supply Christmas presents to children who might otherwise be left out.



A family collects food from the IAWP/America Legion Food Pantry.

SAWTOOTH & SAGE – Linda Castaneda

On November 13, 2004, the Sawtooth and Sage Chapter of IAWP's helped sponsor the 3rd annual Human Rights Task Force Educational Conference in Burley, Idaho, at Connor's Cafe. The Conference was a huge success. There were a total of 56 people who attended the conference which ran from 9:00 a.m. till 3:00p.m. with a working lunch. Drawings for raffle prizes were held for the IAWP members and other attendees.

Linda Castaneda presented a film, "The 10 Commandments," which everyone enjoyed very much according to the reviews. Cheryl Harrington introduced Linda and spoke about IAWP and what we stand for and passed out pamphlets on how to contact us if anyone is interested in joining. Pam Heward made a presentation on how to treat people with disabilities. She, herself is in a wheelchair and it was great to learn from a person who deals with this every day of her life. She made an excellent presentation while providing us with some very useful pointers. Sonya Rosario, the President of WOCA, Women of Color Association, from Boise, Idaho, also spoke on how to bring everyone together and how not to separate one race or different type of person from another. Very interesting! Our main speaker traveled here from the State of Washington just for this conference. Her name was Marisa Smith PHD., from the United States Department of Health & Human Services Office of Civil Rights. Anyone who did not join

us that day missed out on an excellent conference. IAWP was proud to help sponsor this educational event.

SEAPORT – Pat Paasch

Tis' the Season. The Seaport subchapter is busy doing Christmas community service activities.

Lewiston donated new books for the Wish Book project. The YWCA will be giving out the books as Christmas gifts to families chosen for Christmas baskets.

Moscow is adopting children through the "Christmas for Kid Inc" and will be purchasing gifts for children

Orofino is sending gift packages to our armed forces in Iraq Grangeville will also be doing a community service project for their community.

Pam Pearson who has been our subchapter Vice President is taking a position in the administrative office in Boise and will be working with Bob Harris. We will really miss her energy, organization skills, and ideas.

One Wednesday, December 8, 2004 the Seaport subchapter hosted a one hour education program called "Building Character & Ethics". It was geared toward those that work with youth but those that attended felt it applied to everyone. There was a handout that generated some really good conversation about how to measure the qualities of character & ethics.



Treasure Valley – Milt Smith
The Treasure Valley Subchapter held a Halloween Costume contest. Overall Winner was Leah Osborn.

Canyon County Office hosted the Subchapter November monthly meeting. A very informative and educational video by Michael Josephson was shown entitled “Making Ethical Decisions.” Michael Josephson discusses ethical values and decision-making techniques as he explores the everyday pressures and rationalizations that can compromise our integrity. This was an excellent video that teaches people how to find their way through difficult issues to find successful choices.

People on the Move



New Hires

Jennifer Nye.....0970
Robert L “Bob” Smith.....0610
Ronald Dombroski.....0640
Julie Howard.....0970
Dale Belnap.....0270
Linda Olivas.....0080
Nicholas Lindholm.....0270
Kimberly Ellis.....0540
Michelle Garcia.....0540
Danielle Ring.....0040
Julie Pabst.....0250
Robert Penney.....0370
Susan Deemer.....0030

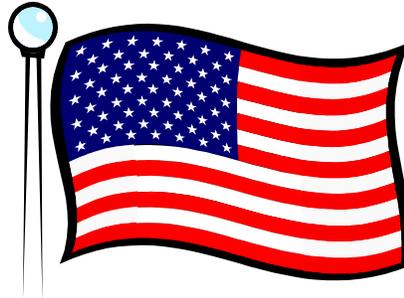
Promotions Gale Doores

Disability Program Manager 0540

Separations

Michael Davidson.....0650
Debbie Pence.....0240

Dale Langford.....0810
Glenn Thompson.....0210
Marlene Casey.....0120
Wendi Gibbons.....0540
Norma Douglas.....0390
Miriam Dance.....0270



Veteran’s Corner

David Pafford – Veteran’s Chair

One of the best Christmas gifts we may offer a Veteran and their family is the ability to answer questions or make the appropriate referral to experts or Agencies in place to serve their immediate needs. Please review each one, and build your own ready list of resources. Accurate, timely information is often the best present that someone could receive during the Holidays. This list is certainly not all inclusive!

“FirstGov” is a One-Stop Shop” for looking for information from the U.S. Government.

www.firstgov.gov

Benefits for Dependents and Veterans 2004 Edition, Veterans Affairs (VA)

<http://www1.va.gov/opa/vadocs/currency/benefits.htm>

Veterans Employment & Training Service (VETS), U.S. Department of Labor (USDOL)

www.dol.gov/vets

“E-VETS Resource Advisor”, a labor market information tool created by U.S. Dept of Labor to help Veterans and their families sort through information available on the InterNet.

www.dol.gov/elaws/evets.htm

“VetGuide”, a plain language explanation for Veterans who want to consider careers with the Federal Government. It gives a great explanation of VETERAN PREFERENCE in the Federal Government.

www.opm.gov/veterans/html/vetguide.asp

“HireVetsFirst”, a website sponsored by the President’s National Hire Veterans Committee. Good resource for employers looking for assistance in finding qualified Veterans and researching available incentives to hire them. Also, Veterans can utilize the Resume Writer and Military Skills Translator.

www.hirevetsfirst.gov

“The Center for Women Veterans” was created by Veterans Affairs (VA) to offer female Veterans their own specialized resource for information.

www.va.gov/womenvet

“Directory of Veterans Service Organizations” is a great place to locate many chartered/non-chartered National and/or State Organizations registered to provide representation of Veterans and their families throughout the entire spectrum of government (such as VFW, American Legion, etc). Sponsored by the Veterans Affairs.

www.appc1.va.gov/vso

“National Association of County Veterans Service Officers, Inc” (NACVSO) is a directory of nearly every County VSO in the United States. These Service Officers will apply specialized knowledge to meet needs of the Veteran or his family members.

www.nacvso.org

“Idaho State Veterans Services” located in Boise, ID provide Veterans, their families and survivors benefit advocacy, quality long-term care (ID Veterans Homes) and dignified interment services (ID Veterans Cemetery).

www.idvs.state.id.us

“Idaho State Committee Employer Support of the Guard and Reserve” (ESGR). Their mission is to develop positive relationships between employers and those employees who serve in the Guard and Reserve.

www.idaho-esgr.org

“Idaho Veterans Affairs (VA)” will provide a vast array of information to Veterans.

www.vba.va.gov/ro/west/boise/RO_INFO.htm

“Idaho Division of Human Resources” is where Veterans may look for State job announcements. Also, it explains VETERANS PREFERENCE in State and other municipalities’ career opportunities.

www.dhr.idaho.gov

“Idaho Small Business Administration (SBA) in Boise works with small business owners through counseling and financial/procurement assistance, at no cost. www.sba.gov/id

“Idaho Department of Education, Bureau of Federal Programs” helps Idaho’s Veterans locate information on State Licensing, Certification and GI Bill eligibility. www.sde.state.id.us/fedpro/veterans.asp



“Thomas Legislative Information on the Internet” is an excellent research tool. Veterans can find current or past national legislation (bills, public laws and other regulations) that impacts their benefits or quality of life.

<http://thomas.loc.gov>

“National Archives and Records Administration (NARA)” is a great place to help Veterans order a copy of their discharge certificate (DD214) or medical/personnel records.

www.archives.gov

Feel free to add more, as you acquire experience providing our Veterans quality labor and employment services!

MARK YOUR CALENDARS!

Plan now to attend a GREAT state conference this coming spring, May 5th & 6th, 2005, to be held in the exquisite city of Lewiston! This bordering community of ID and WA is an area to fall in love with. The Lewis-Clark Valley is located in North Central Idaho at the confluence of the Snake and Clearwater Rivers.

Warm weather and mild winters allow golfing all year. Lewiston's climate is normally mild. At an elevation of 735 feet above sea level, Lewiston has a unique micro-climate for this region and is conducive to the introduction of a number of exotic deciduous and conifer tree species. It is often referred to as the "Banana Belt" due to the area's low elevation. While most of the inland Northwest is covered in snow and frost, golf courses in the valley are open for business. A person can golf every month of the year (a few locals play nearly every day) on one of the four 18-hole courses in the valley.

The Seaport subchapter will host the conference at the Red Lion and Elk’s Lodge. A fantastic program is planned. So put the date on your calendar, and make those arrangements! We want to see you there!

IAWP International Friends and Acquaintances

*David Washburn -
International
Development Committee
Chairperson*

Woon Bae Jeon from the Republic of Korea attended the 2004 IAWP District XIV Annual Educational Conference in Post Falls, Idaho, on September 23 -25, 2004. Mr. Jeon is the Labor Attaché for the Embassy of the Republic of Korea in Washington DC. He graduated from the Dongguk University in Seoul, Korea with a degree in Economics in 1986. In 1989 he completed graduate school at Dongguk University with a Master's Degree in Public Administration. Mr. Jeon received his second Master's Degree in Industrial Relations from the University of Wisconsin in Madison, Wisconsin in 2000.



Mr. Jeon began his career in 1986 as the Deputy Director of the Ministry of Labor - Bureau of

Industrial Relations, Labor Policy and Budget Administration and worked there for the next 11 years. In 1997, he became the Director, Ministry of Labor - Labor Management Consultation Division. Mr. Jeon worked at the Blue House (equivalent to our USA White House) as a Labor Officer at the Office of the Blue House Chief of Staff in 2000 and 2001. He became the Head of the Ministry of Labor, at Kangnam, Seoul's Regional Labor office in 2001.

Mr. Jeon became the Labor Attaché for the Embassy of the Republic of Korea in Washington DC and he has served in this position since that time. He has about 15 months remaining on his 3 year tour of duty at the Embassy in Washington DC. Mr. Jeon was invited to participate in the 2004 IAWP District XIV Educational Conference held in Post Falls, Idaho and he graciously accepted the invitation and gave a very interesting and informative presentation on the labor and trade situation in South Korea. He indicated that he enjoyed his first IAWP experience very much, and felt that the members of IAWP District XIV were very friendly. Mr. Jeon was presented with an IAWP membership and became the first member of IAWP from the Republic of Korea. He is currently listed as a member of the Idaho Chapter of IAWP, until a new chapter of IAWP is formed for the Republic of Korea.

Mr. Jeon and Idaho Chapter International Development

Committee Chairperson, David Washburn are working together to establish a new Republic of Korea Chapter of IAWP.

Woon Bae and his wife, Won Hee Park, have two children, a daughter in the 10th grade and a son in the 7th grade. They all have been enjoying their life in Washington DC the past 2 years. Woon Bae and his family love to travel and enjoy sightseeing in the mountains very much. Some of the places they have traveled since coming to Washington DC include: Niagara Falls, Orlando, Florida, New York City and they are planning to travel to the Canadian Rockies and visit Banff, British Columbia this summer. Woon Bae enjoys playing golf and tennis. He is an avid golfer and plays golf with his wife just about every Saturday, even as late in the year as November and December.

The Idaho Chapter of IAWP, District XIV and IAWP International all extend a warm welcome to Woon Bae Jeon, the first member of IAWP from the Republic of Korea.



**MERRY
CHRISTMAS**

Did you know the Idaho Chapter IAWP has a Library?

The library has books, tape cassettes, and videos with a wide range of variety. Here are the newest titles that have been added this year:

Let's Get Involved – Michael Josephson – This video answers five fundamental questions about “CHARACTER COUNTS”.

Making Ethical Decisions –

Michael Josephson – On this video, Michael Josephson discusses ethical values and decision-making techniques as he explores the everyday pressures that can compromise our integrity.

The Ten Commandments of Communicating with People With Disabilities - The Ten Commandments is an excellent tool for "disability awareness" training.

A complete list of materials and the check out form can be found in the “Training Library Collection” on the Public Folders.

Legislative Update

Joel Dixon – Legislative Chair

CONGRESS APPROVES PROJECTS FOR NORTH IDAHO - Includes Rathdrum Prairie Aquifer study, US 95 improvements

WASHINGTON, D.C. – The Conference Report for the Omnibus Appropriations bill which passed both houses of Congress Saturday included dozens of important Idaho projects. The state is represented by two members on the Congressional Appropriations Committees that wrote the bill -- Senator Larry Craig and Congressman Mike Simpson. They, along with Senator Mike Crapo and Congressman C.L. “Butch” Otter, all worked on the projects as a united Idaho Delegation, and praised the bill’s support for the projects.

The Omnibus legislation includes virtually all discretionary federal

spending for Fiscal Year 2005, except for defense and homeland security spending. To keep the bill fiscally responsible, Congressional leaders and the President agreed to essentially freeze spending, overall, at the same level as that for 2004. Included in the Omnibus were several projects important to North Idaho, including, but not limited to:

- Technology to Improve Safety and Shelf-Life of Idaho Agricultural Commodities – \$829,000
- Idaho One-Plan – A unique collaboration to assist Idaho farmers and ranchers in their natural resource stewardship responsibilities - \$200,000
- Grass Seed Cropping for Sustainable Agriculture Research, University of Idaho – \$407,000
- Idaho’s Strategic Plan for Managing Noxious Weeds – \$1,000,000
- Burbot Conservation Strategy – \$150,000

- St. Joe Basin/Mica Creek forest conservation easements – \$3,000,000
- University of Idaho Mica Creek Collaborative Working Forests Project – \$250,000
- Spokane Valley – Rathdrum Prairie Aquifer – \$2,150,000 (\$500,000 from Interior appropriations, \$1,650,000 from VA-HUD and Independent Agencies appropriations)
- Legislative authority for the Forest Service to purchase the General Services Administration building in Sandpoint
- Continue Idaho participation in the Criminal Information Sharing Alliance Network – \$750,000
- Rural Idaho Water Projects (Including Bonner’s Ferry, Spirit Lake, and Coolin) – \$3,750,000
- Upgrade US-95 from Worley to Mica – \$3,000,000
- Upgrade US-95, Mile Post 536 to the Canadian Border – \$1,500,000

- Dover Bridge in Bonner County – \$1,500,000
- Transportation technology for Variable Dynamic Message Signs and real-time incident reporting – \$2,250,000
- North Idaho Rural Health Consortium – Telemedicine – \$500,000
- Caring Foundation for Children, to implement a program of enrolling low-income children in underserved, rural areas, in dental care (Idaho and Utah) – \$300,000
- Development of radiation-tolerant ultra-low-power electronics (University of Idaho) – \$1,000,000

Please call any of the Congressional offices for more details on these projects.

For more information on the Appropriations Process, please read Senator Craig's [Appropriations Process Issue Brief](#).



January 22nd is the Deadline for January Jumpstart

January Jumpstart is a International competition that recognizes membership efforts.

There are 3 categories:

- the highest percentage increase in total membership as compared to the previous year's total
- the most new members
- the highest percentage of renewals

We won the highest renewals in for 2004!

All recruitments from now until Jan. 22nd count!

SO...LET'S GET JUMPIN!

House-Senate Conference Committee Approves FY 2005 Labor-HHS-Education Appropriations Conference Report (As part of FY05 Omnibus Appropriations Conference Report)
 Figures listed below are subject to a .8% across the board reduction

A House-Senate Conference Committee has approved the fiscal year 2005 Labor, Health and Human Services, Education and Related Agencies Appropriations Conference Report. The Joint Explanatory Statement from the conference report as well as the legislative text is available on the Workforce ATM. Highlights of the bill are below: Bill Total: \$143.307 billion

Dislocated Workers -- The conference report provides \$1.479 billion, an increase of \$25 million over the 2004 enacted level, and \$96.3 million over the Administration's request. States use these funds for rapid response assistance to help workers affected by mass layoffs and plant closures.

Community College Initiative -- The conference report provides \$250 million for a new community college initiative. Funds used for this initiative should strengthen partnerships between workforce investment boards, community colleges, and employers, to train workers for high growth, high demand industries.

Job Training -- The conference report contains \$5.362 billion for this nation's job training programs, an increase of \$216 million over the fiscal 2004 enacted level. The bill includes: \$898 million for adult job training, \$76.9 million for the migrant and seasonal farm worker program, \$994 million for youth training, and \$70 million for ex-offender programs.

Job Corps -- The conference report increases Job Corps by \$18.6 million for a total of \$1.560 billion.

Child Labor -- The conference report includes \$94 million for the International Labor Affairs Bureau, to continue international child labor protection activities.

Worker Protection Programs -- The conference report includes \$281.5 million for mine safety, \$468.1 million for OSHA and \$251.9 million for the National Labor Relations Board, \$404.3 million for employment standards, and \$132.3 million for employee benefits security, for a total increase of \$53.2 million over last year.

Honesty is the best policy; but he who is governed by that maxim is not an honest man.
 -- Richard Whately (1787-1863)

