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Tenacity – The Mark of a Triumphant Spirit

Lu Lineberry – Chapter President

As a small reminder, our IAWP theme this year is "The Power in You", and the next "power" I want to highlight is **Tenacity**. What exactly is tenacity? Tenacity is the ability to stand strong – to tough it out, to stand in obstinate persistence and to be immovable in commitment and purpose. It is synonymous with resolve and firmness. In the ever-changing world today it takes firm resolve or tenacity to stick to something or be committed enough to care about seeing end results. Not quitting on the way to the goal transforms us. It's about who we become by taking the journey. We saw a great example of this last summer during the Olympics. The Olympics are about all that is right about the human spirit. The Olympics showcase a group of people who were willing to go for it. People who refused to quit when the going got tough. Here are a few examples of others who refused to quit when the going got tough. I'm sure you will recognize most, if not all of these folks:

***Albert Einstein** did not speak until he was four years old and did not read until he was seven. His teacher described him as "mentally slow, unsociable and adrift forever in foolish dreams."

***Thomas Edison's** teachers said that he was "too stupid to learn anything."

***Winston Churchill** failed sixth grade. He did not become Prime Minister of England until he was 62.

*An expert said of **Vince Lombardi**: "He possesses minimal football knowledge. Lacks motivation."

*A newspaper editor fired **Walt Disney** for his lack of ideas. He also went bankrupt several times before he built Disneyland.

***Richard Hooker** worked for seven years on his humorous war novel M*A*S*H, only to have it rejected by 21 publishers.

***Henry Ford** failed and went broke five times before he finally succeeded.

*The teacher of **Enrico Caruso**, the famous opera singer, said that he had no voice at all and could not sing.

*The Sculptor, **Rodin**, was described as the worst pupil in the school. His father called him an idiot, his uncle said he was uneducable, and he was denied admittance to art school three times.



Sometimes the greatest challenge is to continue to believe in ourselves when others don't. It helps if we can keep our focus on the good that we do for our customers and clients, and look towards our successes. Be smart, prepared, and UNSTOPPABLE in your quest for achievement and success. One of the great rules for success is to recognize that EVERYTHING COUNTS.

Everything we do either helps us or hurts us. Everything either adds up or takes away. Everything either contributes to our success or moves us away from it. Nothing we do is neutral.

Every great success is ultimately the triumph of persistence. When we develop the quality of resilience we will always bounce back, continue on and become unstoppable.

Researchers in New York have found that people that set clear cut written goals for themselves, and refuse to quit, will bounce back from any setbacks and achieve their goals 95% of the time. In other words we can achieve any goals we set for ourselves as long as we keep on keeping on, and refuse to allow the inevitable setbacks and disappointments to dissuade us from our course. Becoming unstoppable only happens when we develop resilience.

When we face a challenge or a struggle on the way to our dreams, we need to face it and apply tenacity. It will only strengthen us. I suggest you look the challenge square in the eye and say, "You will NOT defeat me!" And THAT, my friends, will be the making of a triumphant spirit!

Believe in yourself! Have faith in your abilities! Without a humble but reasonable confidence in your own powers you cannot be successful or happy.

*Norman Vincent Peale -
US clergyman (1898 - 1993)*

IAWP 2004 District XIV Educational Conference Held in Post Falls

David Washburn – District XVI Director

The members of IAWP District XIV enjoyed two exceptional nationally known speakers plus a very informative International panel with representative from Japan and the Republic of Korea at the 2004 IAWP District XIV Educational Conference held in Post Falls, Idaho on September 23 – 25, 2004.

The conference started out on Thursday evening with the District Director's reception with great networking opportunities

and time to meet old friends and make new friends. The evening ended with a festive and delicious Greek dinner at the Whitehouse restaurant.

The educational events started Friday morning, with a parade of

Country and State flags brought in by the dignitaries from Japan and the Republic of Korea and the District XIV Chapter Presidents from Alaska, Idaho, Oregon, Montana and Washington. The parade of flags was concluded with a Scottish Color Guard that included a bag piper and Past International IAWP President Darrel Wallace from Washington, in full Scottish attire, bringing in the American flag. Idaho Commerce and Labor Director Roger Madsen, IAWP Idaho Chapter President Lu Lineberry and IAWP District XIV Director David Washburn all gave opening and welcoming speeches to get the program started.

The Friday morning educational session was presented by author/speaker, Ridgely Goldsborough from "A View from the Ridge" out of Florida. He gave a three-hour presentation titled "A Little Bit More Can Take You a Really Long Way". Ridgely discussed and illustrated how doing just a little bit more can enable your success in all that you do. He gave many real life

examples on how a little bit more has brought success.

The attendees of this conference all enjoyed a delicious luncheon of Idaho Potatoes with all the fixings. During the luncheon the

there was a very informative presentation by Lisa Edens from the Boise Convention and Visitors Bureau on Boise, Idaho's bid for the 2007 IAWP International Conference and an informative presentation by Catherine Leapheart, IAWP International



Secretary/Treasurer and NASWA Past President with the latest on these two organizations.

The Friday afternoon's educational session was presented by marketing genius, Dave Lakhani from Bold Approach out of Boise, Idaho. He spoke on productive and creative team building and finished up the educational sessions for the day with an excellent session on how to effective market professional organizations such as IAWP.

Friday evening the attendees boarded the Westcoast River Queen for a cruise up the Spokane River while socializing and eating a delicious dinner. During the cruise we were all treated to some great entertainment provided by Dave Lewis from the Coeur d'Alene local office. He sang a variety of folk tunes as he played his guitar and provided a great riverboat atmosphere. The cruise lasted just over two hours and everyone had a great time and they were sad to see it end.

Saturday morning the 2004 District XIV Conference concluded with the annual District XIV general membership meeting. The business of the District was conducted which included an activity report from each one of the chapter presidents. The annual District XIV awards were also presented. The Idaho Chapter won the District XIV Chapter Achievement for attaining the highest number of chapter achievement points of the chapters in District XIV on the International level. The Oregon Chapter was awarded the District XIV membership for having the greatest increase in membership over the past year.

Overall the 2004 District XIV Educational was a resounding success and the participants benefited by great educational and networking opportunities.

Did You Know...



Pam Pearson – Education Chair

That some state laws provide for the payment of Unemployment Insurance Dependant allowances. While the definition of a compensable dependent varies among states, generally the dependent must be wholly or mainly supported by the claimant, living with or receiving regular support from the claimant. Of those states with dependent allowances, all include children under a specific age, and in some states, only children are recognized as dependents.

The amount of the dependent's allowance is generally a fixed sum, but in a few states the allowance is determined not only by the number of dependants, but also on the amount of earnings in the claimant's base period. All states have a limit on the total amount of the dependents, allowance payable for any week, either in terms of dollar amount, number of dependents, percentage of average weekly wage or of high quarter wages, or percentage of basic benefits. In most states, the dependent's allowance increases the maximum amount of benefits payable in a benefit year for all claimants because the allowance is added to

the basic weekly benefit so long as it is payable. Idaho is **not** a participating state.

For these and more interesting facts, please refer to the Tax and Benefits Specialist Resource Guide of the Professional Development Program. You don't have one of those you say? Please refer to the PDP Challenge on **page 6** of this newsletter! The Professional Development Program is a great way to become more familiar with our Workforce Systems.

On the River

Nona Rambo - Panhandle

- Remnants of the Mullan Trail loom above the Clark Fork River.
- The jagged rocks of the Alberton Gorge show that the narrow canyon was formed quickly when water breached the ice dam of Glacial Lake Missoula.
- If it feels like you're going out of the raft, don't try to hang on. Your Personal Floatation Device will bring you to the surface quickly so that you can float (feet first) down stream until the raft catches up with you.



On August 14, 2004 a raft full of IAWP members and guests (seven of us in all) met at 10:00 a.m. near Superior, Montana for our second annual raft trip on the Clark Fork River. After our initial instructions on safety and a check of our floatation devices, we hit the river. We soon learned basic paddle techniques and had a review of left from right (it took

some of us longer to learn that second lesson!).

On the tranquil stretches of the river we soaked up the sun and learned about the geology, history, flora and fauna of the area. The Alberton Gorge was carved relatively quickly by flooding from Glacial Lake Missoula. Our guide explained how this was different from the slower carving of the Grand Canyon.

High above us, remnants of the Mullan Trail were pointed out. In the early 1860's, Army Lieutenant John Mullan and his crew constructed a 642-mile wagon road linking the westernmost navigable waters of the Missouri River at Fort Benton with the easternmost navigable waters of the Columbia River at Walla Walla, Washington.

Eagles and osprey fish in the waters. Bear and deer are often seen from the river.

We were all able to use the safety precautions we were given at the beginning of the day because everyone ended up in the water. Nobody minded. It was a hot day and the cool water was refreshing!



Aft er about 4 ½ hours our group emerged from the river a little tired but more invigorated. There's no better way to spend a hot summer day!

Subchapter Activities

Panhandle – Nona Rambo

What's the best way to cool off during the hottest days of the year? GO RAFTING! IAWP members and guests took advantage of the hot weather by rafting through the Alberton Gorge on the Clark Fork River in Montana on 8/14/04. On the trip (organized by the Panhandle Subchapter), Wiley E. Waters

(<http://www.riverrafting.net/>) took us through some beautiful and historic country. Everyone (including the guide) ended up in the river at least twice. (If you see your IAWP State President with just one shoe, know that the other one is still in the Clark Fork River. To her fellow rafters, she's known as One-Shoe-Lu!) In all, it was a perfect way to spend a very hot day!

Until our troops return! That's how long our food pantry will be in business. The second and fourth Saturdays of the month are Food Pantry days. The Panhandle Subchapter of IAWP and the local American Legion Post sponsor the pantry where the dependents of our deployed Idaho Army National Guard can stock up on food and other supplies. "Our cupboard was almost bare!" commented one of the dependents at a recent pantry day. She and her kids stocked up on enough food to see them through the next two weeks. Recently, on an average, over forty families are being served on each food pantry day.

Remember Our Troops is more than just a slogan! David Pafford coordinated the Our Troops Need This Stuff project to collect items to send to our troops overseas. The LARGE container quickly filled to the brim with snack foods, drink mixes, toiletries and reading material. The items were sent to our troops in Iraq. Thanks to David for coordinating the drive and thanks to everyone who contributed! We plan to have more of these packages sent at later dates.



The Panhandle Subchapter of IAWP kicked off the food drive to help the residents of the Veterans Home in Lewiston by donating a \$100 check. We are collecting food and cash (money can be used at Second Harvest Food Bank

where \$1 buys approximately \$10 worth of food!) for the North Idaho food convoy on October 15. Robert Shoeman and David Pafford (Vet Reps and IAWP members) will join the convoy to Lewiston.

Sharpen your Commerce and Labor skills! Dawn McLees and Kathryn Tacke are keeping us on our toes. They have prepared questions related to our work. Each day, a new question is emailed to staff in the panhandle. Those who choose to participate reply to the email with an answer. Their name goes into a hat. At the end of the quiz, names will be drawn and cash prizes will go to three participants. Participants benefit from learning more about

Commerce and Labor, hone their research skills and have a chance at winning a prize.

As this newsletter goes to press, the Panhandle Subchapter is planning some future activities. For Halloween, we will sponsor the annual costume contest and also have a pumpkin carving contest this year. We are also planning another Christmas project to help some needy people in our area.

SEAPORT – Pat Paasch

The Seaport subchapter donated items and put together a gift basket for the raffle at Dist. XIV. Several members attended the Dist. conference and really enjoyed the speakers, beautiful location, and activities. Great Job David Washburn!!

Seaport has requested and has been granted an educational grant from the state chapter to do a second round of educational lunches in October. The topic will be TEACHING ETHICS.

In November and December each of the Seaport offices will be working on a Christmas community service project.

It has been a very productive year for the subchapter. We have had fun, learned, provided service to our community, and promoted IAWP.

Kellye Sharp, an IAWP member became the manager of the Lewiston office in August 2004. Kellye has always been supportive of IAWP and we look forward to working with Kellye!

Treasure Valley – Milt Smith

Members of the Treasure Valley Subchapter collected Back to School supplies for a local school to disperse to underprivileged children. Several large boxes of various items were collected throughout the month of August and part of September, and donated shortly after school started. An email from the counselor of the school expressed her appreciation for the donations, saying that many of the items had already been given out. This has started to become a tradition in the Treasure Valley Subchapter area, and we hope to be able to continue this year after year.

The Canyon County Local Office was the sight for the Treasure Valley Subchapter's September meeting. A video titled "Ride Your Fears to Your Dreams" was shown. This video was a presentation by renowned speaker/author Ridgely Goldsborough and teaches how to get fear under control and use it to fuel a person's ultimate goals. It was educational, entertaining, and sometimes funny, and left us wanting more.

The Treasure Valley Subchapter will be hosting a costume contest for Halloween again this year. Participants from the 4 local offices will compete for prizes yet to be announced.



People on the Move



New Hires

Beatriz Rumfield.....	0790
Bronwyn Patterson.....	0150
Carol Hyatt.....	0770
Catherine Scott.....	0540
Danielle O-Connor.....	0540
Elizabeth Jenkins.....	0540
Enedina Guzman.....	0080
Grace Wieting.....	0540
Gregory Schweitzer.....	0030
Gregory Vaughn.....	0540
Jana Chalfant.....	0970
Jennifer Potcher.....	0670
Joanna Story.....	0150
Joseph Colflesh.....	0050
Joshua Servatius.....	0540
Julie Sherry.....	0030
Karinne Weigold.....	0970
Lawrence Shaw.....	0540
Leticia Moyett.....	0020
Lori Osmany.....	0540
Margarete Wilson.....	0540
Maria Brown.....	0760
Michael Davidson.....	0650
Ryan Fitzgerald.....	0970
Ryan Grace.....	0970
San Juanita Archuleta..	0080
Sandra Mahic.....	0970
Sharen Pourzamani.....	0650
Stan Seamons.....	0970
Stephanie Robinson....	0790
Steven Gossard.....	0640
Teresa Triolo.....	0640
Theresa Pedigo.....	0040
Wendi Gibbons.....	0540

Promotions

Derek Harris	0030 JS Supervisor
Gerald Decker	0150 JS Manager 1
James Smith	0250 JS Manager 2
Jill Kleist	0270 JS Asst Manager

Kellye Sharp
0170 JS Manager 2
Nancy Fulfer
0610 Financial Tech
Shirley Ackerman
0340 JS Manger 1

Idaho Chapter Says Good-Bye to Charter Member

Franklin D. Taylor, Charter member of the Idaho Chapter IAWP died Saturday, August 28, 2004 at the age of 84. Frank was born August 15, 1920 in Chase Kansas to Charles and Susan Taylor. He graduated from the University of Kansas with a business degree and began working for the Idaho Department of Employment in 1942. Frank served as a Statistician, Research Supervisor, Chief of Personnel and Training, and retired in 1981 as the Chief of Business Management.

As a charter member of the Idaho Chapter IAWP, Frank and 71 other department employees approved the initial constitution and bylaws in 1945 by signing their names on the document. Frank remained a member during his retirement and at the time of his death had been a member for 59 years!

Frank will be missed by the all his friends and colleagues at the Idaho Department of Commerce and Labor and Idaho Chapter IAWP. Frank is survived by his wife Bertie, daughter Susan Hudson and son-in-law William Hudson and two grandchildren, Will and Genna Hudson.



Take the PDP Challenge

Anne Narramore –
PDP Coordinator



If you haven't had the opportunity to sign up for the Workforce Professional Development Program (WPDP) yet, now is the time. Studying for the WPDP tests is a great way to learn more about the history of the Department and learn where the money comes from, why we do what we do and how our jobs have changed over the years. I'd like to offer a challenge to everyone to enroll now and get in on the PDP Challenge contest. The first step of the contest will begin when you sign up to take a test. Everyone who gets signed up to test in January will have their name put in a drawing for prizes. If you have already started the process, let me know and your name will also go in the hat for the drawing. So, how do you get started?

The tests are given in October, January, April and July, so you have time to get enrolled as soon as possible and start studying for the next testing opportunity in January. If you want to take a test in one of the designated months, you need to sign up by the 15th of the month prior to the testing. Remember to follow the step-by-step procedures to get enrolled and get started with the process by going to our Idaho IAWP website at <http://www.jobservice.us/iapes>. The new study guides are available for newcomers who haven't begun

testing yet and the older version of guides and tests are also still available for those of you who have already begun the process and would like to continue taking the same series of tests. Please let me know when you sign up.

We will continue to announce new contests as the year progresses, so be watching for further news. Grab a partner and start studying!



Veteran's Corner

David Pafford – Veteran's Chair

Thank you for taking a moment to read this article. I am David Pafford. I currently have the honor and privilege of serving as the Disabled Veterans Outreach Program (DVOP) Specialist on the Coeur d'Alene Commerce and Labor Team. I am now, also, the Veteran's Committee Chairperson for the Idaho Chapter of IAWP.

I have been an active member of this fine Association for nearly 3 years. Recently, I enjoyed attending my first IAWP District Conference in Post Falls, ID. It was during this Conference that I volunteered to be a contributing writer on military issues for our

newsletter – the Workforce Professional.

I need to hear from you in order for me to stay abreast of Veteran-related issues in Idaho. Forward any awards, recognitions, community action and success stories to me at 208.769.1558 X 311, FAX at 208.666.6783 or email at dpafford@cl.idaho.gov. I want to help you announce the successes of your hard work on behalf of all our Veterans and their families.

In addition, I want to generate discussions and ideas on military issues and related legislation important to the workforce professional. Therefore, consider the following discussion.

I once believed that my 26 years of dedicated service in the U.S. Marine Corps was going to be as good as it could get for me. I thoroughly enjoyed being a Marine, and my retirement as a Sergeant Major fulfilled all my personal and professional goals. How could I have known that the best was yet to come?

After my military retirement in 1999, while a college student at the University of Idaho looking for quality work around my school schedule, I frequently visited the Local Veterans Employment Representative (LVER) in the Moscow Job Service office. This was my first contact with a workforce professional. His enthusiasm and dedication to his responsibilities made an impression on me. So, I did not hesitate when the opportunity came to compete for a similar position with the Idaho Department of Labor, Veterans

Services. I knew I wanted to be just like him, doing all I could to offer quality employment services to our proud military Veterans.

As they say, the rest is history. I have been associated with our Veterans and their families since that fateful decision and could not be happier. My assignments as LVER and DVOP throughout north Idaho have proven as rewarding as my career as a Marine.

The way I see things, recruiting for new membership is our "focus of main effort". Most all that we want to accomplish as an Association is directly related to the continuous and effective recruitment of enthusiastic members.

Some of our finest Statesmen and Public Servants have proudly worn the uniforms of our military at some point in their lives. It is my belief that there is a vast, untapped resource of potential members out there that have served proudly in their militaries – at home and in our international partner countries. These public employees tend to be naturally drawn to many of our related occupations. It seems that something in their enlistments causes many to choose to continue to serve their fellow citizens as workforce development Generalist or Specialists in labor market, employment, vocational training and UI tax and benefits. In the State of Idaho, for example, I recently discovered there are over 6,000 State employees that have honorably served in our U.S. Armed Forces.

I see a real value in our aggressive advocacy on their behalf towards

Hiring Officials in government agencies or HR Managers in privately owned businesses. Who, better than us, could convince these “hiring and firing folks” to seek, interview and place these highly qualified patriots on their teams? I not only suggest IAWP actively pursue those Veterans currently on payrolls throughout the Human Resource industries with targeted efforts. I submit that recruitment for membership can begin prior to a military member’s discharge from the Service.

There must be ample opportunities for IAWP to introduce itself to these potential members. One way could be to convince these soldiers, sailors, airmen, Marines, Coast Guard and Reservists that they may enjoy rewarding careers in the variety of occupations related to workforce development.

At the National level, our legislative liaison in Washington D.C. has long been working on behalf of workforce professionals, monitoring the important activities in the capitol. This same liaison can help ensure lawmakers remain vigilant in the reemployment rights of our members returning from the Guard and Reserve. In addition, there remains the vital importance of ensuring many of our honorably discharged military members have the opportunities to use their hiring preference status in Federal and many State government agencies. This preference can be an advantage when Veterans consider careers with agencies responsible for employment services and labor activities.

This entry-level partnership in the transitioning Service members’ job search activities will demonstrate

the value of membership with us. Separating service members considering a position in our related occupations will want to know there is such effective representation by IAWP, continually working to help all employers remember to: “Hire a Vet First”!

So, consider this my “Call to Arms” for IAWP members to recruit qualified military Veterans. I challenge Veterans already on the rolls of IAWP to convince our peers that this Association is worth their attention. Where possible, let’s get inside the transitioning activities of separating military members and recruit them for new careers in our Agencies. I believe they will respond positively to our efforts.

IAWP District XIV

14 FACTS

1. A very successful 2004 District XIV Educational Conference was held in Post Falls, Idaho on September 23 – 25, 2004.
2. The Oregon Chapter was awarded the 2004 District XIV Membership award for having the greatest percent of increase in membership this past year.
3. The Idaho Chapter was awarded the 2004 District XIV Chapter Achievement award for attaining the highest number of Chapter Achievement points in the 2004 IAWP International Chapter Achievement contest.
4. 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.

5. International Delegates from Japan and the Republic of Korea presented an informative presentation on labor and trade from these two Pacific Rim Countries for the first time in many years at the 2004 IAWP District XIV Educational Conference held at Post Falls, Idaho on September 23 – 25, 2004.
6. The Idaho Chapter recruited and signed the first ever IAWP member from the Republic of Korea. Welcome Republic of Korea Labor Attaché, Woon Bae Jeon to IAWP.
7. Remember to recruit new members into IAWP and help our great organization grow and grow and become stronger.
8. Retired IAWP Idaho Chapter member Larry Ludwig has also joined the Washington and Montana Chapters and has attended the Idaho, Washington, Montana chapter educational conferences as well as the 2004 District XIV Conference. Great job Larry and thanks for your superb dedication to IAWP.
9. Larry Ludwig recently traveled to Baja Mexico and participated in the Baja Mexico Chapter educational conference and meeting.
10. The Oregon Chapter presented an educational workshop titled “Do You Hear What I Hear” on September 16, 2004. This was offered at no charge to Oregon Chapter IAWP

members. They used an International IAWP W. Scott Boyd education grant to fund this program.

11. The Montana Chapter held a successful annual fall Educational Institute at Hamilton, Montana on October 1, 2004. Attendees all learned how to navigate the maze in more ways than one.
12. Two members of District XIV, International IAWP Education Steering Committee Chairperson, Nancy Upchurch and District XIV Director and International Chapter Development Committee Co-Chairperson, David Washburn will be attending the 2004 International IAWP Board of Directors meeting in Albuquerque, New Mexico on November 6 & 7, 2004 to make vital decisions on IAWP business.
13. The Idaho Chapter will bid for the 2007 IAWP International Conference to be held in Boise, Idaho at the IAWP Board of Director's meeting on November 6, 2004 at Albuquerque, New Mexico in June 2007.
14. 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.

"There is no reason anyone would want a computer in their home."

--Ken Olson, president, chairman and founder of Digital Equipment Corp., 1977



NGA Center Workforce Update for September 13, 2004

*Joel Dixon – Legislative Chair
Prepared by Kathleen Cashen and edited
by NGA Center staff .*

House Passes FY 2005 Labor-HHS-Education Appropriations Bill

In its first week back from the August recess, the House approved its FY 2005 Labor-HHS-Education appropriations bill by a vote of 388-13, but not before a very contentious debate on the recently-enacted overtime rule changes. Prior to final passage of the Labor-HHS-Education spending bill, Ranking Member of the House Appropriations Committee David Obey (D-WI) introduced an amendment to the bill that would prevent the USDOL from using funds to implement the changes to the Fair Labor Standards Act that deal with the recently changed overtime regulations. The Obey amendment passed by a vote of 223-193. The White House's Office of Management and Budget (OMB) released a Statement of Administration Policy (SAP) indicating the Administration "would strongly oppose the adoption of any amendment that would restrict the Department of Labor's ability to enforce vigorously the laws and regulations within its

jurisdiction." The OMB statement further stated, "the President's senior advisors would recommend that he veto the final version of the bill if it contained any provision prohibiting or altering the Labor Department's enforcement of the final overtime security rule."

The spending bill, H.R. 5006, provides \$96.4 million above the Administration's request for Dislocated Worker training programs for a total of \$1.479 billion (Secretary's reserve and state formula grants). WIA Adult training received the same amount as last year (\$900 million), and WIA Youth training was increased by \$5.9 million to \$1.001 billion. The bill cuts funding for Employment Services by \$91 million, the same amount requested by the Administration (\$696 million for state allotments). One-Stop/ALMIS received \$98.76 million, the same amount as last year and slightly less than proposed by the Administration. Included in the \$91 million cut to ES is elimination of the \$35 million Re-Employment Services (RES) state grants.

On the sensitive issue of changing the definition of administrative costs before reauthorization of WIA, language in the House Appropriations Committee Report (House Report. 108-636), accompanying H.R. 5006, directs the Labor Department to "take no action in fiscal year 2005 to amend, through regulatory or other administrative action, the definition established in 20 CFR 667.220 [Definition of Administrative Costs] for functions and activities under title I of the Workforce Investment Act until

such time as legislation reauthorizing the Act is enacted."

The House-passed bill did not include separate funding for new programs requested by the Administration including \$50 million for Personal Reemployment Accounts and \$40 million for the Prisoner Re-entry Initiative. The House Appropriations Committee Report language indicated that the House was deferring action on these two new programs until after the passage of authorizing legislation.

The Administration had also requested \$250 million for the Community College Initiative. The House did not provide for these funds; however, the Committee Report did include language indicating that within funds available under the dislocated worker national reserve, the Secretary may use up to \$50 million to carry out the Community College/Community-Based Job Training Initiative. The Committee encouraged the Secretary to ensure that funds used for the initiative be used to strengthen partnerships between community colleges, employers, and local workforce investment boards. Within the total for the National Reserve, the Committee also stated that it intends that up to \$30 million shall be available to the Secretary of Labor to support health insurance coverage assistance authorized in the Trade Act of 2002.

Funding for the Migrant and Seasonal Farm worker Program was held steady at last year's level (\$76.9 million). The Administration had recommended that the funding for this program

be eliminated. The Committee Report also included language rescinding \$100 million of the unobligated funds contained in the H1-B Grant Program, stating that authorization for the program has expired and the Administration does not intend to seek reauthorization of the program.

Attention now turns to the Senate which is far behind in the appropriations process. The Senate Labor-HHS-Education Appropriations Subcommittee has yet to introduce or take action on its version of the bill. With the beginning of the Federal Fiscal Year just three weeks away, Congress is not expected to complete work on the 13 spending bills. Senate Appropriations Committee chairman Ted Stevens (R-Alaska) continues to express concern that because of time constraints, the Senate will probably not finish all FY 2005 spending bills (Defense has been completed; Homeland Security is currently being debated). Various scenarios for completing the appropriations process continue to be debated, including postponing final action until 2005 and adopting a series of continuing resolutions or wrapping some measures into an omnibus package.

For a copy of House Bill (H.R. 5006) and House Report 108-636, go to:

http://thomas.loc.gov/cgi-bin/cpquery/?&db_id=cp108&r_n=hr636.108&sel=TOC_29166&

For a copy of the Statement of Administration Policy, go to: <http://www.whitehouse.gov/omb/legislative/sap/108-2/hr5006sap-h.pdf>

ETA Releases Technical Assistance Guide on Working with the Staffing Industry

ETA released Training and Employment Notice (TEN) 3-04 last week to announce the availability of a technical assistance booklet titled "Guide to a Win-Win Partnership for the Public Workforce Investment System and the Staffing Industry." According to TEN 3-04, the ETA is developing innovative approaches to help business and industry better access the services of the state and local workforce investment system. This latest ETA strategy is aimed at developing partnerships between one-stops and the staffing industry and is part of ETA's effort to help the public investment system become more demand-driven.

The guide describes the staffing industry today and lists the benefits of a partnership between the industry and the public workforce system. It also describes the roles and responsibilities in context of the partnership and highlights national, state and local models of partnerships between the two systems. Finally, the booklet lists several suggested steps that the one-stop system can take to establish and/or strengthen partnerships with staffing firms. The guide is available at:

http://wdr.doleta.gov/directives/cor_r_doc.cfm?DOCN=1601

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

The deadline for articles to appear in the next issue is **December 3rd, 2004**. Please submit articles to: Lori McCrae, ITEMS Newsletter Editor By email: lmccrae@cl.idaho.gov