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ITEMS

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President's Message

Al Snyder – Chapter President

Another calendar year is almost done. It's time to really start thinking about award nominations and year end community service projects such as supporting your local food bank or adopting a deserving family for a Thanksgiving and/or Christmas food box. Think of co-workers who could be nominated for performance awards. Let's recognize those people who go above and beyond. There is still time to recruit new members this year.

Al Snyder, David Washburn and our wives, Lu Lineberry and Mark Whitworth attended an excellent District XIV Educational Conference in Wenatchee, WA. Hats off to Kathy Bilanko, District XIV Director, and the Washington Chapter for a really good show. An abundant supply of fantastic apples was also provided.

Subchapter Activities

Panhandle – Nona Rambo

After 28 sessions, hundreds of volunteer hours and an estimated \$250,000 impact to dependants of our deployed National Guard members, the Food Pantry is closed. The Panhandle Subchapter of IAWP and the Post Falls American Legion Post #143 established the Pantry as a way to support our troops by helping out here at home. When the Idaho

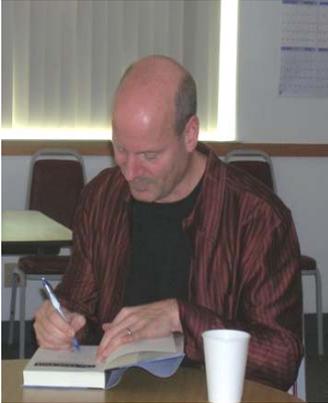
National Guard members were deployed to Iraq, we deployed the Food Pantry. Our troops are now headed home. At the last Food Pantry, volunteers were met with muffins, words of thanks, hugs and tears of gratitude from the families. They asked us to thank all the volunteers and everyone who contributed to the project.

Speaking of thanks, we received letters and a postcard from Iraq thanking us for the cooling vests. Last summer the Panhandle Subchapter of IAWP and the American Legion Post #143 raised enough funds to send each deployed Idaho National Guard member a cooling vest – a vest with gel inserts that keep the soldier cool in the searing heat. First Sergeant Michael Kish wrote, "These vests are more than simply a tool, they are a gift from home. I speak for all soldiers of Charlie Company when I say thank you and God bless."

On October 14, 2005, Coeur d'Alene's LVER Robert Shoeman and DVOP Brandia Young joined the food convoy to take non-perishable items to the State Veterans Home in Lewiston, Idaho. The Panhandle Subchapter of IAWP donated \$50 to buy food through Second Harvest Food Bank (where \$1 buys about \$10 in food) for the convoy.

Our loose knit book group pulled together an incredible educational event. New York Times bestselling author, Gregg Olsen, visited the

Coeur d'Alene office on October 14, 2005 to discuss his book, *The Deep Dark*. The book takes the reader back to 1972 and the Sunshine Mine disaster near Kellogg, Idaho. Over 30 people attended the luncheon and discussion (from 11:30 – 1:30) sponsored by the Panhandle Subchapter of IAWP. (See History from the Heart in this issue of ITEMS.)



Gregg Olsen signs a copy of his book, *The Deep Dark*, at the Coeur d'Alene office.

History from the Heart

Nona Rambo – Panhandle Subchapter President

When a New York Times bestselling author drops by for lunch, people listen. In fact over 30 people came to hear Gregg Olsen, author of *The Deep Dark: Disaster and Redemption in America's Richest Silver Mine*, discuss his book about the 1972 Sunshine Mine disaster near Kellogg, Idaho. On 10/14/2005, Gregg Olsen visited the Coeur d'Alene office of Idaho Commerce and Labor. ICL employees, partner agency employees and other guests attended the luncheon sponsored by the Panhandle Subchapter of IAWP.

In 1972, Gregg Olsen was living with his family near Seattle, Washington. He saw newscasts about the fire in the Sunshine Mine on TV. What really stuck with him was a story his father told him about driving through the Silver Valley and seeing a coffin bouncing around in the back of a pickup. After writing several 'true crime' books, Olsen turned his efforts to writing about an event that changed the Idaho Panhandle forever.

The Deep Dark takes us back to 1972 when Shoshone County made its own rules – and mining ruled the economy of the area and the lives of residents of the Panhandle. Workplace safety was for sissies. Making good money was the order of the day. The Sunshine offered good wages. The miners worked hard and spent fast. The silver that was mined was pure gold to car dealers and bar owners in the Silver Valley.

The facts haven't changed in the 30 plus years since the tragedy. Smoke filled the mine. Many of the miners escaped that first day. Over a week later, two more survivors made it to the surface and lived to tell their story. Ninety-one men perished in the belly of the Sunshine. Olsen included these facts in *The Deep Dark* but then he delved even deeper into the Sunshine. He interviewed scores of relatives and mineworkers. He reviewed reams of documents. He got to know 93 men and their lives.

At our discussion, Olsen included the facts but then went farther. His PowerPoint listed the names of each of the 91 men who died and a brief statement about each one. Olsen often added more information. "He is the true hero of the book. He did everything he could to get guys out of the mine." "His wife was pregnant with the child he would never see." Olsen got to know all the miners who died in the disaster. Olsen knows the statistics but more importantly, he knows the people.

The Sunshine Mine disaster changed the Silver Valley, the Panhandle and Idaho forever. Thanks to Gregg Olsen, the men who died are remembered as individuals, each with a story.

Toward the end of our discussion, Olsen answered questions about his career as a writer. He talked about how he got started and how he chose his subjects. He said that after writing true crime books, his family urged him to "find a better class of friends". He chose to write about the Idaho Panhandle. Those who attended the discussion all agree that we have found a true friend in Gregg Olsen.



New York Times bestselling author, Gregg Olsen with attendees who lingered after the discussion of his book, *The Deep Dark*.



AWARDS

Liz Ruiz – Awards Chair

REMINDER:

Don't forget to e-mail or mail your nominations for the following awards by DECEMBER 31, 2005 to eruiz@cl.idaho.gov or

Idaho Commerce and Labor

Attn: Liz Ruiz

127 W 5th St N. Burley,

Id 83318.

Please look back at the work your office has done thus far this year and recall the people, the events, the accomplishments, that added sparkle and shine to your work environment. When nominating an individual or group please provide a summary of his/her accomplishments and the category of the nomination. I have listed the criteria and information on all awards.

AWARD OF MERT – This award is the highest honor IAWPS bestows on a member. The award recognizes exceptional service or achievement in the field of workforce development or related programs based on only on job performance, but participation in professional, community and other organizations beyond normal job requirements and expectations.

CITATION AWARD – INDIVIDUAL AND GROUP AWARD - To recognize outstanding contributions from individuals and/or groups in the private sector or from a non-governmental/non-profit organization to IAWPS or to

Workforce Development programs.

Very important partners for Job Service are the business community and nonprofit organizations. Without their support it would be near impossible to serve the job seeking customer. We rely upon their jobs, their training and their support t of workforce programs to enable us to do our jobs effectively.

GARY RAHN AWARD – INDIVIDUAL - The Gary Rahn Award is named after a LVER who worked in the Coeur d'Alene Office and died in 1987 at the age of 39. This award recognizes an employee who best represents those unique and caring qualities, which are associated with Gary. Unique and caring qualities such as exemplary one-on-one work with clients, show positive difference in a client's life, sense of humor, which facilitates positive changes, nonjudgmental approach to people and a special insight into people and their needs.

SPECIALIZED CUSTOMER SERVICE AWARD – INDIVIDUAL AND GROUP AWARD. – To recognized individual and/or groups for outstanding, innovative programs of awareness and promotion of a specific segment of the workforce, including but not limited to Welfare to Work , People with Disabilities, and Youth programs. IAWPS emphasizes service to special customers through many means. The association has a strong link with organizations serving people with disabilities, partnering with public assistance agencies to help welfare recipients enter the job market and job training providers serving

disadvantaged and youth customers.

ART ROWE SERVICE TO VERTANS AWARD – INDIVIDUAL AND GROUP AWARD - This award is named after Arthur (Art) D. Rowe, a Local Veterans Employment Representative who worked in the Orofino local office. Art was known as a man who loved America's veterans and Idaho's beauty. Art died on June 17, 1998 in a tragic car accident while returning from an awards banquet where staff of the Orofino local office was honored of outstanding work.

MARY UPCHURCH – SPIRIT OF IAWPS - Mary Upchurch was a member of IAWPS for over 30 years. During that time she held many offices at the subchapter, State, District and International Level. She had a passion for IAWPS that was contagious to those around her. She was never shy of stating her opinions and considered IAQPS her extended family. This award was established in 1990 to honor her and she was the first recipient. Mary passed away in November of 1998, but her spirit will not be forgotten.

This award recognized the individual who has made the most outstanding contributions to IAWPS during the past year.

INTERNATIONAL DEVELOPMENT – INDIVIDUAL AND GROUP AWARD – This award is to recognize and IAWPS member or group for outstanding commitments and achievements in IAWPS internal development.

Activities recognized could include hosting overseas members, conducting outreach to agencies in countries other than the US, establishing a sister program with agencies or chapters in other countries, establishing a pen pal program, fundraising activities used to pay international memberships or any other activities that promote an exchange or ideas and information with other countries.

CLYDE WILLIAMS MEMBERSHIP - Clyde Williams joined the National Reemployment Service (later to become the Idaho Department of Employment) on December 28, 1933 as Assistance Statistician. In the fall of 1937 he became local office manager at Twin Falls. During World War II he was transferred to the Central office where he served in a variety of capacities including Field Supervisor, Chief of Placement, USES Director and F & O Supervisor. He retired in 1964 and died in 1971. During his years at the National Reemployment Service/Dept of Employment he was honored as the "Father of the Idaho Chapter: for his efforts in promoting memberships in the association.

This award is to an individual who recruited the most new members during the past year between March 1 and February 28.

SUBCHAPTER ACTIVITY - This award is presented to the subchapter that scored the most points for activities during the proceeding activity year (Jan through dec 31). Activities such as educational activities, social or sporting events and community service and other special projects.

RETIREE OF THE YEAR AWARD - This award is to recognize a retired IAWPS member's outstanding commitment to IAWP objectives following retirement.

IAWP District XIV

14 FACTS

Kathy Bilanko - District XIV Director

- 1) Thank you Idaho for a terrific Campsitute on August 18-20th; it was my first Campsitute and I now understand that once you have attended you want to attend each year. I recommend to all to try to attend next year.
- 2) If you need a tour guide for Boise, I strongly suggest Kathy and Al Snyder.
- 3) Washington's Annual Softball Tournament played on August 27-28th. A fun time and you don't have to play to attend. Cheerleaders are needed.
- 4) Craig Smith, Idaho, has taken the challenge to have a softball team next year in Spokane.
- 5) In your next *WorkForce Professional*, look for a new column, "Seasons" this will highlight memorable and newsworthy changes in the personal or career lives of members. Remember to submit to this new article.

- 6) Montana hosted their Fall Institute on October 13 – 14th in Billings. I understand it was very good. I am looking forward to visiting in the Spring.
- 7) District XIV is well represented on the International level. Dennis Brophy, Oregon, is on Strategic Plan Workgroup, Craig Smith, Idaho, is on the Re-districting subcommittee and Mike Buchanan, Washington is on the Public Relations subcommittee.
- 8) The International Board agreed to establish a Hurricane Katrina Disaster Relief Fund. If you or your Chapter chooses to donate, make checks payable to IAWP/Hurricane Relief and send to National office; 1801 Louisville Road, Frankfort, KY 40601. The Foundation is researching establishing a permanent Disaster Relief Fund.
- 9) To the best of my knowledge we did not loose any members to the hurricanes, some had damage to homes.
- 10) If your Chapter is doing extra activities regarding Hurricane Relief or anything else, please send information articles to wandawatts@iapes.org.
- 11) District XIV Institute was in Wenatchee, WA. I think those who attended had a great time. Dr. Dan Strakal presented a workshop on *Riding the Wave of Change* he was *Great!* If you are looking for a speaker about Change and Transition, I

urge you to consider Dr. Dan.
His email: info@gotocps.com

- 12) Voting whether we have contested races or not I want to stress how important it is for our members to vote. Please educate your Chapter about the voting process, which will be via internet or ballot in the *WorkForce Professional* for mailing. Each member has a vote. The importance is that we will make our voices heard by voting. We are a strong District and we need to demonstrate that strength.
- 13) Award planning time is now. Already we all need to be working on our Award Packages. Doesn't it feel like we just did this? 😊
- 14) Remember to visit the International's webpage. National office continues to update the information. If there is something missing let the office know. Click into "Members Only" (there is still no extra password) the Webmaster continues to develop pages. Email address: <http://iawponline.org>.

Please let me know dates of institutes, conferences and special events.



International Connections

The "I" in IAWP

David Washburn –International Development Chair

This will present some of the history and interesting facts of IAWP/IAPES international development over the past 85 years. Larry Ludwig, 2005/2006 IAWP International Development Committee Chair, provided a quantity of the information included in this article. I thank Larry for his great research and dedication to IAWP international development.

IAPES/IAWP formally established a committee to promote international development in 1947 when our organization was called the International Association of Personnel in Employment Security (IAPES) and the committee has developed and grown through the years. The purpose of the original IAPES International Development Committee was to assist IAPES address the worldwide implications of employment and unemployment, to substantiate IAPES claim of being an international organization, and to promote an improved international association and employment security program.

The first International Chapter of IAPES was formed in 1920 in Canada as a single nationwide chapter. In 1945 the single Canadian IAPES chapter formed into seven individual chapters including: Alberta, Atlantic (Maritimes), British Columbia, Manitoba, Nova Scotia, Ontario,

Quebec and Saskatchewan. Since 1920 the annual IAPES International Educational Conference has been held 11 times. These IAPES conferences include: 1920 – Ottawa, Ontario; 1923 - Toronto, Ontario; 1926 – Montreal Quebec; 1930 – Toronto, Quebec; 1934 – Quebec City, Quebec; 1938 – Ottawa, Ontario; 1943 – Montreal, Quebec; 1948 – Windsor, Ontario; 1956 – Toronto, Ontario; 1981 – Toronto, Ontario; and 1995 – Montreal, Quebec.

With the vast Canadian Chapter development in 1945, the next International Chapter that was developed was Puerto Rico in 1950. Puerto Rico hosted the only other IAPES Annual Educational Conference that was held outside of the United States in 1998. The Virgin Islands Chapter was formed in 1957. The next IAPES international chapter development came in the 1960s and early 1970s. In 1962 chapters from Belgium, Indonesia, Iran and Japan were established. The chapter from Sudan, Africa, was formed in 1965. Israel, India, the Republic of China (Taiwan) and Venezuela all formed IAPES chapters in 1966. In 1970, chapters from the Philippines and Viet Nam were both formed. The chapter from Nova Scotia, Canada, was formed in 1975 and was the last of the IAPES international chapters to be established for the next 18 years.

The next surge of IAPES international development activity started in 1993 with the establishment of chapters in Latvia and Lithuania. In 1994, a new chapter in Poland was developed as a continuation of international chapter development in Eastern Europe. The establishment of the

Turks and Caicos Islands Chapter located in the Caribbean southeast, of the Bahamas took place in 1995. This was our second chapter from the Caribbean. 1997 brought about the development of the first IAPES Chapter from Africa with the Nigeria Chapter. The Russia/Kaliningrad Chapter was formed in 1997 as well. The second IAPES chapter from the continent of Africa came in 1999 with formation of the Senegal Chapter. The Ukraine/Lviv IAPES Chapter was developed in 2001 and the Mexico/Baja California Chapter was formed in 2003. The most recent addition to the long list of IAPES/IAWP international chapters was in 2005 when the Nigeria/Taraba-Enuga Chapter was formed. There have been a total of 31 IAPES/IAWP international chapters established so far with 13 of them still in active status.

The Idaho Chapter of IAWP has been working with individuals from the Republic of Korea to establish a new IAWP international chapter for their country. Hopes and plans are to have this new chapter officially chartered in 2006. There are currently 28 active members of IAWP from the Republic of Korea.

There are currently about 3200 IAWP members that represent Workforce Development Professionals from countries outside of the United States.

Over the past years there have been many significant IAWP International chapter accomplishments. Three of these accomplishments occurred in three of IAWP's European chapters from Latvia, Poland and Lithuania.

The 1990s Latvia Chapter's annual educational conferences became the genesis of future legislation and departmental policymaking. Building on the IAPES annual conference system of simultaneous panels, the Chapter drew on the expertise of local and regional office members from all around Latvia to come up with a consensus on legislative proposals relating to such issues as employer/employment relations, unemployment insurance policies and implementation strategies of related legislation.

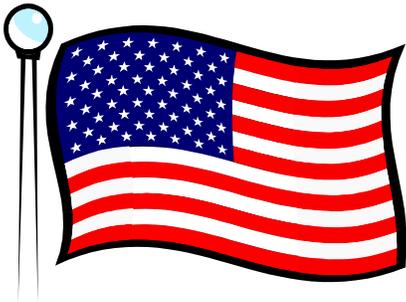
The Poland Chapter, under the Chapter Presidency of Grazyna Zielinska, established and continues to operate a comprehensive "One-Stop/LWIB" Center for Women. This center offers a wide variety of services including career counseling, social services referrals, formal and on-the-job training, life skills training programs, resume writing, interviewing skills, job search instruction, job referrals and job development, small business and micro-enterprise loans, networking clubs of business women and tailored training to meet the specific employer and governmental needs. The Center was opened in 1996 thanks to grants from the U.S. Department of Labor, the U.S. Agency for International Development and the World Bank. The Center is owned and operated by the Poland IAPES/IAWP Chapter and employs three to five staff to administer and operate the Center's programs and service delivery.



Under the direction of Lithuania Chapter President, Liongina Beinoraviciene, the Lithuania Chapter in conjunction with the Lithuanian National Labor Exchange and its parent agency, the Ministry of Social Security and Labor established two centers for youth and single parents in March and April 2002. The centers, located in the cities of Siauliai and Klaipeda are providing much needed support services for disadvantaged families, youth and single parent households, with a focus on effective life skills, vocational education, prevention of poverty, and proactive management of crisis situations. UAB Phillip Morris Lietuva provided a seed money grant of \$24,000 to help get these two centers established. This project sets a precedent in partnering between IAPES/IAWP, public, private and non-governmental organizations.

As you can see there are many interesting and rewarding aspects of IAWP international development. I encourage everyone to get involved and learn more about the many benefits of IAWP international development.

***A man's feet
must be planted
in his country,
but his eyes
should survey
the world.***
- George Santayana



From the Legislative Corner

Lu Lineberry – Legislative Chair

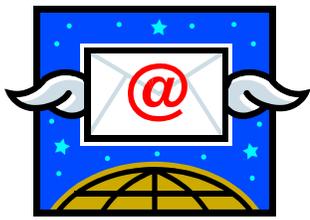
At a vote of 94-3, the Senate recently approved its version of the FY 2006 Labor, Health and Human Services (HHS) and Education appropriations bill - H.R. 3010. Two amendments that would impact the nation's workforce system were added to the bill during its four-day consideration. The first would restrict states from re-designating local workforce areas and the second would take \$125 million from state Unemployment Insurance (UI) and/or Employment Service (ES) operational appropriations for the purpose of assisting individuals who responded to the aftermath of the September 11, 2001 tragedy. Overall, the Senate's Labor, HHS and Education spending bill would cost \$604 billion with \$141.7 billion of that amount characterized as discretionary spending. Approximately \$12 billion of this discretionary pot would fund all U.S. Department of Labor programs with 80 percent going to the Employment and Training Administration (ETA). The amendment to restrict states ability to re-designate local areas was approved by unanimous voice vote. The amendment as initially filed could have adversely

impacted the states of Idaho, Montana, and Indiana since all three states recently worked to streamline their local boards. After some persuasion the amendment was altered by changing the dates after which future efforts to re-designate are not permitted. The amendment as approved would not permit the Secretary of Labor to withdraw approval for a re-designation from a state that received the approval not later than October 12, 2005. The amendment would prohibit future re-designations until the Workforce Investment Act (WIA) is reauthorized. It is presumed the amendment was initiated by local-based stakeholder groups including the National Association of Counties (NACO) and National Association of Workforce Boards (NAWB), in attempts to turn back recent re-designations in a number of states. Senator Enzi (R-WY), the chairman of the Senate Health, Education, Labor and Pensions Committee is responsible for reauthorization of WIA and is the author of the amendment. Another amendment added to H.R. 3010 would take \$125 million from the state UI and/or ES grants for administration and appropriate it to a variety of programs aimed at assisting **emergency personnel** who responded to the aftermath of September 11, 2001 in **New York City**. This amendment is unclear, but it appears to reduce the distribution grants to states from the federal UI trust fund and appropriate \$125 from general revenues. Either way, it is a serious development for the workforce system as it appears to reduce funds available for UI and ES state operations. This amendment was introduced by Senators Clinton (D-NY) and Schumer (D-NY)

Senators Clinton and Schumer in an announcement released after the amendments were approved stated, "The Senate agreed today that we owe it to them (first responders) to make sure they have the critical assistance they need and deserve....we will work to ensure that this money remains in the final Conference Report when the House and Senate meet, and we look forward to continue working with our colleagues...to get this job done." Under the Clinton/Schumer amendment, it is not clear who has been given authority to determine from what source (UI or ES) the \$125 would be taken. Employers throughout the country pay federal UI taxes for the express purpose of funding the administration of unemployment insurance and employment services. The diversion of these funds for any purpose not specifically related to UI and ES is an act of fraud, and could destroy employer support for this nation's most important economic stability program! Now is the time to act. We need to let Idaho's Senator Craig know of our concerns as soon as possible!

**Free
Lunch or
Breakfast!**

**To the office that
recruits the most
new members
between
October 1st
And
December 31st**



International Development Communications on the Move

David Washburn –International Development Chair

The Idaho Chapter of IAWP International Development Committee is continuing to promote the International Pen Pal program and is seeking members from the Idaho Chapter to participate in this beneficial communication program. This program entails sharing ideas, knowledge, program successes and information by e-mail with our IAWP counterparts from the other countries. Members of the Idaho Chapter of IAWP have communicated by e-mail with International IAWP members from: Japan, Republic of Korea, Republic of China, Mexico, Poland and Lithuania in the past year. They have found the experience to be very informative and worthwhile.

If you are interested in participating in this exciting activity please contact Idaho Chapter International Development Committee Chairperson, David Washburn, at David.Washburn@cl.idaho.gov. There are some e-mail addresses for our International IAWP contacts available on the International Contact List on the IAWP web page at

<http://www.iawponline.org/members/index.htm>

So come on, join the fun and share the true International experience available though your membership in IAWP.

People on the Move



New Hires

- Laura Phillips.....0760
- Robert Falls.....0130
- Kevin Marlow.....0540
- Renee' McCaslin.....0540
- Woody Sturm.....0540
- Bennie Calabretta.....0210
- Margaret Todd.....0250
- Noelia Luna..... 0080
- Robert Wright..... 0390
- Brandy Rushton.....0150
- Tristan Sollis.....0270
- Mallory Atkinson.....0970
- Elaine Gloeckle.....0760
- Tyler Sturgill..... 0970

Promotions

- Mariela Arroyo** – Disability Claims Adjudicator Trainee 0540
- Bridgette Bradshaw-Fleer** – C & L Manager 2 0360
- Dale Belnap** – C & L Supervisor 0270

Separations

- Johathan Perry**.....0970
- Brett Butler**.....0040
- Michele Wardle**.....0610
- Sylvia Higbee**.....0270
- Lana Grinnell**.....0540

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