

# Cal-Liope

The MUSE with the NEWS

Chapter/International Association of Workforce Professionals

July / August 2007

Volume 52, Number 5

## State President's MESSAGE

By the time you read this, summer will almost be over and the first State IAWP Board meeting will be taking place shortly. I pray that each of you has had a safe and restful summer. Your IAWP Board members and I have been hard at work developing new and better things for all of our futures.

One of my proudest moments last year was representing IAWP on October 20, 2006 for the signing of the Joint Proclamation between EDD and IAWP "Training for Today's Opportunities and Tomorrow's Leadership of Workforce Professionals." This was the first step in insuring that IAWP becomes an integral part of the educational process for the future development of the workforce staff throughout the state of California. This was exciting!

Each year, IAWP has had a District XV Educational Conference in October/November



**Ray Cabrera**  
State Chapter President

and in May, our State Educational Conference and Convention. IAWP International follows with their Convention and Conference in June of each year. Over the years I have attended more than some and less than others. I have seen a diversity of educational presentations over the years, some great and some not. As State Board members, we have to insure

See President on page 7

### Congratulations to Faye King



The California Chapter's most recent and most illustrious retiree – Long Live the Queen!

**At left: Faye King and James Thomas at the banquet.**

### Calendar of Events

August, 18-19, 2007	Board of Directors Meeting Ontario, CA
September 15, 2007	Deadline for <i>Cal-Liope</i> Articles
October 19, 2007	District XV Conference Radisson Hotel, Newport Beach
November 15, 2007	Deadline for <i>Cal-Liope</i> Articles

### DISTRICT XV CONFERENCE October 19, 2007

ASK FOR YOUR TIME OFF NOW!  
See flyer with details on page 3.

## California Wins at International

BY VAL MOELLER, INTERNATIONAL DISTRICT XV DIRECTOR

Congratulations to the California Chapter for winning the following at the International Conference:

- Membership Retention (chapters with 75% renewal)
- Most New Members for a Large Chapter (most new members and highest percentage of new members)
- January Jumpstart-Chapters with highest percentage increase, most new members, highest percentage of renewals.

Bronze Key/President's Honor Roll winners, which means they recruited at least 10 new members and were active IAWP members, were: Sheila Armstrong-Fresno Chapter; Alma Dreier, Matthew Pierson, Michelle Stevenson-all three from the Inland Empire Chapter; and Sylvia Altamirano-Los Compadres Chapter. We truly appreciate their outstanding efforts to recruit new members.

Our chapter received maximum points for Professional Practices for diverse programs and creative projects.

There was only one other state chapter that received maximum points in this category.

In a new category this year, our nomination for the Group UI Award was a winner! Congratulations to the Los Angeles Primary Adjudication Center Training Team of Robert Garcia, Tim McCauley, Marilyn Muse, who has since promoted to EPM I, Hector Galicia, who has taken an assignment as a Veterans' Employment Specialist, and Frank Verduzco, who is now working for the Department of Real Estate.



The California delegation at the International Awards event in Boise, Idaho.

## International Conference 2007 in Beautiful Boise

BY RON CROSS, CALIFORNIA IMMEDIATE PAST PRESIDENT

Boise was only my fourth International Conference. This international was very enriching for me. This article gives a summary of three sessions that were especially helpful to me. The sessions were; Creating Passionate Work, Lee Foley's Washington Update, and Reclaim your Day – Learn to Say NO!

### Creating Passionate Work – Michael Kroth Ph.D.

Nine Strategies:

1. Become the best
2. Connect to the mission
3. Create a challenge
4. Put the right person in the job
5. Create a good physical work environment
6. Learn constantly

7. Give your permission to have fun
8. Build relationships
9. Give words of recognition

Mr. Kroth closed with a poignant story about a father and son on vacation. The son had the family dog and was watching a sunset. He asked his father to join him to enjoy the sunset. The father acknowledged his son with a promise he would be right there, but continued to work on his laptop computer. Finally, he broke away from the computer and rushed to his son only to find the sunset was over. He MISSED AN OPPORTUNITY of a lifetime. That sunset will never come again! We must not miss the opportunities we have to be passionate about life.

### Washington Update – Lee Foley IAWP Lobbist

I was fascinated by Mr. Foley's factual analysis of the political environment in Washington DC. For 40 years the Democrats had a 13 seat majority in the House. Republicans during that time had discipline to work together. The Democrats now are in that position. Lee wonders if they will have the discipline shown by the Republicans. He also noted the 2008 Presidential election is the first one since Eisenhower was President when the sitting President and Vice President will NOT be running for President!

According to Lee the top three issues for urban people  
See Boice on page 5



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## Sacramento Job Services Concludes Veterans Appreciation Month

BY JOSEPH CARLOTTI, STATE  
VETERANS CHAIRPERSON

Veterans Appreciation Month of May was concluded with an Annual Flag Retreat Ceremony held at the Employment Development Department, Job Service, Mark Sanders Career Center on May 31, 2007. The event was

put on by the Sacramento Job Service Office staff in partnership with the Sacramento Employment Training Agency. All prior military and active duty personnel were recognized by Patricia Espinosa the Field Office Manager Ms. Espinosa's patriotic comments brought

tears to many an eye in the audience. The guest speaker, a recently Iraqi returnee, Major Isaac Bristol, United States Army, was both humorous and serious at the same time. He expressed his opinion that all branches of service are just as vital as the others and that all branches

are necessary to continue our democratic and free life in the United States of America. There were approximately 70 attendees. The ceremony was closed with the playing of Taps and the lowering and folding of the flag by the Military Order of the Purple Heart Color Guard.

## "Hire a Hero - Hire a Vet" Job and Resource Fair a Success

BY JOSEPH CARLOTTI  
STATE VETERANS CHAIRPERSON

The "Hire a Hero Hire a Vet" Job and Resource Fair in partnership with the Employment Development Department, the Order of the Purple Heart and the California Department of Veteran Affairs was held at the Sacramento Convention Center on May 22, 2007 from 9:30-3:30.

There were 60 plus employers and State and Federal Veteran Service Providers

that were there to recruit employees and share veteran related information. The total number of job seekers attending the job fair was approximately 435, of which 319 were identified as Veterans.

The support provided by the Sacramento and Roseville Veteran Teams was superior during the event. It has been confirmed several veterans were hired as a direct result of attending the job fair.

## Woodland Celebrates National Flag Day

BY JOSEPH CARLOTTI, STATE  
VETERANS CHAIRPERSON

The Sacramento Veterans Team in partnership with Yolo County Department of Employment and Social Services, Yolo County Veterans Services Office, Yolo County Veterans Coalition and International Association of Workforce Professionals conducted a flag ceremony on June 14, 2007, National Flag Day.

The focus of the ceremony was to pay respect to our National Colors and the women and men who have dedicated themselves to the defense of our great nation. The ceremony was dedicated to Al Lucero. Mr. Lucero is a Woodland native son and has been a strong supporter of veteran issues throughout Yolo County. Diane Ferrari,

Chief, Northern Division Job Services and Diana Williams, Deputy Director, Department of Employment and Social Services provided opening comments. The color guard was provided by the Travis Honor Guard. The guest speaker was Jim Smith, Editor of The Daily Democrat. His speech centered on the flag and what the flag means to him. He spoke on a touching story of his mother becoming an American citizen and he showed an American flag his mother had given to him and he explained the special meaning of this flag to his mother and to himself. Other community members participated in the ceremony which helped make it a great success.

## PIN ALERT - ORDER NOW

### 2007 Limited Edition Chapter Pin

Our 2007 Chapter Pin was designed by Rob Claudio, 2007 Lucille Toll Trust Award recipient.

This is the second in the series of pins.

The pin, which appears, may be purchased for \$3.



### 2006 Chapter Pin Still Available

Our 2006 Chapter Pin was designed by members Mary Archer and Emma Eheart.

This is the firstpin in a series of pins. There are less than 300 of the 1000 limited editions of this pin left. Cost is \$3.



Send your money with your request for purchase any or all of these pins to: **Pat Thornton, Executive Office Manager, 11410 Gold Hill Court, Gold River, CA 95670**

## In Memory of Major Sid W. Brookshire

BY RON CROSS  
IMMEDIATE PAST PRESIDENT

To all my friends and colleagues in IAWP thank you for your kind prayers and expressions of sympathy after the loss of my son-in-law, Major Sid W. Brookshire in Iraq. I want to share some thoughts in his memory. He was a hero in our family, and by every measure to our country. His obituary in the Victorville Daily Press read:

Maj. Sid Brookshire was born Sept. 11, 1970. He spent his early years in Springfield, Mo. and graduated from Southwest Missouri State University. He received a commission through the SMSU ROTC program. He was an Army Ranger. His assignments with the U.S. Army included 1-506th Infantry at Camp Greaves, Korea, 2-11 ACR at Fort Irwin, IOAC at Fort Benning, Ga., 5th Ranger Training Battalion in Dahlonga, Ga. and 3-327 Infantry Regiment in Fort Campbell, Ky. In the spring of 2006, he earned a master's degree from the War College in Newport, R.I. Sid was reassigned to Fort Stewart, Ga. in July 2006, where he was assigned as the S-3 officer for the Desert Rogues of 1-64 Armor Battalion. In May 2007, he deployed with 1-64 Armor in support of Operation Iraqi Freedom V. He made the ultimate sacrifice for the United States of America on June 20, 2007, while on patrol in Baghdad, Iraq. Sid is survived by his wife, Karin; two daughters, Faith, 5, and Bethany, 3; father, James; mother, Jo Beth, and numerous friends and family. A private ceremony will be held at Fort Rosecrans National Cemetery with full military honors.

Karin shared some of Sid's communications with us. They show what Karin and Sid believed. In May Karin shared: *Hi all, Sid is now in Iraq and finishing up his training. The rest of the*



*unit should join him this week and then they will be heavy into operations. He has called once and emailed every couple of days, that is so nice, can't imagine being an army wife with only hand written letters for communication. I have a scripture from my most recent bible study that I wanted to share with you all. "You hem me in - behind and before; you have laid your hand upon me. Such knowledge is too wonderful for me, too lofty for me to attain. Where can I go from your Spirit? Where can I flee from your presence: If I go up to the heavens, you are there; if I settle on the far side of the sea, even there your hand will guide me your right hand will hold me fast." -Psalms 139: 5-10*

Below is a note Sid wanted me to forward to you all. Sid wrote:

*What I want you to know and tell our friends and family is that no one is here with their head down kicking a can. Everyone here understands that the job is hard, but not hopeless, and everyone committed to it's accomplishment has their head in the game. When you find someone running their mouth about moral apathy or hopelessness, chances are they have nothing to do with mission accomplishment, nor are they associated with those who do. They tend to be retired to some comfy corner to fester in their own pity or draw power or attention to*  
*See In Memory on page 7*

# New Fiscal Year, Old Issues, New Opportunities

BY ROB CLAUDIO  
LEGISLATIVE CHAIRPERSON

As we begin the new fiscal year in California, we have yet to resolve the issue of a new budget and the federal forecast does not seem to change much. Our state continues to wait and see what the Governor will do with the final budget that is presented to him. From recent articles in various newspapers, the legislators and the Governor have not met much. Things may go into warp speed as they head to summer break period and the staff to the Governor and other executive appointed positions will not be paid until the new budget is finalized.

At the federal level, much talk has been centered on the proposals for reductions to Workforce Investment Programs and most of our Partners in the Local Workforce Investment Areas, are adjusting to budget reductions in

their various programs. We are still waiting to see if the Governor does not blue pencil any line item on the final budget that may affect the Job Service in California. Although all indications are that it will not occur since the elected officials took care of language assigned to the proposed reduction of contingent fund money that prevented the monies from going into the main budget. Until the final budget is signed, we will all keep our fingers crossed on that item.

Finally, I look forward to the board meeting in August that will introduce our new members of the executive board to all of the chair activities that we are all a part of. In my final year of legislation, I am very pleased to introduce the new chair to replace me in the 2007-2008. Her name is Veronica Champayne and she works in the

Sacramento Mid-Town office in Job Services. She is enthusiastic and a breath of fresh air, which I am sure will come in handy when we are dealing with a lot of old unresolved legislative issues. I am looking to working with her very closely as I tie up this last year and provide for a transition period for the new chair, after seven years of being at the helm. Please join me in congratulating Veronica and I hope she will be at our meeting in Ontario in August, to formally introduce her.

Until then, I hope to continue to speak to many of our members with regards to questions and concerns regarding legislation. I look forward to a wonderful final year with all of you helping our California chapter continue to be the leader and example to all other chapters in this organization!

## Education Corner

BY JEAN BERRY  
DISTRICT III DIRECTOR

IAWP is looking forward to providing you with educational tools for your personal and professional life. Courses will be held in various formats, such as our annual educational conferences, lunch time mini-sessions, after work training sessions and weekend (Saturday) sessions. Another valuable resource is free on-line courses to assist with your educational achievements.

In this issue, we have listed some of the upcoming training planned for this administrative year. Take the time to check the one(s) that you are interested in attending and forwarding your selection to [berrymini@aol.com](mailto:berrymini@aol.com). This would greatly assist us in prioritizing the training.

### Professional Growth

- For the Love of It
- Workplace Violence – The First Line of Defense
- Quality Service in the Public Sector
- Change Management
- Conflict Resolution/Communication
- Career Development (IDP)
- New Exam Process Preparation
- Contracts/Procurement Process
- Budget Process
- Maximizing Your Potential
- Developing the Leader Within
- I Know Just What You Mean
- Method of Instruction
- Make Time for Monitoring & Coaching
- Microsoft Project

- Visio
- Soft Skills
- Work Ethics
- Customer Services – Internal
- Customer Services – External
- Diversity/Culture
- Presentation Skills
- Promotional – Clerical
- Motivational Training

### Personal

- Financial Training
- Retirement Training
- Red Cross/CPR
- Identity Theft & Fraud
- Conversational Spanish
- Health Club

### On-Line Course

- **GCF – Global Learning-**  
<http://www.gcflearnfree.org>

Offering free beginning computer courses and other learning opportunities world wide in English and Spanish. After successfully completing a class, you can earn a certificate of completion and IACET (International Association for Continuing Education and Training) accredited Continuing Education Units. Classes offered: Access, Excel, Math Basics, Power Point, Publisher 2003 and Word.

- **Disney Family Learning Center –**  
[disneysponsor@disneyonline.com](mailto:disneysponsor@disneyonline.com)

Come experience the magic of education at the Learning Center featuring – Trying to Keep Your Kids Safe on the Internet; Hands On digital scrapbooking design, etc. Explore this web site for a wide range of educational tools for your family.

### Grants, Scholarships, On-Line Degrees

- **Karl E. Bybee – California Chapter**

For educational courses, institutes, or activities directly related to professional advancement of members. More information available on chapter website: [www.iapes-ca.org](http://www.iapes-ca.org)

- **Logan S. Chambers – International**

Individual scholarships are designed to provide financial assistance to IAWP members who wish to increase their knowledge, skills, and abilities in a course, or courses of study that pertains to employment and training or towards a degree program that relates to job performance and/or promotional possibilities. More information available at: [www.iawponline.org](http://www.iawponline.org), go to members only.

- **Scholarships, Colleges, On-line Degrees**

Individuals seeking financial assistance, colleges, on-line degrees, can obtain information on [www.collegeschoarships.com](http://www.collegeschoarships.com).

Check our chapter website frequently for announcements of educational conferences and training sessions dates and locations.

*Reminder: When planning to attend and/or participate in any of the proposed training, it should be pre-approved by management and that if the training can be considered "job related" or "job required, time and appropriate reimbursement may be requested by submitting a DE 3555.*



DISTRICT XV CONFERENCE

## Developing Professionals for Today & Tomorrow



**Save the Date: October 19, 2007**

- Succession Planning – What Is It & How Does It Affect Me?
- UI – DI – Tax – Workforce – BOPSD – FPD
- A New Concept - Training Workshops
- Change Management
- Conflict Resolution/Communication

**Radisson Hotel Newport Beach**  
4545 MacArthur Boulevard  
Newport Beach, CA 92660  
(949) 833-0570

The Radisson Newport Beach is centrally located in Orange County close to the business districts of Irvine, Santa Ana, Costa Mesa and Huntington Beach, and is just 15 miles from Disneyland. FREE shuttle service is provided from/to John Wayne Airport, just a 1/2 mile away from the hotel.

### REGISTRATION

- \$45 per IAPES member
- \$35 per IAPES retiree member
- \$55 per non-member

(INCLUDES LUNCHEON)

Make checks payable to IAWP District XV and mail to:  
PO Box 15014, Los Angeles, CA 90015

For further information contact:  
Registration: Sheila Mitchell, (213) 744-2372  
Program: Jean Berry, [berrymini@aol.com](mailto:berrymini@aol.com)

## Local Chapter Presidents and Treasurers Training

BY NANETTE BOWMAN  
PAST PRESIDENTS ASSOCIATION  
CHAIRPERSON

The Past Presidents Association is again arranging the training for Local Chapter Presidents and Treasurers on August 18, 2007. The training will begin at 7:45 a.m. on Saturday morning and end when California Chapter President Ray Cabrera calls the meeting of the Board of Directors to order. Treasurers training will be 8:30 to 9:30 a.m. because presidents must be informed as the overseers of the account reports.

Make overnight reservations at the Ontario Hilton before August 3 by call (800) 445-8667 and asking for the IAWP rate of \$84. The address of the hotel is 700 North Haven Avenue. Call the hotel for complimentary shuttle from Ontario Airport at (909) 980-0400.

Local chapter officers are required to attend this training whether or not you have attended before. It is important to be up to date on all the changes. Revised Handbooks will be distributed. The agenda will consist of an

overview, treasurer responsibilities, presidents' responsibilities, chapter activities reports, awards, membership, and communication including the website.

Call me at (714) 269-0612 or email [nanettebowman@cox.net](mailto:nanettebowman@cox.net) and let me know how many from you chapter will be attending so I'll have sufficient copies of material or if you have any questions,

Congratulations to all new and returning chapter presidents. I look forward to seeing you in Ontario.

~ Oops ~

BY PAT THORNTON  
CAL-LIOPE EDITOR

In the May-June *Cal-Liope* on page 4 in the article "2006 Communication Award Winners" it was erroneously reported that the newsletter *The Grapevine* is published by the Los Tres Condados Chapter. Indeed ***The Grapevine is published by the Los Compadres Chapter.*** My apologies to the Los Compadres Chapter.

# International Conference, Boise, Idaho June 2007

BY RAYMOND CABRERA,  
CALIFORNIA CHAPTER PRESIDENT

The IAWP International Educational Conference was held in Boise, Idaho this past June. It was packed with educational workshops during the day and fun filled nightly events. The California delegates met several times and tried to make sure that all of the venues were covered with at least one delegate. In this way we got to share a lot of information by the different delegates from the many different workshops.

In the last issue you had the opportunity to read some of the presentations at the state conference and in this issue you will get to read about some of the presentations at the International conference. There were so many workshops and presentations that we are not able to report on them all.

The airplane trip was uneventful for most attendees, but in three cases their luggage did not arrive in Boise with them. One delegate was stranded on the tarmac for over an hour, without food or drink, before they were allowed to take off. She arrived a few hours late for her reservation and things had to be ironed out the following day. It took about 24 hours but her baggage did finally arrive. In the case of another individual, the airline had to pay for her to purchase some clothing so that she could make her presentation on the first day of event. In her case, she also received her luggage later, and in all cases no one was too terribly upset and tried to enjoy all the events.

When I arrived the weather was fine, but as the day went on the wind built up. The conference was not actually at the Grove Hotel, but at the Boise Convention Center on the Grove next door. You had to exit the hotel from a side door and walk across to the Convention Center. The convention center was some 40 yards away and between the two buildings there was somewhat of a wind tunnel. This made things very interesting when you wanted to arrive at a workshop properly groomed.



California delegate tourists rest in the Cracker Barrel rocking chairs.

During the week we were there, we experienced some strong warm and cold winds. The flags poles, located on the patio on the second floor, made a racket when the rings holding the flags to the poles hit the poles. This did not stop us from having a most enjoyable evening with all our counterparts from other states. The temperature ranged from the mid 80's to the low 60's during the week. One never knew what to expect with the weather on a daily basis. It even rained on two occasions, catching most of us by surprise and unprepared.

Throughout it all, we managed to attend a most informative educational conference and spend some quality networking times with our counter parts from all across the United States and from some of the foreign country members. It all ended with a formal Ball. I had a most enjoyable time and I wish to thank Rocio Lopez, San Gabriel Valley sub-chapter President, for dancing a salsa-dance with me. It seems they don't dance salsa much in Boise, so Rocio and I had the entire dance floor all to ourselves.

A number of us rented a van and planned a sightseeing tour around the nearby area. We want to thank George Faithful, International President elect for his accompaniment, at least in part. He joined our vanpool thinking we were going to the airport instead of sightseeing, so we had to turn around and take him back to the airport before he missed his flight. It did not take us far out of our way, but we did have to pass by the Cracker Barrel more times than James Thomas cares to remember (inside joke).

I hope I didn't leave you thinking we did not have a great time because we did. Each time I return from International, I get this sad feeling of wanting more. I hope your thinking of attending the next International Conference being held on June 8-12, 2008 in Richmond, Virginia.



California delegates at the International Banquet.

## A Warm Welcome to All First Timers!

BY ROCIO LOPEZ  
SAN GABRIEL VALLEY CHAPTER

I hope everyone enjoyed this beautiful Conference. I extend my arms to welcome the first timers and hope that this is the first of many, many more conferences. Take home to your Chapters the friendships and the knowledge that come out of the workshops.

One of the many workshops that caught my attention was Tough Talks: Communicating in Conflict with Clients and Colleagues where we

learned about handling conflicts. The principles of conflict resolution are:

- Think before reacting, listen actively and assure a fair process.
- Attack the problem not the people. Accept your responsibility and use direct, assertive communication.
- Look for common interests and find options or mutual gain and focus on the future.
- To approach conflict resolution we must:
- State the problem without

making it emotional baggage.

- Seek for common ground interest.
  - Develop acceptable alternatives
  - Reach an agreement and finalize mutually acceptable resolution.
- Some thoughts to share:
- "No one has to change but everyone has to have the conversation."
  - "Be patient with your self in making changes; they are difficult conversations after all."



## Boise Welcomes International Conference Delegates

## A Handshake Will Do

BY ELAINE CARRAWAY  
CABRILLO DEL RIO CHAPTER

Hello everyone,  
I wanted to comment on the warm welcome I received as a First Timer at the International Conference. Being a first timer, it is customary to be greeted with a warm hello and a HUG.

Well, not everyone is accustomed to such *warmth*. I personally need to know you, at least a day, before being that warm. *Remember*, we not only have to respect the personal space of *people* with disabilities, but every person. Remember to ask first and if they say no, it's OK to say NO.

If you get a NO to the *hug*, a handshake will do.

*But...* since I am *gold*, I had to put this in writing. I'm *passionate* about being a member of IAWP, so I want to *lead us to do the right thing* and since I am one of the *aging* workforce and attempting to *reduce stress* in light of the *federal budget*, I thought I'd attempt to *remove barriers* being placed on the *labeled* First Timers, in order to open up a *networking* association that *works... smile*.

I really did have a good time. Hope to see you at International in 2008.

Gora!

## Reclaim Your Day – Learn to Say “NO”

BY ANITA L. LOWE  
SACRAMENTO CHAPTER

Ms. Jana Kemp spoke, at the 94th International Conference, on ways to master the power of NO and to reclaim more time in your day.

Saying NO is hard because you feel obligated to say yes. You say yes because you want to be liked, seen as a team player and to be nice to others. You should learn to say NO. By using your calendar/date book, be honest, but firm, provide options, don't feel obligated and before saying yes know what is involved.

Ms. Kemp talked about her POWER OF NO MODEL, which are:

- Purpose
- Option
- When
- Emotions
- Rights & Responsibilities

Her model suggests getting to know the purpose of the project, what are the options for the request, what assistance will you get on the project, when does the project have to be completed, how do you feel about the project. You have the right to say “no” at each lever of the POWER if it doesn't feel right to you, but if you do say yes, then take the responsibility to follow-through.

When you are asked to volunteer for a project or a committee and you say NO and then justify why you said NO you are really saying maybe, or yes. NO is a complete sentence you don't have to justify it, so be firm when saying NO.

Practice saying NO and reclaim your time and your days and enjoy your life. “NO! I'm retiring from volunteer work.”

## Identifying Successful Leadership Styles

BY B.J. SIMS  
SILICON VALLEY CHAPTER

Daniel L. Hays, the new IAWP Vice President, conducted one of the best workshops offered at the 94th Annual International Educational Conference in Boise, Idaho. In his presentation "Influence and Action: The Core of Leadership" Daniel offered helpful insights on the distinctions between leaders and managers. He offered that leaders look to the future and push new ideas while managers focus on the present, here and now; leaders develop strategy and mobilize support for strategy while managers focus on execution of the strategy and leadership and management are a set of skills, both of which are needed for an organization to succeed.

Daniel engaged the group by asking if Chris Mathews invited you as a guest on a special edition of Hardball, one focusing on successful leaders what is your point of view? The attendees shouted out many suggestions including planner, motivator, risk taker, respect, good listener and many more. Daniel maintains in this age of instability more leadership is needed to deal "with the constant even chaotic changes, "and to meet challenges of "more, better, faster" and "add value or be eliminated" environments.

He identified three types of leaders

- A Revolutionary
- An Inspiring Storyteller
- A Politician

Successful Revolutionary Leaders have the courage to face reality and size up the situation as it is not as it was, or what you would like. A Revolutionary Leader will identify sources of complacency even in the absence of a major and visible crisis, through too much happy talk and when the organization

focuses on narrow functional goals. Will Roger's quote "Even if you're on the right track, you'll get run over if you just sit there" illustrate his point. Daniel stated that complacency is identified by low overall performance standards, lack of sufficient performance feedback from external sources, a "Kill the messenger" of bad news culture and human nature. To combat these tendencies is to challenge the status quo, get feedback especially from unhappy customers, change performance metrics with higher and broader performance as well as change how you operate. Successful revolutionaries push up the urgency level and find a crisis, expose weakness vis-a-vis competitors, identify shifts in the landscape and are vigilant to pursue the strategic imperative: "Only the paranoid survive."

**"We must become the change we want to see."**

– Gandhi

The second leadership style is the Storyteller who has a plausible story line, which includes why, how does it affect you, what are the key signposts along the way and will there be a happy ending. The storyteller must have an engaging delivery style. Successful storyteller leaders have a "Persona", a "Vision" and the ability to speak well.

The persona is positive and optimistic, bringing passion and enthusiasm, and an "Action Bias" such as being in the trenches.

It is important that the Storyteller's vision appeal to the core values of the organization and can create links to common values such as a chance to change the way things are, take part in something new, do something good and make a difference. They have the ability to lead people by looking to the future and provide a purpose.

**"Whatever you can dream, you can begin it. Boldness has genius, power, and magic in it."**

– John Wolfgang von Goethe

The third successful leadership style is as a Politician who can play the power game, build credibility and trust, and build support for action. Playing the power game through being right versus being effective, the ability to influence and accepting and acting on the paradox of power. Power comes from being a definer of social reality (being the first to define and spin) and through your reputation (credibility and trust). Power can also come from dependency (resources, access, expertise), your location in the organizational network (information and centrality) or from relationships and social support (advocates, allies and coalitions).

Building credibility and trust come from the 2C's and the 3P's.

Character: Person (Reputation: Integrity and Respect for others)

Competence: Performance (successful track record and reliability)

Competence: Process (information disclosure and inclusiveness)

**"Being powerful is like being a lady. If you have to tell people you are, then you aren't."**

– Margaret Thatcher

Sometimes the successful leader may be a combination of all three styles. Can you identify your style and how you can make a difference? Remember "No matter what accomplishments you make, someone helps you." Althea Gibson and "Courage is contagious. When a brave man takes a stand, the spines of others are often stiffened." Billy Graham.

Thank you Daniel for your inspiring presentation.



Mary Archer and the fabulous Rod Stewart in Boise, Idaho.

### Never Can It Be Said That IAWP Misses a "Golden Opportunity"

BY MARY ARCHER, DISTRICT II DIRECTOR

What is the draw that entices your friends and co-workers to use their vacation time to go to the International Association of Workforce Professionals International Conference every year? The friendships and the program content will never seem the same if they are not prefaced with excitement just like this year in Boise, Idaho. OK. So what was the event that brought amusement to my colleagues and comments from my family like, "Only my mother...?"

Well, while waiting for my son to pick me up at the Grove Hotel, a famous British Pop star was seen and this was the result...

Who would ever have thought that a trip to a somewhat out of the way Boise would be so colorful and have the magnetism of star power?

Well, here is the proof, your own California District II Director, Mary Archer next to a limo and the one and only Rod Stewart resplendent in shades of gold from finger tip to toe!! This outrageously magnificent star graciously offered the said District Director a photo opportunity not to be missed!

### International Delegates' Tour

BY BEN TAKESH'TA  
EAST BAY CHAPTER

Fifteen delegates representing Columbia, Korea, Japan, Taiwan (Republic of China) and from California, Idaho, Illinois, Oregon, Virginia and Washington States went on a 30 minute bus ride West from Boise to the city of Nampa for a tour of the MPC Computer manufacturing company. This was a special tour arranged for the Int'l delegates attending the 94th IAWP conference in Boise, Idaho from June 3-7, 2007.

The MPC plant was a huge plant employing over 500 employees. They currently had one shift from 7 a.m. to 3:30 p.m. but in high employment periods they had employed over 1,400 employees 24/7. Many of their permanent workers have been with the company from 10 to 15 years or more. However, currently they use many

temporary workers to avoid hiring too many permanent workers. During the summer months, they often hired high school students. Since many of the younger students are familiar with computers, they adapt to the work at this computer manufacturing plant and some of them return to work for the company as engineers or other professional position after they graduate from college. For new workers, they have a good training program where they get hands on experience putting together a computer using parts from obsolete computers and computer parts.

Because Idaho is a Right to Work state, MPC found it advantageous to set up this plant in Idaho. Their starting wages are from \$7.50 to \$8/hr but most of the perma-

See Tour on page 6

## Beautiful Boice

Continued from page 1

are work force related.

1. is getting to work
2. issue is higher education
3. housing
4. the war in Iraq. "Voters are thinking about work force issues."

With all newly elected Senators and Congressmen there are many unknown quantities for work force issues. Mr. Foley will as always keep IAWP informed of the latest challenges so that we may contact our Washington legislators with our comments.

**Reclaim your Day Learn to say NO! – Jana Kemp**

Why is saying no so hard? According to Jana culturally saying no is less acceptable than saying yes, or agreeing with someones request. We want to please the other person, we do not want them to feel bad and we desire to be liked. Additionally, we may feel obligated to say yes to a good cause. Saying yes can make us appear to be more of a team player.

There is a "power model" for saying NO. "P" is for purpose, what do you want? "O" is for options, what I can count on to accomplish the task. "W" is for when, offer the time you can do it. A.S.A.P. is not an answer! "E" is for emotions, check in with

your emotions. "R" is for rights and responsibilities, before you say yes, what are your rights?

Once you use the power model say YES or NO, DON'T WAFFLE!

Final Jana gave us six types of NOs and ask us to practice them right there with someone else. Here they are: A Nice NO. NO as a complete sentence! A firm NO. A final NO. An Angry NO. And, the Non Negotiable NO. I am now better prepared for the person(s) who may not understand some part of NO! Thanks to Jana. Again this year, International gave me tools for daily living both on a work and a personal level.

# Doing the Right Thing

BY VAL MOELLER  
DISTRICT XV DIRECTOR

I had the pleasure of moderating a workshop at the 94th annual IAWP Educational Conference in Boise, Idaho on Monday, June 4, 2007.

The workshop was 'Doing the Right Thing! Ethics in the Workplace.' The presenter was Deb Buxbaum who is employed with the Montana Department of Labor and Industry since 1988. She has worked in Unemployment Insurance, Legal Services, and Workforce Services Central Operations. She is currently an Area Service Coordinator, working with 13 local Job Service Workforce centers, as well as a Program Manager for several federal programs. In addition to those duties, she has trained Customer Satisfaction Skills, Teambuilding, and other topics. She has been a member of IAWP since 1989.

The Montana Department of Labor and Industry promotes the following:

## Customer Focus

- Making all decisions based on what is best for the customer – internal and external – within legal parameters of laws and regulations.
- Inviting customer participation to better identify their needs.

## Individual Responsibility

- Taking responsibility for your job performance, your attitude, your professionalism, and your communication.
- Working effectively and productively in teams and partnerships, and taking responsibility for your role

in developing and maintaining healthy relationships with business partners.

- Seeking out training, tools, and information needed to do your job.
- Always looking for new and innovative ways to improve customer satisfaction.
- Accepting responsibility and accountability before you act.

## Individual Growth

- Freely sharing knowledge and opportunities for staff development.
- Committing resources (money, time, tools) for staff development.
- Recognizing individual strengths and valuing how they contribute to the whole.
- Looking creatively at solutions to enhance staff performance at all levels.

## Ethics in the Workplace

- Trust
- Mutual support
- Respect for others
- Honesty
- Mean-spirited behavior not tolerated

## Continuous Improvement

- Continually questioning the "why & how" of performing job duties.
- Including all stakeholders that may be affected by any change or improvement you are considering.
- When appropriate, using data and a structured method to make decisions.

In testing your ethics, there are three questions:

1. Is it legal?
2. Is it the right thing to do for the customer?
3. Can you justify it?

So, here are a couple of questions to test your ethics.

**1. You are the human resources manager and an employee comes to you and says, "I want to tell you something, but you have to promise that you won't tell anyone else." They then share with you that one of their co-workers physically pushed another worker in the break room. Do you take action on this information?**

A. I promised not to tell, so I keep it to myself.

B. I find out if the employee was injured and decided based on that information whether or not I should take action.

C. Even though it breaks a confidence, I advise the appropriate manager so they can make record of the incident and deal with it accordingly.

**2. You're in public relations, and are writing a press release about a new process that your Division has implemented. There are some glitches in the process and it doesn't work as well as had been promised. How much do you reveal to the public?**

A. I don't hint at the glitches. It's important that our Department's image is not compromised by the flawed process.

B. I write a more mildly enthusiastic, honest review, mentioning that continuing improvements were planned, but less glowing than I would if the process were perfected.

C. I'm completely honest, that will earn the respect of our clients. If we're forthcoming with the flaws, they are more likely to give us a break.

Correct answers: #1- C; #2 - B

## A Tour to MPC Computers in Nampa, Idaho

BY ROCIO LOPEZ, CALIFORNIA  
INTERNATIONAL RELATIONS  
CHAIRPERSON

Fifteen International delegates went from Boise on a 30 minute bus ride west to the city of Nampa where we had a tour of MPC Computers. IAWP thanks the courteous way we were treated by Mr. Joe Nelson, Vice-President, and Ms. Karen and Tande who took us around this very clean and very quiet plant. They conduct five to seven tours a week.

Our tour began with a short orientation about the company that gets their parts from People's Republic of China and Taiwan but the computers are assembled at this plant. MPC is a big plant with more than 500 employees, most of whom commute more than 1 hour to work. The company pays all health benefits and each employee earns a certain amount of leave time, which they could use for vacation or sick leave

Right now, they have one shift from 7 a.m. to 3:30 p.m., but when there is a high demand, they have almost 1,400 employees and they work 24/7 even though many of their employees have been permanent from 10 to 15 years or even more. They use temporary workers during the summer months, often hiring high school students, and since they are familiar with computers they adapt to the work at this plant and some of them return to work for this company as engineers after they graduate from college.

Idaho is a Right to Work State, MPC has found this to be advantageous to set up this plant in Idaho, the temporary workers earn \$7.50 to \$8.00/hr but most of the permanent workers earn from \$12 to \$15/hr. The company uses temporary agencies since they take care of the wages and benefits.

This company does not mass-produce computers, but takes individual or group orders based on the customer's needs. Once an order is taken, the order and each computer are assigned an ID number. All the specifications of that order are entered into the plant's database enabling each worker to know exactly what parts go into that computer.

At certain stations, as the computers are being sent through the moving belts, workers are assigned to make a 100% check of that computer to ensure that all the specifics of that computer are installed, if a mistake is found, the worker checking the computer will try to correct it on the spot but cannot take too much of his time. If it cannot be corrected in a few minutes, that computer is sent to the repair section where is corrected and shipped to the customer.



International Delegates Tour MPC Computers.

## Tour

Continued from page 5

ment workers are getting \$12 to \$15/hr. The Temporary Agencies are paid about \$13 to \$14 per employee but the workers themselves get about \$7.50 to \$8/hr to start. Since the temporary agencies pay all the wages and benefits of the temp workers, the company had found it beneficial to hire through the Temp Agencies.

Our tour began with a short orientation about the company and its background. They do get many of their computer components from the Peoples' Republic of China and Taiwan, but the computers are assembled at this plant in Nampa. After the short orientation, our group was split up into groups of five each so that the actual tour can be conducted in smaller groups to respond more directly to questions that may arise.

The inside of the plant was very clean and very quiet and everyone was working at a pace suited to their respective assignments. This company did not mass produce computers but took individual or group orders based on the customers' needs. Once an order was taken, the order and each computer was assigned an identifying number. All the specifications of that order was entered into the plant's database enabling each worker to know exactly what parts go into that computer by referring to their plant computer.

At certain stations, as the computers are being sent through the moving belts, workers are assigned to make a 40% to a 100% check of that computer to ensure that all the specific components of the computer had been

installed. When shortcomings were found, the worker checking the computer will try to correct the error on the spot, if it can be done in a few minutes. If the correction took more than a few minutes, that computer was sent to the repair section. Every morning, the workers met with their respective supervisors where any mistakes or errors from the previous day or two were brought to their attention.

Since the plant was so quiet, it was asked if they had thought of piping in music into the work area. Their response was that each worker liked their own kind of music so they did away with piping in music into the work area and allowed workers to listen to their own radio, CD, MP3s or iPods. However, they had to keep the ear plug in only one ear so that they can keep one ear open for any safety announcements that may be broadcast over the plant's loud speakers.

It was noted that many of the workers commuted over one hour to work. The company paid for all the health benefits and each employee earned a certain amount of leave time which they could use for vacation or sick leave. However, they could not accumulate more than 2,400 hours or would lose them.

The guides assigned to our groups were very friendly and most informative. They stated that they conducted from five to seven tours of this plant per week. The one hour tour was most informative and well spent. The group in attendance took photos in front of the plant with the guides before we left the plant to return to Boise.

# The Power of Language and Labels: How Disabilities Influence Everyone

AUDREY BAKER, CALIFORNIA  
RETIREE CHAIRPERSON

This workshop held during the 94th IAWP Educational Conference in Boise, Idaho was designed to teach a new paradigm of disability—one that begins with understanding that “value-laden language,” a language of respect, raises self-esteem. A person’s self-image is strongly tied to the words used to describe him or her.

The increasing influence of people with disabilities is

## President

*Continued from page 1*

that each year we can say, “this year was better than last year.” It doesn’t have to be great, just better each year. We need to make sure that we are educating the membership in those areas that need attention. Here is where you come in. It is your responsibility as members, as well as ours as board members, to have a two-way communication that lets us know early on what you’re seeking in ways of education in the workforce, so that we can build a conference around the needs of you, the members.

This past May, I had the opportunity to speak with our UI Deputy Director, Deborah Bronow who was visiting our office, over the building of an Educational Conference and how the Deputies saw it all coming together. What would the Deputies like to see in an Educational Conference that would benefit their staff to advance in the workforce and allow them to release their staff to attend our conference on their dime? I had asked for a fifteen-minute meeting, which turned into a forty-five minute brain storming session with all kinds of possibilities and four full pages of notes. Everything starts with an idea and she gave us not one, but several to select from and build upon.

## In Memory

*Continued from page 2*

*themselves. That’s not us.*

*There is always the pain of loss, and exhaustion which can lead to words of discouragement, fear, anger, frustration etc. and that is normal. But when it passes, what’s left is resolve, not surrender. Sometimes talking to folks about the deployment I would tend to get a lot of words of sympathy & fear, to which I would not really add, except to try and give comfort that we know how to take care of ourselves. I hope you know that*

related to the increasing proportion of elderly citizens in America. The average age of the population is increasing rapidly, primarily due to “baby boomers.” Between 2000 and 2030, the population of individuals that are over 65 will almost double. The aging of the population is of crucial importance, because, although disabilities can occur at any age, they are more common among older individuals. As the average age of the population

increases, the incidence of disabilities also increases. Put this factor together with these projections and the conclusion is inescapable: in the next few decades the proportion of Americans with disabilities will increase dramatically. This will in turn influence every aspect of our lives; indeed the changes are already under way.

### The Curb –Cut Effect:

The term “curb-cut effect” refers to the reality that when an accommodation is

you the members that the upcoming May Educational Conference will be a truly Educational Conference. It will be held in the south this year and we hope that each of you start making plans to attend.

Announcements of the actual location, date and times will be out shortly as we are still negotiating with several hotels. Look for flyers from your local sub-chapter, the next issue of the Cal-Liope and on our web site. If you have not visited our website please do so, as it is full with a wealth of information. It is your website as a member of IAWP, enjoy it. ([www.iapes-ca.org](http://www.iapes-ca.org))

I want to take this time to thank the Director, Patrick Henning, and all the Deputy Directors for their continued support of IAWP over the years. Without their continued support it would be a group of well-intentioned workforce individuals. With their support we are truly an Association of Workforce Professionals. If you’re not already a member, please consider becoming one. We need you now more than ever to take this great organization to the next level.

California cannot and will not be second to none. Membership is what it’s about.

Looking forward to meeting you at our May Educational Conference.

It’s a challenge at times, but what in life is not a challenge? If it’s worth it you’re going to have to meet the challenge and turn it around into a solution. I already had an idea as to who I wanted to head the upcoming 2008 May Educational Conference. This met with the Deputy Director’s approval and she made a commitment to help us wherever she could. This was very important in the process going forward. Working through the EDD Liaison, Rhonda English, we will keep all the Deputies informed of all developments as we proceed in finalizing the May conference.

During the upcoming August Board meeting, I will announce all the committee chairs for the Boards approval. Of what I have already heard, from the proposed May conference chair, I think all the Deputies Directors will like what they hear. The chair and I were working International hard. We obtained some new fresh ideas and brainstormed in between presentations on what we each had learned. I think she has more to work with than the allotted time for the May conference. How great it is to be in the position that you may have to eliminate a proposed presentation rather than have to find something to present.

As I promised the Deputy Director, I will also promise

*I believe in this mission for as long as it is mine to accomplish.*

*I hope my folks know that too.*

*From Sid to Karin on June 1, 2007*

*I’m sorry you are worried. Don’t be. You just have to trust that God will place his hand on each of us. Our area has been in the news lately, I guess. Things are changing here, maybe for the better, so don’t give up hope based on what you hear in the news. It is at least half wrong. Someone making themselves to be the “mayor” of my area*

*was quoted in some story giving a completely false report of what is going on here. Bottom line, the enemy is very savvy at exploiting media with misinformation, doom and gloom. Don’t get me wrong, it’s dangerous, but it is not as hopeless or negative as portrayed on the news.*

IAWP has shown support for our troops at the local chapter level, state, and international levels. I pray we will always provide support no matter what political winds may bring.

provided to individuals with disabilities, many others tend to benefit. The term was coined when architects and engineers began to realize that sidewalk curb-cuts mandated for the benefit of those with wheelchairs and walkers were also being used by bikers, parents with strollers, skateboarders, delivery personnel and pedestrians in general. The curb-cut effect is now so common that most of us no longer realize that it is occurring. We now expect to see signs in large letters and contrasting colors. Entering a building we all appreciate the automatic doors, especially if we are carrying something. Many elevators now announce floors. We enjoy these relatively new modifications to our environment because they make it more “people friendly” and we appreciate all of them whether or not we realize they were initially created for the benefit of people with disabilities.

### Electronic Curb-Cuts:

The most famous is the telephone. Less well known is that the typewriter was developed as a “writing machine” for a woman who was visually impaired. The keyboards that we all use

today are direct descendents of that “writing machine”. Closed captioning and Volume controls are also a part of this category. We now have cash registers with picture keyboards, talking alarm clocks and calculators, telephones with oversized buttons and hearing “loopsets,” all of which were designed with the disability market in mind, but quickly found a larger following. Innovations that make actions possible for some tend to make them easier for many others. The universal design philosophy is that a product or service should be made in such a way it can be used by the greatest number of people possible, thus taking the curb-cut effect and applying it to an endless variety of products, services environments and experiences.

Conventional wisdom pays homage to the adaptive skill of individuals with physical limitations which are the result of hard work. Workshop attendees were reminded that each one of us have special needs, some are visible some are not. Never assume how you can assist, always ask. Watch your language, and respect an individual’s personal space.

## Women in the International Workforce

BY JAMES THOMAS, CALIFORNIA  
CHAPTER FIRST VICE PRESIDENT

The International Panel members at the International Association of Workforce Professionals Educational Conference were all impressive. I felt that everyone should be informed of women with power. The Colombian workforce is a prime example of women in power.

Rocio Lopez, California International Relations Chairperson and member of the San Gabriel Valley Chapter gave a powerful presentation. She explained that demographically, Colombia is the second largest population in South America with approximately 46 million. The female population is 50.6 percent with a gross domestic product of \$118 billion in 2005. It is also the largest importer of American goods in the western hemisphere. It was also important to note that the adult literacy rate is one of the largest in Latin America.

She indicated that since 1980, the labor force has grown from 9 to 22 million. The people are losing their pension due to property, and viable education for family members. The international Monetary Fund made new loans to the Colombian gov-

ernment in order to cut cost related to manual labor, and workers earn 25 per cent less while working four more hours per day. Colombia has lower wages and longer hours with the entrance of thousands of women into the labor market. Between 1990 and 2004, the proportion of women in the Colombian labor force went from 37 to 44 percent.

Today in Colombia more women have entered the workforce so they can maintain the same standards or living. More single mothers are head of household and married women enter the workforce mainly due to having more education. Women are working more but female unemployment grew 12 percent between 1994 and 2000. Male unemployment only grew 8 percent.

In Colombia, 49 per cent of the women earn less than men in the same position (\$8,900 for men versus \$4,500 for women), 23 percent live on less than \$2 per day, and 47 percent are professional workers, while 38 percent are in management positions. Colombia has 95 percent women working in the flower industry, feeding families of four to five, and is the only source of support for their families.

## Goings On Around the State

### Cabrillo Del Rio Chapter Appreciates Veterans

BY PAZ GASSO

On May 11, 2007 The State of California Employment Development Department (EDD) Job Service (JS) Veterans unit in Long Beach California in collaboration with Americorps, U.S. Vets and The Career Transition Center held its 5th Annual Veterans Appreciation Day at Villages at Cabrillo, which was attended by more than 250 veterans, employers, organizations and politicians.

Many volunteers from Americorps, EDD and even veterans from Villages at Cabrillo showed up early in the morning to set up tables, chairs, and balloons. Patriotic color decorations such as streamers and tablecloths

were gracefully used to decorate the patio.

Color Guards from V.F.W Post # 2967, Wilmington California presented the U.S. flag during the ceremony. Vice Mayor Bonnie Lowenthal from the City of Long Beach read and presented the proclamation given by Bob Foster, Mayor of Long Beach, California.

In addition 7th District Councilmember Tonia Reyes Uranga and 5th District Councilmember Gerrie Schipske, both from Long Beach, California, were present as special guests. Our main speaker, Mike Rounds, an International trainer/motivational speaker, spoke to the Veterans about "Being Truly Appreciated."

Party time! Many activities were included in this event; "The Temptations" (local band) generously donated their time to play beautiful songs while some people visited the dancing floor, winning numbers were pulled for great prizes! A succulent BBQ type lunch was served after the ceremony, hamburgers, hot dogs, fruit, beverages and more to all attendees, thanks to the generous donations from the Greater Harbor Employer Advisory Council and the South Bay Veterans in Gardena.

Several veterans expressed their gratitude and enjoyment of this event, "I feel like a movie star" said one the attendees I responded yes, you are our star!



Jorge Perez installs the new Orange Empire officers.

### Orange Empire Chapter Meeting

BY NAN BOWMAN  
PAST PRESIDENTS ASSOCIATION  
CHAIRPERSON

On June 6, 2007 Orange Empire held their quarterly general meeting at the Old Spaghetti Factory in Fullerton. The keynote speaker, Renee Deufrane, is a corporate trainer, life coach and motivational speaker. Her one hour presentation on RESOLVING CONFLICT THROUGH CLEAR COMMUNICATION included an outline on the Positive Definition of Conflict; Remember YOU have choices; Practice TRUE listening and Reach for a deeper understanding. If these topics piqued your interest, contact Renee at [rdavis@rmals.com](mailto:rdavis@rmals.com) and ask her to speak to your group. Desiree Arreola won a round of applause with her by maintaining excellent control as Renee's audience participant. The speaker demonstrated her own assertiveness skills with restaurant staff during a breakdown in the food service.

Outgoing Orange Empire President Jorge Perez swore in 2007-2008 officers: Catherine Caldera, President;

Maria Chuayiuo, First Vice-President; and Carol Kolesar, Treasurer. Second Vice-President Jeanne Wallace was unable to attend. Catherine Caldera appointed Nanette Bowman Secretary.

Congratulations to Carol Gaves who became Mrs. Barry Kolesar on May 21, 2007.

Jorge Perez expressed his pleasure for serving as an Orange Empire Chapter Officer. Catherine Caldera presented Jorge with a desk trophy acknowledging his four terms as President. Several past presidents of Orange Empire were recognized among the 40 in attendance: Sue Ginter, Kathy Trimble, Armando Berumen, Carol Kolesar, and Nanette Bowman.

Orange Empire is collecting school supplies to benefit the Child Abuse Prevention Center. Other community service ongoing collection projects are the pop tabs and pennies for the Ronald McDonald Charity, clothes and toiletries for CDC clients and Campbell soup labels for St Jude's Ranch for Children.

### Puerto Del Sol Chapter Celebrates 3rd Annual Picnic

BY JOYCE REESE &  
VERONICA MARTEL-RODRIGUEZ

On another beautiful San Diego day, the Puerto Del Sol Chapter held its 3rd Annual Picnic and Chapter Meeting at Crown Point on June 16, 2007. Approximately 90 members, family and friends of Puerto Del Sol attended. There were a number of activities held throughout the day, including: volleyball, a best dessert contest. Winners were: 1st place, Genie Araujo; 2nd place, Pat Wise; and 3rd place, Leah Sprecht. A 50/50 raffle, winner was Gloria Mesa who won \$194; prizes, children's games, a castle bouncer and piñata breaking were also enjoyed.

This year, once again, IAWP member Alex Araujo

and his family volunteered to take care of the cooking. They cooked a delicious breakfast for the early morning set-up volunteers and made sure that everyone had their fill of hot dogs and hamburgers. The Araujo's also provided us with a popcorn popper and a sno-cone machine that were enjoyed by children of all ages. Thank you Araujo Family!

Cheryl Sproles, 2006-2007 President presented IAWP Employee Appreciation Awards to: Hong Tran, Job Service; Maryann Castillo, Unemployment Determinations; Yvonne Navarro, Disability; and Manuel Sanchez, Veteran Services. She also gave Certificates of Apprecia-

tion to the outgoing board members: 1st Vice President, Bernice Jenkins; 2nd Vice President, Barbara Byrd-Blake; Secretary, Ana Cotta; Treasurer, Edna Derringer; and Membership Committee, Manny Sandoval.

The 2007-2008 Puerto Del Sol officers were sworn in on that day by District IV Director Stacey Baron-Blank. The new officers are: President, Veronica Martel-Rodriguez; 1st Vice President, Joyce Reese; 2nd Vice President, Barbara Byrd-Blake; Secretary, Manny Sandoval; and Treasurer, Susan Kirby.

A big thank you to everyone who helped make this another fun and successful Puerto Del Sol event.

### IAWP Local Chapters Get Involved to Help Homeless Elementary School Students – You Can Help!

#### Los Compadres Chapter

BY BETTYE HICKS  
LOS COMPADRES COMMUNITY  
SERVICE CHAIRPERSON

Los Compadres Members, we need your support in an effort to help Homeless Elementary School Students in the Los Angeles Unified School District.

*Who is considered homeless?* The McKinney-Vento Act defines homeless children as youth between the ages of 2-18 years old who lack a fixed, regular, and adequate nighttime residence and may:

- live in a hotel or motel
- live in a shelter or transitional housing
- live in an abandoned building, parked car, or other facility no designated as a regular sleeping accommodation for human beings
- share housing with another family due to loss of housing, stemming from financial hardship

- live in a trailer park or campsite due to lack of adequate living accommodations

On any given day, there are over 10,500 identified Homeless Students attending schools within the boundaries of the Los Angeles Unified School District. There are many ways to support the Homeless Education Program. Your contribution large or small will make a difference in the lives of children and families struggling to overcome the daily challenges of poverty and displacement

Los Compadres Chapter will accept donations for the San Fernando Valley Area schools.

To make a donation, make your check payable to Los Compadres Chapter-IAWP. Mail your donation to: Bettye Hicks, PO Box 803411, Santa Clarita, CA 91380. We will use your donations to pur-

chase needed items for back to school. I will send you a receipt for your tax purposes. If you have any questions, call or e-mail me, [ladydarby-hicks@yahoo.com](mailto:ladydarby-hicks@yahoo.com) or call (661) 513-0264.

#### Los Angeles Chapter

BY SHEILA MITCHELL, PRESIDENT

Support the Los Angeles Chapter in their quest to promote education throughout the world.

**Please donate back-to-school supplies for the homeless children in the Los Angeles area and in Ghana, Africa.**

For the kids in the Los Angeles area we are accepting books and backpacks for elementary school age children. Drive ends August 24, 2007.

For the kids in Ghana I will be taking a suit case full of pens, pencils, erasers, Crayolas and clothes. Cash donations are also encouraged.

Contact Sheila Mitchell at (213) 744-2372 or email me

at [Sheila1@edd.ca.gov](mailto:Sheila1@edd.ca.gov) if you have any questions or comments. Arrangements can be

made for pick up of all donated items. All items are tax deductible.

### Silicon Valley Chapter Helps Book Drive

BY JAMES THOMAS, CALIFORNIA  
FIRST VICE-PRESIDENT

The Silicon Valley Chapter and the Neighbors Aboard came together and sponsored our Annual Children's Book Drive. The Silicon Valley Chapter and Joni Reid, President of Neighbors Aboard, wanted to help these unfortunate children fill their library with books. The Neighbors Aboard is a member of Sister Cities International that represents Palo Alto, and five Sister Cities that include: Albi in France, Enchede in the Netherlands, Linkoping in Sweden, Oaxaca in Mexico, and Palo in the Philippines. The Silicon Valley Chapter collected books in the hope of giving children a chance to learn and visit other countries through reading. The book collection

ran from May 21, 2007 through June 1, 2007. The books collected are for children ages three through the 12th grade. We were honored to be part of this educational opportunity for children to explore the endless possibilities of learning.

#### Past Presidents Association Pin

This pin was presented at the District XV Conference and is available at the Chapter Executive Office for only \$2. Send your money with your request for purchase any or all of these pins to: Pat Thornton, Executive Office Manager, 11410 Gold Hill Court, Gold River, CA 95670