

Cal-Liope

The MUSE with the NEWS

Chapter/International Association of Workforce Professionals

May / June 2008

Volume 53, Number 3

State President's MESSAGE

BY RAY CABRERA,
STATE CHAPTER PRESIDENT

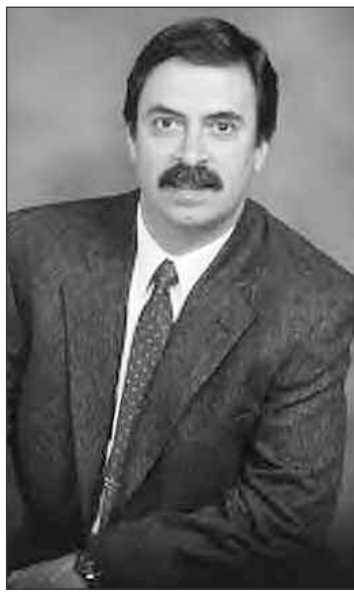
In the past two years I have met and worked with a lot of great and wonderful people in all areas of Workforce, all over this great state of California. I had the privilege on several occasions to meet our number one supporter, **Mr. Patrick Henning**, Director of the Employment Development Department. He sees and believes in the value of our organization and is not afraid to speak up in our support when the need arises.

For this I thank you Mr. Henning.

I also thank and appreciate all of the Deputy Directors for participating in our educational conferences over the past two years and for allowing staff to attend our conferences. Thank you for knowing that IAWP wants to be a true partner with EDD by helping our members and furthering the education of all the workforce staff. Thank you for partnering with us to accomplish the same goal.

To all the dedicated and unselfish members of my boards these past two years, who worked hard and gave of their time, talent and treasures to continue to make this great organization thrive and prosper, making California's Chapter the chapter to emulate, I say thank you. We took on many challenges and came out victors. Our Educational Conferences are better; and our educational packages are closer than ever to what workforce development really needs. We can hold our heads up high and walk with great pride. For these accomplishments I thank my Boards of 2006/2007 and 2007/2008.

This is a techno age much



different than when I went to college and we needed to get into the 21st century. We badly needed a website of our own. **Mary Aldana-Navarro** took up that challenge and created a great website. A website that has been duplicated by a number of other states thanks to her help. Mary keeps us up to date and well informed on what is going on around the state as well as at the International level. I invite everyone to take a closer look for more in-depth information on our organization, at our California chapter website: www.iapes-ca.org.

For taking us into the 21st century, thank you Mary Aldana-Navarro.

To all the Local Chapters who individually contributed to their local memberships and helped those less fortunate raising donations for the holidays, back packs for school kids at back to school time, health fairs and lunch for the farm workers, and care packages for our troops abroad. Without you, the "front line workers," we on the Board

See *President on page 8*

2008 IAWP Conference: Developing Professionals for Today and Tomorrow

BY VERONICA CHAMPAYNE

Wow, what a great conference. There were so many things to learn and wonderful people to meet and learn from. As an Employment Program Representative in Workforce Services I don't have many opportunities to really get to know the people in Unemployment Insurance (UI), Disability Insurance (DI) and Employment Tax (ET). I got to talk to a person from UI and hear first hand what it's like in the call center and that it is no accident that I have noticed a decline in unsatisfied UI customers. Did you know the recent changes in processes have had a significant increase in the number of calls they are handling. Also, those 1099G's (the tax forms) weren't just falling out of the sky into mail boxes, staff had to be pulled off the identity process so they could get them in the mail by the tax deadline. Did you know their phone workload increased this past year by up to 30 percent on some days? Congrats to all you in the UI call center, good job and thank you for all you do. Well back to the rest of the conference. What a gift you can give your self by attending the state conference. Have you ever asked your self how do I promote? How do I lead? How come I never feel like I know what is going on within our agency? How do I just feel like I'm part of the loop? If you have then you should have been at this years IAWP educational conference. The speakers were informative, interesting engaging and approachable. We

See *Conference on page 8*



Members of the California Chapter with the Buffalo Soldiers who opened the 2008 state conference.

Buffalo Soldiers Assist with Conference

BY JAMES THOMAS, SILICON VALLEY CHAPTER

The International Association of Workforce Professionals had the distinct pleasure and honor to have members of the San Diego Chapter of the Buffalo Soldiers present at our California Chapter Educational Conference held May 2-3, at the Mission Valley Resort in San Diego, California. Everyone stood tall and proud as they entered wearing their historic uniforms and stepping proudly. We saluted the flag and repeated the Pledge of Allegiance with renewed patriotic meaning.

I interviewed Mr. Robert Joyce, Jr., who is an original Buffalo Soldier. He was kind enough to provide me with a brief explanation of how the regiment was started and what transpired to cause its collapse.

The Government realized that the Negro troops had fought in every war that America had been involved in, so Congress decided to organize some Federal Troops after the Civil War in 1876. These Federal Troops became the 9th Cavalry, the 10th Cavalry, the 24th Infantry, and the 25th Infantry regiments. Their duties were to protect the settlers that were traveling westward from Mexican bandits and Indians. The regiments discovered water holes for the settlers and strung telegraph cable lines. Mr. Joyce, Jr. decided to do a reenactment of the Buffalo Soldiers using his chapter in San Diego that started about six years ago. He was one of the original Buffalo Soldiers stationed in Japan in 1947, with the 24th Infantry regiment. In 1948 President Truman issued an executive order requiring that all armed forces be integrated with excessive speed and that officially ended the Buffalo Soldiers' era.

New Officers Elected at State Conference

The 2008 State Conference and Convention held in San Diego in May concluded with Daniel Hays, International Vice President, swearing in the newly elected officers of the California Chapter.

The new officers for 2008-2009 are:

- President – **James Thomas**
- First Vice President – **Pattie Espinosa**
- Second Vice President – **Mary Navarro-Aldana**
- Treasurer – **Phil Dwyer**
- Membership Coordinator – **Janice Cedano**
- International District XV



- Director Elect – **Val Moeller**
- District I Director – **Faye King**
- District II Director – **Mary Archer**
- District III Director – **Jean Berry**

- District IV Director – **Ray Cabrera**
- Karl Bybee Board Member – **Bettye Hicks**

Congratulations to our new chapter officers.

Calendar of Events

June 8-12, 2008	95th International Conference Richmond, Virginia
July 1, 2008	E-Mail New Officer Infor to Chapter Office
July 15, 2008	Deadline for July-August <i>Cal-Liope</i>
August 16, 2008	Chapter Presidents' Training Sacramento, California
August 16, 2008	Chapter Treasurers' Training Sacramento, California
August 16, 2008	Chapter Officers' Training Sacramento, California
August 17, 2008	Board of Directors' Meeting Sacramento, California



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Legislative Report

The End of My Legislative Road

BY ROB CLAUDIO, STATE LEGISLATIVE CHAIRPERSON

When I first was asked by Nan Bowman, to chair the legislative committee during her Presidency seven years ago, I had no idea that I would embark upon a seven year quest. I thought I would give it my best and go from there. I remember my first legislative award package that I had to put together and **Vinnie Clark** came to the rescue in assisting me, as I had more questions than answers. During this period, I saw the words "WIA Reauthorization" several times, without it coming to fruition as of yet. I witnessed several stalls to the legislative process by elections, both at the national and state level that tried our patience, while we saw workforce funds depleted. I, along with our members, survived many action memos and all of the follow up work associated with them. In addition, our

own state had its own initiatives with several senate and assembly bills that provided more apprehension among our workforce initiatives. Through the collective legislative process of involving all of the members within our State Chapter, we endured both victories and defeats. The lessons I have learned from my involvement in this committee will last a lifetime. The biggest lesson of all is that, every voice counts! Whether it was influencing a local elected official or a Senator representing our state, I was always impressed at the astute communications from all of these entities and how much power we have as constituents. I also learned that the boards that I was made a part of have so much dedication for all of the legislative issues that came our way and we pulled together as a team in order to meet those challenging times. My hat is off to all of the **Chapter Presidents** and **Board members**, who went the extra mile in

ensuring that our grass roots approach to impacting the legislative process concluded with as many positive outcomes as possible.

Also, I cannot say enough about our recent Liaison to the Directorate, **Rhonda English**, who offered her assistance at every turn and provided so much support to me and the members of the Board. Included at the top of my list of thanks is to our Director, **Patrick Henning**, for all of the extended support to our association. It was refreshing to have so much commitment on day one of this job. My list of thanks could not be complete without the biggest supporter of all, **Geneva Robinson**, who at all times provided me with all of the flexibility and encouragement needed to accomplish all of the duties at hand.

Sadly, I was so disappointed in not being able to participate at our State Conference recently in San Diego, I got sidelined with a knee injury that reminds

me daily, how fragile our bodies can be at times and how thankful I am that this is temporary.

My commitment to all of the members of our organization continues to a great degree. I plan to be involved in ad-hoc activities and I will continue my legislative advocacy on all workforce related issues. I will continue to write and submit articles to the *Cal-Liope*, as I have enjoyed having a voice through this vehicle of communication. In addition, I shall endeavor to assist with educational training programs that provide meaningful ways to make contributions that enhance the lives of our members, as well as, this Department.

Finally, to all of the members of the board and the membership over the years, for giving me the support needed that encouraged my seven terms in this capacity, thank you from the bottom of my heart. I certainly could not have achieved all that I did without all of you!

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 Etheart.

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



Collector's Pin Presented by the Past Presidents Association

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**

IAWP APPLICATION

Annual dues are \$90 for all members except Retirees, which is \$32. If you are a supervisory employee your dues are paid directly to IAWP by EDD. Bargaining Unit 1, 2 and 4 employees receive \$50 of their dues paid directly by EDD. Permanent Intermittent and Permanent employees can send a check for \$40 or have \$3.33 deducted from their pay monthly. All Unit 15 employees may either send a check for \$90 or have \$7.50 deducted from their pay monthly.

IN ORDER TO RECEIVE REIMBURSEMENT, ALL INFORMATION MUST BE COMPLETED

Last	First	MI
Chapter		
Recruiter's Name		
Address		
City	State	Zip
Social Security Number	<input type="checkbox"/> Male	<input type="checkbox"/> Female
Agency/Office #	Date of Birth	
Bargaining Unit		
Employment Designation [Tax, ES, UI, LMI, DI, etc.]		

I hereby authorize the State Controller to deduct from my salary and transmit membership dues to the California Chapter of the International Association of Workforce Professionals (IAWP). This authorization will remain in effect until cancelled by IAWP representative, on my authorization.

Signature	Date
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Send to: Membership Coordinator, Jan Cedano
10523 Moorpark St., Spring Valley, CA 91978

Karl E. Bybee Board Report to the Membership

BY MARY T. NAVARRO-ALDANA, BYBEE BOARD CHAIRPERSON 2007-2008

May 2, 2008 at the IAWP Convention in San Diego, California

Karl E. Bybee Education Foundation Board for 2007-2008: Mary Navarro-Aldana, Sheila Mitchell, and B.J. Sims.

The Karl E. Bybee Education Foundation Board, in keeping with the provisions of the Bylaws of the California Chapter of the International Association of Workforce Professionals (IAWP), makes the following report to the membership of the stewardship of the Bybee Board functions and funds for the year July 2007 to date in May 2008:

Board members continued to answer questions of an informational nature to members, on how to apply for grants. The purpose of the Bybee grant is to provide financial assistance to IAWP members who want to enhance their skills, knowledge, and abilities in the field of employment security, or what we now call workforce services. In this way, a single class or course you take will directly enhance your skills, knowledge or abilities, and prepare you for advancement, or to provide better service to the people of California.

To that purpose, we funded eight grants so far this year, six grants to individuals, and two grants to a chapter (one of the grants received partial approval). The total dollar amount of grant reimbursements so far this fiscal year totals \$2,050.77. Four grants were denied.

The board members did research this year on the purpose of the Bybee grant funding.

Although historical in nature, this research assisted in validating the decisions made this year.

At least one board member attended the required California Chapter Executive board meetings throughout the year.

As of August 17, 2007, an accounting for this fiscal year showed that there was \$25,000 in a Bybee Certificate of Deposit. This account is seed money, never to be used for payments, but rather, to be used to generate the interest, which partially pays the Bybee grants. As of August 17, 2007, there was \$1,656.04 in the Bybee savings account; the two percent calculated each year for deposit to the Bybee savings account for funding grants for the fiscal year was \$1,251. Therefore, there was \$2,907.04 available as of August 2007 to pay grants for this fiscal year; at this time, there remains \$856.27 available for any remaining payments to be made between today and the end of this fiscal year.

We acknowledge that members are pursuing a degree, something not covered by Bybee grants, but specifically covered by the IAWP International Logan S. Chambers Individual Scholarship and Freddy L. Jacobs Scholarship.

In conclusion, the Bybee Board has always attempted to market this benefit to members, in the *Cal-Liope*, via the Chapter Presidents, and now on the California IAWP website. We will continue to do so, as well as providing alternative choices to those members who do not choose to take individual courses or those offered by Chapters in a group.

INTERNATIONAL WEBSITE CHANGE

Beginning January 2008 the International website at www.iawponline.org will require your member number to log into the Members Only section. Your member number appears on your membership card. If you do not know your member number, please call the Administrative Office toll-free at 1-888-898-9960 or e-mail your request to iapes@iapes.org. You will need this number to vote for International officers as well as to enter the Members Only section of the new website.

My First IAWP Conference

BY FRANCES CARNEY, EAST BAY CHAPTER

This was my first time attending an International Association of Workforce Professionals (IAWP) Conference. I have attended conferences for other organizations in the past, but the IAWP Conference was special for me. I felt that as an attendee I was united in spirit with my fellow attendees and the speakers in trying to strengthen the workforce in California. It was exciting to know that we were in this movement together.

Daniel Hays gave a down to earth leadership presentation. His use of certain quotations was well selected and encouraging. "Take every negative thing and turn it into something positive." "Failure is not fatal, but the failure to change might be." To help us remember to keep our thinking in perspective he reminded us of another quote: "No matter what accomplishments you make, somebody helps you;" "Courage is contagious;" "Accept your role." They will respect that you stood your ground on integrity." He drove his entire points home with selected movie clips that left us thinking about ways we could improve our lives at home and in the workplace.

I will encourage everyone I know to try to attend the next IAWP Conference. They will come home feeling the way I did. They had the chance to meet lots of people, to listen to lots of presentations and to share their ideas with others. They will appreciate the opportunity of being part of a national network concerned about the workforce in California.

Retiree Corner

BY AUDREY BAKER, STATE RETIREE CHAIRPERSON

The Retiree of the Year Award recognizes an individual for their continued outstanding commitment to the association objectives following retirement.

Congratulations to **Jan Thompkins**, our 2007 Retiree of the Year. Jan is a long time member of the Sacramento Chapter and has continued working for her chapter in various capacities since her official retirement after 25 years of state service. As part of her nomination it was noted that Jan has been a "good right arm" for every Sacramento and California Chapter President. She is well organized and is a fountain of ideas for projects for the chapter. She has consistently spearheaded community involvement projects for the Sacramento Chapter. Jan has, at one time or another, served as State Conference Chair, regularly contributes to the publication of the "Capitol Ideas" newsletter, worked tirelessly on the 1997 and 2003 International Conferences which were held in California. Jan also serves as a member of the State Retiree sub-committee. She is indeed the retiree that never retired from IAWP. This year's award winning nomination was submitted by Pat Justice of the Sacramento Chapter.

Congratulations are also in order for another retiree, **Betty J. Hicks** of the Los Compadres Chapter, District III. Betty was elected to a three-year term on the Karl E. Bybee Board at the State Conference and Convention held in San Diego. Betty is the immediate past president of the Los Compadres Chapter and currently serves as Community Chair for the Chapter.

Retirees seen around and about and working in various capacities to assist in making the conference a success in San Diego included **Betty Hicks, Jean Berry, Faye King, Gloria Enriquez, Tom Sims, Pat Thornton, Nan Bowman, Jean Stefanik, Michael Waller, Beverly Westover, Marie Washington** and yours truly...

Recommended reading: California's HMO Guide for Seniors, which is a free publication from the State of California Office of the Patient Advocate, telephone 1-866-466-8900.

Also take a look at the "Golden Violin," recommended by AARP, it is a catalogue filled with helpful products for independent living and making a difference in our lives. Access their web-site at: www.goldviolin.com According to the company's president, the name "Gold Violin" comes from the saying "the older the violin, the sweeter the music"... Let me know. My email is rosebud70@verizon.net.

The Big Picture: The US Economy and Context for the 2009 Presidential Election

PRESENTATION BY LEE FOLEY, IAWP INTERNATIONAL LEGISLATIVE LIASION

At the California State Conference May, 2008:

Many say we are on the brink of recession but for many low-income families served by the workforce system, they are already there – and some have not recovered from the last recession that ended over six years ago.

- About eight million Americans are now unemployed and nearly 1.5 million of those have already been looking for work for more than six months.

- More than one million American families had their homes foreclosed upon last year – and more than 200,000 last month alone – and that looks like it will be the monthly rate going forward for some time.

- The number of families facing bankruptcy is up 40 percent.

In the past seven years, it is not just unemployed workers and families in bankruptcy and foreclosure who have suffered – it is our entire nation and its position in a competitive world that have declined.

- Seven years ago, the federal government had a \$236 billion annual budget surplus that has morphed today into \$3.5 trillion of additional deficit and debt.

- Middle-class annual family incomes rose \$6,000 adjusted for inflation from 1992 to 2000 but median annual income has declined almost \$1,000 over the past seven years. This has never happened in US history – median income declining from the end of one economic expansion to the end of the next economic expansion.

- Health insurance premiums have doubled.

- Wages have increased only six percent total while the cost of gas, for instance, has doubled.

- We've had the most anemic job growth of any post-war economic recovery.

- The number of American families living in poverty is up 20 percent.

Taking a longer economic view makes these figures from the recent period even more alarming as to trends – and can give us an important public policy perspective.

- In the period between President Truman assuming the presidency and President Carter leaving office, median family income in the US increased 200% in real dollar terms. In the period since then, median income in the US rose only 25 percent and most of that increase was concentrated in the decade of the Nineties.

- So our middle class family incomes over the past 28 years are rising at only one eighth the rate they did in the prior 30 year period – and are actually declining in the most recent seven year period.

In terms of public policy implications, this is not "rocket science." In the 50s, 60s and 70s, we made large public investments in ourselves as a nation and as a people – the GI Bill, the Interstate Highway System, The Federal Housing Act, the Elementary and Secondary Education Act, the Higher Education Act, the Public Works and Economic Development Act, MDTA/CETA, and etc. – and the benefits for our nation were self evident and amazing. Beginning in the 80s, however, we undertook systematic and, generally, continuous disinvestment in these same or similar policies.

Elsewhere, however, the story has been different.

- In the 80s and 90s, some of our European and Asian competitors began making the same kinds of investments the US made in the past and have since overtaken us in some categories such as workforce investment – where US investment has declined to just four tenths of a percent of GDP in recent years and where the US has recently fallen to 21st among OECD nations

- Ireland, for instance, has gone from economic basket case to one of Europe's wealthiest nations over the past twenty-five years. This has been done mostly on the strength of its tax incentives for business development and relocation and the highly skilled workforce that resulted from a government policy of providing free tuition for up to two years of post-secondary education or technical training for everyone.

- Former Federal Reserve Board Chairman Greenspan, our national economic guru for almost three decades, warned us that a smart nation, recognizing that capital and industrial capacity can flee its borders in the blink of an eye, invests in the health, education and training of its more permanent asset – its people. In spite of his advice and the dire signals mentioned above regarding America's workers and their families, the federal government has been heading in a contrary direction cutting workforce investments by almost 1/3, in real dollars, terms since the start of the 104th Congress nearly fourteen years ago.

Going Forward: What Can We Expect re Federal Legislation in the Remainder of the 110th Congress

- We have already returned to the exact same battle we had last year with the new Democratic Congress facing off with President Bush on funding. Last year, the President successfully beat back the attempt of the Congress to reinvest in domestic programs to the tune of \$22 billion – and we ended up with no net reinvestment, although some of the program totals were changed up or down.

- This week the House and Senate Budget Committees will continue their efforts to agree upon a fiscal year 2009 budget resolution that will likely have something very close to that same proposed reinvestment of \$22 billion more than the president for domestic programs – while still moving the budget to balance in the out years. The conference committee is likely to assume increases for veterans programs, alternative energy programs, and education.

- The president will again attempt to block this reinvestment level, even though his own budget has proposed a \$400 billion deficit next year. He proposes a \$3.7 billion decrease in education funding and a \$900 million decrease in the DOL budget. Program examples of other program cuts in the President's budget are the elimination of the low-income weatherization grants, the Employment Service, and the Community Service Block Grant, and a \$570 million cut in Low Income Home Energy Assistance Program, a 51 percent cut in state and local law enforcement grants, and an 86 percent cut in rural health grants.

- All of this is a recipe for stalemate with the Democratic Congress more likely to pass short term measures than concede defeat again this year – which may mean the next president finds the full year funding measures on his or her desk early next year.

Other Legislation

The education committees still have a full plate of leftover, overdue reauthorizations that were inherited by this 110th Congress but not completed in the first session. These include the Workforce Investment Act, the Adult Education Act, the Rehabilitation Services Act, the Higher Education Act (HEA), and the Community Services Block Grant Act.

- The bicameral committees have a chance to reach agreement and enact a reauthorization of HEA in the next month and it is likely the President will sign it.

- Beyond that there is little prospect for action on these other bills until there is a new president and a new Senate, which appears likely to have more Democrats and less likely, therefore, to face a constant threat of successful filibuster.

Additional Budget and Appropriations Detail and Background

- Appropriators are currently developing a FY 08 supplemental for the wars in Iraq and Afghanistan within which they are also considering inclusion of additional spending for domestic programming.

- It is unclear at this moment whether they consider the best vehicle for such domestic add-ons to be the supplemental appropriations bill or a second economic stimulus package.

- Any additional domestic add-ons could include UI funding, dislocated worker funding and/or summer youth employment funding.

The House and Senate Labor-HHS-Education Appropriations Subcommittees intend to mark up their FY 09 bills and move them through Committee before the Fourth of July recess. But neither bill is expected to move beyond Committee markup this year.

- The Bush Administration budget and legislative proposals again recommend Career Advancement Accounts. They are proposed for a \$2.83 billion block grant to states – replacing the WIA Adult, Dislocated Worker, and Youth formula funding streams and the Employment Service – permitting governors new flexibility to redesign their local workforce system.

- The President's budget would cut WIA spending by \$484 million – including \$438 million in state formula grants including:

- Adult Training Grant \$137 million
- Dislocated Worker Job Training Grant \$223 million
- Youth Training \$83.6 million

WIA Reauthorization

The calendar and politics, including the impending change of administrations, make reauthorizing WIA highly unlikely this year. There is no movement toward WIA reauthorization at this time. A bipartisan WIA reauthorization bill was previously drafted by Senate Committee staff but it has yet to be introduced and may not be. No discussions are underway in the House Committee.

So What Can You Do?

- Get up every day and go to work and run the best workforce program in the country!

- Continue to support and participate in IAWP.

- View yourself as a leader in workforce (you are) with a responsibility to help educate your friends, your neighbors, your community and your elected representatives regarding the value and the fundamental importance of workforce investments in sustaining our nation as a world competitor.

Identifying Successful Leadership Styles

BY B.J. SIMS,
SILICON VALLEY CHAPTER

The California Chapter was fortunate to have Daniel L. Hays, the current International IAWP Vice President, as a speaker at our annual state conference in May in San Diego, California. 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 grand 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 2Cs and the 3Ps.

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

"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.

Workforce Services Division Future Plans Unveiled

BY JAMES THOMAS,
FIRST VICE PRESIDENT
AND SILICON VALLEY
CHAPTER MEMBER

We had the great pleasure of listening to Dennis Petrie, Deputy of the Workforce Services Branch at our State Conference in San Diego. He was very informative, providing us with an insight of future plans for the Workforce Service Division. His speech was centered on Integration. It was set up on the premises that Integration is:

- 1) driven by globalization
- 2) significant economic change
- 3) providing intellectual capital, and
- 4) developing a capital workforce

He expanded on the concept indicating these changes would be:

- 1) globalization
- 2) technical and telecommunications
- 3) regionalization
- 4) sustainable development, and
- 5) labor shortage

He provided some interesting facts such as:

- 1) Three billion people in China, India, Russia, 10 percent have a higher education = 300 million
- 2) 300 million people in the US, 10 percent have a higher education = 30 million
- 3) One person every 29 seconds drops out of school
- 4) manufacturing was at 49 percent of the GNP during World War II and today it is 6-8 percent, and

- 5) lack of qualified technical trained workers is driving jobs offshore

He later spoke on new strategic approaches to improving the Workforce Services Division. Some of these were:

- 1) a vision we all share
- 2) clearly defined goals
- 3) developing public policy that supports a talent development system which will secure our economic competitive will into the future
- 4) what regions are exporting jobs and this is where we focus job seekers, and
- 5) job training versus talent development

Dennis spoke on policy considerations that encompassed the following:

- 1) changing the economy
- 2) political landscape
- 3) resource availability and attraction
- 4) partnership and strategic alliances
- 5) professional standards, and
- 6) service integrations

Dennis wrapped up the presentation with how this innovative strategy would help get the unemployed clients back to work more efficiently. It would provide a road map for staff to get clients through the process and to the right person or program with ease. The program Dennis described is what State Workers do best: provide excellent customer service to our clients.

SUTA Dumping: Tax Evasion Scheme Uncovered and Explained

BY VERLETTA MOELLER,
INTERNATIONAL DISTRICT XV
DIRECTOR

One of the afternoon workshops at the State Educational Conference was 'SUTA' Dumping presented by Judy Carter and Janice Poe from the Unemployment Insurance (UI) Rate Equity Unit. SUTA stands for State Unemployment Tax Avoidance. It is a tax evasion scheme, which usually involves shell companies being manipulated to obtain low UI tax rates. When the low rates are obtained, payroll from another entity with a high UI tax rate is shifted to the low-rated account. The entity with the high rate is then dumped.

HR 3463 was signed into law by President Bush on August 9, 2004, and became the SUTA Dumping Prevention Act of 2004. This legislation requires all states to adopt laws and procedures to combat SUTA dumping. Governor Arnold Schwarzenegger signed AB 664 in 2004, which became effective January 1, 2005. California was one of the first states to enact key legislation aimed at maintaining the integrity of the UI fund.

The most common methods of SUTA dumping are:

- Purchased Shell Transaction
- Affiliated Shell Transaction
- New Employer Rate
- Reporting Under a Client's Employer Account Number
- High Plus High = Low (6.2% + 6.2% = 1.5%)
- Payroll Parking

Generally SUTA dumping involves the transfer of wages from a high UI rated account to a lower UI rated account. The following factors are used to detect SUTA dumping:

- Common ownership (corporate officers)
- Businesses having the same address
- Similar business names
- Drastic changes in rates from year to year
- Drastic changes in size of payroll from year to year

Professional Employer Organizations (PEOs) enable clients to cost-effectively outsource the management of human resources, employee benefits, payroll and workers' compensation. PEO clients focus on their core competencies to maintain and

grow their bottom line. There are 2-3 million work-site employers with payrolls over \$18 billion nationally. In California, there are over 879 registered PEO employers with over \$2.6 billion in wages out of a total of \$668 billion. At least 20 states license or regulate PEOs. The PEO Business Model is similar to a Payroll Agent Model.

All conditions of CUIC 606.5 must be met:

- Negotiates with clients or customers for such matters as time, place, type of work, working conditions, quality, and prices of the services.
- Determines assignments or reassignments of workers, even though workers retain the right to refuse specific assignments.
- Retains the authority to assign or reassign a worker to other clients or customers when a worker is determined unacceptable by a specific client or customer.
- Assigns or reassigns the worker to perform services for a client or customer.

- Sets the rate of pay of the worker, whether or not through negotiation.
- Pays the worker from its own accounts.
- Retains the right to hire and terminate workers.

PEOs do not meet the conditions of CUIC 606.5. WHY?

Tax Collections

- PEOs argue they are not the employer after being assessed. This creates an inability to collect payroll tax liability from a business entity that is not the employer.
- PEOs are lightly capitalized
- 42% of PEOs are located out of state. 88% of active accounts receivable for PEOs are for PEOs located out of state.

SUTA Dumping

- PEOs combine high rate client accounts under a group account number with a new or lower UI rate.
- A company that manipulates its UI rate has no incentive to manage UI claims.
- UI rates increase for all employers due to socializa-

tion of negative reserve account balances.

Client SUTA Dumping

- Clients can move in and out of a PEO or from one PEO to another PEO to obtain a better rate.

Other Issues

- Erroneous employer count and labor market statistics.

The impact on the Unemployment Insurance fund when a business manipulates its UI rate causes all other businesses within the state to make up for the socialized changes it imposes on everyone else. The consumer is the ultimate loser due to higher costs for goods and services when the socialized costs are passed on. The impacts for employers are increases the UI Rate Schedule and increases in all employers' UI rates.

The intent of the UI Rating system formula is to distribute the UI tax as equitably as possible. If a business has a history of retaining its' workers and not of their workers collecting UI, the business experiences a lower UI rate. If a business has a history of layoffs and higher unemploy-

See SUTA Dumping on page 8

The 2008 Educational Conference Reviewed

BY MARY ARCHER, STATE
CONFERENCE CHAIRPERSON

The conference for this year was fraught with issues related to the workplace as well as my personal family problems. Work in Unemployment Insurance was at a massive peak and all departments were impacted. The Governor was so concerned by all the calls to his office from anxious people unable to reach the Call Centers that all conferences, travel and training were restricted. This could have severely impacted the IAWP May Educational conference, so plans were put on hold. For myself I was again torn between issues with my husband's health, work and the conference. There did not seem to be enough hours in the day. We all know how that feels especially this year!! Thanks to all who came together to make this a very successful educational conference. Special thanks to Veronica Martel and the team from Puerto Del Sol for their extra efforts and making everyone so welcome at the Early Bird Reception

The day started with the traditional presentation of the colors, this is always a reminder that we are government employees. To have the colors presented this year by the Buffalo Soldiers was exciting. It reminds us that although they faced adversity and change and they were reorganized to become part of the 24th and 25th infantry they survived in our history. Their history remains, they, and their achievements are remembered and so will the branches within EDD.

The emcee for Friday was Annie Taamilo, San Diego Workforce Services. Annie welcomed the conference attendees to San Diego and did a great job keeping the conference on track despite the changes.

The key speaker for this conference was to be Lee Foley, who advocates, along with the planning committees in Washington, for the funds needed for our various programs. Many in Washington see the need for cuts in expenditures and are made aware by Lee that the cuts affect those most in need. They need to be made aware of the impact of such drastic cuts. This year the projection was for big cuts in Wagner Peyser funds as well as monies for Workforce services and training. This, in turn, impacts our ability to serve the people of California. We have lost staff through a higher than usual attrition as we are an aging workforce in EDD. We have been limited as to how many staff we could hire and limitations on training have added to the pressure for all. Why do I make these statements when I am really trying to give you all some idea of the feel of the conference. Lee Foley was needed back in Washington DC by the evening for another important meeting that could impact our funding. Instead of backing out from coming to California, he came and we hastily had to adjust the program. Fortunately **Daniel Hays** works for the Department of Labor and frequently works



2007 Communication Awards Named

BY PAT THORNTON, IAWP EXECUTIVE OFFICE

The annual awards for Flyer of the Month, Flyer of the Year and Newsletter of the Year are to recognize local chapters for their continuing and innovative ways of communicating with their members. In the year 2007 there was a wonderful variety of fliers issued by the local chapters to invite members and non-members to attend dinners with great speakers or meetings of the local chapter boards to plan activities for the chapter. There were fliers to announce community service activities and a wide variety of training sessions conducted by the chapters. Some were simple and some were elaborate but all were announcements of opportunities created to entice people to participate in the activities of a local chapter. It was my pleasure to recognize the following chapters for producing outstanding fliers in 2007. The winners of the Flyer of the Month Award were:

Jan.	Los Tres Condados	Chapter President Rocio Soto
Feb.	Imperial Valley	Chapter President Cathy Vizcarro
March	Puerto del Sol	Chapter President Veronica Martel-Rodriguez
April	Orange Empire	Chapter President Catherine Caldera
May	Imperial Valley	Chapter President Cathy Vizcarro
June	Inland Empire	Chapter President Lynne Blackburn
July	Orange Empire	Chapter President Catherine Caldera
Aug.	Los Tres Condados	Chapter President Rocio Soto
Sept.	Orange Empire	Chapter President Catherine Caldera
Oct.	Silicon Valley	Chapter President Fred Ruibal
Nov.	San Gabriel Valley	Chapter President Stephanie Thomas
Dec.	Silicon Valley	Chapter President Fred Ruibal

Congratulations to all of the winners!

Although selecting one outstanding flyer for the year 2007 was difficult, the honor of the Flyer of the Year went to the Orange Empire Chapter for their September flyers, both of which were winners.

In the year 2007 three chapters, Orange Empire, Los Compadres and Sacramento, issued newsletters and each was interesting and full of news.

The following awards for newsletter of the year were given:

Third Place Award went to the Los Comdars Chapter for "The Grapevine;" Chapter President, Sylvia Altamirano; Editor, Audrey Baker

Second Place Award went to the Orange Empire Chapter for "The Orange Peel;" Chapter President, Catherine Caldera; Editor, Nanette Bowman

Newsletter of the Year Award went to the Sacramento Chapter for the "Capitol News;" Chapter President, Paula Snipes; Editor, Anita Lowe.

Congratulations to all!

A special salute was given to the editors of the local chapter newsletters! This was an "Essential Piece" lapel pin that will identify them as a very special link in the communication of the IAWP story. In addition two "Essential Piece" lapel pins were awarded to Rob Claudio who always kept the chapter informed about legislative issues and to Ray Cabrera who anchored page one of every issue with his thoughtful President's Messages.

alongside Lee and so he understands the importance of such meetings, thus he enabled us to quickly rearranging our time frames. Some of you did remark on this in your evaluations as well as stating that Lee's information was not upbeat. He was being brutally honest as to how he believes things will play out this year in congress. It is going to be a tough year and we all must be aware as this is vitally important to you and your jobs, as well as to the public we are trying to serve. More of the public are in need now as the unemployment rates rise but they want good and efficient service from us. We, on the other hand, have to work with budget cuts

as well as less staff. Lee's message was thought provoking and I am assured that it was equally important to line staff as to managers of all levels.

The Awards Luncheon followed and it was good to see offices, partners and individuals rewarded for their sterling work. Special thanks to **Pattie Espinoza**, Second Vice President and Awards Chairperson, for her dedication and endurance with this task as it requires much additional work. To make the event a success, the awards needed to be meaningful yet still meet the complex criteria of the International Association.

After a most enjoyable event it was back to conference. **Kim**

Congratulations to All!

BY PATTIE ESPINOSA, STATE SECOND VICE PRESIDENT

We had a wonderful turn out for our annual Awards Luncheon at the State Conference in San Diego in May 2008. Of course, District I Director Faye King and District III Director Jean Berry did their "Challenge Between the Districts Routine" boasting that District III was getting more recognition than District I. When District Director I Faye King went up to receive an award for Sacramento she went into her "Award Walk." By the time the ceremony was over everyone was doing their version of the "Award Walk." Next year we should have a category on who does the best "Walk!" A good time was had by all.

The following winners were recognized for all their hard work and going the extra mile!

- Employee Performance Award: **Lilia Ponce**, Adjudication Center
- Employee Performance Award: **Isabel Soto**, UI Call Center
- Employee Performance Award: **Don Mitchell**, Workforce Services Branch
- Employee Performance Award: **UI RE-WRITE Team**
- Employee Performance Award: **Cheryl Lew**, Sacramento Adjudication Center
- Employee Performance Award: **Clarisa Ruiz**, Orange County Adjudication Center
- Employee Performance Award: **Kathleen Rader**, Anaheim Adjudication Center
- One Stop Award: **Santa Ana Workforce Services Branch**
- Administrator of the Year: **Susan Boone**
- Specialized Customer Service Award Group: **Workforce Services Branch, Oxnard Office**
- Second Place: **Winter Freeze Team**
- Specialized Customer Service Award: **Wild Fires Team**, Workforce Service Branch
- Specialized Customer Service: **Sylvia Quintanar**
- Citation Award: **Goodwill Industries**
- Award of Merit-Individual: **James Thomas**
- Award of Merit - First Place Group Award: **DI Office**
- Award of Merit - Second Place Group: **Workforce Services Branch**
- UI Group Award: **Riverside Call Center**
- Veterans Award - First Place: **Richard Partridge**
- Veterans Award - First Place: **John Cook**
- Retiree of the Year: **Jan Thompkins**
- Chapter Activities - Small Chapter First Place: **Imperial Valley**
- Chapter Activities - Small Chapter Second Place: **Fresno**
- Chapter Activities - Small Chapter Third Place: **Los Tres Condados**
- Chapter Activities - Medium Chapter First Place: **Silicon Valley**
- Chapter Activities - Medium Chapter Second Place: **Cabrillo Del Rio**
- Chapter Activities - Medium Chapter Third Place: **San Gabriel**
- Chapter Activities - Large Chapter First Place: **Orange Empire**
- Chapter Activities - Large Chapter Place: **Los Compadres**
- Chapter Activities - Large Chapter Third Place: **Puerto del Sol**
- Membership Awards - First Place: **Inland Empire** totaled 31 new members.
- Membership Awards - Second Place: **Sacramento** totaled 28 new members.
- Individual Recruitments - First Place: **Alma Dreier**

The Toll Trust Award, which is a California award, is given to recognize outstanding service to IAWP. The Toll Trust winner for 2007 was **Janice Cedano** for her work as Membership Coordinator as well as her support for her local chapter, Puerto del Sol and her involvement in assisting the Calafia Chapter in Mexico.

Ezell and Cutis Walker demonstrated the benefits of the LEAP program and Kim as you all noted, was a vivacious and entertaining speaker and according to Curtis a wonderful example of the quality of LEAP candidates.

Many of you wondered why we kept taking roll call and calling for nominations. This is an essential part of the Educational Conference as it is part of the constitution of the state chapter and ensures that members are involved in the major decisions of the organization. At the annual conference there are decisions that need to be made by all of the members assembled.

Once this business was completed we moved on to our specialist workshops geared to specific training, beneficial and informative to participants from the various branches. It is always a difficult task to estimate the number of participants from each branch attending the conference and how many workshops. To arrange so for this event I focused on tax, workforce services and unemployment insurance branches. Each presenter had masses of information and could have a spent a whole day or more on their material. I wanted to attend all of the workshops but it was important that I, like many of
See Educational on page 8

Goings On Around the State

Orange Empire Elects Officers; Presents Awards

BY NANETTE BOWMAN

Orange Empire sponsored a three hour session of "For the Love of It" training on April 19. Many thanks to **Edward Lee** for presenting the training to the 13 EDD staff that attended. Congratulations to Edward on his promotion to EPM I in the Riverside Call Center. He will be missed in Orange County but we look forward to following his career as he progresses with IAWP and EDD.

The Local Chapter Officer election took place in May. All incumbents were re-elected with the exception of the First Vice President **Maria Chuayiuo** who chose not to run. Maria pledges to stay active with the chapter but found that she needed to make a sacrifice since juggling a career and caring for her young family was a bit too demanding. Maria takes each assignment seriously and did a wonderful job as the Education Chair of Orange Empire 2007-2008. Officer installation will be held on June 4 at the Jagerhaus Restaurant, 2525 East Ball Road in Anaheim. **Jill Kimble**, Manger of the Santa Ana Disability Office will speak on "Making a Difference."

Community service projects are ongoing with collecting pop



First Vice President James Thomas presents the first place for chapter activities (large chapter) to Catherine Caldera, President of the Orange Empire Chapter.

tabs and coins for Ronald McDonald Charities, toiletries and clothes for the CDC Job Specialist clients, soup labels for St. Jude's Ranch, and cell phone recycling. The annual school supply drive for the Child Abuse Prevention Center takes place in June and July.

The California Chapter recognized the Orange Empire Chapter for the following awards:

Chapter Activities: **First Place Large Chapter**

Veteran Services – Individual: **John Cook**

One Stop Award – Santa Ana Workforce Service: **Jorge Perez, Martha Scarbrough, Ana Martini, and Geraldine**

Kennedy

Specialized Customer Services (Individual): **Jessica Linares**, Santa Ana Workforce Services

Specialized Customer Services (Group): **Judy Haugen, Abner Ivora, Linda Taylor and Tracy Wang**, Anaheim Workforce Services Marketing Team

Santa Ana Workforce Services Unit: **Elida Dortch, Felipe Lucero, and Bertha Ramirez**

UI Employee Performance: **Lilia Ponce**

UI Employee Performance: **Clarissa Ruiz**

UI Employee Performance: **Kathleen Rader**

Orange Peal Newsletter: **Second Place**

Flyer of the Year

Flyer of the month for April, July, and September

Essential Piece Special Award: **Nan Bowman and Rob Claudio**

Retirees of Orange Empire gathered at the home of **Linda Regan** on Saturday May 17 to wish her well as she relocates to Virginia. For several years Linda maintained a home in both states. Now she feels ready to settle in one place and totally enjoy her grandchildren. Many smiles and hugs were shared by **Linda, Hal Colbaugh, Teresita Diaz, Nan Bowman, and Peggy Crawford-Dougherty**. One retiree wannabe attending was **Joel Perkins**.



Dianna Ridge



Emma Jimenez



Gloria Napuli



Billie Vincent

Silicon Valley Elects New Officers

BY FRED RUIBAL, CHAPTER PRESIDENT

The Silicon Valley Chapter of IAWP is very pleased to announce the results of our elections for new officers for the 2008-2009 year.

The president elect is **Dian-na Ridge**. Dianna is an EPR for the Employment Development Department, San Jose PAC. She is a graduate of the University of Phoenix, where she holds a Bachelor of Science Degree in Business Administration. Dianna has also attended the University of Santa Cruz and San Jose State University. Dianna has a background volunteering as an advocate for children and youth, being employed as a counselor for abused and neglected children. She has also worked as a HR Professional and an Apartment Leasing Consultant. Dianna enjoys bowling, exercising, watching the news, and listening to jazz.

The First Vice-President elect is **Emma Jimenez**. Emma currently is an EPR at the San Jose PAC. Emma Jimenez began her employment with the state in 1999 as an OT at Agnews Developmental Center (DDS). In 2001, she transferred to the Personnel Dept and worked as the Secretary to the Personnel Officer where she received the Superior Accomplishment Award in 2003. In 2006, she began her employment at EDD as an EPR. Emma Jimenez enjoys spending time with her four children and her husband. Her hobbies are reading and watching movies.

The Second Vice-President elect is **Gloria Napuli**. She has been an IAWP member for two-and-half years and has been employed with EDD for nine yeears, where she currently works at the San Jose PAC. She has been actively involved in IAWP activities such as participating in the American Diabetes Associations Step Out, which Silicon Valley does every year. Gloria likes to make beads and jewelry in her spare time, exercise, and take care of her garden. She also likes to travel.

The Treasurer elect is **Billie Vincent**. Billie is an EPR at the San Jose PAC for the Employ-

ment Development Department. Billie is originally from Missouri. Billie is an armed services veteran, having served with the United States Navy. Billie has two children. She has been employed in the past as an electronics technician. She likes to write poetry and reflect on the various aspects of life and the universe.

Silicon Valley Honored with Awards

BY FRED RUIBAL, CHAPTER PRESIDENT

The Silicon Valley Chapter of IAWP was very happy to announce to its members that two of its own were honored for their hard work and commitment to excellence at this year's IAWP State Educational Conference for 2008.

James Thomas, who also happens to be the incoming state president for 2008-2009, won the Award of Merit. James has been a member of IAWP for many years now and has been very active at all levels of IAWP. He has been past treasurer and president for the Silicon Valley Chapter, as well as a First and Second Vice-President at the state level, so it was no surprise that James was awarded the Award of Merit; James's commitment to IAWP speaks for itself.

Don Mitchell, who works out of the Campbell One-Stop office in Campbell, California, was awarded the Workforce Services Award for his work efforts. Don is the Rapid Response coordinator the Silicon Valley area, providing services to dislocated workers and employers who have been hit by the many layoffs that are occurring during these trying economic times. Don has been an active member of IAWP for many years as well and is well known in his local work area as one who speaks from the heart when addressing the people he interacts with.

Silicon Valley is very proud of these individuals for their accomplishments and efforts and their hard work and dedication. They are prime examples of the sort of individuals that really make IAWP what it is as an organization.

East Bay Chapter Hosts Six Steps to Financial Success

BY ARLENE BAUTISTA, CHAPTER PRESIDENT

At a recent general meeting of the East Bay Chapter, the guest speaker, Michael Adiutori, a financial planner with Wealth Strategies Group, spoke about the Six Steps to Financial Success.

He began with the characteristics of the average millionaire:

- 54-years-old and married for 28 years
- Usually self-made; 61 percent never received an inheritance
- Lives in a 40-year-old home purchased 12 years ago, a median price of \$435,000
- Currently worth about \$1.4 million
- Drives a four-year-old American vehicle (the most popular includes the Ford F150 pickup and Explorer SUV).

What makes millionaires different?

- No high-consumption lifestyle
- Well educated
- Fastidious investors: invests 20 percent of their household income each year
- Planners and budgeters

Using hypothetical cases as well as personal stories, Michael then gave an overview of Six Steps to Financial Success:

- Protect What You Have. For life insurance, some experts recommend at least two to five years of salary; others recommend as much as 10 years. Determine whether you would be best served by term insurance, or a permanent life insurance policy. Also determine if the benefits should pass directly to your heirs or if you would like to accomplish other goals.
- Take Control of Your Cash Flow. Effective cash management consists of three main steps: Assess and take control of your current situation. Build a cash reserve or emergency fund. Pay down your credit cards.
- Invest Wisely It is very important to – diversify investments, assess risk tolerance and manage portfolio on a regular basis.
- Manage Your Taxes. Take a close look at your tax return.

Start by taking a look at Form 1040. You're specifically interested in the "Income" section. This section has several items over which you have some control.

- Save For Retirement. Determine how much money you will need in order to fund the retirement lifestyle you have envisioned. Only 42 percent of Americans have tried to calculate how much money they will need to retire comfortably.
- Leave a Legacy. Typically you face three main challenges in leaving a lasting legacy: probate, estate taxes, and the potential expense of long-term care.

Finally, Michael's last piece of advice was to set a goal: What would you like your net worth to be in five years? What would you like it to be in 10 years?

And how did I fare with the typical millionaire? We seem to be of the same vintage married the same amount of years. Now if you'll excuse me, I'm gonna get myself a Ford pickup.



Sacramento Chapter representing EDD and partners in Greater Sacramento County

Dinner Meeting

June 19, 2008 • 6:00 pm
Mark Sanders Career Center
2901 50th Street, Sacramento

You are invited!
Members and non members welcome

Dinner provided by the Sacramento chapter of IAWP

Come have dinner and meet your new Sacramento IAWP Board

Let us know what you need from the Sacramento IAWP

RSVP: Veronica Champayne, 916-227-0676



2008/2009 Sacramento Board

President: Paula Snipes
Vice President: Javier Cardenas
Secretary: Debbie Houx
Treasurer: Virgie Cornelius
Membership Chair: Martha Escobedo
Awards: Jan Thompkins
Legislative Chair: Curtis Walker
Ways N Means: Vie Upton
Retiree Chair: Pat Justice
Editor: Anita Lowe
Veterans: Joe Carlotti

2008/2009 State Board

Pattie Espinosa: Vice President
Faye King: District 1 Rep
Legislative Chair: Veronica Champayne

Sacramento Participates at Conference

BY PAULA SNIPES, SACRAMENTO CHAPTER PRESIDENT

"Developing Professionals for Today & Tomorrow" was the theme of the International Association of Workforce Professionals (IAWP) State Conference held on May 2-3 in the beautiful city of San Diego, California. What a wonderful city for good food, good friends, and a sharing of information by Lee Foley, Legislative Analyst for

IAWP and Daniel Hays, IAWP Vice President. There is nothing more exciting than coming together, listening to ideas, and discussing issues and solutions that will change how we do business in Job Service, Unemployment Insurance and Disability Insurance.

The 2008 Educational Conference is more than what IAWP does for us as individuals. It was *See Sacramento on page 7*

Goings On Around the State

Inland Empire Supports Fundraiser and Holds Annual Awards Ceremony



Team EDD at the March for Babies.

March of Dimes Walk Raises \$1153

BY LYNNE BLACKBURN, CHAPTER PRESIDENT

On Sunday May 4, 2008 the Inland Empire Chapter of IAWP pledged their support to "Team EDD-So Cal Redlands" in their walk for the March of Dimes. With a one day challenge to IAWP members and a team goal of \$1100, our support helped push the team over the top with \$1153 in donations. The team consisted of **Michelle Barrios, Yusef Blackburn, Kim Hernandez, Marcella Marin, Marshall Scott, Margaret Toney, Lisa Vernon** and Team Captain **Marina Rojas** of the Redlands Unemployment Insurance Office. The one mile walk was staged at Loma Linda University's Drayson Center.

The mission of March of Dimes is to improve the health of babies by preventing birth defects, premature birth, and infant mortality. The March of Dimes has changed the name of its biggest event to March for Babies. It's a great change because it makes it very clear exactly who we were supporting and walking for — all babies. We were very excited to be a part of the "first" March for Babies; and gave our support to "Team EDD's" participation.

Although the name of this signature event changed, the mission did not. The March of Dimes champions the needs of moms and babies in our community and across the nation. The money we raise for March for Babies will support lifesaving research; services, education and advocacy that help babies get a healthy start.

Thanks to the Inland Empire chapter members for their support for this year's march.

Annual Awards Ceremony and Dinner

BY LYNNE BLACKBURN, CHAPTER PRESIDENT

On April 4, 2008 the Inland Empire Sub-Chapter of The International Association of Workforce Professionals (IAWP) hosted its annual awards ceremony and dinner. The setting for the occasion was the "Historic Mission Inn" located in Riverside, California. With a "Mardi Gras" theme and a motto of "Commitment to Excellence" the banquet room sparkled with flower centerpieces adorned with feathered mask and bottles of wine. Each place setting had a sequined mask and colored beads for the guest to take home as a memoir. With 110 guests in

attendance the evening was full of laughter and enjoyment.

The ceremony began with State Chapter President **Raymond Cabrera** leading the group with the salute to the flag, followed by City Councilmember **Mike Gardner** who gave a brief welcome to his city and an overview of the redevelopment the city was undergoing. Our keynote speaker for the evening was Assemblymember **Wilmer Amina Carter** of the

62nd California District. Assemblymember **Wilmer Amina Carter**, who had been engaged in an accident in route to the dinner, sits on the job creation and veterans committees in Sacramento. Although not feeling well due to her unforeseen accident, the Assemblymember showed her dedication to our cause by presenting "Certificates of Recognition" to all the awardees and proclamations to the officers for their commitment and dedication to IAWP.

As the salute continued, Employment Development Administrators **Vicki Nasman**, Inland Empire Workforce Services and **Larry Padgett** of the San Bernardino Primary Adjudication Center honored the Unemployment Insurance Branch Staff by presenting the awards for each category. Employment Program Manager (EPM) III **Lorraine Chavez Figueroa** of the San Bernardino Cluster and **Manny Rangel** EPM II of C.U.I.S.C. (formerly known as So-Cal) presented the Workforce Services Branch awards. Administrator **Lynn Pidal** paid tribute to her staff by presenting several awards to the Tax Branch. And last but certainly not least, **Michael Padilla** EPM III Riverside Customer Service Center Disability Insurance (DI) and **Lupe Rocha**, EPM III of the San Bernardino DI gave true recognition to the staff of the Disability Insurance Branch.

With an opportunity to enhance the evening, Second Vice President **Matthew Pier-son** coordinated and presented a video presentation. His intent was to orchestrate the diversi-



Assembly Member **Wilmer Amina Carter** addresses the members of the Inland Empire Chapter.

Inland Empire Sub-Chapter 2008 IAWP Award Winners:

- Citation Award (Group): Tax/Riverside - **Maria Barrera, Lydia Carranza, Shelley Ferris, Diane Mendoza, James McGrail, Elaine Montes, Marcia Said, Patricia Weller**
 - UI-Merit (Group): PCC/Riverside [Management Team] - **Carolyn Jones, Tammy Saylor, Raymond Cabrera, CarolAnn Cain, Silvia Fonseca, Holly Kemp, Edward Lee, Maritza McFeeters, Sandra Morales, Ernest Ramirez, David Rangel, Brianne Swain, Nella Wormington**
 - TAC/Indio - **Annie Castillo, Armando Covarrubiaz, Carmen De La Cruz, Lupita Otero, Nora Rosas, Shannon Froemming, Patsy Lopez, Frances Mendoza, Lupe De La Torre**
 - PAC/San Bernardino: Appeals Unit - **Leslie Brooks, Cassandra Clayton, Elisa Contreras, Melissa Foxworth, Maria Guzman, Roy Judon, Jackie Maypray-Fitch, Leticia Orozco, Araceli Quiroz, Elaine Smith, Lorenzo Tan**
 - Merit (Individual): Primary Call Center/Riverside - **Isabel Soto**, Office Technician
 - TAC/Victorville - **Lucinda Campa Bencomo**
 - PAC/San Bernardino - **Wendy Ryals**
 - Workforce Services Merit (Group): Workforce Services/Blythe - **Rosanna Becerra, Olivia Rangel, Lourdes Aguayo**
 - Workforce Service - Rancho Cucamonga: Rancho Cucamonga Cluster - **Danise Gabriel, Kristine Nix, Maria "Jeannie" Frias**
 - Merit: Disability Insurance/San Bernardino - **Ron Macalino**, Program Analyst
 - Disability Insurance/San Bernardino - **Bonnie Orona**, Specialized Customer Service
 - Disability Insurance Customer Service Center - Riverside/Program Resolution Unit - **Alma Montejano, Nemencio Quintanilla, Barbra Ramirez, Teresa Lara, Steve Clarke, Gloria Sanchez**
 - Tax/Riverside PCC: Riverside/Multi-Branch Wildfires Group: **Tammy Saylor, Alma Dreier, Leticia Lozano, Lupe Bagley, Marci Castillo, Melissa Harrison, Oscar Amaya, Al Rodriguez, Danise Gabriel, Debbie Barcelona, Dianne Hughes, Rebecca Hernandez, Lorraine Chavez-Figueroa**
 - Specialized Customer Service (Individual): Disability Insurance Customer Service Center/Riverside - **Carl Poppiti**
 - Workforce Services: **Sylvia Quintanar**, Fontana
 - Community Service (Group-Special Award): Disability Insurance - San Bernardino - **Shirlyn Jasper, Gail Hansen, Patricia White**
 - Employee Morale (Individual Special Award): PAC/San Bernardino - **Natasha Gillyard**
 - Service to Veteran's Award (Individual Workforce Services): Riverside - **Jorge McCall**
 - Employee Performance (Group): C.U.I.S.C. South (So Cal)/Redlands - Rulings Review Guide Re-write Team: **Gwen Dobine, Margie Carver, Stacy Paffernoth, Maria Garcia, Mamadou Diallo, Michelle Barrios**
 - PCC/Riverside - **Marta Flores, Lidia Salas**
 - Employee Performance - Individual: C.U.I.S.C.-South (So Cal)/Redlands - **Manny Rangel**
 - C.U.I.S.C. South (So Cal)/Redlands - **Trish Breaux**
 - PAC/San Bernardino - **Larry Ramos**
 - PAC/San Bernardino - **Kathryn Thompson**, Employment Program Manager I
 - Administrator Primary Call Center: Riverside - **Susan Boone**
- In addition to over 100 local awards given, The Inland Empire went on to win a total of nine state awards. They are:**
- Specialized Customer Service- Individual - **Sylvia Quintanar**
 - Specialized Customer Service Group Awards: Wild Fires - **Alma Dreier, Debbie Barcelona, Silvana Maroney, Beatrice Olds, Sue Johnson, Irma Mascorra, Nilsa Gamboa, Lorraine Chavez-Figueroa, Melissa Harrison, Danise Gabriel, Lupe Bagley, Leticia Lozano, Marci Castillo, Tammy Saylor, Al Rodriguez, Jorge Tapia, Oscar Amaya, Dianne Hughes**
 - Ruling Review Re-write Team: **Gwen Dobine, Margie Carver, Stacy Paffernoth, Maria Garcia, Mamadou Diallo, Michelle Barrios**
 - Award of Merit Group 1st Place: **Shirlyn Jasper, Gail Hansen, Patricia White**
 - Administrator of the Year: **Susan Boone**
 - Employee Performance: **Isabel Soto**
 - California Membership: Inland Empire
 - California Membership Drive Presidents Diamond Award: **Alma Dreier**
 - Flyer of the month June 2007 presented to Inland Empire Chapter

ties in people everywhere and yet showcase how we are basically all the same.

With the evening quickly coming to an end, Inland Empire Chapter President, **Lynne Blackburn**, presented the President's Award to **Geneva Robinson**, Southern Workforce Services Division Chief. Ms. Robinson who unfortunately was unable to attend was honored and given tribute for her dedication, accomplishments and her personal commitment to IAWP.

To close the evening, guests put their names on the back of their meal tickets and they were placed in a bowl. The pulled names were awarded door prizes: a bottle of Kendall Jackson wine courtesy of **Mike Quintanar**, award winner **Sylvia Quintanar's** husband or one of floral centerpieces, which were designed by Legislative Chairperson **Judy Jones**.

Sacramento

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eloquently put by First Vice President James Thomas, "I am IAWP, You are IAWP, We are IAWP." Talk about inspiring, this statement alone should make each of us, active or not, stand up and be counted and bring our talents to the table when called upon. This is what every IAWP member should strive for in their jobs and in their personal lives. By each one teaching one, sharing our time and talent, it will make those entering state service, behind the baby boomer generation, want to give more to those coming onboard in the future.

As stated by one of our guest panelists, if you have been with the State for less than 10 years, you will be part of the new and exciting changes taking place. Consider this your call to action.

Our next dinner meeting will be held on June 19th at the Mark Sanders Complex at 2901 50th St in Sacramento. I challenge all of you to come and to invite a friend and make the 2008-2009 IAWP year the best it can be. To reserve your space, call 916-227-0676.

Come on IAWP members get involved and bring a friend.

MOVING?

Be sure to let the California Chapter Office know when you move. If we do not have your correct address, the CAL-LIOPE is returned to the Chapter Office. EACH RETURNED CAL-LIOPE COSTS 50¢. THIS IS NOT THE MOST EFFECTIVE USE OF YOUR DUES MONIES. Send your change of address information to: Membership Coordinator, Jan Cedano, 10523 Moorpark St., Spring Valley, CA 91978

President

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would be nothing and have nothing to show. I have not met a local chapter that I have not been proud to be associated with. Its members have been welcoming and well informed.

I thank each and every one of you, and I am proud of all that you do.

Another area of great strides was keeping abreast of what's been happening in Sacramento and Washington DC, by our Legislative Chair. **Rob Claudio** has held that chair for the last seven years and he has done a great job. He has worked closely with Lee Foley and the Department of Labor personnel in getting us more involved in the important matters pending in Congress that affect Workforce issues and funding. It is no surprise that the last four California State Presidents have had Rob as their Legislative Chair. For all his hard work, Rob won the Toll Trust award last year.

Rob, thank you for the last seven years and we pray for your speedy recovery.

The membership coordinator position is a job that is never ending. Just when you finish one report, you have to start all over again compiling new statistics. Jan Cedano has been doing it for more years than she probably cares to remember. She loves it. For all her hard work over all the past years and years yet to come, Jan won this year's Toll Trust award. Jan, without your efforts we would be without membership direction. Thank you.

Then, there are those extra special people who have put in their time, have done it well for

many years, but are not through giving. They are the Retirees; those very unique individuals who continue to volunteer of their time, talents and in some cases their treasures to help keep this great organization alive. Without these grand people, we would falter in our efforts to do some of the great things IAWP does every year. We start with **Audrey Baker** (retiree) Retiree Chairperson for the third year in a row. **Jean Berry** (retiree) who took on Educational Chair in addition to her duties as District III Director, **Nanette Bowman** (retiree) Past Presidents Association Chairperson and all around helper with hotel negotiations and arrangements. **Sue Woodburn** (retiree) By-laws & Operating Procedures Chairperson. **Pat Thornton** (retiree) IAWP Executive Office Manager and Editor of the *Cal-Liope*. **Faye King** (retiree) District I Director. **Robert Woodford** (retiree), IAWP State Chapter Accountant. **Gloria Enriquez** (retiree), Fund Raising Chairperson. **Ben Takesh'ta** (retiree) Elected Delegate to the Board of Directors, and the many other Retirees in our organization too many to mention, but be assured that they are there helping, guiding and educating us in the right way to do things. They are quick to correct us when we do something wrong. When you come across a Retiree, thank them for their continued selfless efforts. I do every time I can.

To all the Retirees working at all levels in our organization, thank you, thank you.

Special thanks go out to **Rhonda English** for her outstanding work as EDD Liaison

these past two years. We will miss you. To **Phil Dwyer**, Treasurer, who has stayed up late and worked weekends so that we can get our balance sheets on a timely basis. My very personal thanks go to **Val Moeller**, International District XV Director and Parliamentarian who also served as my mentor, supporter, right hand and best friend.

Thank you each for your dedication to IAWP.

Yes, we have seen budget cuts and threats to several of EDD programs. This has been very unfortunate. Through it all, IAWP has survived. This doesn't mean that we have not felt the pinch, we have. Our resolve is still steadfast and strong to fulfill our mission and we will not deviate from that goal. We need you and we need everyone like you. Help us stay strong and prosper. In numbers anything can be accomplished if done right. IAWP can do it right with your help. Think "membership, membership, membership."

As your President I had to try and do everything to make sure that we continued to work as partners with EDD and I know we have accomplished that goal. I have had to bend when bending was necessary and hold fast when it was in order. Because of each and everyone one of you, I am proud to have been your State Chapter President these past two years.

I want to wish the next administration the very best in the coming year and my full support. I will not be going too far. You will hear from me again. Good-bye for now.

M*G*B*

and you want to be in the know find someone that did and ask to borrow their copy. Foley spoke on what is forecasted due to the mortgage industry problems and how it will affect our economy. They expect the tail of this problem to be hitting us over the next two years. He spoke of the struggles our nation has to be competitive in a global economy and how our minimally growing salaries are not keeping up with our growing living expenses from medical premiums to the craziness of the gas prices. Foley did leave us with hope. Through the tireless efforts of the IAWP organization last year the proposed 80% budget cut was not seen. Money was reappropriated but not cut. But this year's battle is still waging. To mention a few things the president's budget calls for the elimination of the Employment Services and many cuts to low income assistance programs and 51 percent decrease to federal and state law enforcement. I don't know about you but to me this is a call to arms to all Americans. Can you imagine Social Services cut at the same time the Career Centers close their doors and law enforcement special programs funding slashed? Where will those people go to get help finding work? Where will they get training? Most

employers require computer applications, how will these people get helped? And what will happen if they don't find work and our police force is cut by 51 percent? I think this is a recipe for disaster. And although this huge cut is highly unlikely, without our support could it be? But for IAWP to be able to do their part it also requires us to do our part in supporting organizations that support the kind of world we want. So if you are not a member, join IAWP and get active! Well since this isn't an IAWP commercial back to the conference.

The Deputy Directors and the IT branch representatives were very forthcoming. They shared the need for staff in all areas due to the upcoming baby boomer retirements and what they are doing to bring EDD into the most current technology. Our future will see the debit cards or direct deposit for Unemployment Insurance, on line applications for Disability Insurance and the Administration Branch will implement changes that will bring us a 25% savings in some operating costs. So as I said a great conference and lots of opportunities to learn and network.

You can have the same great experience so plan now to attend the next IAWP conference.

SUTA Dumping

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ment among its workers it will receive a higher UI rate.

Issues Impacting California

- Negative UI Reserve Account Balances
- Uneven Competitive Paying Field
- Integrity of the UI Fund
- Fraudulent UI claims
- Accounting Firms Advocating SUTA Dumping

The initial loss to California's UI Fund was in excess of \$100 million. California's efforts include education of internal and external stakeholders (presentations, meetings, news articles, policy notices and legislative changes).

What is EDD Doing to Fight SUTA Dumping?

- Actively pursues and prosecutes employers who participate in SUTA dumping and other tax manipulation schemes.
- Has the authority to subpoena records and individuals in its investigations.
- Regularly conducts outreach with employers and tax advisors to ensure they are aware of these schemes

and to help them avoid future legal trouble.

- As a result of these efforts, EDD has assessed over \$100 million in fines
- More than \$100 million of UI contribution has been paid to the UI fund.
- Bringing employers into compliance causing them to pay at their current/correct UI rate.

AB664 that was effective January 1, 2005, also brings penalties, requires maximum UI rate plus two percent, if negative UI reserve balance-businesses must also pay ETT 0.1 percent, violations have been added to the statutes, transfers are prohibited, advisor penalties and criminal penalties. Section 1145 of the CUIIC contains the advisor penalty. If a business entity knowingly advises another person or business entity to violate any provision of this chapter, EDD may assess the greater of a penalty of \$5,000 or 10 percent of the combined amount of any resulting underreporting of contribution, penalties, or interest required by law.

To report fraud call 1-800-528-1783.

Educational

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you, attended the workshop pertaining to my work within the department. My thanks to: **Liz Clingman, Judy Carter, Dennis Petrie, Janice Poe, Michelle Sutton-Riggs** and **Alexi Vining** for a job well done. According to the evaluations, the material was full of important and integral facts and was greatly appreciated for its value to them. The workshops were supposed to end at 5 p.m., yet I still found presenters answering more questions well beyond this time. Thanks to you all once again. A busy day for all came to an end with groups of people heading for the local restaurants. The groups consisted of new found friends from other offices and other branches. The non-scheduled networking seminars had begun.

Saturday morning started as attendees greeted friends, new and old, over breakfast and the speakers for the panels began to assemble. Convention business was still incomplete but was soon wrapped up with the districts voting for their own representatives, known as District Directors. Chapters within the districts followed the process for voting for the contested seats on the 2008/2009 board. The conclusion of this was the swearing in of the new Board of Directors by Daniel Hays, representing the International Chapter.

The Information Technology (IT) Panel, a new innovation to our conference, was greeted with enthusiasm as delegates heard about all of the new and upcoming projects planned. The IT/Automation team consisted of: **Liz Clingman**, Workforce Services Branch; **Linda Fredrickson**, Disability Insurance Branch; **Norval Chan**, Tax Support Division and **Susan Con-**

nelly, Unemployment Insurance Branch, who coordinated the panel. Thanks to you all for your news and making the upcoming changes, not something to fear and dread, but something new to look forward to.

The final part of the conference is, as always, the panel of Deputy Directors. I appreciate the fact that they are always prepared to attend this conference and share time with conference attendees. One of the aims of the panel is to share ideas and plans, and to give attending staff the opportunity to ask questions.

The panel consisted of **Deborah Bronow**, Unemployment Insurance; **Sandra Poole**, Disability Insurance; **Dennis Petrie**, Workforce Services; **Benda Bunnell**, Tax; **Dale Jablonsky**, Information Technology and **Frank Collins**, Administration.

I had the pleasure of being the moderator for this event and, as usual, the Deputies had strong and powerful visions for the future within their own branches. Some of the news was exciting, some thought provoking, some down to earth and yet all were very realistic. The determination was that the way we work will change, the focus of control within branches may change but we know that change is the essence of the department, and as staff frequently say, "EDD – Every Day Different."

The interaction between the panel members, as well as with the participants, showed all of the conference attendees that there is a "magical power" which brings us all together year after year. The power is within IAWP – the people who come together to give you this conference – that is the power of IAWP.

Conference

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learned about leadership, the LEAP program and federal legislation. We heard from the Information Technology representatives for each branch and the six Deputy Directors. And how great it was to have the Buffalo Soldiers lead us with the Pledge Allegiance. It all starts with leadership and growing leaders so it was very apropos for Daniel Hayes to start our educational journey with leadership training.

Hayes, the International Vice President of IAWP, gave a very informative presentation on the three types of leadership Revolutionary, Inspirational Story Teller and Politician. I discovered I was a blend of leadership types. I also discovered that I have missed a couple of great opportunities to learn about leadership by missing the movies Patton, the Laramie Project and Ghost Busters. And speaking of leaders, Lee Foley a well respected 27 year lobbyist and the International IAWP representative in Washington, DC, came to share his insight of the The Big Picture.

Foley shared his perspective of "The US Economy and the context for the 09 Election." Also the name of his handout. If you didn't attend the conference