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Cal-Liope

The MUSE with the NEWS

Chapter/International Association of Workforce Professionals

September/October 2005

Volume 50, Number 5

State President's MESSAGE

With fall in the air and summer quickly disappearing I scheduled meetings to work towards achieving the International Association of Workforce Professionals (IAWP) objectives during 2005-2006. One meeting was with Patrick Henning, Employment Development Department (EDD). EDDs Liaison, Rhonda English, arranged for a meeting September 1st. IAWPs objectives includes "support administrators in carrying out programs and to assist in the continued improvement of the administration of programs and services." A major concern within EDD today is the attrition of employees due to retiring. We discussed how IAWP might provide training that could help prepare staff to move into vacated positions.

Another IAWP objective is "to enhance the individual competence, knowledge and proficiency... in all occupations in the field of employment security, training and related programs." In that regard Mr. Henning, Rhonda and I discussed some of the IAWP Local Chapter training initiatives occurring throughout the state. Nan Bowman, Past President, 2001-2002, has been instrumental in providing training packets to local chapters. The primary focus of the training is assisting applicants who are applying for Employment Program Manager I positions. According to Education Chair, Jean Berry,



Ron Cross
State Chapter President

and Co-Education Chair, Diana Reid, they will be working with local chapters to prepare other training. Jean and Diana are also working on plans to implement wider use of the IAWP Professional Development Program.

Speaking of education, put November 4, 2005 on your calendar. International District XV, which is California, will hold its 2005 conference at the Hilton Hotel in Ontario, CA. See the advertisement in this *Caliope*. Val Moeller International District XV Representative has worked with her Education Conference Committee to put together a conference which will serve to increase your skills in the workplace. If your office does not have a flyer posted please share the information that is here in the *Cal-Liope*.

In August I met with Awards Chair Pablo Flores-Romo, Armando Beruman, 2nd Vice President 2004-05,

Val Moeller, Immediate Past President and Nan Bowman to discuss the Awards Program for 2005-2006. Do you work with someone, a group, organization or an employer who does "those little things that matter," which result in delivering quality above the ordinary? It's easy to nominate that person for an award. See the Awards information in this *Cal-Liope* and the California IAWP webpage for information on the Awards program and how to make nominations.

When Mr. Henning was addressing the large number of EDD management that is retiring the same trend is reflected in IAWP membership. Each year a membership drive is launched by the Membership Committee. This year Armando Beruman is chairing the committee. The committee has a plan which has more frequent incentives for signing up new members. Watch the *Cal-Liope* and the California IAWP webpage for more information on the 2005-06 membership contests.

Before closing this column I want to be sure to thank two more persons for agreeing to fill positions on the 2005-06 State Board. Joe Carlotti has agreed to serve as Veterans Chair. Kathie Fister, has agreed to serve as Historian, a position that has been vacant for sometime. I will ask the board to approve these appointments at the next board meeting scheduled for November 5 and 6, 2005 at the Ontario Hilton.

Have a great fall; see you in Ontario for the District XV Educational Conference!

Get Ready – it's time for the District XV Conference

District XV of the International Association of Workforce Professionals (IAWP), which is comprised of the California Chapter, is holding this annual conference on November 4, 2006 at the Hilton Hotel in Ontario, California. The committee has assembled an outstanding one day program for members and guests. The keynote speaker will be Dr. Dan Strakal, a dynamic, energetic, informative and entertaining speaker. He makes presentations to Fortune 500 executives, small business owners, employees, college students, corporate managers, supervisors and now he will be making his presentation to those who are lucky enough to attend the IAWP District XV conference in California.

This program promises to energize you, to inform you and to entertain you all at the same time. You will leave this program supercharged and ready to create new opportunities for yourself in both your workplace and in your personal life. You still have time to make your reservation to attend. Please use the flyer in this issue of the *Cal-Liope*. IAWP is getting a special rate of \$84 for a room, single or double, if you are staying at the hotel. The conference program with lunch is only \$45, if you are a member; if you don't want to have lunch with the group the program is \$35 for a full day of outstanding information. Come and bring your friends and co-workers you don't want to miss this opportunity!

Thank You from New Mexico Chapter

The New Mexico Chapter newsletter editor received a copy of the July-August 2005 *Cal-Liope* which was shared with their chapter members. They were so impressed and pleased with the many wonderful articles about the International Conference written by the California delegates that they asked for 25 more copies. Those additional copies were distributed to not only the administrators in the New Mexico agency but also to members of their legislature.

In appreciation they sent a copy of the DVD on the conference to the California Chapter office which will be shared at our Executive Board meetings at available for viewing at the District XV conference in November. If your chapter would like to view the DVD to encourage members to attend conference events, please contact the Chapter Office.

Thank you to the California delegates for their excellent articles!

Calendar of Events

November 4, 2005	District XV Conference Hilton Hotel, Ontario, CA
November 5-6, 2005	Executive Board in Ontario
November 15, 2005	Articles Due for Nov/Dec <i>Cal-Liope</i>
January 15, 2006	Award Nominations Due
January 15, 2006	Articles Due for Jan/Feb <i>Cal-Liope</i>
February, 2006	Executive Board Conference Call
March 15, 2006	Articles Due for Mar/Apr <i>Cal-Liope</i>
May 15, 2006	Articles Due for May/June <i>Cal-Liope</i>
May 18-20, 2006	State Conference Hilton Hotel, Ontario, CA
June 18-23, 2006	International Conference Louisville, KY



MEMBERSHIP CONTEST

WIN \$\$ NOW • RECRUIT NEW MEMBERS

Phase One

Sept. 1 to Oct. 1, 2005

1st Prize: \$30
2nd Prize: \$20
3rd Prize: \$10

Who is Eligible to win: Members in good standing of IAWP State Chapter Prizes will be awarded to the IAWP California State Chapter Member who recruits the most members in the following periods:

- Sept. 1 through Oct. 31, 2005
 - Nov. 1 through Dec. 31, 2005
 - Jan. 1 through Feb. 28, 2006
 - March 1 through April 30, 2006
- Contest ends at midnight April 30, 2006. A member may win in subsequent periods.

Each new member recruited counts toward the Annual prizes to be awarded at the State Conference at the Ontario Hilton Hotel on May 19, 2005. Annual Prizes to be awarded are:

- First Prize: \$150
- Second Prize: \$ 75
- Third Prize: \$35

Members recruited July 1, 2005 through April 30, 2006 count for Annual Prizes.



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International Association of
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Veterans Preference in Solano and Yolo Counties

BY JOSEPH CARLOTTI
VETERANS CHAIRPERSON

Today most veterans may believe that all government agencies, including cities and counties, would have a veteran preference policy in their hiring practices. Ernest Bradford of the Solano/Yolo County Veterans Employment Committee (VEC), upon investigation found this was not the case. Although both counties had veteran preference hiring practices in place, many cities did not. Mr. Bradford developed a proposal to present to the cities that did not have veteran preference.

The process took many months of sending letters, VEC members attending city

council meetings late at night and contacting mayors and other city officials.

Members of the Yolo County Veterans Coalition also worked with the VEC to bring the cities in Yolo County in line. The process for both counties was completed in June with the presentation of a plaque of appreciation to the city of Winters. Now all cities in both counties have a veteran preference hiring process. Several VECs have contacted the VEC for information concerning starting this process in their counties.

For information on this process contact VESS Joseph Carlotti at (530) 661-2619 or

the Solano County Veteran Service Officer at (707) 784-6590.

Veteran Representative Honored

BY DIANE WATROUS

The Yolo County Veterans Coalition is an organization representing a large portion of the veteran-service organizations of Yolo County. They work throughout Yolo County to promote veteran issues and work on problems that have an affect on the veteran community. Each year they select a veteran they believe has made a positive impact on veterans in Yolo County.

This year they named Joseph Carlotti, a Veteran Employment Service Specialist (VESS) in the Woodland Job Service Office as their Veteran of the Year for 2005. Joseph has been working with the Coalition since June of 1999. He was recognized for his leadership and devotion in working with veterans and their families throughout the years he has been in the Woodland Office. He has worked closely with the Coalition in the establishment of an emergency veteran fund, veteran preference points for veterans in Yolo County and assistance for veterans returning to work.

The History of Veterans Day

World War I – known at the time as “The Great War” – officially ended when the Treaty of Versailles was signed on June 28, 1919, in the Palace of Versailles outside the town of Versailles, France. However, fighting ceased seven months earlier when an armistice or temporary cessation of hostilities between the Allied nations and Germany went into effect on the eleventh hour of the eleventh day of the eleventh month. For that reason, November 11, 1918 is generally regarded as the end of “the war to end all wars.”

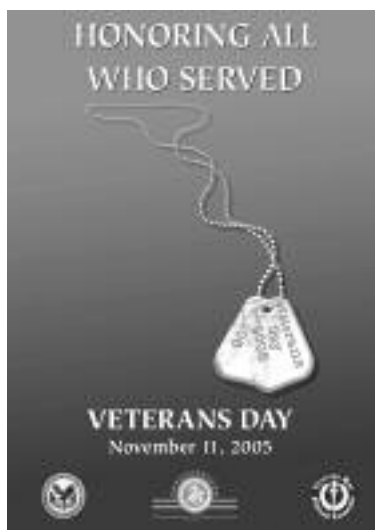
In November 1919, President Wilson proclaimed November 11 as the first commemoration of Armistice Day with the following words: “To us in America, the reflections of Armistice Day will be filled with solemn pride in the heroism of those who died in the country’s service and with gratitude for the victory, both because of the thing from which it has freed us and because of the opportunity it has given America to show her sympathy with peace and justice in the councils of the nations...”

The original concept for the celebration was for a day observed with parades and public meetings and a brief suspension of business beginning at 11 a.m.

The United States Congress officially recognized the end of World War I when it passed a concurrent resolution on June 4, 1926, with these words:

Whereas the 11th of November 1918, marked the cessation of the most destructive, sanguinary, and far reaching war in human annals and the resumption by the people of the United States of peaceful relations with other nations, which we hope may never again be severed, and Whereas it is fitting that the recurring anniversary of this date should be commemorated with thanksgiving and prayer and exercises designed to perpetuate peace through good will and mutual understanding between nations; and

Whereas the legislatures of twenty-seven of our States have already declared November 11 to be a legal holiday: Therefore be it Resolved by the



Senate (the House of Representatives concurring), that the President of the United States is requested to issue a proclamation calling upon the officials to display the flag of the United States on all Government buildings on November 11 and inviting the people of the United States to observe the day in schools and churches, or other suitable places, with appropriate ceremonies of friendly relations with all other peoples.

An Act (52 Stat. 351; 5 U. S. Code, Sec. 87a) approved May 13, 1938, made the 11th of November in each year a legal holiday – a day to be dedicated to the cause of world peace and to be thereafter celebrated and known as “Armistice Day.” Armistice Day was primarily a day set aside to honor veterans of World War I, but in 1954, after World War II had required the greatest mobilization of soldiers, sailors, Marines and airmen in the Nation’s history; after American forces had fought aggression in Korea, the 83rd Congress, at the urging of the veterans service organizations, amended the Act of 1938 by striking out the word “Armistice” and inserting in its place the word “Veterans.” With the approval of this legislation (Public Law 380) on June 1, 1954, November 11th became a day to honor American veterans of all wars.

Later that same year, on October 8, President Dwight D. Eisenhower issued the first “Veterans Day Proclamation” which stated: “In order to insure proper and widespread observance of this anniversary, all veterans, all veterans’ organizations, and the entire citizenry will wish to join hands in the common purpose. Toward this end, I am designating the Administrator of Veterans’ Affairs as Chairman of a Veterans Day National Committee, which shall include such other persons as the Chairman may select, and which will coordinate at the national level necessary planning for the observance. I am also requesting the heads of all departments and agencies of the Executive branch of

See Veterans on page 8

New Law Gives Financial Protections for Californians Called to Active Military Duty

INFORMATION FROM JOE CARLOTTI
VETERANS CHAIRPERSON

Californians who have been called to active duty will be able to delay mortgage payments, defer insurance premiums and take advantage of other financial protections under legislation signed into law in September, 2005.

“The protections in this law are long overdue for brave Californians who’ve been called to active duty because of the wars in Iraq and Afghanistan,” said Lt. Gov. Cruz Bustamante who sponsored the measure with Assemblyman Joe Baca.

“The law will remove some of the burdens one shoulders while serving our country,” Bustamante said. “Similar protections were in place during the Gulf War and I am pleased we were able to restore them for current members of the military.”

Among other provisions, AB 306 will:

- Require insurers to reinstate health and medical policies that were in place before military personnel were called to active duty without delays or exclusions for pre-existing conditions
- Suspend all mortgage and property tax payment obligations for up to 60 days when a member returns from active duty.
- Suspend all mortgage principal and interest payments until the member returns from active duty.
- Defer all payments for credit card obligations until 30 days after the member is released from active duty.
- Allow for the termination of automobile leases if a service member receives active-duty orders for a period of one hundred and eighty days or more.
- Suspend premiums for motor-vehicle insurance for 60 days after the member returns from active duty without lapse of coverage.

“Too many of our troops have been returning home to discover they have to max out their credit cards or take out loans in order to provide for basic needs,” Bustamante said. “That’s no way to thank service men and women who have been defending our way of life.”

Workforce System Organizes Katrina Response

Information from NASWA

The Congress and US Department of Labor continue to work to distribute funding to the impacted states with the latest federal action resulting in a \$51.8 billion supplemental appropriation. The Senate Health, Education, Labor and Pensions Committee held a roundtable meeting to consider development of a legislative proposal predominantly focused on education needs of the impacted communities. The paragraphs below summarize recent state and federal workforce system activity in response to Hurricane Katrina.

Unemployment Insurance and Disaster Unemployment Insurance (DUA)

Congress agreed yesterday to its second emergency supplemental appropriation bill (H.R. 3673) totaling \$51.8 billion. The latest supplemental appropriation provides \$813.4 million for Disaster Unemployment Assistance (DUA). The DUA program provides financial assistance to individuals whose employment or self-employment has been lost or interrupted as a direct result of a major disaster declared by the President of the United States. Before an individual can be determined eligible for DUA, it must be established that the individual is not eligible for regular UI benefits (under any state or federal law).

According to a USDOL document produced to address frequently asked questions, state and local workforce staff members are reaching out to evacuees at Federal Emergency Management Agency (FEMA) sites with laptops to take claims. Additionally, individuals may file DUA claims by calling the toll-free help line 1-(866) 4-USA-DOL. State workforce agency staff members are making arrangements with local banks to cash UI

checks, provide ATM cards and service vouchers. The documents indicate waivers have been granted to displaced workers unable to provide documentation about where they worked. The document states more than 10,000 evacuee claims have been processed in Texas. Tennessee expects to process about 40,000 claims and over 3,400 claims have been processed in Georgia.

The USDOL announced the release of grants totaling \$30.8 million to Alabama, Louisiana, Mississippi and Texas to expand their capacity to process claims and expedite unemployment insurance payments for those left unemployed as a result of Hurricane Katrina. A grant of \$1.5 million to the Alabama Department of Industrial Relations will cover the cost of facilities and temporary staff dedicated solely to handling UI claims. A \$15.7 million grant to the Mississippi Department of Employment Security will help repair or rebuild damaged facilities along the Gulf Coast and to support telephone and internet UI claims taking. The Louisiana Department of Labor will receive \$11 million for claims call centers, temporary staffing and mobile field units to serve evacuees. A grant of \$2.6 million is being issued to the Texas Workforce Commission to assist the Louisiana Department of Labor process UI claims.

On a related matter, staff to the House Labor, Health and Human Services (HHS) and Education Appropriations Subcommittee contacted NASWA yesterday to request information on state workforce agencies need for funding to administer the UI program in the wake of Hurricane Katrina. NASWA is working to collect information from the states in response to this request and will use the NASWA Board of Directors meeting on September 12 to discuss operation of the UI program. According to House staff, Congress will likely consider a third supplemental

appropriations bill in response to Hurricane Katrina in late September. Some Members of Congress are concerned the supplemental spending bills have allocated large funding amounts to FEMA rather than earmarked for specified programs.

I-9 Employment Eligibility Verification

The Department of Homeland Security (DHS) announced it will refrain for 45 days from sanctioning employers for hiring victims of Hurricane Katrina who, at this time, are unable to provide documentation normally required under Section 274A of the Immigration and Nationality Act. Employers are responsible for completing and retaining employment eligibility verification (I-9) forms for individuals they hire for employment. This form requires employers to verify employment eligibility and establish identity through original documents presented by the employee. For victims of Hurricane Katrina, many individuals lack these documents as a result of being evacuated from their homes and the loss or damage to personal items and records.

Americas Job Bank

Guided by ETA and managed as a federal-state partnership, the Americas Job Bank, is a national database of individuals in search of a job and job openings listed by employers, has geared up to assist identify employment opportunities for persons dislocated as a result of Hurricane Katrina. Individuals looking for work and the opportunity to rebuild their lives, either in hurricane impacted areas or in new locations, can connect with employers who are anxious to hire them, for either permanent jobs or jobs focused on cleanup and recovery. To access the AJB Hurricane Katrina jobs website visit: www.jobsearch.org/katrina-jobs.

Area Chapters Aid With Katrina Disaster Relief

BY MARY ARCHER
COMMUNITY SERVICES
CHAIRPERSON

Many of you and the members of your sub-chapter have met people at the International Conferences over the years or read about them in the Workforce who live in the states affected by Hurricane Katrina. News from the devastated part of the country is finally here regarding some of our colleagues from Mississippi, Louisiana and Alabama.

On behalf of the California Chapter of the International Association of Workforce Professionals (IAWP) I urge you

all to help in any way you can. Many organizations are offering assistance but the main cry from the American Red Cross is for dollars. The Fund raising may take many forms but I am urging you all to get involved and help.

I am working closely with the Bay Area Chapter of the American Red Cross. Dollars are important but you can help by donating some of your time as a volunteer, you can make a difference!

The Red Cross has had many calls for flyers and presentation materials. Currently

in this area they are asking people to print up the information from the American Red Cross web page. (I am using this in the office for donations).

The fund raising information as of September 9, 2005 from the local chapters is: Sacramento Chapter has raised \$622, East Bay \$250 and staff from the East Bay and San Francisco Chapters have donated over 100 hours to the Red Cross. This time has been used to assist with incoming phone calls from

See Relief on page 6

2006 State Educational Conference, Convention Planned May 18-20, 2006

BY AUDREY BAKER
STATE CONFERENCE
CHAIRPERSON

The California International Association of Workforce Professionals State Educational Conference and Convention 2006 planning committee held their first planning meeting on August 20, 2005 at the Hilton Hotel in Ontario, CA, which is the site for the conference.

Embracing the theme, "EXCELLENCE TODAY – PREPARING FOR TOMORROW," the committee is excited and looking forward to bringing to the membership and guests a dynamic and well-rounded program that will appeal to all attendees. The committee wants your input during the planning process. Please complete the Conference Questionnaire in this issue of the Cal-Liope or go to the California Chapter website at www.iapes-ca.org for a copy of the questionnaire.

You may also give input to the members of the conference team:

- State Conference Chair – Audrey Baker
 - Program Co-Chairs – Pattie espinosa and Jan Cedano
 - Secretary – Val Moeller
 - Treasurer – Michael Waller
 - Publicity Co-Chairs – Ken Quesada and Faye King
 - EDD Liaison – Rhonda English
 - Website Coordinator – Mary Navarro-Aldana
 - Local Arrangements – Nan Bowman
 - Awards Luncheon – Pablo Flores-Romo and Jean Berry
 - Registration – Sheila Mitchell
 - Staffing – Marie Washington
 - Retirees – Gloria Enriquez
 - Early Bird Coordinators – Jorge Perez, Idalee Bencomo and Alma Drier
 - Candidates' Night and Fund Raising – Mary Archer and James Thomas
- Make your plans NOW to attend.**

2006 IAWP STATE EDUCATIONAL CONFERENCE QUESTIONNAIRE

Planning sessions have begun for the 2006 IAWP Educational Conference which will be held in Ontario, Ca. May 18th -20th, 2006. In order to have an educational conference that meets your expectations, we would like your input on how to best meet this challenge.

Please take a moment to complete the Input Questionnaire and e-mail to rosebud70@verizon.net or give the completed questionnaire to your local Chapter President.

1. What is your current job assignment?

2. What specific topic(s) would you like included in the program? Why?

3. What specific training topic(s) would you like included in the program? Why?

4. Do you normally attend the annual IAWP State Educational Conference? Y or N (circle one) If YES, what made it a valuable experience for you?

If NO, what educational opportunities or events could we add to the program that would make it a priority for you to attend?

Please contact Audrey Baker, State Convention Chair at (818) 833-9511 or 13421 Hubbard Street #116 Sylmar, CA. 91342 if you have any other questions or comments.

Thank you for taking the time to complete our questionnaire.

2005 California Chapter Awards Program Seeks Nominations

Each year at the International Association of Workforce Professionals (IAWP) Annual Statewide Conference the association recognizes the outstanding contributions of our members. The state winners are submitted to the International association and winners for the International Awards are selected from the state nominations. The nominations that begin the process require the participation of many members who recognize the excellent work of their co-workers and nominate them for their efforts. One of the most exciting and rewarding events for anyone is have their peers, co-workers, associates and friends take the time and make the effort to honor them

with a nomination for an award. ANYONE can make a nomination.

Every person knows someone who is making a difference in the work place or in the community and should be recognized for making that difference. It is relatively easy to nominate that special individual for an IAWP California Chapter Award. Write what they have done during the calendar year 2005 that makes them special. If you need assistance ask your local Chapter President, your District Director or call or e-mail Pablo Flores-Romo, Awards Chairperson, at (619) 279-3722 or pablo.romo@cox.net. Refer to the California website at www.iapes-ca.org and the

International website at www.iaponline.org for specific guidelines and scoring information.

Please take this opportunity to recognize the excellent work that is done every day. Awards at the May 2006 Statewide Conference will be based on accomplishments achieved in the calendar year 2005. The nomination form, the awards categories and criteria and the nomination format requirements are in this issue of *Cal-Liope*. Cut out, copy and use the form below to submit your nominations, which must be postmarked by January, 12, 2006 and sent to: Pablo Flores-Romo, Awards Chairperson, P.O. Box 131314, San Diego, CA 92170.

AWARDS CRITERIA AND CATEGORIES

Merit Award

Eligibility: Member – individual and group

Recognizes outstanding service or achievement beyond normal expectations or job requirements that benefit IAWP and the workforce development field, e.g., increased use of public programs, improved internal operations or a workforce agency or an IAWP chapter. Nominees demonstrated individual initiative and creativity outside of their job responsibilities.

Citation Award

Eligibility: Non-member – individual or group

Recognizes outstanding con-

tributions to IAWP or to workforce development programs. The recipient(s) must be from the private sector or a non-governmental, non-profit organization that promoted legislation to improve workforce programs, performed outstanding services in vocational training, served the disabled, youth, and/or unemployment insurance or other workforce programs, improved working conditions, improved professional competency of staff in workforce programs through education or encouraged employers or customer groups to use workforce programs.

Specialized Customer Services Award

Eligibility: Member or
See Awards Criteria on page 5

IAWP AWARDS PROGRAM ADVANCING WORKFORCE DEVELOPMENT STANDARD NOMINATION FORM

1. Check the specific award for which this nomination is submitted:

- Merit Award
- Individual Merit Award
- Group Merit Award
- Citation Award
- Individual Citation Award
- Group Citation Award
- Specialized Customer Services (Services to People with Disabilities)
- Individual
- Group
- Administrator of the Year
- One Stop Award
- Services to Veterans
- Individual Services to Veterans
- Group Services to Veterans
- Retiree of the Year
- Employee Performance

Division/Category _____

2. This nomination is submitted by the _____ Chapter

3. Name of Nominee _____

(If for a group, attach additional pages answering all parts of "Name of Nominee for each group member.)

Professional Title _____

Employer/Organization Address _____

City _____ Zip _____

Telephone _____ Fax _____

4. Name of Nominator _____

Professional Title _____

Employer/Organization Address _____

City _____ Zip _____

Telephone _____ Fax _____

5. Local Chapter President's Signature _____

6. Date Submitted _____

ALL ENTRIES MUST BE POSTMARKED BY JANUARY 12, 2006

Nomination Presentation

The nomination must be typed, double-spaced, in no less than an 11 size font, on 8-1/2 x-11-inch paper, and enclosed in a light-weight binder with tabbed dividers designating each section of the nomination

Standard Nomination Form

This form must be the first page of every written nomination and must be completed and signed by all required individuals.

Statement of Accomplishment

This statement must begin and end on the second page. It must briefly describe the nominated individual's or group's accomplishment, the dates the accomplishment occurred within the judging period, the manner in which the accomplishment was achieved, and the results or benefits derived from the accomplishment. If the nominee is selected for an award, this statement will be used for various dissemination and shared-learning purposes.

Narrative

This concise, precise and descriptive narrative may begin on the same page as the Statement of Accomplishment. It shall be not more than 10 pages of print. It must focus on the details of the actual accomplishment and include any necessary background information that explains why the accomplishment was exceptional to the association or agency.

Documentation

The narrative must be supported *only* by documentation that relates directly to the accomplishment activities on which the nomination is based. The documentation may be articles, newspaper or other periodical clippings, endorsements, recommendations, testimonials, or original and/or digital photographs with a brief description of what each photograph is intended to show. The articles and newspaper and other periodical clippings must be identified by date and source. Any photographs and news items less than 8-1/2 x 11 inches in size must be mounted on 8-1/2 x 11-inch paper. List, by type and date, any published articles, books, research, as well as work products, audio-visual or other materials representative of the contribution.

Photograph

The nominee should be prepared to submit a publishable photo upon request. Quality digital or scanned photos that can be used for publication are acceptable.

Disqualification

A nomination may be disqualified if it does not contain a statement of accomplishment, narrative and documentation in the manner required.

NOTE: Please include a copy of your nomination on a disk.

Awards Criteria

Continued from page 4

Non-member – individual or group

Recognizes outstanding, innovative programs of awareness and furtherment of a specific segment of the workforce including but not limited to Vocational Rehabilitation, Welfare-to-Work, People with Disabilities, UI-PC/UI-PCC and Youth programs. Nominees should have promoted an awareness of workforce programs by encouraging employers or potential customer groups to use workforce programs; partnered and collaborated with organizations to take action on critical workforce issues; demonstrated exceptional customer service. Priority will be given to members.

Administrator of the Year Award

Eligibility: Member or Non-member – individual

Recognizes outstanding public service in the support of workforce development. Nominee should have promoted workforce programs at the state and/or federal levels, influenced positive legislation at the state/federal levels thru letters, speeches, and bills introduced, promoted seamless workforce systems, demonstrated outstanding leadership in support of programs or initiated new programs, encouraged participation and promotion of IAWP by all workforce partners.

One Stop Award

Eligibility: Member or Non-member – group

Recognizes the provision of outstanding workforce development services in a One Stop setting. Nominees should have demonstrate universal access which allows customers access to core services regardless of eligibility and demonstrated exceptional customer service that meets the customers needs and provides seamless service.

Services to

Veterans Award

Eligibility: Member or Non-member – individual and group

Recognizes an outstanding, innovative program of awareness and support of veterans' interests and rights in the workforce. Also, recognizes chapter activities in services to veterans, e.g., engaging audiences in examining issues relevant to veterans, including TAP training and employability workshops, encouraging employers or client groups to use workforce programs and demonstrating leadership on issues that impact improving work opportunities or conditions for veterans including the homeless and special disabled veterans. Priority will be given to

members by providing additional judging points.

Retiree Award

Eligibility: Member – individual

Recognizes continued outstanding commitment to the association's objectives following retirement. Nominees should have demonstrated exceptional accomplishments in advancing IAWP objectives, e.g. leadership on a board, committee or initiative group (not restricted to IAWP); participation in educational, membership, communication, fund-raising or legislative activities that further workforce or IAWP objectives; mentoring chapter leaders and/or participation that advances the member's local community.

International Development Award

Eligibility: Member – individual or and group

Recognizes and individual/group achievements in IAWP's international development by increasing educational opportunities for non-US members or prospective members by increasing awareness of IAWP and/or increases growth in non-US chapter membership.

Employee Performance

Eligibility: Member – individual

Recognizes an individual who has demonstrated outstanding service by excellent performance of assigned duties in a job that is subject to accepted methods of quantitative and qualitative evaluation. Nominee demonstrated outstanding achievement that contributed to the smooth performance of operations thru positive attitude, accuracy, relationships with co-workers, representing the agency with the public, handling workload under unusual conditions, adaptability, initiative and dependability.

Award Categories

Job Service: Customer Service, Case Managers, Workshop Leaders (includes staff training), Employer Services, Labor Market Information.

Unemployment Insurance: PCC, PAC, Insurance Accounting Division.

Disability Insurance: Determinations, Customer Service, Specialty.

Employment Tax: Field Audit and Compliance (includes Customer Service Program), Collection Division, Tax Support Division, Tax Processing and Accounting Division.

Administrative Support (All Branches): Secretaries, Clerical.

PC Support (All Branches combined):

Janitorial Support (All Branches combined):

Management (All Branches combined):

Partner Employee

Design the New Chapter Pin!

BY AUDREY BAKER, STATE CONFERENCE CHAIRPERSON

From time to time the California State Chapter Board of Directors commissions the design of a new Chapter pin.

In 2004 our current pin was designed by Rob Claudio, State Legislative Chairperson.

An ad hoc committee has

been formed to solicit design entries for a new State Chapter pin.

Designs should be easily recognized and representative of the California Chapter of the International Association of Workforce Professionals (IAWP).

The newly designed pin will be formally unveiled at the May 2006 Annual State

Educational Conference in Ontario along with special recognition to the winning designer.

All entries must be post-marked or e-mailed by December 1, 2005 to: Audrey Baker, 13421 Hubbard St. #116, Sylmar, CA 91342 or e-mailed to rosebud70@verizon.net.

District III Training Offered Management Techniques

BY VAL MOELLER CABRILLO DEL RIO

District III sponsored Employment Program Manager I (EPM) Promotional Examination Training on August 17, August 18, and August 23, 2005. Refreshments were provided to all of the participants and presenters at all sessions.

On Wednesday, August 17, Tom Neuberger, Regional Manager, Los Angeles City Job Service Division, was the presenter at the Canoga Park Job Service Office. There were 10 attendees. Two of the attendees who were not International Association of Workforce Professionals (IAWP) members joined the association that evening.

On Thursday, August 18, the training was held in the East Los Angeles Job Service Office. The presenters were Carolyn Anderson, recently promoted to EPM III, Glendale Job Service Manager (Congratulations, Carolyn!), Victoria Sullivan, EPM III, El Monte Job Service Manager and Val Moeller, EPM II in the Los Angeles Primary Adjudication Center. There were 38 attendees of which five non-members joined IAWP.

On Tuesday, August 23, the training was held at the Crenshaw Job Service Office. The presenters were

Willa Robinson, Regional Manager, Los Angeles City Job Service Division and Jan Fixico, EPM III, Alternate Manager in the Los Angeles Call Center. There were 32 attendees with seven joining as new members.

The attendees received a training book with tips about the application process, the statement of qualifications and leadership expectations. These expectations covered leadership and visioning, databased decision making, working as a team, continuously improving processes, communicating effectively, planning effectively, coaching for peak performance and focusing on customer satisfaction.

The training material included the Employment Development Department (EDD) Manager's Role. The material explained that managers must conduct themselves and administer EDD programs in a way that will bring credit to

the Department. The manager is responsible for efficiently and effectively accomplishing the objectives of the programs that that EDD is charged with administering. The manager is expected to plan the activities of the office for optimum performance, with equity of effort, based on knowledge of the demography and labor market of the area served, economic projections and historical and projected workload data. The manager is expected to establish appropriate controls to ensure timely and correct liquidation of workloads and equitable distribution of service effort and to take corrective action as necessary. The manager is responsible for assuring that sufficient well-trained staff is available to meet workload needs in the most productive and economical way possible to accomplish the planned activities. The manager is to assure that staff provides courteous, prompt and informed service to the public. It is expected that managers strive to create an atmosphere which will encourage an exchange of ideas and a feeling of participation by the entire staff. The manager is expected to be involved with the day to day operations of the office and to be programmatically competent. Managers are expected to continually seek ways to humanize our work and the way we serve the public. The manager's job is a public trust. These principles and expectations were first published in 1979 and were the personal view of Mark Sanders. He signed the memo including these expectations December 7, 1994, and are still valid today.

A copy of Executive Notice 98-10B that was issued by EDD August 31, 1998, was given to all attendees. This document covers expectations of First and Second Level Managers.

The main purpose for Part I of the training was to emphasize preparing for the written presentation. Here's some of the information:

- Helpful adjectives (dependable, dynamic, efficient, eager, flexible, independent, knowledgeable, motivated,

observant, and many more...)

- Helpful verbs (coaches, cooperates, discusses, empowers, evaluates, facilitates, guides, optimizes, plans, responds, strengthens, supports... there were three pages)

- Preferred spelling frequently used by EDD (EDD Correspondence Guide, Section 8-1090)

- Communicating effectively

- Form and substance-related to the Promotional Readiness Report (PRR)

- Follow the instructions

- Review the scope

- Write succinctly

- Make sure that the content of the paragraph relates to the topic sentence

- Expect to respond to some of the eight primary department leadership behaviors

- Write in a straightforward active style

- Watch grammar and spelling

- Proofread, Proofread and Proofread some more

Tales from the PRR Horror stories files were also shared. Some of those are:

- Poor sentence and paragraph structure

- Misspelled words

- Double punctuation

- Incomplete sentences

- Lack of commas, too many commas

- Inappropriate use of possessive – "it's" should have been "its," etc.

- Incorrect tense such as experience instead of experienced

- Misuse of singular and plural

- And more

Remember that the written presentation is reflective of you as the substance and product. The PRR is your marketing document/tool. You want the audience to buy your PRR and buy you!

After the training Audrey Jones wrote a note to me stating "**Thank You For Your Time!** Last evenings presentation included unexpected and highly appreciated information and food and the combination of attendees and presenters very much inspired me with regard to this adventure. Thank you, thank you, thank you."

District XV presents
**Striving for Excellence Today
 Preparing for Tomorrow**

With a presentation by
Dan Strakal

Topics include: Mastering change with management skills, Fine-tuning your team skills, Controlling your workday, Communicating with credibility, Dealing productively with conflict and Putting your skills to work. Dan's presentation style is often called energetic, interactive, humorous, engaging and learner-focused. You will leave the workshop supercharged and prepared to create new opportunities in your workplace and your personal life.

November 4, 2005

8 AM to 5 PM

ONTARIO HILTON

700 North Haven Avenue, Ontario, California 91764

Room Reservations 1-800-445-8667

Ask for IAWP \$84 Room Rate;

Free Hotel Shuttle 909-980-0400

Send completed registration form with a check payable to IAWP to Nanette Bowman, 2006 Port Albans Circle, Newport Beach, CA 92660. Contact Val at 213-744-2321 vmoeller@edd.ca.gov for additional information or Nanette at 714-269-0612 nanette@bowman-domes.com.

Full day including lunch	Full day without lunch
Member\$45	Member\$35
Non-Member.....\$55	Non-Member.....\$45
Retiree\$35	Retiree\$25

Name _____

Chapter _____

Address _____

Phone _____

No Attending _____ Check Amount \$ _____

“The Best Way to Predict the Future Is to Create It” and “Using Humor For a Change”

BY JEAN STEPHANIK
 ORANGE EMPIRE

The 92nd Annual Education Conference of the International Association of Workforce Professionals was held at the Sheraton Hotel in beautiful Old Town Albuquerque, New Mexico. The conference was well-planned, informative, interesting and highly enjoyable.

The excellent presentation by Scott Friedman at the General Session on Thursday, June 9, the last day of the conference, was enthusiastically received.

His quick wit and storytelling humor got us laughing and feeling good... while opening our minds to new ideas as he mentioned “how to” techniques and practical ideas. He skillfully challenged us to take control of our lives and offered concrete ways to do so in mastering change, relieving stress and burnout, developing our own sense of humor and creating more value in our careers.

Positive humor creates an immediate bond between people. It's the shortest distance between two people. To use humor positively at work, people must take themselves lightly while taking their jobs seriously. Humor is much more than telling jokes. Humor is the ability to find something funny in your predicament. A comic vision helps people tolerate change

in the workplace and get along better with others. Positive humor, when used appropriately in a business setting, dramatically increases productivity. Studies show how humor enhances problem-solving skills, improves communication, creates better employee relationships, elevates morale, and reduces burnout.

True humor has its roots in kindness and affection. Refrain from making off-color or derogatory remarks about others. Trying to draw laughs at the expense of others shows lack of good sense, compassion and professionalism. The highest form of humor is to laugh at yourself; the lowest form is to laugh at someone else. Self-effacing humor is so effective that it ranks as a leadership trait. A survey was conducted to determine motivating factors for employees. Money ranked near the bottom. Appreciation, flexibility, challenging work, and good communication were the top four factors.

One can find humor even in a time of sorrow and tragedy. Our speaker was asked to speak at the Columbine School Administrators' year-end meeting shortly after the Columbine school tragedy. He told them, “Your job is not to stop mourning, but to stop only mourning. It's okay to take a

break and celebrate what's good.”

Humor rids the need for perfection. Perfection leads to paralysis, which leads to procrastination. Appreciate the unintended humor that arises out of human imperfection and the unexpected.

It was pointed out, the effectiveness of absorbing other's anger to your advantage; get people to laugh WITH you. Burnout is caused by a loss of humor.

Find one positive thing in everyone you meet. And try to be positive and not complain.

Keep your words sweet. You might have to eat them.

Challenge yourself. You don't have to be sick to get better.

Think before speaking. A closed mouth gathers no feet.

Plan ahead. It wasn't raining when Noah built the ark!

Keep an open mind. Something good may fall in.

Never argue with a crazy person. Outsiders don't know who's who.

Don't sweat the small stuff. It's all small stuff.

Humor doesn't have to always be about silliness and laughter. Humor evolves naturally from an atmosphere in which we have created delight. Take an environment free of sorrow, pain, and resentment, then enhance it with delight and we have created a space for humor.

Past Presidents Take Note

BY NAN BOWMAN
 PAST PRESIDENTS ASSOCIATION

The meeting in August at the Hilton Hotel in Ontario was well attended and productive. The two other meetings in this administrative year will be held at the same location. District XV Educational Conference will be there on November 4 and the meeting follows on the 5th and 6th. Our Annual State Convention is there on May 19 and 20 of 2006 with the meeting on May 18. I hope more past presidents will be able to attend these functions.

Congratulations to Arnold who celebrated his 90th birthday on August 9. Ben's birthday was August 2 (which one?).

I didn't call a PPA meeting at the Hilton. Faye, Pat, Ben, Val and I were there – just taking care of business. Ben continues to fill in for East Bay a lot. Districts I and II can use our help. Districts III and IV are pretty strong but mentor-

ing is always good.

We have over \$500 in our treasury. Arnold is seeking a fee free bank and working through their requirements to deposit the money. I suggested U.S Bank since I just opened a fee free account with no restrictions for my church women's group.

Sue Woodburn had sinus surgery on August 16 so we wish her a speedy recovery. She did a ton of work on the operating procedures. It looks great.

I'm involved with planning the November 2005 and May 2006 arrangements with Val Moeller and Audrey Baker, respectively.

I encourage each past president to get involved with your local chapter. We have new sub-chapter officers who will welcome your assistance.

Thank you all for trusting me to be the Chairperson of our group. Wishing you happy times and hoping to see you soon.

Relief

Continued from page 3

local area people who want to make donations and to callers from the disaster area who need information. Hours have also been dedicated to meeting the immediate needs of

the many families who are now arriving in the Bay Area.

Please tell me how you and your chapter are fund raising we will keep a running total of dollars raised and keep everyone informed via the *Cal-Liope* how you achieved this.

Tips To Reduce Your Junk Mail

BY ROCIO LOPEZ
 SAN GABRIEL VALLEY

Are you tired of junk mail? Junk mail wastes paper and landfill space.

The Los Angeles County Department of Public (LACDPW) works reports that 90 million trees are cut each year to provide paper for mailings, and 4.3 million tons out of 5.6 million tons of mailings generated are not recycled each year, requiring 340,000 garbage trucks to haul the wasted paper to local landfills.

Your personal information may be collected and added to a mailing list whenever you enter a contest, make a donation, buy something, order a product or send in a subscription or warranty card. This mailing list may, in turn, be sold or traded with other companies. This is how junk mail is generated.

The LACDPW offers these steps you can take to reduce junk mail:

Write a letter to each of the information trading firms listed here. These firms send mailings to residents on behalf of credit card companies and other product promotions.

In your letter request that your name and address be deleted from all of their mailing and marketing lists.

Provide all possible spellings of your name and the names of those at your address who also request removal from the junk mail list.

Sign and date your letter because most information-selling companies retain your information in their databases for five years and simultaneously provide your information to businesses four times a year.

These companies are:

- Acxiom Corporation, 1 Information Way, Little Rock, AR 72202; (501) 342-2722

- Advo Incorporated Consumer Assistance Dept., P.O. Box 249, Windsor CT, 06095; (888) 2416760

- Donnelly Marketing, Inc., Data Base Operations, 416 S. Bell, Ames, IA 50010; (888) 633-4402

- Equifax, P.O. Box 740241, Atlanta, GA 30374

- Experian Resource Center (TRW), 901 W. Bond St., Lincoln, NE 68521

- Innovis, Inc., Consumer OPTOUT, P.O. Box 219297, Houston, TX 77218-9297

- Mail Preference Service/DMA, Attn: Dept. 9407644, P.O. Box 282, Carmel, NY 10512; (212) 768-7277

- National Demographics and Lifestyles, Customer Service Department, 1621 18th St. #300, Denver, CO 80202

- R.L. Polk & Company, Attn: Opt-Out Coordinator, 26955 North-Western Highway, Southfield, MI 48034; (800) 464-7655

- Trans Union, Name Removal, P.O.Box 97328, Jackson, MS 39288-7328

money over the next few months, so please respond to their call for help.

IAWP has a BIG HEART and I know that the help from each one of you will make a difference.

Goings On Around the State

District III Chapters Lend a Hand to Fellow Employee

BY VAL MOELLER
CABRILLO DEL RIO

In July a fire destroyed most of the furnishings and belongings of Sharon Plowden, an employee in the Los Angeles Primary Adjudication Center (LA PAC). IAWP members Sheila Mitchell and Verletta (VAL) Moeller decided to hold a fund raiser for Sharon.

On Tuesday, July 26, they held a hot dog luncheon and raised \$473 from sale of the hot dogs as well as donations from the generous employees (many of whom are IAWP members) at the LA PAC. In addition, the Cabrillo Del Rio, Los Angeles, Los Compadres, and San Gabriel Valley chap-

ters of District III, approved a motion at the District meeting on July 23 to match the amount of money raised. Each chapter donated \$118.25. On August 10, Sharon received a check for \$946 from IAWP. She was extremely grateful and thanked everyone for their support.

Los Angeles Chapter Offers Upward Mobility Training

BY SHEILA MITCHELL
PRESIDENT, LOS ANGELES CHAPTER

On August 23, 2005 the Los Angeles Chapter provided training on completing the written portion of the Employment Program Manager (EPM) I examination preparation for members of the International Association of Workforce Professionals (IAWP). Willa Robinson, Regional Manager of the Job Service Division and Jan Fixico, EPM III from the Hollywood Call Center was the panel members. The training was well received by the 33 employees who attended the training.

The training began with greetings and encouragement from Gloria Smith, Crenshaw Office Manager. The panel members covered the promotional examination flyer with emphasis on following the instructions on the flyer and instructing the attendees to thoroughly read and digest the Scope that was listed in the

job announcement.

Willa Robinson covered leadership expectations and encouraged participants to evaluate their leadership skills for their strengths and developmental areas. She covered the do's and don'ts of completing their Promotional Readiness Report (PRR) by expressing the need to build up their accomplishments without sounding egotistical or exaggerating. She also suggested that the participants take the booklet and handouts that were given to them and read each page when they leave the training session including a manager's role letter signed and dated by Mark Sanders in 1994 and the horror stories of previous EPM I candidates.

Jan Fixico covered the administrative duties and program responsibilities of an EPM I. Attendees were in awe over the numerous assignments the EPM I are required

to accomplish. She covered PRR grammar tips and led the group through a grammar exercise covering commas, subject-verb agreement, helpful verbs and adjectives, EDD preferred spelling and frequently misspelled words. She stressed the importance of brainstorming and outlining their thoughts when writing the PRR. The six Cs of business writing was covered and the theme of the training was proofread, proofread, proofread.

The employees had lots of questions and were grateful for an opportunity to learn about the department's organizational structure and the acronyms that are used throughout the department.

I received three e-mails thanking the panel members and IAWP for sponsoring the training and for putting on such an informational workshop.

Los Tres Condados Completes Blood Drive for Area Non-Profits

SUBMITTED BY REBECCA NAVARRO,
LTC CHAPTER PRESIDENT

Recent Activities: Sharon Lyons, Los Tres Condados International Association of Workforce Professionals (IAWP) Community Representative has been busy working with the State Employees and County staff at the Oxnard One Stop Center with different fundraisers to help organizations like the American Cancer Society, United Blood Bank and Hurricane Katrina. On August 13 there was a huge yard sale for the American Cancer Society. The eight

team members put in eight hours at the yard sale and raised \$187 to bring the grand total to over \$700 that was raised. On September 13, they did a blood drive that was the first for many of the volunteers and donated 20 pints of blood in five hours. A loose change donation Mexican food potluck fundraiser was held on September 15 for the American Cancer Society and Hurricane Katrina and a total of \$200 was raised. In December a coat drive will be organized to provide winter coats for the homeless.

Mary Navarro-Aldana was promoted to Job Service Office Manager and the staff are all very happy with her promotion and her open door policy.

Sad News: Bonnie Bernal's Dad passed away on September 6, 2005. Services were private in consideration of the well being of her 94 year old mother.

She welcomes cards, no donations or telephone calls.

We are in the process of planning the next Chapter meeting for September 2005.

Fall Events Scheduled for Puerto del Sol Chapter

BY PHIL DWYER, PRESIDENT,
PUERTO DEL SOL CHAPTER

The fall season brought some plans for computer training and a general meeting to network with people from different branches of the Employment Development Department (EDD).

On September 27, 2005 the Puerto del Sol chapter began their computer class series with an Introduction to Windows XP. Since the San Diego area was the first in the state to be upgraded to the new operating system, this was training that was greatly needed and worthwhile. EDD's own

Bob Huber gave the training to those wanting to learn about the changes in the computer system.

On September 29, Puerto del Sol gathered at Dave and Buster's for a general meeting and also a time to network with each other. In addition the chapter used this meeting to help raise money to help the victims of hurricane Katrina, some of whom were IAWP members from the Gulf states of Louisiana and Mississippi.

The chapter plans on continuing the computer training series in October and November with such topics as Out-

look, Excel, PowerPoint, Word and possibly Web Page creation and Quicken.

December plans include a holiday dinner with speaker on the first of the month and our annual tradition of helping with the Festival of Lights. This is an event that occurs at the San Diego Wild Animal Park and we help the children create crafts and it helps us get into the holiday spirit of giving.

Details will be coming in the near future for these activities.

I want to thank all the
Please see Puerto on page 8



Nan Bowman and Joanna Rogers at Joanna's special retirement party.



Nan, Bob and Judy.

Orange Empire News

BY NANETTE BOWMAN

Several boxes of School Supplies were collected by members working in Orange County Employment Development Department (EDD) offices and delivered to the Child Abuse Prevention Center of Orange County on Friday, July 29. The Center filled backpacks to distribute to the children at a special picnic. Offices continue to collect pop tabs and pennies for the Ronald McDonald Charity. Clothing donated for the California Department of Corrections Specialist in Anaheim assists parolee's transition into the workforce.

On August 13, Orange Empire sponsored the EPM I Exam Preparation Training at the Anaheim Job Service office. Presenters were Jill Kimble (DI), Rob Claudio (JS), and Jose Gutierrez (UI). Thirty-seven potential candidates attended. Orange Empire President, Jorge Perez, moderated. The Workbook used is a collection of materials assembled by Jan Strand, Mary Lyn Pitassi, and Vinny Clarke in 2002 while Carol Gaves was President of Orange Empire. All four individuals are recognized for this outstanding achievement. A copy is available in the California Chapter Library. Orange Empire used the book again in 2003 and this year copies were distributed to several other chapters for their training. The Book is a valuable reference but there is no substitute for attending the training per-

sonally. Each presenter provides their own unique ideas and style so it doesn't hurt to participate in more than one. Orange Empire's date for the mock interview sessions will be announced soon.

The Orange Empire Chapter's quarterly General Membership meeting took place on September 21 at the Hometown Buffet, 1008 E. 17th Street in Santa Ana. The keynote speaker was Steve Lira, a Certified Retirement Counselor for CalPERS. The program began at 6:15. Members paid \$8 and non-members paid \$12 which included the meal. It was a very informative program for all.

Joanna Rodgers celebrated her retirement her own way with fun and games at Dave and Busters in the Block of Orange and no speeches. Many retirees were among the guests. This reporter saw Jesus Vazquez, Al Dave, Joan Rodriguez, Miriam Staley, Judy Peterson, Larry Blakely, Jan Strand, and Millie Truit – just to name a few. Joanna plans to bask in the glory of grand-parenting with her infant granddaughter.

Ron Jackson, Bob and Judy Rivas were honored at a retirement luncheon on July 31 at Original Mike's in Santa Ana. This reporter was impressed to see so many faces from the Grand Avenue days. All three retirees have some immediate travel plans. Bon Voyage and welcome to retirement!

Silicon Valley Chapter Has Variety of Opportunities and Community Service

Exam Preparation

BY JAMES THOMAS, PRESIDENT
SILICON VALLEY CHAPTER

On August 9, 2005, the International Association of Workforce Professionals Silicon Valley Chapter sponsored an evening of preparation for the upcoming Employment Program Manager I examination. Twenty two future Management candidates enjoyed refreshments and then eagerly listened to the tips and advice presented by Jean Cole, Employment Development

Administrator from the San Jose Primary Adjudication Center. Participants included candidates from the San Jose PAC, San Francisco PAC and the Campbell Job Services office. The presentation was well received and the candidates felt more confident about the written portion of the examination. A future session is being planned for the oral part of the exam.

Undefined Love

One of our Employment
Please see Silicon on page 8

Goings On Around the State

Sacramento Chapters Helps Local Schools

**PATTIE ESPINOSA, PRESIDENT
SACRAMENTO CHAPTER**

I want to salute all of the offices in the Sacramento Chapter/District I area who participated in our "Back to School Drive."

Flyers went to the various divisions in the District I area and we collected enough school supplies to help five schools. We couldn't believe all of the paper, crayons, pencils, pens, binders, highlighters and calculators that were purchased. Your generosity and support will definitely help these students and teachers in this school year.

Sacramento Chapter stepped up to plate without any hesitation as I know

many chapters did for the Hurricane Katrina Relief. The hurricane disaster in Louisiana was painful for all of us who were listening to the news when it occurred. A fundraiser was started with \$500 being donated from the Sacramento Chapter. As of September 22, 2005 we have collected \$912. Our goal is \$1,000! We are still getting donations to help us make our goal. Sacramento has received families who were directly affected by Katrina. The chapter has donated towards two of the families who needed some assistance. Thank you all for your support to the families in need!

Important Member Survey: Change in Cal-Liope Mailing

The Board of Directors of the California Chapter of the International Association of Workforce Professionals (IAWP) is **still** considering ways to reduce the costs of operating the state chapter business. One cost reduction could be to save the cost of printing and mailing this newsletter, the *Cal-Liope*. With today's technology we could send you *Cal-Liope* by e-mail in a PDF file that you could open using Adobe Acrobat. To determine the true cost savings we need your input.

We will be compiling your responses to determine the feasibility of sending the *Cal-Liope* by e-mail and report our conclusions to you in the next issue of the newsletter. If we determine to send the newsletter by e-mail we will need time to compile e-mail addresses for the membership and require that you update your e-mail address with the chapter office.

Thank you for your input and your interest in helping to reduce the chapter operating costs.

Please complete the survey below and mail it to: Pat Thornton, 11410 Gold Hill Court, Gold River, CA 95670:

Name _____

Local Chapter _____

I would like to receive *Cal-Liope* by e-mail at my home: Yes No

I would like to receive a printed and mailed copy in addition to e-mail: Yes No

My home/personal e-mail address is _____

If you prefer to send your responses to the questions above by e-mail, please include the information requested and send the answers to: thornton956@msn.com.

IAWP Web Links to EDD

**BY MARY NAVARRO-ALDANA
INTERNET COORDINATOR**

There are THREE links on the Employment Development Department (EDD) website to our International Association of Workforce Professionals (IAWP) website.

On INSIDE EDD, one link on the right side under "Featured Items" that is called International Association of Workforce Professionals (IAWP) and the link goes to a page with a short summary of the Karl E. Bybee grant information and a link to the Bybee application

On INSIDE EDD, one link in the middle of the page under "News Articles" that is called International Association of Workforce Professionals (IAWP) and has the first paragraph of

the article and then links/goes to an article about the Bybee grant and IAWP, and has two links, one to the grant application, and the other to our web page;

On the EDD HOME PAGE (www.edd.ca.gov), click on the left hand side under Workforce Community and on the next page that comes up, there is a link on the right hand side that is under "Featured Items," that is called International Association of Workforce Professionals IAWP, and that links/goes immediately to our web site.

It's very exciting for our association to finally be linked to the EDD website! Now members and non-members as well as employers who visit the EDD website can find out about our organization.

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 70¢. THIS IS NOT THE MOST EFFECTIVE USE OF YOUR DUES MONEYS. Complete this form so that you receive CAL-LIOPE and other news from the State Chapter and your local Chapter.

Name _____

Old Address _____ New Address _____

Old City _____ State _____ Zip _____ New City _____ State _____ Zip _____

Did you change work locations? _____ if so: _____

New office/MIC # _____ Bargaining Unit _____

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

Silicon

Continued from page 7

Development Department members experienced Undefined Love first hand. Patty Howie, who is a mother that loves her children dearly, has to let them "step out in faith, follow God's calling." Her family, Jeff, Kristine, Allison & Elaina Threet are preparing for a journey many, many miles from home. The family has embarked on an adventure to Awanno, Ethiopia. Jeff has put his job on hold to work on a water project to help thousands get clean drinking water. He will be serving as the project manager for the Awanno Water Project helping communities to design, build, and sustain their own solutions to water access and related health issues. I call this

Undefined Love, and our hearts go with them on their journey to save thousands. The International Association of Workforce Professionals donated to a cause to save thousands.

Hurricane Relief

**BY DIANE REEVE
SILICON VALLEY CHAPTER**

Our hearts go out to the survivors of Hurricane Katrina in Louisiana, Mississippi and Alabama.

On September 8, the staff of the San Jose Primary Adjudication Center held a bake sale to raise funds for the relief effort. Silicon Valley Chapter kicked off the effort with a \$50 contribution. The combination of delicious goodies sold and generous gifts resulted in over \$400 sent to the American Red Cross.

Puerto del Sol

Continued from page 7

members and non-members who have attended our activities and encourage more people to get involved in the organization. If you would like to help

with any of the above activities or have ideas for additional ones, please contact one of the board members for the chapter, Phil Dwyer, Jan Cedano, Monica Gutierrez, Edna Derringer or Norma Vazquez.

Veterans

Continued from page 2

the Government to assist the National Committee in every way possible."

On that same day, the President sent a letter to the Honorable Harvey V. Higley, Administrator of Veterans' Affairs (VA), designating him as Chairman of the Veterans Day National Committee. In 1958, the White House advised VA's General Counsel that the 1954 designation of the VA Administrator as Chairman of the Veterans Day National Committee applied to all subsequent VA Administrators. Since March 1989 when VA was elevated to a cabinet level department, the Secretary of Veterans Affairs has served as the committee's chairman.

The Uniforms Holiday Bill (Public Law 90-363 (82 Stat. 250)) was signed on June 28, 1968, and was intended to insure three-day weekends for Federal employees by celebrating four national holidays on Mondays: Washington's Birthday, Memorial Day, Veterans Day, and Columbus Day. It was thought that these extended weekends would encourage travel, recreational and cultural activities and stimulate greater industrial and commercial production. Many states did not agree with this decision and continued to celebrate the holidays on their original dates.

The first Veterans Day under the new law was observed with much confusion on October 25, 1971. It was quite apparent that the commemoration of this day was a matter of historic and patriotic significance to a great number of our citizens, and so on September 20th, 1975, President Gerald R. Ford signed Public Law 94-97 (89 Stat. 479), which returned the annual observance of Veterans Day to its original date of November 11, beginning in 1978. This action supported the desires of the overwhelming majority of state legislatures, all major veterans' service organizations and the American people.

Veterans Day continues to be observed on November 11, regardless of what day of the week it falls. The

restoration of the observance of Veterans Day to November 11 not only preserves the historical significance of the date, but helps focus attention on the important purpose of Veterans Day: A celebration to honor America's veterans for their patriotism, love of country, and willingness to serve and sacrifice for the common good.

Notes: This article was published on the Veterans Administration website.

The Veterans Day poster for 2005 can be downloaded from the VA web and used for your Veteran Day ceremonies. If you are conducting any events for Veterans Day, please email the information to the State Veterans Chair, Joseph Carlotti, at JCarlott@edd.ca.gov so an article can be compiled for the November/December *Cal-Liope*. We are also looking for success and other special events to promote the good things happening in the veteran community.

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