



International Association of Workforce Professionals

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# OREGONIZER

May 2010

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Publication of Oregon Chapter IAWP Editors

Barbee A. Williams - Dennis Brophy

[Something you want to share?](#)

Interested in Writing for the Oregonizer??

Send Comments or Submissions to:

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Or

Barbee.A.Williams  
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Tualatin, OR 97062

[All Pictures from Conference Photographed by Todd Brown](#)

## Greetings from the President:

Whew! What a great conference. Time really flew by, and suddenly, there we were! Thank you to all who wrote awards, who chaired awards and who participated in the planning. Thank you to the entire board for all of their assistance. Thank you to Dennis Brophy and Craig Keyston for all their assistance. Thank you to the supervisors and managers who allowed staff to attend.

A very special thank you to Cheryl Brown and the Washington IAWP for taking a chance on a joint conference. The feedback was very positive and we were able to network and have discussions with our counterparts in another state.

The Crown Plaza staff worked with us to make the event special. I hope everyone had as great of an experience as I did at the Crown Plaza. I would recommend this property for an event without hesitation!

We were also privileged to have IAWP International President Daniel Hays and IAWP District 14 Director Kathy Bilanko joining us for our conference.

Thank you does not seem enough to cover all the things that had to happen to make the conference a success but I hope you know that it is a real BIG thank you!

Voting as a member is a very important privilege. Please go online to place your votes for International officers and the redistricting bylaw change. The redistricting proposal would remove Montana, an active Chapter and replace it with two inactive Chapters (Nevada and Hawaii). **See articles this issue.** Be sure to cast YOUR vote.

Barbee Williams, IAWP President

## **OK, IAWP Elections are over and beginning in July, the Winners are.....**

### **Oregon Chapter:**

President - Jeff Hunter  
President Elect – Stephanie Stevens  
Vice President – Debbie Irwin  
Treasurer – Judy Mattos  
Past President – Barbee Williams

District Director-elect from Oregon Chapter: Barbee Williams (to be confirmed at International in Greenville, South Carolina)

### **Misty Rose Subchapter:**

President - Karey White  
Vice President - Mashelle Winters  
Treasurer - Michelle Sture  
Secretary - Laura Watling  
Representative: Jennifer Ryan-Jauregui  
(2nd year of term)

### **Capital Subchapter:**

President: Jeff Long  
Vice President: Shelly Zander  
Treasurer: Nancy Imber  
Secretary: Lisa Gurnsey  
Subchapter Rep: Tiffany Hibbard-Fraijo

### **Emerald Subchapter:**

President: Stephanie Morelli  
Vice-President: Brad Cabrera  
Treasurer: Antoun Kehdi  
Subchapter Representative: Francisco Garcia (2nd year of term)

### **Crater Subchapter:**

President: Charlene Grafton  
Vice-President: Tammy Schroeder,  
Secretary/Treasurer: Sandy Watkins  
Representative: Gina Green

### **Waiting to hear from the Oregon Trail Chapter**

## **Greetings from Incoming President**

Greetings IAWP members-

As the IAWP Oregon Chapter President beginning July 1st, I want to send out a quick message to share my vision of goals for our Association during my year as President.

My goal is to get as many people involved in IAWP as possible. And while part of this aim will involve recruiting new members, the main focus will be on getting current members to participate in more activities. I want to focus on showing members who have not been involved for a number of years how IAWP can benefit them personally and professionally.

You will all be hearing from your Subchapter Presidents about activities happening this summer. There will be events which focus mainly on having a great time with your friends and coworkers. There will also be activities which are geared towards education and presented in a format which is enjoyable as well. These educational workshops will not only be as exciting as some we have had in the past, but will also be focusing on different types of activities we have not seen before. This will give everyone an opportunity to see how valuable it is to be a member of IAWP. Other opportunities will occur throughout the year, so look forward to having an exciting and action-packed time!

Sincerely,  
Jeff Hunter – President Elect  
IAWP Oregon Chapter

### **A DATE TO REMEMBER**

2010  
June 27-30, 2010--International Educational Conference, Greenville, S.C.  
July – WPDP Testing (date to be announced)

## OREGON CHAPTER AWARDS WINNERS

Clerical Employee Performance Award:



**Lori Dietz**

International Development:



**Judy Mattos and Stephanie Stevens**

Group Citation Award:  
**Josephine County Employer Council**



**Debbi Strickland, Coordinator, Accepting**

Helen Jones Memorial Membership Award:



**Craig Keyston with Dennis Brophy Presenting**

## OREGON CHAPTER AWARDS WINNERS

Group Services to Veterans:



**Roy Morris**

(**Kandice Newton**, No photo available)

Eric Bergman Services to IAWP:



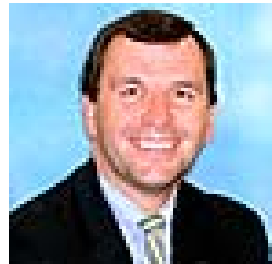
**Charlene Grafton**

Group UI Award



**Unemployment Insurance Division  
Tom Byerley**

Individual Award of Merit:



**Graham Slater**

## OREGON CHAPTER AWARDS WINNERS

James Mahoney Managerial Performance Award:



**Debbie Gargalis**

Individual Specialized Customer Service Award:



**Tamara Schroeder**

Group Specialized Customer Service Award



**Sherry Pfaff and Jim Perkins**

Nick Guarriello, Small Office of the Year Award



**Region 13 {LaGrande, Enterprise, and Baker}**

No Picture Available

L. Dale Ross Community Services Award:  
**Jan Swander**

Services to Veterans: (individual)  
**Orlando Williams** (No picture Available)

New Employee Performance Award:  
**Steve Clark** (no picture available)

UI Award: **Lisa Hickman (Individual)**

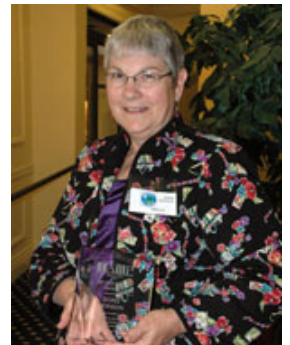
## OREGON CHAPTER AWARDS WINNERS

Award of Merit: (Group)



**Tamara Schroeder, Sandy Watkins, Charlene Grafton, and Shawn Blair (not pictured)**

Retiree DOER Award:



**Doris Monson**

Professional Employee Performance Award:



**Scott Craig**

Nick Guarriello, Large Office of the Year Award:



**WorkSource Lane**

## While I was rehearsing in New York, my credit card was shopping in Arkansas

Reprinted from PBS Website



**Q&A** Alison

By [Alison Stewart](#)

June 3rd, 2010

Last Friday I opened my credit card statement and there in a row were 20 charges made in one day, April 22, at Walmart in Arkansas. I live in New York.

On April 22, I was at the first dress rehearsal for *Need to Know* in New York City. Someone hacked my credit card, went looking for “always low prices,” bought something on eBay for \$4.99 and paid a bill through a third party. Of course, my mind raced to remember if there was a shady guy standing behind me at my local ATM that morning. Had I ordered something online using public Wi-Fi and exposed my plastic?

Feeling frustrated but knowing that I am not alone, (according to the FTC [26% of all ID theft](#) is credit card fraud), I called a former colleague, an expert in online fraud. [Bob Sullivan](#) wrote The New York Times bestselling book, “*Stop Getting Ripped Off*” and writes the Red Tape blog for MSNBC.com. I called him at his Seattle office.

**Alison Stewart:** So Bob, there are 20 different charges, all at Walmart, for around 60 dollars, right in a row. What do you think they bought?

**Bob Sullivan:** Those are likely gift card purchases, very well done online. The trick for thieves is how to turn it into money. It is not as easy as it sounds. Going into and using a card is obvious, but there are video cameras and then you (the thief) have to fence the item. You’ve put yourself at great risk. Buy a stereo and sell it on the street is the way it used to be, now they get gift cards. Then you can sell the gift cards online, even on Craig’s list. And they can be transferred.

This could have happened years ago and has just made it through the system. Sometimes they don’t use them right away. A guy was arrested for hacking millions of cards from 2006 to ‘09 and he couldn’t use them all at once. I think his name was Albert Gonzalez. (Note: It was, and he stole 130 million cards)

**Stewart:** Does using Wi-Fi expose me when I use my credit card?

**Sullivan:** No, not really. It is technically possible to do endless snooping. It is very, very hard. But I have never heard of anyone doing theft. I’ve seen demos on TV news.



**Stewart:** So, am I right to suspect the guy who was standing a little too close to me when I used my local automated postal center? Does that happen?

**Sullivan:** Yeah. But that’s hard work. Standing over someone is doable but most go online and hack sites. Plenty of people don’t use their card online and think they are protecting themselves but it all ends up online. Stores input your information into computers. When you call someone on the phone to order, what do you think the operator is doing — typing your information into a computer and maybe the store’s web-site.

**Stewart:** They also charged something to a bill paying service, a third party.

**Sullivan:** Again they want to monetize. That’s the trick.

**Stewart:** Is there anything I could have done and can do so that this wouldn’t happen?

## While I was rehearsing in New York (Con't)

**Sullivan:** Well, you can use mainstream sites. Using porn (laughs) or going to the deep dark shadows of the Internet or even smaller stores can put you at risk. What I do is I have one credit card for all my “risky” purchases online (note: Bob is not referring to porn!). The card has a low limit. I check the bill extra carefully. What happens is, over time, someone (a thief) charges an extra 15 to 20 a month, and it goes unnoticed. That is realistic. I'd say, simply look more carefully [at the bill].

**Stewart:** So there's nothing to do to really protect myself. Is it like walking across a New York street, you just might get hit by a car?

**Sullivan:** I'd say a better analogy would be parking on a New York City street. Some places you are more likely to get broken into. If you have \$1,000 GPS on the dashboard, you are more likely to be broken into.

**Stewart:** Should law enforcement embrace hackers to learn from them how to stop this kind of crime?

**Sullivan:** A lot of law and order spend time in chat rooms. They are starting to crack down. But it is complicated to prosecute. You have to subpoena every Internet service provider. It is slow to grind through the system. For someone who stole a couple hundred dollars, it's not likely to be prosecuted.

**Stewart:** After hearing about all the purchases made on my card, any thoughts on who it might be?

**Sullivan:** (Laughs) It used to be easy to say it was a 17-year-old kid in his parent's basement buying video games. It's bigger. Now it is lucrative. What I hear from cops is that ID thefts are safer [for thieves] and more lucrative.

P.S. In a bit of irony, Bob Sullivan recently has his own bank card “compromised.”

*I knew success when as an artist I first sold my work. I knew I had truly arrived when someone stole my work.*  
Irma D. Butterfield

## IAWP Tennessee Flood Relief

On May 8th and 9th middle Tennessee was devastated by record floods. Thousands of homes and businesses were either damaged or destroyed and thousands of people are homeless or displaced. Approximately 25 employees from the Tennessee Department of Labor and Workforce Development were adversely affected, including some IAWP members. Some lost everything they owned. The Tennessee Chapter of IAWP has taken the lead in assisting these employees. They have established the IAWP Flood Relief Program and are in the process of raising money to help their fellow IAWP members. Tennessee is often referred to as the "Volunteer State", now they are asking for others to help them out.

Donations can be sent to the IAWP Flood Relief Program

c/o Cindy Key, Tennessee Department of Labor and Workforce Development, 220 French Landing Drive - Floor 4A, Nashville, TN 37243. The Tennessee Chapter thanks you in advance for your help.

## The Downside of Drilling

Remember our other IAWP members during this Environmental disaster.

The Louisiana Department of Wildlife and Fisheries found an oily pelican on the rocks Thursday at Sand Dollar Marina on Grand Isle. The brown pelican is Louisiana's state bird and was removed from the endangered species list in November of 2009.



## Well Being

Mark J. Butterfield, D.C.

You've had a hard day at work. Many of the work decisions you had to make have consequences that are uncertain but will make you look bad if things go wrong.

On the way home, you listen to the news on the radio in your car and hear about the oil spill in the Gulf of Mexico, the wars in Afghanistan and Iraq, a volatile day on the stock market, and a forecast of rain throughout the rest of the week. In the back of your mind is the thought that you still need to pick out a present for the neighbor's kid who is graduating from high school in a week.

When you enter your house, one of the first places you head is to your refrigerator and you are confronted with a decision: should I make a salad from the glorious ingredients I have in the crisper or eat the chocolate cake that is sitting out front on the top shelf. You remove the cake and after enjoying this decadent pleasure and you think to yourself that you have no will power and are weak. Was it lack of will power or something else that made you choose the cake instead of the salad?

Researchers who study the decision making process we employ as humans might tell you your decision was the result of something else other than a weakness on your part.

Many years ago when the telephone exchanges were being established, scientists were attempting to determine how many numbers the average human could remember without writing them down. The more numbers possible, the greater the number of unique combinations the exchanges could assign to meet the anticipated demand.

Several variations of this experiment were conducted with one design measuring emotional and impetuous decision making tendencies versus a rational and deliberative process while learning and remembering series of numbers. This classic experiment showed that the more numbers a subject was required to remember, the more impetuous was their decision making. When the subjects were offered reward choices during the experiment; more chose the chocolate cake rather than salad, as the string of numbers grew longer.

Neuroscientists studying these results were able to determine that when the higher functioning cortical circuits of the brain are occupied with memorizing tasks (or problems that do not have an apparent solution) the more likely a more primitive level of the brain is recruited to

help with decision-making. Primitive brain chooses cake with all the sugar and fat instead of the salad, which is mainly water but rich with beneficial nutrients.

The take home lesson from this experiment is that if we occupy our thoughts with too many concerns that we cannot control, we may make decisions that do not serve us well. If there is a concern that occupies your thoughts, write it down on a piece of paper, file the paper and give yourself permission to remove it from your thoughts, at least for awhile. Your mental resources will then be free to make the best choices for you.

One more thing: take that chocolate cake off of the top shelf and hide it with the salad in the bottom of the refrigerator. [mjbdc2004@yahoo.com](mailto:mjbdc2004@yahoo.com)

## VOTING AT INTERNATIONAL IAWP

### Voting Is Open

The 2010 Election opened today as announced in the Jan/Feb/Mar 2010 **Workforce Professional**; The voting shall commence on Tuesday, June 8, 2010, at 8 a.m. Eastern time and continue until Monday, June 21, 2010, at 5 p.m. Eastern time. All ballots must be cast within the stated time frame, with the exception of ballots cast in-person at the conference.

### Rules of the Election

You may use the paper ballot method or you may go on-line to vote at [www.iawponline.org](http://www.iawponline.org). All ballots cast by mail must be postmarked by June 21, 2010, to be included in the tally unless the member decides to cast his/her vote according to rule number six. Ballots submitted by fax or email must be submitted by June 21, 2010.

Paper ballots will be available on the first and second day of the annual meeting, Monday, June 28 and Tuesday, June 29, 2010, at the 97th International Educational Conference, for those members entitled to cast a vote and who have not voted previously.

The final vote will be tallied and the results announced at the business session at the 97th International Educational Conference on June 30, 2010. **\*\*BE SURE TO CAST YOUR VOTE!!!\*\***

## WHAT IS ALL THE TALK ABOUT REDISTRICTING?

by Dennis Brophy (opinion)

You may have heard or read about the proposed amendment to the International Bylaws which, if approved, will reorganize the Association's districts. There are currently fifteen US districts and five International districts. Each district has a director who serves on the International Board and represents the members of each chapter within their district. The proposed revision will reduce the number to eight US and three International districts.

Oregon Chapter is currently in District XIV which is comprised of chapters from the states of Alaska, Washington, Idaho, and Montana. Alaska Chapter is currently inactive. If the resolution is approved by a vote of IAWP membership, Oregon Chapter will join District VII with chapters from Washington, Idaho, Alaska, Nevada, and Hawaii. However, members should not pack their swimsuits for a District meeting in Hawaii anytime soon; both Hawaii and Nevada Chapters are considered inactive.

The overall impact from redistricting on Oregon Chapter will be negligible. Washington, Idaho, and Oregon Chapters will continue to be the leading chapters within our district and will have a position of influence on the International Board.

The redistricting proposal is not without some concerns. Michigan Chapter will be part of District IV which stretches the distance to Tennessee Chapter. Montana Chapter will be a part of District V which includes Missouri and Kansas Chapters. Utah Chapter will be a part of District VI which extends all the way to Louisiana Chapter. There is certainly a large number of miles between chapters within the proposed districts rendering it unlikely that all chapters will be able to participate in or be represented at annual district meetings and educational conferences.

The makeup of District XI, as proposed, might also raise some questions. Canada joins the Ukraine, Turks and Caicos Islands, Sierra Leone, Senegal, Russia, Nigeria, Poland, Lithuania, Latvia, France, and Mexico Chapters. How this global mix will work together as a District is unknown? To put this revision in perspective, it should be noted that the entire continent of Canada is currently an inactive Chapter and the total sum of members in these

## WHAT IS ALL THE TALK ABOUT REDISTRICTING? (Con't)

Chapters is slightly less than one quarter of the total membership of Oregon Chapter.

The question of redistricting has been a topic of heated debate over the last twenty years. One problem has been that few of the proponents for change have been able to say with any certainty what the specific savings and benefits would be to the Association.

District XIV has resisted change because of the desire to retain Montana Chapter as part of our District. Should the Bylaws amendment be approved, we will certainly miss our friends from Montana Chapter.

A recent Past International President's Report, which included a survey of Chapter Presidents, stated that there was less than overwhelming support for redistricting. The report also included recommendations that District Directors take on more responsibilities on the International Board and that there be fewer non-director members appointed to key positions. This recommendation seems to be at odds with the redistricting plan that, if approved, will result in fewer Directors to take on these duties and a need for more, not less, appointments.

The question that should be asked is how does redistricting make us a better? It will provide for a more equitable representation of membership because seven of the eleven Districts will be similar in size. Certainly, having fewer people on the International Executive Board will save money and make it easier for decisions to be made. But will a smaller, more efficient board equate to improved member representation within each district and help to increase membership in those chapters that are inactive? Communication will be critical to make redistricting successful and to ensure that members throughout each district are represented on the International Board.

Regardless of the outcome, it is time to put the discussion of redistricting to rest. The International Board needs to turn their attention away from saving money and look for opportunities to increase membership and revitalize chapters that are currently inactive.

## WHAT IS ALL THE TALK ABOUT REDISTRICTING? (Con't)

Whether you agree or disagree with the amendment for redistricting, it is important that you exercise your right to VOTE. All IAWP members will have a chance to vote on the redistricting proposal beginning June 8 by going to [www.iawponline.org](http://www.iawponline.org). In order to vote, you will need your membership number. For more information about voting procedures, please refer to the Jan/Feb/Mar 2010 issue of the IAWP Workforce Professional.

### MORE ABOUT REDISTRICTING

By Daniel L. Hays  
International President

Shortly after the beginning of the 2009-10 administrative year I named a redistricting committee chaired by Past International President Maryann Baykal, comprised of Mikell Fryer (GA), Gina Heiner (UT), Val Moeller (CA), Kaori Nakamura (Japan) and myself to review our current district structure. Several options were posted on our website and several articles were printed in *Countdown* to obtain input. Committee members also reached out to obtain comments and suggestions. Some modifications were made, and the data was updated on the website. In January 2010, the committee held a conference call and unanimously voted to present to the board a revision to the bylaws for their review. The proposal was reviewed by the Board of Directors who passed a "do pass recommendation" by a 12 to 1 vote: The text of the proposal was published in our Jan/Feb/Mar 2010 and Apr/May/June issues of *Workforce Professional*.

Based on our bylaws, the change must be approved by the membership. Therefore, this year in addition to voting for our officers, you will have the opportunity to vote on a bylaw change. All members, as defined by our bylaws, will be eligible to vote on this change. You may vote online, by mail-in paper ballot or in-person at the annual conference. So exercise your right to vote.

In summary, the revision will reduce the number of US districts to eight and reduce the International districts to three (46 percent reduction of US districts and 40 percent reduction of International districts). The reduction in the size of the board of directors is necessary to address the decrease in our membership (both US and non-US membership) in recent years (our board is

## MORE ABOUT REDISTRICTING (Con't)

roughly the same size as it was when our membership was three times our current level). The proposal will also maintain local control of electing District Directors and the organization within a district. A district could decide to have Sub-district Directors to deal with geographical issues if they chose. The proposal will also provide for any district which reaches 3,000 members or more to have the option to split into two districts, and any chapter with a membership of 2,000 or more to become a single chapter district. As outlined on the proposed redistricting map, you can see the proposed realignment provides for a more equitable representation of membership in each district and therefore gives more parity on matters voted upon by the Board of Directors. As you may recall, several years ago we made changes to our bylaws giving more authority to our Board of Directors. The parity also is reflected in a reduction of the non-US position on the board of directors.

Change is never easy, similarly it is seldom greeted with open arms; however, change is a necessity for any organization if it is to maintain its relevance. Just as our mission and products have had to evolve over the years to reflect the workforce system it was serving at the time, we must also make sure that the size and structure of our board also fits the situation we operate in. This proposal not only takes great strides to ensure each member is more equitably represented on the board, but also ensures that as a chapter or district grows their proportional strength on the board will also be adjusted. I encourage each of you to support the proposal.

**If you need your IAWP membership number:**

Toll-free: 1.888.898.9960

[iawp@iawponline.org](mailto:iawp@iawponline.org)

## INTERNATIONAL FUNDRAISER

Stephanie Stevens

The International Association of Workforce Professionals is holding an online fund raising raffle.

There are 7 different baskets to choose from. The tickets can be purchased at \$2.00 each or three (3) tickets for \$5.00.

Please visit the website to view the baskets and further instructions. Let me know if you have any questions.

<http://oregoniawp.org/Raffle.aspx>

### May Conference Pictures

Photographed and Submitted by Todd Brown



## Current IAWP Board

President and Executive Board Chairperson:  
Barbee Williams

President-Elect Budget and Finance Chairperson:  
Jeff Hunter

Vice President and Membership Chair:  
Vacant at this time

Immediate Past President: Ron Sohnrey  
Treasurer: Stephanie Stevens  
Secretary: Grant Axtell

Subchapter Presidents:  
Misty Rose: David Allsup  
Capital: Jeff Long  
Crater: Charlene Grafton  
Emerald: Tracy Johnson  
Oregon Trail: Vacant

Subchapter Representatives:  
Misty Rose: Jennifer Ryan-Jauregui  
Capital: Daniel Quinones  
Crater: Shawn Blair  
Emerald: Francisco Garcia  
Oregon Trail: Denise Pollock



Swearing in of new Officers

