



OREGONIZER

November 2010

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Something you want to share?

Interested in Writing for the Oregonizer??

Send Comments or Submissions to:

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Or

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 Tualatin, OR 97062

Greetings from the President:

Well, we are full on into the holiday season now. This is a time when I know I am reminded how grateful I need to be for the opportunities I have every day. Things seem to get a bit more hectic as we get closer to the end of the year as well. I guess it all comes down to that balancing act we seem to perform each day in our effort to keep things organized.

We have another Educational Conference planned for December. The Emerald Subchapter is having a conference which is a comprehensive overview of State Library resources and services which are available to state employees. There will be two sessions on Wednesday, December 15th at the Eugene WorkSource Center. One session from 10:00 – 11:30 and one from 2:00 – 3:30. If you are interested in attending or have any questions, please send an e-mail to Emerald Subchapter Representative Francisco Garcia at Francisco.n.garcia@state.or.us.

That’s everything for this Oregonizer. I hope this time of the year is wonderful for you and you are able to take the opportunity to assist other people as well.

Until next month,

Jeff Hunter – President
 IAWP Oregon Chapter

Classic Quote:

A perfect day is when you do something for someone who can never repay the favor.

IT'S TIME TO RECOGNIZE OUTSTANDING PERFORMANCE FOR 2010

The annual Oregon Chapter IAWP/Employment Department Awards program is once again accepting nominations for outstanding performance. You will want to begin by reviewing the various awards listed below and identifying individuals or groups who meet the criteria and have made significant contributions during calendar year 2010. Be sure to consider employees from our workforce partners who are eligible for nomination in many of the Award categories. The deadline for receipt of nominations is February 4, 2011. Additional information is available on the Oregon Chapter Website at:

<http://oregoniawp.org/awards.aspx>. If you have questions, please contact Oregon Chapter Activity Chair Grant Axtell at grant.a.axtell@state.or.us.

Award of Merit - The most prestigious award presented to an IAWP member, recognizing outstanding service or achievement beyond normal expectations or job requirements. Accomplishments may have been in either promoting workforce development programs/initiatives or in advancing IAWP objectives. Nomination categories: Individual (IAWP member) and Group (66 2/3 must be IAWP members). Judged: Oregon Chapter, with winner(s) judged at International.

Citation Award - Think Employers! The award recognizes outstanding private sector (not Workforce entity) contributions in promoting workforce development programs/initiatives or in advancing IAWP objectives. Nomination categories: Individual (non-member/private sector) and Group (non-member/private sector). Must be nominated by an IAWP member or group where at least one person is a member. Judged: Oregon Chapter, with winner(s) judged at International.

Veterans Award - Recognizes outstanding accomplishments in providing services to Veterans. Nomination categories: Individual (must be a Veteran) and Group. Nominees need not be an IAWP member if nominated by an IAWP member or group where at least one person is a member. Judged: Oregon Chapter, with winner(s) judged at International.

Specialized Customer Service Award - Recognizes outstanding service delivered to a specific (specialized) segment of the workforce including people with disAbilities, vocational rehabilitation, welfare-to-work, and youth. (Nominations for services to Veterans should be submitted for the Veterans Award and not in this award category.) Nomination categories: Individual and Group. Nominees need not be an IAWP member if nominated by an IAWP member or group where at least one person is a member. Judged: Oregon Chapter, with winner(s) judged at International.

Unemployment Insurance Award - Recognizes an outstanding, innovative, unemployment (UI) program that features creativity, improved operational efficiency and improved customer service. The program can be in any area of UI including, but not limited to; claims, tax, benefits, audit, and/or quality control. Nomination categories: Individual and Group. Nominees need not be an IAWP member if nominated by an IAWP member or group where at least one person is a member. Judged: Oregon Chapter, with winner(s) judged at International.

Nick Guarriello Office/Section of the Year Award - Recognizes a Field Office, Satellite Office, One-Stop or Section for exceptional service to the Association and/or outstanding commitment to employment, unemployment, training, child care or related programs in the workforce development arena. Nomination categories: Small (20 or less employees) and Large (21 or more employees). Must be nominated by an IAWP member, although a team of members and non-members may submit a nomination. Judged: Oregon Chapter. Nominations from one-stop offices are encouraged and may be forwarded to International for the One-Stop of the Year award.

Clerical Employee Performance Award - Recognizes outstanding and conscientious service in the performance of assigned duties. Nomination category: Individual or Group. Judged: Oregon Chapter.

International Development Award - Recognizes commitment and achievement in IAWP International Development initiatives. Nomination category: Individual (IAWP member) or Group (66 2/3 must be IAWP members). Judged: Oregon Chapter, with winner judged at International.

IT'S TIME TO RECOGNIZE OUTSTANDING PERFORMANCE FOR 2010 (con't)

Retiree DOER's Award - Recognizes a retiree who leads an active retirement life, including contributions made to IAWP and in their local community. Nomination category: Individual (IAWP member). Must have retired from the public sector. Judged: Oregon Chapter, with winner judged at International.

James Mahoney Managerial Performance Award - Recognizes outstanding and conscientious service in the performance of assigned duties. Nomination category: Individual or Group. Any management employee, employed for not less than one year preceding March 1, 2010. Judged: Oregon Chapter.

Professional Employee Performance Award - Recognizes outstanding and conscientious service in the performance of assigned duties. Nomination category: Individual or Group. Judged: Oregon Chapter.

New Employee Performance Award - Recognizes outstanding and conscientious service in the performance of assigned duties. Nomination category: Individual or Group. Must have been employed for no more than 18 months prior to December 31, 2010. Judged: Oregon Chapter.

Eric Bergman Service to IAWP Award - Recognizes outstanding dedication and service to IAWP at the Subchapter, Chapter, District, and/or International level. Nomination category: Individual (IAWP member). Judged: Oregon Chapter.

Frank Waller Public Relations Award - Recognizes excellence in promoting the Oregon Employment Department with the public, employers, and/or with applicants. Nominations category: Individual. Must be an IAWP member or any employee of the Oregon Employment Department. Judged: Oregon Chapter.

L. Dale Ross Community Service Award - Recognizes significant contributions made as a volunteer within the local community. Nomination category: Individual. Judged: Oregon Chapter.

IAWP Oregon Chapter Officers:

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

Misty Rose Subchapter:

President - Karey White
Vice President - Mashelle Winters
Treasurer - Michelle Sture
Secretary - Laura Watling
Representative: Jennifer Ryan-Jauregui

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

Crater Subchapter:

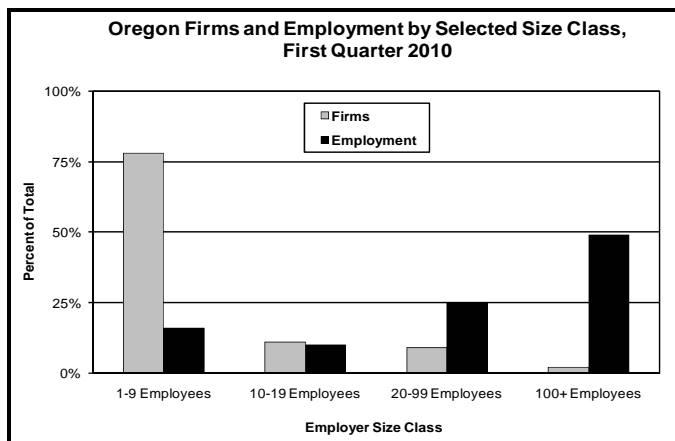
President: Charlene Grafton
Vice-President: Tammy Schroeder,
Secretary/Treasurer: Sandy Watkins
Representative: Gina Green

ATTENTION OREGON TRAIL CHAPTER

We are looking for individuals who are willing to step up and get involved with IAWP as a leader. The Oregon Chapter is willing to train and work with a board for your subchapter. Please contact President Jeff Hunter if you are interested.

OREGON'S SMALL BUSINESSES

It is often said that small businesses are the primary driver of America's economy – they bring innovation, progress, and employment. Unfortunately there is no widely used definition of a small business. The Small Business Administration generally defines a small business as any firm employing fewer than 500 employees, but in Oregon's case, less than 1 percent of firms employed fewer than 500 people in the first quarter of 2010. Instead, classifying employers with fewer than 100 employees as small firms allows us to zoom in on interesting business dynamics that occur throughout the state.



The vast majority of the state's firms employ between one and nine people. However, firms that employ 100 people or more account for nearly half of all private employment. These larger firms also account for more than half of the state's private payrolls, indicating that working at a larger firm may have some economic benefits. Small businesses had some advantage in the two-year period between the first quarters of 2008 and 2010 though. Employment levels at Oregon's largest firms (100+ employees) declined by 11 percent during this period, compared to only a 4 percent decline at firms with between one and nine employees. The average annual payroll per employee was \$39,319 during the first three months of 2010 for all Oregon firms that reported at least one employee.

Annualized average wages ranged from a high of \$45,679 at firms which employed 100 or more people to a low of \$30,451 among the smallest employers (1-9 employees).

Smaller firms play a crucial role in the economies of rural counties throughout the state.

In Oregon's non-metro areas, the smallest firms (1-9 employees) account for 24 percent of payroll employment compared to just 15 percent for the metro areas. Even more interesting – wages for employees at firms with 99 or fewer workers grew faster – or declined to a lesser degree – between the first quarters of 2008 and 2010 in the non-metro counties than in the metro counties. Regardless of growth rates, however, small businesses tend to pay less than large firms, and this disparity is larger in non-metro than in metro areas. In non-metro counties, employees of firms with nine or fewer employees earn just 63 percent of their counterparts' wages at large firms (100+ employees), compared to 66 percent in the metro counties. To read more about small businesses in Oregon, visit www.QualityInfo.org and enter "small business" in the search box at the top of the page.

www.QualityInfo.org

EMERALD SUBCHAPTER TO HOST FREE TRAINING ON LIBRARY SERVICES

On Wednesday, December 15, Emerald Subchapter is sponsoring a 1.5 hour educational session which will provide a comprehensive overview of State library resources. Participants will learn how to access library services, develop a familiarity with resources available, and will learn tools to support both professional and career development. The training will be offered in morning and afternoon sessions from 10:00 a.m. to 11:30 a.m. and from 2:00 p.m. to 3:30 p.m. at the WorkSource Lane office in Eugene. Registration is open to all IAWP members, however priority will be given to members of Emerald Subchapter. For additional information or to register for one of these informative sessions, please contact Emerald Subchapter Representative Francisco Garcia at francisco.n.garcia@state.or.us.

REMEMBERING OUR VETERANS

The month of November, and more specifically November 11, was a time to commemorate and honor the men and women who have served in the armed forces and their families. Many have made the ultimate sacrifice to protect our freedom. In his Veterans Day proclamation, President Barack Obama stated: "As a grateful Nation, we are humbled by the sacrifices rendered by our service members and their families out of the deepest sense of service and love of country. On Veterans Day, let us remember our solemn obligations to our veterans, and recommit to upholding the enduring principles that our country lives for, and that our fellow citizens have fought and died for." Oregon Chapter, in recognition of the contributions made by our service men and women, expresses our heartfelt thanks to our Veteran IAWP members and to Veterans everywhere.

TUALATIN VETERANS BREAKFAST



Have a hard working vet in mind for the Veteran's Award? Need any help writing the Award? Contact Grant Axtel to get in touch with someone who may be able to help!

TUALATIN VETERANS BREAKFAST SAYS IT ALL!

Patricia M. Reardon

Wednesday, November 10, 2010 was not an ordinary morning at WorkSource Oregon, Tualatin. While the day outside was typical November weather, the ambiance inside was festive.

The WorkSource Tualatin staff, along with the local subchapter of I.A.W.P. honored the Veterans who work locally in Tualatin. The Office of Administrative Hearings, Childcare, Tax and WorkSource Oregon, are all housed in the same facilities, and all Veterans received an invitation to a special Breakfast Ceremony. Bruce Powers called forward each veteran, announced which Branch and Division each had served with and presented them with a beautifully designed thank you card. Mashelle Winters, I.A.W.P. Vice President of the Misty Rose Subchapter, gave a certificate to each Veteran, honoring them for their service. Once the accolades, short speeches and applause subsided, breakfast was served.

And what a resplendent breakfast! Fresh hotcakes, bacon, eggs, sausage, various breakfast casseroles, oatmeal, fresh fruit, yogurt, breakfast pastries, fresh spiced applesauce, orange juice, grapefruit juice, coffee, and milk. There was plenty of everything.

The most endearing part of the whole breakfast ceremony was to see Veterans from all branches of the military sitting together recalling and sharing stories from their tour of duties. Not a few tears were seen glistening among Veterans and non-veterans alike. The morning ceremony was a meaningful and hands on way for staff to honor the Veterans they work with daily.



WELL BEING

Mark J. Butterfield, D.C.

There is a man that walks past my clinic every day pushing a bicycle and an attached carrier. The bike and carrier are packed tight with rolled tarpaulins, rope, plastic milk jugs, and foul-weather clothes. I believe the bike and carrier are his home. Many times I have attempted to talk with him, if nothing else just to learn his name. Only once has he spoken to me, and on that occasion he seemed disturbed and told me that his carrier had been struck by a car as he crossed an intersection. He said he intended to sue the driver that hit his carrier for three million dollars.

Over the years I have seen this man removing discarded objects from the garbage can of a nearby park. He will take what he has collected to another part of the park (across from my clinic), separate and leave on the ground the no-deposit bottles and paper and plastics bags that contain the return-for-deposit bottles which he loads onto his carrier and takes away. Invariably the paper and plastic bags travel on the wind across the street and onto my parking lot which I maintain. For a long time I was irritated that I had to clean up after this man until I remembered the story of the small bird named the chickadee.

Chickadee is a delicate name that describes the song of this bird. The chickadee's survival depends on how it conserves its energy. It must accurately judge how to react to threats ranging from a falling leaf to a swooping hawk. A chickadee roosting at night, if disturbed by what it considers a sufficient threat, will unfold its wings to fly away thereby releasing the heat it had trapped close to its body. To lose this heat is to lose its grasp on survival and it will usually perish.

The man pushing the bicycle past my clinic might consider the use of his energy and time to manage the paper and plastic bags and no-deposit containers a threat to his grasp on survival. Like the chickadee, he must sense how best to interpret and react to the world around him.

During this holiday season, there will be drivers going out of turn at intersections, shoppers cutting into checkout lines, and many other forms of behavior that come from a sense of desperation to conserve time and energy.

WELL BEING (Con't)

Only they will know why they act and how they must act to maintain their grasp on emotional if not physical survival. We are all chickadees and we are all doing the best we can. mjbdc@hotmail.com



“The worst sin toward our fellow creature is not to hate them, but to be indifferent to them: that’s the essence of inhumanity.”

George Bernard Shaw, 1897

A DATE TO REMEMBER

2010

- Dec. 7 Misty Rose Subchapter Meeting
5:30 PM Place TBA
- Dec. 15 Deadline for submitting intent for WPDP testing in January
- Dec. 15 Emeral Subchapter Training on State Library Resources
- December Work on IAWP Awards continues

2011

- Jan. 1 Legislative Plan due to International
- Jan. 29 WPDP Testing - Eugene
- Feb. 5 Winter Executive Board Meeting
Salem WorkSource Oregon
- May 11 Spring Executive Board Meeting
1:00 PM Hood River
- May 12-13 Oregon Chapter Education Institute
Hood River, Oregon
- June 26-29 International Conference –
St Louis, Missouri
- Sept. 29-Oct 1 District XIV Conference
Welches, Oregon

SIGN-UP NEW MEMBERS-WIN \$\$

Oregon Chapter is pleased to announce a membership recruitment contest. The contest begins January 1, 2011 and ends April 30, 2011. The first five (5) members to sign-up a total of ten (10) or more new members in the “regular” and/or “introductory” membership category during the contest period will receive a cash reward of \$50.00. The member signing up the greatest number of new members in the “regular” and/or “introductory” membership category (minimum of 10) during the contest period will receive a bonus of \$20.00. This recruitment contest coincides with the International membership contest (announced in the September issue of the Oregonizer) and winners of the Oregon Chapter contest may be eligible for additional prizes. Membership applications are found on the Oregon Chapter Website at <http://oregoniawp.org/membership.aspx>. When recruiting, don't forget to fill-in your name in the space provided indicating “recruited by”. Please address all questions to Oregon Chapter Membership Chair Debbie Irwin at Deborah.J.Irwin@state.or.us or Immediate Past President Barbee Williams at Barbee.A.Williams@state.or.us.



EDUCATIONAL GRANT AVAILABLE TO INTERNATIONAL CONFERENCE IN SAINT LOUIS

Oregonians know that the great migration along the Oregon Trail began in St. Louis, Missouri. What you may not know is: the St. Louis Worlds Fair in 1904 helped to popularize several new foods including the hot dog, ice cream cone, and iced tea; St. Louis University, founded in 1818, was the first university west of the Mississippi; the first party to become known as a “cocktail party” was hosted in St. Louis in 1917; and the Cathedral Basilica of St. Louis features one of the finest and largest collections of mosaics in the world.

Members now have an opportunity to represent Oregon Chapter and receive an educational grant to attend the 98th International Educational Conference in St. Louis. The conference will be held June 26-29, 2011. Open to all members, this grant will provide funds to help defray the cost of registration, transportation and lodging. Preference in selection is given to those members “who have rendered outstanding service to the chapter within the past two years.” (Oregon Chapter Bylaws Article VI, Section 2(b)). Look for an application for delegate status on the Oregon Chapter Website at <http://oregoniawp.org/default.aspx>. To be considered, all applications must be received by the Oregon Chapter President with a postmark date no later than January 15, 2011.

The annual International Educational Conference brings members together from around the world to share ideas and hear presentations on Workforce Services, Unemployment Insurance, Specialized Customer Services, and Professional Growth. The learning and networking opportunities are endless. Ask any member who has attended an International Educational Conference and they will tell you that it was a very rewarding experience.

Plan now to attend the International Conference in St. Louis. To represent Oregon Chapter and receive an educational grant, submit your delegate application today!

FYI – U.S. UNEMPLOYMENT RATES

Unemployment Rates for States Monthly Rankings Low to High

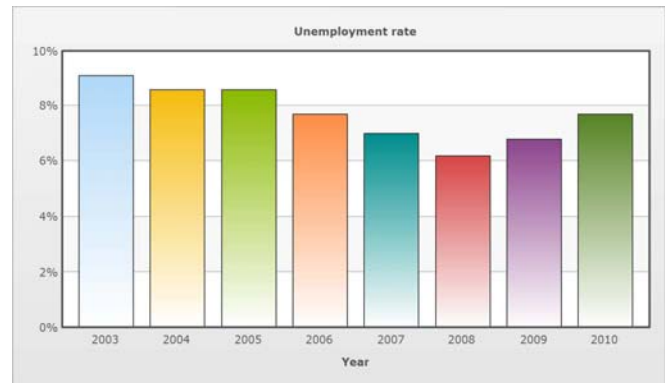
Rank	State	Rate
1	NORTH DAKOTA	3.8
2	SOUTH DAKOTA	4.5
3	NEBRASKA	4.7
4	NEW HAMPSHIRE	5.4
5	VERMONT	5.7
6	HAWAII	6.4
7	IOWA	6.7
7	KANSAS	6.7
7	WYOMING	6.7
10	VIRGINIA	6.8
11	OKLAHOMA	6.9
12	MINNESOTA	7.1
13	MONTANA	7.3
14	MAINE	7.4
14	MARYLAND	7.4
16	UTAH	7.6
17	ARKANSAS	7.8
17	WISCONSIN	7.8
19	ALASKA	7.9
20	LOUISIANA	8.1
20	MASSACHUSETTS	8.1
20	TEXAS	8.1
23	DELAWARE	8.3
23	NEW YORK	8.3
25	COLORADO	8.4
25	NEW MEXICO	8.4
27	PENNSYLVANIA	8.8
28	ALABAMA	8.9
29	CONNECTICUT	9.1
29	IDAHO	9.1
29	WASHINGTON	9.1
32	NEW JERSEY	9.2
33	WEST VIRGINIA	9.3
34	MISSOURI	9.4
34	TENNESSEE	9.4
36	ARIZONA	9.5
37	N. CAROLINA	9.6
38	DISTRICT OF COLUMBIA	9.7
38	MISSISSIPPI	9.7
40	ILLINOIS	9.8

41	GEORGIA	9.9
41	INDIANA	9.9
41	OHIO	9.9
44	KENTUCKY	10
45	OREGON	10.5
46	S.CAROLINA	10.7
47	RHODE ISLAND	11.4
48	FLORIDA	11.9
49	CALIFORNIA	12.4
50	MICHIGAN	12.8
51	NEVADA	14.2

FYI AROUND THE GLOBE

ITALY UNEMPLOYMENT RATE

Unemployment rate: 7.7% (2009 est.) - 6.8% (2008 est.)



Monthly unemployment rates adjusted to U.S. concepts, 10 countries, seasonally adjusted, May 2009–October 2010

