

OREGONIZER

April 2011

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Publication of Oregon Chapter IAWP
Editors
Dennis Brophy - Barbee A. Williams

[Something you want to share?](#)
Interested in Writing for the Oregonizer??

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Greetings from the President:

Hello everyone. So many things to talk about I’m not really sure where to start. Let’s try the IAWP Oregon Chapter Educational Institute on May 11th and 12th. Stephanie Stevens sent an e-mail on 03/30/11 with all of the forms to sign up to attend this year. If you are already an IAWP member, fill out the Training Request Form and Registration Form and give it to your Manager/Supervisor. If you are not an IAWP member then it is time to sign up. Stephanie also included an IAWP Membership Form in the e-mail as well.

DEADLINE FOR REGISTRATION HAS BEEN EXTENDED TO FRIDAY, MAY 6.

We have arranged for quite a discount on the room rates this year. Please call the Best Western Hood River Inn at 1-800-828-7873 to make reservations and tell them you are with the International Association of Workforce Professionals to get the discounted prices. They are being very generous to us.

So many individuals and groups have been recognized with award nominations for the outstanding service they have given to the citizens of Oregon. The Awards Banquet on Thursday is always so exciting. And speaking of exciting, I just received an e-mail on 04/12/11 from IAWP International that more than one of our award winners will be recognized at the 98th International Educational Conference on June 26-29 this year in St. Louis, MO. The State of Oregon Employment Department and IAWP have so many quality people, this is certainly no surprise.

Be looking for promotional e-mails from me every week about the Educational Institute. We have some great activities planned for Thursday night, so those are what you will be hearing about first.

Jeff Hunter – President, IAWP Oregon Chapter

OREGON CHAPTER ELECTION RESULTS

Election results are complete. Your Chapter officers for the administrative year July 1, 2011 through June 30, 2012 will be:

Immediate Past President-Jeff Hunter
President-Stephanie Stevens
President Elect-Ron Sohnrey
Vice President-Grant Axtell

Congratulations to each of these members. The above listed officers, as well as officers elected or appointed to Chapter or Subchapter positions, will be sworn in at the Oregon Chapter membership meeting on May 13th in conjunction with the Oregon Chapter Educational Institute. We hope you will be there to meet and greet the new leaders of your Association.

CONGRATULATIONS OREGON CHAPTER

International President Rich Vincent recently announced that Oregon Chapter won the 2011 March Membership Contest for the highest percentage of renewals in the large chapter category. Thanks to our members for your continuing interest in IAWP.

DID YOU KNOW?

On April 12, 1861, the Civil War began with the bombardment of Fort Sumter in South Carolina. This year marks the 150th Anniversary of our Nation's bloodiest war. Many of our Great Grandfathers or Great Great Grandfathers fought in this war, and some may have lost their lives on the battlefield or as a prisoner of war.

Here's something interesting you may not know about wages during war time: "Slaves in Virginia could be hired for \$30 a month in 1863-yet the pay of an Army private was \$11 per month." *Source: The Civil War: Strange & Fascinating Facts, by Burke Davis, Wings Books, NY, copyright 1960.*

EVENING EVENTS OFFERED FOR INSTITUTE

Wondering what to do Thursday evening in Hood River after an exhilarating day of award presentations and learning opportunities at the Oregon Chapter Educational Conference on May 12? May we suggest the following:

Tour and Dinner at Full Sail Brewery

Turning a former cannery into a brewery is a Herculean task-one that in 1987 Full Sail Brewery undertook in Hood River. With hops and barley that come from local farms and water from a spring on Mount Hood, this employee owned company is an Oregon favorite. Join IAWP members for a tour of the brewery and then sit down in the Tasting Room and Pub to enjoy a cold pint and some dinner.

Meet in hotel lobby at 4:40 PM to walk over, 4:50 PM to car pool. 506 Columbia St Hood River □
www.fullsailbrewing.com

Wine, Art, and Music at The Pines 1852

The Pines 1852 is a family-owned and operated winery and vineyard based in Hood River. Their tasting room features knowledgeable staff, a cherry wood bar, bistro tables, limited-production wines and an art gallery featuring the work of Pacific Northwest artists. If this is not enough to get your interest, there is live music 6:00 PM – 9:00 PM on Thursday! Tasting fee is \$5.00 for a flight of six wines. The fee may be applied toward bottle purchase.

Meet in hotel lobby at 5:15 PM to walk over, 5:30 PM to car pool. 202 State St Hood River □
www.thepinesvineyard.com

HELP US LOCATE RETIREE/LIFE MEMBER BYRT SWINEHART

Does anyone have a good mailing address or contact information for retiree/life member Byrt Swinehart? We have tried several addresses and mail continues to be returned without a forwarding address. Please contact Retiree Chair Dennis Brophy at Neahkahn@aol.com. Thank you.

ENHANCE YOUR CAREER WITH WPDP

Dennis Brophy, WPDP Master

WPDP stands for the Workforce Professional Development Program, a series of four self-study resource guides that serve to educate the reader and provide an overall understanding of the Workforce system. The four areas of concentration are: History of Workforce Development, Business and Job Seeker, Unemployment Insurance, and Labor Market Information. Each resource guide has an accompanying test consisting of one hundred questions. Seventy-five correct answers is considered passing. Oregon Chapter has a limited number of study guides available at no cost.

Why should you be interested in WPDP? In this day of specialization, most employees are able to acquire only a limited understanding of workforce programs and functions outside of their normal job responsibilities. The Workforce Professional Development Program offers an opportunity to broaden your knowledge of a multitude of workforce related programs and services. By enhancing your awareness and understanding of these programs, you will be developing skills that will help with your career growth. Upon successful completion of the program, you will become one of an exclusive group of individuals that have achieved the designation of WPDP Master. Completion of WPDP is one step toward meeting the requirements to become a Certified Workforce Specialist.

Classic Quote:

Be the change you want to see in the world. – Gandhi

IAWP Oregon Chapter Officers:

President - Jeff Hunter
President Elect – Stephanie Stevens
Vice President – Ron Sohnrey
Treasurer – Judy Mattos
Past President – Barbee Williams

ENHANCE YOUR CAREER WITH WPDP (Con't)

Scholarship funding is available to full members to help defray the cost of participation in WPDP. The maximum grant amount is \$50.00 and is paid from a fund set up to honor the memory of Past International President Jim Mulcahey. More information and a grant application can be found on the International Website at: www.iawponline.org/.

The next testing will be scheduled for July. Forms indicating an intent to test must be completed and submitted to International by **June 15, 2011** and can be downloaded from the International Website.

For more information on WPDP or the Certified Workforce Specialist Certification Program, please contact any member of the Oregon Chapter Executive Board or myself at Neahkahn@aol.com.

INTERNATIONAL UPDATE

DeeDe Baker, District XIV Director

After the unexpected resignation by Lorraine Faulds (International President-elect), it was determined the best course of action would be to reopen the nomination process. This process was opened and completed in March, allowing for a new line up of nominees for International Officers. Included in this line-up is our very own Ron Sohnrey from Oregon Chapter, who has cast his hat into the ring to run as International Vice President. Ron does have some competition, as Ray Cabrera from California has also been accepted as a nominee.

International will be in St. Louis June 26th through June 29th. Registration forms are available on-line at <http://iawponline.org/stlouis2011.html>. District XIV will be working hard at this conference to promote Spokane, Washington as the location of the 2012 International Conference and to support the bid of Portland, Oregon as the location for the 2014 International Conference. (See list of candidates running for the 2011-2012 Year on next page.)

I look forward to seeing you all in June.

CANDIDATE FOR INTERNATIONAL VICE PRESIDENT

Hello, my name is Ron Sohnrey. I am very excited to run for the office of International Vice President for 2011-2012. I have been an active member of IAWP for the past 8 years (attending the last 5 International conferences) and have been involved since the moment I joined. I'm a firm believer that if you're going to be a member of an organization you should be involved. I have held the following positions since joining IAWP:

- A. Crater Subchapter (Oregon Chapter) Vice President
- B. Oregon Chapter Legislative Chair (Twice)
- C. Oregon Chapter Education Chair (Current)
- D. Oregon Chapter Conference Planning Committee Member (6 years)
- E. Oregon Chapter Vice President
- F. Oregon Chapter President Elect
- G. Oregon Chapter President
- H. Oregon Chapter Immediate Past President
- I. International Workforce Services Subcommittee Vice Chair
- J. International Workforce Services Subcommittee Chair
- K. International Conference Planning Committee Member (Current)
- L. IAPES Foundation Board (Current)

I am very excited about the possibilities that IAWP has going into "our" next century. My focuses will include:

Building the Future Leaders of IAWP - It is vital that our Association develop the future leaders of our organization - the people who are going to guide our organization into the future and keep our organization moving in a positive direction. It is essential that the people who are interested in guiding and leading our Association be provided that opportunity and that is one of my primary goals.

Improving Membership - Increasing our membership is vital to the survival of IAWP. We must not only keep the members we currently have, but also bring in new members.

CANDIDATE FOR INTERNATIONAL VICE PRESIDENT (Con't)

Bringing in new members is a **MUST**.

Collaboration We need to increase our collaboration and affiliation with other workforce organizations, as well as improving our involvement with the National Association of State Workforce Agencies (NASWA), and our workforce partners.

Financial Stability - I want to ensure our association continues moving towards being financially stable and productive. Over the past few years we have had positive financial years. I will focus my fiscal experience, with the help of our Association's Board of Directors, to continue in this direction.

Accountability to our Membership - Our Association is our members and our members are our Association. I want to make sure that the activities of the Association's Board of Directors are always communicated to our members to assure our members the Association has their best interest in mind when they make decisions.

I will always be available to each and every member and want you to feel comfortable approaching me and giving me your thoughts on what we can do for the betterment of the Association. If you are interested in becoming more involved definitely let me know; as I mentioned one of my primary focuses will be developing the future leaders of IAWP and that could be you. Please support me in my desire to guide IAWP into the next century. Thank you.

Ron Sohnrey
503-507-9084 (Cell)

Rsohnrey8@aol.com or Ronald.R.Sohnrey@state.or.us

ALSO RUNNING FOR INTERNATIONAL
(Editor's note)-The full slate of individuals seeking International office during the 2011-2012 Year are:

David Slimp (Oklahoma Chapter), President
Nancy Upchurch (Idaho Chapter), President-Elect
Ron Sohnrey (Oregon Chapter), Vice President
Ray Cabrera (California Chapter), Vice President
Linda Barnes (Kentucky Chapter), Secretary

LEGISLATIVE NEWS

Bill Introduced to End Workplace Discrimination

The following is an excerpt of a press release from Senator Jeff Merkley's Website. Oregon Chapter and IAWP offer the release for informational purposes only and do not support or oppose specific legislation unless otherwise noted in the form of a call to action. Members are encouraged to write or Email any member of our Oregon Legislative delegation expressing their personal view on this or any other legislation under consideration. Editor

On April 14, 2011, Senators **Jeff Merkley (OR)**, Mark Kirk (IL), Tom Harkin (IA), and Susan Collins (ME) introduced the Employment Non-Discrimination Act (ENDA) to finally prohibit job discrimination based on sexual orientation and gender identity.

"The right to work hard and earn a living is a fundamental right. It is essential to the success of a family. It is essential to the pursuit of happiness. It is part of equality under the law," **Senator Merkley** said. "The test of whether you can get and hold a job should be whether you can do the job, not your sexual orientation or gender identity. I'm proud to join Senators Kirk, Harkin, and Collins to introduce the Employment Non-Discrimination Act and take an important step in the march towards equality."

"I seek to serve in the mold of Senator Everett Dirksen (R-IL), a fiscal conservative and social moderate who passed the Civil Rights Act. I backed this legislation when first elected in 2000 and I continue to believe nothing provides more dignity than a job, knowing America's economy needs a productive, diverse, competitive workforce," Senator Kirk said. "We will have more jobs and higher incomes when the most qualified individuals are given the best opportunities, regardless of orientation. This legislation ensures that."

"Everyone deserves a fair chance to work hard for their piece of the American dream," Senator Harkin said. "Discrimination on the basis of a worker's sexual orientation or gender identity is reprehensible, and it ought to be illegal. We have rightly stood up against workplace discrimination based on race, sex, national origin, religion, age and disability. Now it is time we ensure that all workers are judged on their talents, abilities and capabilities free from prejudices."

"Our legislation affirms the principle that individuals should be judged solely on their skills and abilities," said Senator Collins. "Similar to the current law in several states, including Maine, and the policies of many Fortune 500 companies, the Employment Non-Discrimination Act would close an important gap in federal civil rights laws by making it illegal to discriminate in employment based on sexual orientation."

The Employment Non-Discrimination Act of 2011 would prohibit employers, employment agencies, labor organizations and joint labor-management committees from firing, refusing to hire, or discriminating against those employed or seeking employment, on the basis of their perceived or actual sexual orientation or gender identity. Such protections are already in place prohibiting discrimination based on race, religion, gender, national origin, age, and disability.

More than 85 percent of Fortune 500 companies already extend workplace protections based on sexual orientation and more than one-third on the basis of gender identity.

The Employment Non-Discrimination Act has been endorsed by national civil rights organizations such as the Human Rights Campaign, the Leadership Conference on Civil Rights, the ACLU, labor organizations and more than 75 Fortune 500 companies.

A DATE TO REMEMBER 2011

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

WELL BEING

Mark J. Butterfield, D.C.

(Note: This is a discussion of last month's "Well Being" article in the Oregonizer regarding a man losing his arm as a result of an accident and his quest to find relief from the pain that persisted long after amputation. Thank you for the comments you sent to me regarding the story in the article. The comments ranged from "ridiculous" to "thrilling", and I enjoyed them all.)

First I will address the treatment of "Phantom Limb Pain" (PLP), which you will remember is the pain that is felt by an estimated 90% of individuals who have lost an arm or a leg. The pain is usually perceived by the individual as originating in the extremity they no longer have, and is a very difficult pain to treat. With the large number of men and women returning from battle that have suffered the loss of an arm or leg, treatment of this source of pain is being extensively researched.

A study addressing treatment of PLP was presented in the New England Journal of Medicine in November of 2007. A treatment method was described using a specially constructed mirrored box into which the individual who has experienced an amputation would place their extremity that they still had. If the individual, for example, had lost a left leg, they would insert their right leg into the box that because of the mirrors, gave the individual a visual representation that the leg in the box was their left. By the individual looking at their leg in the box, the PLP was often greatly reduced. The reason this therapy works is thought to be a result of the kinesthetic sense, which is considered by neurologists another of our senses. This sense allows our brain to know how our bodies are positioned at all times. We take this sense for granted but it is vital for movement of our bodies. It is possible that the man witnessing the unfolding of the clenched fist in the amputated arm was experiencing a similar phenomenon as the mirrored box therapy.

Other elements of the story in the article may take a greater leap of faith. The existence of the amputated arm months after its removal might be difficult for some to believe, until they know the operation of laboratories in hospitals and how common miscommunications take place. The psychic giving instruction that the answer to the PLP could be found by locating the arm is difficult for many people to believe.

WELL BEING (Con't)

Personally, I believe there are those among us who gain information though senses most of us ignore.

The reason I wrote last month's article and this month's discussion is that I want us all to appreciate that we are all healers capable of working wonders. We act as a mirrored box when we listen to those that have experienced the loss of a loved one, a marriage, a job. By listening, we help them to understand the circumstances of their loss at their own pace, and the healing process is made possible.

Is the story of the railroad accident, the amputation, the preservation of the severed arm, the pain experienced in the "phantom limb", the guidance of the psychic, the easing of the pain by witnessing the unclenching of the fist in the amputated arm possible? I say - Yes. Where possibility exists, miracles linger nearby. mjbdc@hotmail.com

OREGON CHAPTER WELCOMES NEW MEMBERS

Anita Iken
E Florence Kim Creswell
Maxine Taylor

SUBCHAPTERS

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

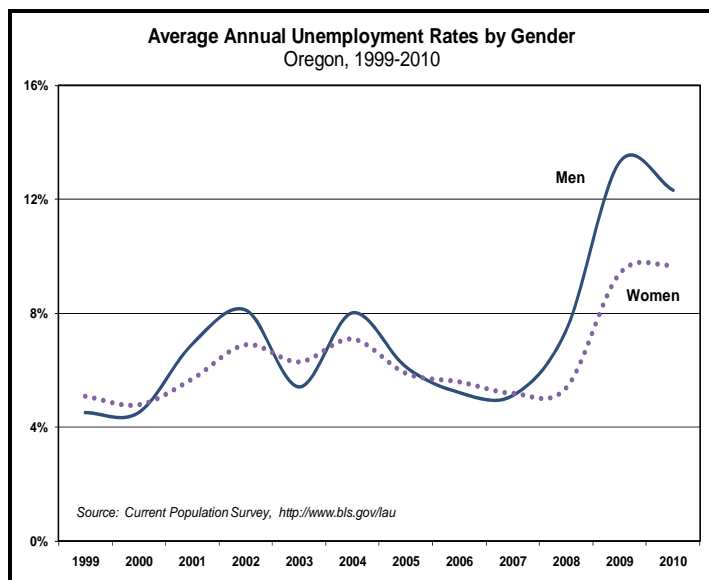
UNEMPLOYMENT RATES BY GENDER IN OREGON

Gail Krumenauer

The Bureau of Labor Statistics (BLS) provides unemployment rates for Oregon workers beyond the standard statewide, metropolitan, and county jobless rates we publish each month. One such question deals with unemployment by gender.

Here is an interesting update on unemployment trends for men and women in Oregon:

Prior to the Great Recession, male and female workers in Oregon faced roughly the same unemployment rate (5.1% and 5.2% respectively in 2007). While the rate for men spiked upward to 7.4 percent in 2008 and 13.3 percent in 2009, women experienced less rapid unemployment growth. The ladies' average annual unemployment rate rose to 5.4 percent in 2008 and 9.4 percent in 2009. This disparity did not escape the attention of the Oregon Employment Department (*Get additional details in the fall 2009 article "Whose Recession is it Anyway?" at www.QualityInfo.org*).



In our recent look at the updated numbers, we found that an interesting change occurred from 2009 to 2010. The unemployment rate for Oregon men dropped by 1.0 percentage point to 12.3 percent. Meanwhile, the jobless rate for women continued to rise, reaching 9.7 percent.

For more information on unemployment rates by gender, race, ethnicity, or age category, check the local area unemployment tables on the BLS website (www.bls.gov/lau).

LETS GET PHYSICAL

Submitted by Janet Mallon

(This continues exercises you can do at your desk. These are tried and true and used by Janet as described in last month's article.)

Give your eyes a break from focusing on your screen. Every 30 minutes or so, shift your focus from the computer screen and scan around the room and ACTUALLY FOCUS a few times on objects in the distance, not just look around. This helps promote eye health and lessens the chance of eye strain and headaches.

Acquire a **hand gripper**. They are cheap, small and light. When you have to read something either on the screen or on paper or while talking on the phone, use the opportunity to exercise your hands. It is also an excellent forearm workout.

Acquire an **elastic band**. There are many different sizes, the smaller the band, the more resistance. Use it to strengthen arms and legs. Pull it like you are drawing back a bow to shoot an arrow, overhead or across the chest. Look up "exercise band exercises" on the internet. Check with your manager on this one.

Have a bottle of water by your side and make a habit of drinking some every half hour. If you do this consistently you will begin to feel more alert.

Shoulder, Rotator Cuff and Upper Back exercise to do on your breaks: The 'wall press' is an excellent exercise for three main reasons:

1. You can tell if you're doing it correctly
2. It safely trains the rotator cuff and upper back muscles (crucial for shoulder stability)
3. It requires zero equipment

Begin by leaning back against a wall with your feet in front of you, belly drawn in and spine neutral. Put your arms against the wall (if you can, don't force it) in the starting position (like a police officer has just told you to put your hands in the air) but don't move your spine or your behind off the wall. Now, if you can, slide your arms up the wall, keeping your elbows and wrists flush against the wall. It may be initially impossible to simultaneously touch the wrists and elbows to the wall without arching your back. In that case, simply get them as close as you can to the wall during each repetition. Over time, as you become stronger and more flexible you'll get closer. Start with 3 to 5 rep's working up to 10 to 15 rep's daily. Check with doctor before starting any exercise program.