

OREGONIZER

August 2011

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[Something you want to share?](#)

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IAWP Oregon Chapter Officers:

President - Stephanie Stevens
President Elect – Ron Sohnrey
Vice President – Grant Axtell
Treasurer – Judy Mattos
Past President – Jeff Hunter

Greetings from the President:

The Oregon board had a meeting on August 20 and will be planning a lot of activities and events in the coming year. The first event is the District conference to be held at “The Resort at the Mountain” on September 30. Get those registrations turned in so you don’t miss out on a great educational experience.

The holiday season is just around the corner but leading in is a day that is meant for all workers, Labor Day. I hope you will enjoy reading about Labor Day as we reflect on how great it is to have this holiday. Thanks for all your hard work.

Stephanie Stevens, President Oregon Chapter

The following is reprinted from "History of Labor Day" United States Department of Labor webpage:

Labor Day: How it Came About; What it Means

Labor Day is a creation of the labor movement and is dedicated to the social and economic achievements of American workers. It constitutes a yearly national tribute to the contributions workers have made to the strength, prosperity, and well-being of our country.

The First Labor Day

The first Labor Day holiday was celebrated on Tuesday, September 5, 1882, in New York City, in accordance with the plans of the Central Labor Union. The Central Labor Union held its second Labor Day holiday just a year later, on September 5, 1883.

In 1884 the first Monday in September was selected as the holiday, as originally proposed, and the Central Labor Union urged similar organizations in other cities to follow the example of New York and celebrate a "workingmen's holiday" on that date. The idea spread with the growth of labor organizations, and in 1885 Labor Day was celebrated in many industrial centers of the country.

Labor Day Legislation

Through the years the nation gave increasing emphasis to Labor Day. The first governmental recognition came through municipal ordinances passed during 1885 and 1886. From them developed the movement to secure state legislation. The first state bill was introduced into the New York legislature, but the first to become law was passed by Oregon on February 21, 1887.

During the year four more states — Colorado, Massachusetts, New Jersey, and New York — created the Labor Day holiday by legislative enactment. By the end of the decade Connecticut, Nebraska, and Pennsylvania had followed suit. By 1894, 23 other states had adopted the holiday in honor of workers, and on June 28 of that year, Congress passed an act making the first Monday in September of each year a legal holiday in the District of Columbia and the territories.

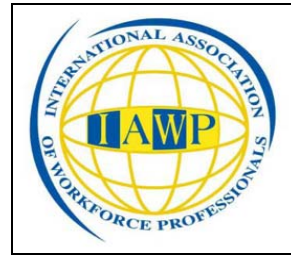
A Nationwide Holiday

The form that the observance and celebration of Labor Day should take were outlined in the first proposal of the holiday — a street parade to exhibit to the public "the strength and esprit de corps of the trade and labor organizations" of the community, followed by a festival for the recreation and amusement of the workers and their families.

This became the pattern for the celebrations of Labor Day. Speeches by prominent men and women were introduced later, as more emphasis was placed upon the economic and civic significance of the holiday. Still later, by a resolution of the American Federation of Labor convention of 1909, the Sunday preceding Labor Day was adopted as Labor Sunday and dedicated to the spiritual and educational aspects of the labor movement. This change, however, is more a shift in emphasis and medium of expression. Labor Day addresses by leading union officials,

The character of the Labor Day celebration has undergone a change in recent years, especially in large industrial centers where mass displays and huge parades have proved a industrialists, educators, clerics and government officials are given wide coverage in newspapers, radio, and television.

The vital force of labor added materially to the highest standard of living and the greatest production the world has ever known and has brought us closer to the realization of our traditional ideals of economic and political democracy. It is appropriate, therefore, that the nation pay tribute on Labor Day to the creator of so much of the nation's strength, freedom, and leadership — the American worker.



HAVE YOU REGISTERED FOR THE IAWP FALL DISTRICT INSTITUTE?

GREAT NEWS!

THE DEADLINE TO RESERVE YOUR ROOM AT THE GREAT "BELOW PER DEIM" RATE HAS BEEN EXTENDED TO SEPTEMBER 16TH !!

It is not too late to sign up for this educational conference that presents Grant Axtell, Learning And Development Specialist, on Collaboration and Facilitating to a Successful Outcome. We will also have Graham Slater, Administrator, Workforce & Economic Research Oregon Employment Department, discussing Economic Updates in an exciting new way with comparisons for District XIV – Diverse and Similar. The fun filled day will also include a new speaker to IAWP, Sarah Stone – hired by the Employment Department to tread the fine line between social medias and the work environment with a presentation on Social Networks –The Impact and Advantages.

Laurie Warner will be there to open this great event that has not been held in Oregon since 2007. This is already being talked about as a "must attend" event for the individual that is staying current in the changing world around them.

Join us! If you have questions, do not hesitate to contact Barbee Williams. (503) 612-4216 or email Barbee.A.Williams@state.or.us .

HOT TOPICS IN VETERAN SERVICES

by Ron Sohnrey

Gary Antal, Employment Coordinator for the Department of Veteran's Affairs Vocational Rehabilitation assists veterans in a variety of areas. The goal of Vocational Rehabilitation is to assist veterans with disabilities become re-employed. They do this through various avenues, including, but not limited to retraining, rapid access, educational (Vocational Rehabilitation and all the types of the GI BILL), independent living, and self-employment programs. Veterans with 20% or more service connected VA disability ratings are eligible to apply for the Vocational Rehabilitation program. Veterans with 10% service connected VA disability ratings, with a serious employment handicap, are the exception to this 20% rule.

Veterans who are approved for educational programs can do up to 48 month program in Associate, Bachelors, and in some cases, Masters Programs. While involved in these educational programs the veteran's also qualify for medical and dental priority. The Rapid Access program for veteran's who are unemployed but still able to return to do the same type of work. The self-employment program is set up to assist veterans in establishing their own businesses. It does not include franchises ownership (McDonalds, Subway, etc...). The veteran receives assistance with such things as developing a business plan and acquiring equipment and necessary training. Independent living allows veteran's with major disabilities who do not qualify for other programs stay self sufficient.

Veronica Bean, Disabled Veteran's Outreach Program Specialist works very closely with Gary, Bill, and the other Veteran's Counselors around the state of Missouri. She acts as the In-service Coordinator for the Regional VA Office. She coordinates getting veterans their priority of service. One of the primary things Veronica does is coordinating matching the vets with the closest VA offices. Veronica talked about Toolbox which tracks all the activities of unemployed individuals in Missouri.

HOT TOPICS IN VETERAN SERVICES

(Cont'd)

This enables the Veteran's Representatives to track the activities of their veterans. They provide a lot of classes for success, as well as setting up veterans with other organizations to assist them with their needs. She also works with employers to set up various job prospects for these veterans.

Tracy Davis and Reggie Hill from the American Legion, Department of Missouri, assist veterans in applying for their VA benefits. The American Legion and other service organizations are a key piece in ensuring we take care of our veteran population. Tracy and Reggie gave various examples about how these service organizations can assist our veteran's emphasizing the importance of having veterans using the assistance of one of these organizations when they apply for benefits.

William (Bill) Benzel, US Department of Labor – VETS, spoke about the USERRA program. This program ensures that our country's veterans are reemployed into appropriate jobs when they come back from serving our country. The VETS program works closely with veterans to make sure they receive the appropriate seniority increases, pay increases, vacation time, and other similar type benefits as if they had stayed working at the companies. They also ensure that veterans do not take advantage of the employers and follow the guidelines of the program as well.

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MEDFORD IAWP TAKES ON ANOTHER CAUSE

Submitted by Charlene Grafton

All of you have probably read about how the Jackson County Humane Society is struggling to get by right now and may have to close their doors if they do not raise \$75,000 in the next 2 months.

Medford IAWP decided to hold a fund raiser. They had a "Cutest Pet Contest" with titles and pictures submitted. The office charged for entries and made \$52.00 for the Jackson County Humane Society.

IAWP AWARDS REDESIGN: WHAT YOU NEED TO KNOW!

By Susan Gallagher (MD)

In response to member feedback, IAWP has made changes in the IAWP Awards program to improve and streamline the process. Nancy Upchurch provided a summary of changes that will be new to the 2011 awards program.

Membership awards recognize individuals and chapters for recruiting new members and retaining members. Chapters must submit forms that list the members that are recruited during the membership year; these are verified by the executive office so that membership awards can be presented at the International Conference. The Platinum Award and the President's Honor Roll have been eliminated. Two additional membership contests are conducted through the year: The December Jumpstart recognizes chapters that recruit the most new members for the next calendar year as of December, and that have the highest percentage of renewals as of December. March Mania recognizes chapters that have the highest increase in members as of March, and that have the highest percent of renewals as of March. These contest winners will be recognized in the Chapter Activity Countdown and/or the Workforce Professional.

Individual and Group Awards - IAWP awards recognize individuals and groups for making outstanding contributions to workforce development and/or IAWP. Changes to awards categories effective for the 2011 awards year include:

Award of Merit: Criteria have been expanded to include International Outreach. The separate International Development Award has been eliminated.

Public Policy: Criteria have been expanded to include workforce administrators with the separate Administrator of the Year award being eliminated. Potential nominees can include elected officials and federal administrators.

Workforce System Customer Service Award: This new award consolidates the Specialized Customer Services, Services to Veterans, Unemployment Insurance and One-Stop awards. Chapters can submit up to three nominations in this category for individual and three for group. One group and one individual award will be recognized. Honorable mentions will be recognized at the discretion of the judging committee.

IAWP AWARDS REDESIGN: WHAT YOU NEED TO KNOW! (Cont'd)

Please note that local chapters may continue to recognize the old categories at the local level if they choose, but International nominations must be a labeled category.

There is no change to the following categories: Citation, Lifetime Achievement, Retiree of the Year, Ealton Nelson International Achievement.

In addition to the changes in categories and criteria, a number of administrative and process changes will be implemented to make the submission process easier for chapters. These changes include:

- Nominations may be emailed in pdf format as well as snail-mailed
- Eliminate double spaced, size 11 font or larger requirement
- Eliminate (but continue to encourage) binder and tabbed divider requirement for hard copy submissions
- Allow a designee to sign the Standard Nomination Form in lieu of chapter president
- Eliminate limit on Statement of Accomplishment length
- Eliminate the 10-page limit on narrative length
- Eliminate all second place awards (but allow honorable mentions)
- Change judging team composition requirement

Winners are selected by the awards judging team, which meets to review the nominations, compare to eligibility criteria, and assign points in each scoring criterion to determine winners. The awards nomination experience among attendees in this workshop ranged from many people who had prepared few if any awards to several who had completed twenty or more. While the workshop time did not allow for basic information and tips on submitting awards, people new to the nomination process can contact Nancy Upchurch for assistance, or seek out an experienced member for advice and ideas. (Edited to meet space requirements).

WELCOME NEW MEMBERS IAWP OREGON CHAPTER

JOEL MCPHEETERS

JOSHUA MORELL

KEN MALONEY

JAMES VOELKEL

IM YASUTAKE

ANNE RUSSELL

ALFREDO GALLEGOS

SUSAN WILSON

RONDA MILLER-TATE

KYLE THIXTON

SALENA DE LA CRUZ

Career Centers Collaborate with Staffing Agency

By Jeff Hunter

Patti Penny, Founder and CEO of Penmac Staffing Services, Inc., presented how she founded the business in 1988 and how it has grown to the present day. She told us about her work history in Human Resources previous to starting this business. The beginning of the new business was not without challenges. While challenges still exist, Penmac has built a reputation for caring about all of the associates it works with and assisting them to become more skilled in the marketplace.

As much as she enjoyed her previous career, she was seeking freedom. After her first business client fell through, she went knocking on doors asking who handled the hiring. What she found is the answer was different depending on the business she went to. Few businesses had a system set up for the process. Not long after her business opened, many companies started using just-in-time delivery. This created quite a need for staffing agencies. Penmac also won the contract to supply employees to General Electric nationwide. This is what allowed them to expand to other states. Currently, they are the largest privately-held staffing company in Missouri and have 27 offices in seven states.

It didn't take long for Penmac to build an excellent reputation. Mrs. Penny was so well respected she was appointed to Chair the Missouri Training and Employment Counsel. As we later came to learn, this position allowed her to implement things with her company which no staffing agencies had previously thought of. Many of the job seekers who apply do not have a high school diploma or GED. Many also have limited work experience and skills. So this agency focused on training.

In 1995 they opened the Penmac Workforce Development Center. They have free GED classes two nights a week. Orientations for new associates along with trainings for current Penmac employees are also held in this facility. They pay for the GED test fee as many times as it takes for the associate to pass. A \$250.00 scholarship is then offered to GED recipients that allow them to take at least one class at Ozarks Technical Community College. The branch in Ava, Missouri has had over 450 graduates since 1999.

Another issue many associates deal with is being able to afford reliable transportation.

Career Centers Collaborate with Staffing Agency (Cont'd)

Penmac started providing transportation to and from home and the worksite for a nominal fee, which is deducted from the associate's paycheck. This started back in 1999 with Mrs. Penny at the wheel. She actually did this for the first eight years. Transportation is available 24 hours per day as different associates work different shifts. All Penmac branches educate associates about the basics of success in the workplace. Life Skills books are available on a variety of subjects such as proper attire and attendance. OSHA-approved safety training and testing for industrial workers is provided by Rogers Learning System. One of the components of this is reading comprehension. Office and clerical employees also have free software training available for programs such as MS Word and Excel. For particular industries, Penmac provides safety equipment and a voucher for steel-toed boots. Associates do repay them for these items as they begin to work.

Career Centers work with Penmac by providing space for interviewing and training. They have earned the trust of career centers by never posting jobs which aren't actually open positions. The company has also participated in and hosted Job Fairs at career centers. The Missouri Summer Jobs Program started in 2009 and Penmac bid for and received the contract to run the program. It provided youth ages 14-24 with paid internships and work experience at employers across the state. In partnering with the career centers, staff was able to not only recruit students, but verify eligibility for the program. In addition to performing drug screens, Penmac also took the opportunity to teach the students how they would be paid, workers compensation procedures, and other basics of joining the workforce. Many of them were hired on after finishing the Jobs Program. It was an excellent start for many youth in the job market.

They also work with associates who have a criminal history. They will not do this if the person has a violent crime or drug-related charge, but do work with people who have other offenses. They were so good at working with this specialized group, one of the branches was given an award by the Department of Corrections for assisting parolees find employment.

At least half of the associates are offered temp-to-hire positions. Benefits are also available. Health insurance is very low cost. Penmac also pays 75% of major medical. Associates can have a 401K and the company matches 50% of the payment up to a total of 6%. Patti Penny started this company over 20 years ago with one goal in mind. Placing people first! The company listens to and takes action to assist associates where each of their individual needs lie.

LEGISLATIVE NEWS

Dennis Brophy

If you ever wanted to know what it's like to campaign for elective office, now is your opportunity to be involved. Actively supporting a candidate of your choice is a great introduction to the political process. Volunteers are always needed and welcomed. You may find yourself supporting the candidate at a social event, walking door to door in an effort to get out the vote, stuffing envelopes, delivering signs, or making telephone calls.

If you live in Oregon's First Congressional District, the race to find a replacement for Congressman David Wu is already heating up. There are several qualified candidates for the position. The primary election will be held November 8, 2011.

Recently, I walked with one of the candidates for the First Congressional District in the Tualatin Crawfish Festival parade and handed out pamphlets, bumper stickers, and candy for the kids. It was a wonderful way to get to know the candidate on a more personal level. And when my candidate is elected, I will have made that personal connection for future discussions on workforce related resolutions before Congress.

No matter where you live in the State, there are many individuals who will be seeking political office and are in need your support. It could be City Council, Mayor, State Senate, State Representative, or as a member of Congress. I encourage members of Oregon Chapter to take an active roll in the election process. Pick a candidate to support, look up their website, and volunteer today.

A DATE TO REMEMBER 2011

Sept. 15 - Deadline for submission of WPDP with intent to test for Oct.

Sept. 29-Oct 1 District XIV Conference, Welches, Oregon

Oct 8 - Oregon Chapter Executive Board Mtg Eugene, Oregon

WELL BEING

Dr. Mark Butterfield

Attending an IAWP International Conference is a tremendous experience – even preparing to attend is fun. While I was packing to attend this year's conference in St. Louis, Missouri, I lifted my suitcase which was nearing the 50 lbs weight limit. I thought to myself how amazing the air is that surrounds us all the time. An airplane speeding through that air is providing enough lift to get off of the ground with my heavy luggage, let alone, my fellow passengers with their luggage and the plane itself. Something we don't see affects us in ways we don't think about very often.

It was the air that carried the laughter and friendship of the conference attendees as they greeted each other at the Hilton in St. Louis. Conferences are so much more than formal education and training, they are events.

It was the air that the diesel/electric locomotive of the "Missouri River Flyer" breathed as it transported me across Missouri from St. Louis to Kansas City to visit places I had seen as a child.

It was the air at evening in which the fireflies gathered as they blinked and drifted across the cemetery in Kansas where my father is buried.

It was the air that smelled so sweet as it mixed with the prairie grasses that grew around the birthplace in Kansas of my mother.

It was the air that when drawn into a vortex and accelerated to over 200 MPH cut like a knife through the city of Joplin, Missouri. Missourians and all of us are challenged by the tornado that struck that city, where rebuilding is the only option considered.

It was the air that provided the stage for the lightning storm as I traveled from Joplin back to Kansas City. A summer electrical storm in the plains of this country is one of the most thrilling spectacles I have ever experienced.

It was the air that supported the plane that brought me back to Portland with a heavier suitcase than the one I had one week earlier.

Attend an IAWP conference. You will be educated and enriched by the event and changed by the adventure that surrounds the conference. mjbdc@hotmail.com