

## SD IAWP members enjoy 'Land of Enchantment'

Among those to attend the 92nd annual International IAWP Educational Conference June 5-9 in Albuquerque, N.M., were Linda Jo Lockner of Rapid City and retiree Marilyn Huntley, Yankton. They shared the following observations from the conference.

By Linda Jo Lockner

I was impressed with the large variety of speakers and topics on workforce issues. These appealed to partner agencies as well as Department of Labor employees.

The topics that were particularly pertinent to my current position included Worker's Comp 101 and 102, and Americans with Disabilities Act.

There were so many good workshops that it was sometimes difficult to decide which sessions to attend.

I will say that this year's International was in the top two of the five International institutes I have attended. The location was good, the weather cooperated, and the people and hospi-

tality were super! It truly was the "Land of Enchantment."

By Marilyn Huntley

I think I have attended around 25-30 Internationals and enjoyed every one.

International conferences always gave me the opportunity to hear nationally known motivational keynote speakers and attend many workshops to keep me updated on the latest happenings in my field, and to meet counterparts from all over the world.

This year the conference was held in Albuquerque, N.M., and was truly an international event as we had many International Representatives attend.

From the opening ceremonies to the banquet and ball, it is an experience you never forget.

Now, as a retiree, I do not feel obligated to attend the training workshops, but I still attend Opening Ceremonies,

**International/**

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South Dakota IAWP Chapter President Rich Vincent prepares to carry the state flag at the 92nd IAWP International Educational Conference in Albuquerque.

Photo by Marilyn Huntley

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South Dakotans attending the banquet included, from left, Rich Vincent, Cheyl Kulm, Marilyn Huntley, Tom Meyer, Bonnie Zachman, and Linda Jo Lockner.



## A Message from the President

By Rich Vincent  
SD Chapter President

The 92<sup>nd</sup> annual IAWP International Educational Conference was held June 5-9 in Albuquerque, New Mexico. This was the second IAWP International Conference I have attended.

Tom Meyer, SD President-Elect, and Bonnie Zachman, District X Director, attended as well. Cheryl Kulm, Marilyn Huntley and Linda Jo Lockner were also in attendance. We were also joined on the final day of closing ceremonies by Secretary of Labor Pam Roberts. National Association of State Workforce Agencies (NASWA) was having a board meeting at the same location.

It was great networking and visiting with counterparts all over the United States. From administrative staff, local office employees and managers, call center personnel, and state office staff there was good discussion about operations in other parts of the country.

There were many workshops to choose from. We heard from employment opportunities in the forensic investigation area to technology for recording job interviews with applicants by way of prerecorded questions being recorded by a web camera and audio. Motivational speakers as well spiced up the conference on a person wearing the same name tag all the time and recording their reactions to using humor for change.

Overall, the conference was educational and entertaining. The international panel included representatives from all over the world. It puts into perspective that economies, labor, and unemployment issues are different but yet the same all over the world.

Again this year we did not fare well in recognition in the International awards being handed out. In talking with conference members from states that do well it is apparent that there are committees that get together before submitting award nominations to IAWP International.

Two things have been done in our chapter that will assist us with our awards nominations next year. One is that Brenda Luedtke has put out templates on our SD IAWP website that has the information needed to be looked at by the award committees. I encourage all members to use these templates when submitting award nominations. Second is that there will be a committee of IAWP members meeting next January or February to ensure that the awards are submitted properly and that we have well deserving nominations in all categories that IAWP International recognizes.

For more about International awards and what I am asking EVERY member, both active and retired, to do to help with our chapter's nomination process, please read my bi-monthly update currently posted to our chapter's home page at [www.iawp-sd.com](http://www.iawp-sd.com). My goal as SD Chapter President this coming year is to do whatever I can as our chapter's president to ensure that the International award nomination process is followed. I want to see proper recognition of our members and non-members from South Dakota, to ensure that they receive credit where credit is due.

Hope everyone is having a wonderful summer. Will visit again in September.

*Rich*

# Messenger

July/August 2005  
Vol. 6, No. 2

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*South Dakota IAWP Messenger* is published six times a year in May/June, July/August, September/October, November/December, January/February, and March/April. It is made available for viewing online at [www.iawp-sd.com](http://www.iawp-sd.com). Members who do not have Internet access may request a print copy from editor Jane Merritt. All members and workforce development professionals are encouraged to submit news, letters to the editor, or content suggestions to editor Jane Merritt. Submissions for publication are due by the Friday closest to the middle of May, July, September, November, January and March.

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## SD IAWP board retains attorney, solicits name suggestions

South Dakota IAWP Executive Board met July 22 and approved Duke Goodell's recommendation to retain Custer attorney Tracy Kelley to assist with the legal filings required to establish a state corporation with 501 C 3 status.

It is expected that South Dakota Chapter IAWP will be listed as owner of the corporation, however Duke pointed out that the corporation will be operated independently of the IAWP dues structure in order to avoid any conflict between IAWP's national lobbying efforts, and the legal restrictions to which the new corporation must adhere in order to remain in compliance with requirements for 501 C 3 designation.

Jaci Benjamin, manager of the Vermillion and North Sioux City Career Centers and Vice-President of South Dakota IAWP, will join Duke Goodell in continuing the efforts toward establishment of the 501 C 3 corporation.

One step not yet completed is selecting a name for the corporation, and Duke encourages IAWP members to contact him, Jaci, or any other IAWP officer with name suggestions.

Chapter President Rich Vincent pointed out to board members that \$1,000 was allocated last year to be used to cover legal fees and other costs affiliated with establishing the 501 C 3 corporation.

In addition, a \$900 grant was secured from International, approved by the International IAWP Executive Board, to be used for establishment of the corporation and beginning work on setting up an educational program to be offered by the corporation, in cooperation with the South Dakota Department of Labor.

Based on current estimates, chapter officers are hopeful the cost of establishing this corporation will be less than the \$1,900 currently allocated for the project.

## Education Update

By Duke Goodell  
SD Chapter Past President  
and Education Co-Chair

The IAWP International Board met during the IAWP International Educational Conference in Albuquerque in June and approved our request for funds to establish a 501 C 3 non-profit corporation and begin the process of establishing an educational program here in South Dakota, in cooperation with the state Department of Labor.

It was envisioned that the educational program would be a CDF program over the long haul. Currently, working with Deputy Secretary of Labor Lloyd Schipper, we are trying to establish the first training session which will not be at the CDF level but a more modest offering the first time out so that we can gain some experience and work with the Department of Labor on expanding the scope of program.

The first training will be geared to new employees of the South Dakota Career Center System, with courses that could benefit all employees. We would like to hold the first session in conjunction with the 2006 South Dakota IAWP Educational Conference in Pierre next May. We will be getting more information to you later on the course work.

The 501 C 3 will be underway in the next few weeks as we select an attorney to assist with our application. This process takes some time so hopefully by the first of the year all of the work will be completed to secure our designation.

I hope you have a great summer and hope that you are looking forward to the NASWA Conference this fall. A very nice honor for South Dakota thanks to Secretary of Labor Pam Roberts and the NASWA team in the Department of Labor central office.

**Duke**

## IAWP board hears reports from 2005-2006 conferences, Yaukey scholarship

Plans are underway for the 2006 South Dakota IAWP Educational Conference to be held May 2-3, 2006, in Pierre.

Education Co-Chair Tom Meyer reported at the July 22 IAWP board meeting that he and Pierre Career Center Manager Bill McEntaffer will be meeting with Education Co-Chair Duke Goodell to discuss plans for the educational focus of the 2006 conference, including the incorporation of the CDF program into the conference schedule.

Lake Region Sub Chapter President Julie Molenhoff reported to the board

that South Dakota's 2005 IAWP Educational Conference, hosted by the Lake Region Sub Chapter in Watertown, resulted in a net profit of approximately \$628.

Lake Region Sub Chapter retained half of this amount, and the remaining \$314.45 has been added to the South Dakota Chapter treasury.

In other business related to education, treasurer Bonnie Zachman pointed out to the board that the Yaukey Scholarship, which has a current fund balance of \$2,293.14, has not been awarded in recent years.



# Phil George gets A+ from LMIC staff

South Dakota's Labor Market Information Center (LMIC) Director Phil George will end his 30-year career with the Department of Labor July 29.

Phil, who is also a 30-year member of IAWP, was described by LMIC staff member Laura Sichmeller as someone who gets involved.

Laura said, "Phil is a real 'go-getter'. He never hesitates to get involved, and deserves an A+ for his dedication to DOL."

Phil will be honored with a formal cake reception July 28 from 2:30-3:30 p.m., and a potluck July 29 from 11:30 a.m. to 1 p.m.

When Phil began his career as an Economic Analyst in February 1975, the LMIC was known as the Research and Statistics Unit of the Department of Labor.

After receiving a series of promotions, to Statistician in 1983, Data Analyst in 1986, and Senior Data Analyst in 1988, Phil was appointed by Secretary of Labor Peter deHueck to serve as Director of the LMIC in September 1991.

As a member of IAWP, Phil has served actively in many roles at both the Chapter and Sub Chapter level. He audited the Chapter's financial records on numerous occasions, held a variety of offices, and recently was instrumental in helping the Northern Plains Sub Chapter return to active status in time to host the 2002 South Dakota IAWP Educational Conference in Aberdeen.

## Southeast Sub Chapter planning to make plans

The Southeast Sub Chapter has not had any meetings this summer, but plans are being made to get together later in the summer for a dinner meeting and to plan the rest of the year's activities.

Some members plan to attend the 2005 District X Conference in Kansas City, Mo., in September, so that will be discussed.

Sub Chapter officers are looking for a community project for IAWP to get involved in also. On the social side a possible golf outing will be discussed.

In addition, he has served on the Supervisory Committee for SODES Federal Credit Union since 1979 and has, at various times, worked directly with all statistical programs conducted by LMIC in cooperation with the U.S. Bureau of Labor Statistics, including the Covered Worker and Pay program, the Local Area Unemployment Statistics (LAUS) program, and Occupational Employment Statistics program.

Beyond South Dakota, Phil has served on the LAUS Policy Council since 2000, has been active in the four-state wage records research/LAUS

AAMC project, and was a driving force in the National Employee Benefits Consortium.

It may be little wonder LMIC staff member Lisa Cooper recently said of her director, "I admired the fact that Phil always worked as hard as he expected us to."

Another LMIC staff member, Melodee Lane, expressed appreciation for Phil's leadership with these words: "I'm grateful to Phil for all he taught me over the years and for giving me opportunities to grow professionally."

## A Challenge from the Awards Chair

By Denis Leise  
SD Chapter Awards Chair

Award. The dictionary says it is something awarded or granted, as for merit. Building on that thought, let's decide to make this possible.

We are over half way through the year and a lot of our co-workers and partner agencies have been involved in some excellent work. Start documenting their accomplishments now. It will make the nomination later a piece of cake. IAWP provides many opportunities to recognize outstanding efforts by IAWP members and partners.

We have reorganized our chapter awards to match the International awards criteria. This will give South Dakota the chance to submit our outstanding winners for further opportunity for recognition.

Working with this year's IAWP officers Rich Vincent, Tom Meyer and Jaci Benjamin, we want to have South Dakota representatives walk up to the award stand in Kentucky several times next summer.

We need your help to make this a reality. I challenge all of you to consider a nomination. If you have a thought and need help preparing the nomination, just call any of the officers or myself. We will do our best to assist you.

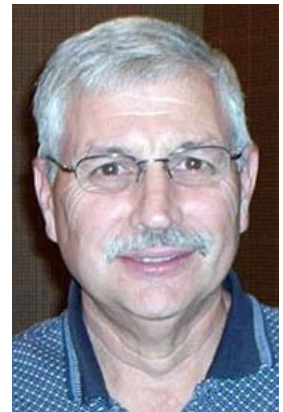
More information will be available in later newsletters, but both our South Dakota website and the International site have details available now. This is a good time to review that information to learn what you need to document, and determine which award fits the person or persons you want to nominate.

We have done well in membership in recent years and that is another way we can help IAWP. Get out and help recruit a new member or encourage others to renew. There are awards for several areas in membership. Let's go after them.

Our goals this year are to have award winners in all categories submitted to International, and have South Dakota winners there.

*Denis*

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We have great people, great members, and great leadership. To me, that's a winning hand! Let's play it!



## District X Duo

Outgoing District X Director Bonnie Zachman, left, is escorted to the 2005 International IAWP Banquet and Ball by incoming District X Director, Daniel Hays of Missouri. Daniel's term began officially during the 2005 International IAWP Educational Conference held in Albuquerque, N.M., June 5-9.

## Klein retires after 28 years of working with ever-changing labor programs

From June 2005 Labor Letter

Don Klein, who began his 28 1/2-year career with the South Dakota Department of Labor in Lake Andes in 1977, retired June 30 from the South Dakota Career Center in Hot Springs.

Beginning in February 1977, Don was responsible for the Public Service Employment program in a 12-county area, working out of the Community Action Building in Lake Andes under the supervision of Ted Safranski.

A year later a second person was hired and the 12 counties were divided between Don and Steve Jacobsen. Additional duties were assigned and Don became a representative for the Welfare to Work (W.I.N.) program on the Yankton Sioux Reservation.

Don transferred to Hot Springs in August 1981, where he assumed the duties of the L.V.E.R. position, W.I.N., Job Corps, and C.E.T.A. programs.

As federal legislation over the years changed the Welfare to Work program from W.I.N. to J.O.B.S. to T.A.N.F., and changed the training programs from C.E.T.A. to J.T.P.A. to W.I.A., the one constant was Don Klein as the Department of Labor representative.

While Don served in Hot Springs, the local office moved from Jennings Avenue to South Chicago Street, and then to its current location at the Michael J. Fitzmaurice State Veterans Home at 2500 Minnekahta Ave.

**Editor's Note:** See an update from Don, along with news from other IAWP retirees, on page 6.

## An Explanation from the District X Director

By Daniel L. Hays  
District X Director

I hope to hold a vote on the proposed amendments to the Constitution and Bylaws at the District X Conference in Kansas City Sept. 22-24.

First, I want to thank Shirley Lemon and Renny Dohse from the Iowa Chapter, who updated the Constitution and Bylaws with the amendments that had been adopted over the last 10 years or so. They graciously drafted revisions to these documents related to the International name change and the change in title from District Representative to District Director.

I have taken the documents they provided to me and consolidated them into a document that shows how the current Constitution and Bylaws look, and what changes are being proposed.

I added three items to the documents that Shirley and Renny prepared. First, language to bring our constitution into compliance with the new International provision relating to Chapter Associates. Second, I am proposing that we reduce the quorum to 15 members. Third, I am proposing we increase the District X dues to \$1.50 per member.

With respect to the quorum issue, I think this is something we should consider in light of recent membership numbers, state budget support, etc. The proposed increase in the dues to \$1.50 is drastically needed if we, as a District, are going to even be able to fund the District Director travel policy not to mention provide other services to the membership.

Please review the document (attached to the back of this newsletter). In the attached copy, deletions are shown in red print with a wavy underscore, and new verbiage is shown in bold print with a double underscore. A vote will take place on these amendments at the District X Conference.

Things are really shaping up for the 2005 District X Conference to be quite a conference. We in Missouri are working very hard to ensure that you will enjoy your stay in our state. Remember you will receive a \$10 per person discount off your registration fee if you send it in by Aug. 25.

*Daniel L. Hays*  
modemocrat@earthlink.net

**2005 District X Conference**  
**September 22-24, Kansas City, Mo.**  
Registration form available at [www.iawp-sd.com](http://www.iawp-sd.com)

# Notes from Retirees

By Dennis Coull  
SD Chapter Retiree Chair



**Marilyn Huntley** was able to attend the 2005 International Conference in Albuquerque, N.M., this year. See pages 1 and 7 for her thoughts concerning that conference. -DC

**Russ Backus** just got back from a week fishing trip to Pierre. Says he needs another week or so to rest up from that fishing trip. Russ got out of the Jackalope business a couple of years ago, but still mounts a few fish each year. Russ and I were wondering if it was maybe age that now requires a week rest after a week of vacation. What d'ya think? It was good to hear from him again. -DC

**Bill Malady** wrote to say that "yes", he retired from DOL, but he didn't quit working. He went from DOL to DSS in Yankton, and now works as a Benefits Specialist with DSS. (A Benefits Specialist is what some of us old timers remember as Caseworkers.) The job involves TANF, Food Stamps, and Medicaid — programs that are familiar to DOL staff. Bill also said the Food Stamp caseloads are at an all-time high in South Dakota. -DC

I also talked to one of our newest retirees — **Don Klein**. He retired on June 29, so he said that so far it is like being on vacation. However, he is looking forward to the vacation that does not end. It sounds like Duke Goodell did an excellent job of surprising Don on his retirement supper on the 29<sup>th</sup>. Congratulations on a job well done, Duke. As I remember hearing on one of my favorite TV programs from the past, "I love it when a plan comes together." Duke's plan came together very well. -DC

And speaking of Don's retirement party in Hot Springs, it sounds like **Connie Benson** also had something to do with that. Don said that Connie did an excellent job as MC of the program. From what I hear of Connie, I am surprised

that she had the time to do that MC job. It sounds like she is a full-time Grandma, and a full-time Golfer. When she is not being Grandma or golfing, she spends time caring for her mom, and doing various church activities. One grandson is staying with them for the summer, and Connie is a full-time taxi driver for two other grandkids. (Grandkids are sure fun, aren't they, Connie?) Hot Springs just went from a 9-hole golf course to an 18-hole course. Does that mean Connie spends twice as much time golfing now as she used to? By the way, if Connie invites you to be her golf partner, you may want to come up with an excuse not to. The last partner she golfed with, **Karen (Getz) Foster**, was bitten by a rattlesnake while golfing on the back 9. Karen is all right, but needed several doses of anti-venom serum. So, if Connie calls and asks you to be her golf partner, remember, you have been warned! -DC

**Dorothy Kaiser** is about ready to attend her 57<sup>th</sup> High School Reunion at Canistota. She will also get a chance to visit her brothers in eastern South Dakota. Dorothy doesn't look old enough to be celebrating 57 years out of high school. She also doesn't look old enough to have a granddaughter graduating from college. But, Dorothy attended her granddaughter's graduation from Black Hills State University in Spearfish. That granddaughter will be teaching kindergarten in Rapid City this fall. Congratulations to her! Dorothy also did some traveling to Arizona in May to see her son Ben and his children. The next time she travels to Arizona, she will also be able to see her daughter Karen as Karen just moved to Prescott where Ben lives. -DC

It sounds like **Lynn Bennett** is enjoying retirement like several other retirees: he **works** -- doing some farming on the side, and driving truck this summer. But, he doesn't work long or hard enough that he cannot spend some time

with some of his favorite past times — hunting and being grandpa. -DC

Finally, yours truly, **Dennis Coull**, and my wife Shirley just celebrated 40 years together. If you have a chance to see Shirley, you may want to give her your condolences. We went to Colorado for a long weekend to celebrate. We shopped and ate. Talking about Dennis, that name has been in the news quite a bit this past week. Our daughter from New Orleans called last week and asked if I had heard the name of the most recent hurricane. They were in the process of getting ready to leave their home when (hurricane) Dennis came through. I hope that they don't do that when *this* Dennis gets there. Shirley and I would like to go see them this fall, when the heat and hurricane season is done. My Job Corps contract has been extended for another year, so I will be at this address and phone number through June 2006.

Dennis Coull  
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That is it for now from the retirees. If you see or hear anything from a retiree, let me know, so I can get it into the newsletter. -DC



**Retirees: Remember to call, write, or e-mail me with your news, whenever the news happens.**

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## ***IAWP Calendar***

**August 22, 2005** - Last day to make room reservations for 2005 District X Conference at guaranteed rate of \$85 per night for up to two people per room. (816) 753-7400.

**August 25, 2005** - District X Conference registrations must be received by this date to be eligible for \$10 discount.

**September 11, 2005** - NASWA Conference in Rapid City. Any IAWP members interested in helping host the "Taste of South Dakota" hospitality night are encouraged to contact Duke Goodell.

**September 16, 2005** - Last day to submit articles to editor Jane Merritt for the September/October issue of *South Dakota IAWP Messenger*. Theme: emphasizing membership. (See page 2 for details about submitting information for the newsletter.)

**September 22-24, 2005** - District X Conference in Kansas City, Mo.

**September 22, 2005** - Registration begins at 4 p.m. for 2005 District X Conference in Kansas City, Mo. Early Bird Reception is from 5-8 p.m., followed by evening activities.

**September 23, 2005** - Friday agenda for the 2005 District X Conference in Kansas City, Mo., includes breakfast, morning meeting and training session, Awards Luncheon, afternoon training and program, followed by a Flavor of Missouri Reception and evening activities.

**September 24, 2005** - District X Conference in Kansas City, Mo., concludes with a Saturday breakfast, District X business meeting with voting on the proposed amendments to the District X Constitution and Bylaws, and Missouri Chapter business meeting.

**November 11, 2005** - Last day to submit articles to editor Jane Merritt for the November/December issue of *South Dakota IAWP Messenger*. Theme: promoting awards. (See page 2 for details about submitting information for the newsletter.)

## **Website Update**

Every Sub Chapter now has its own page to add information to the South Dakota IAWP home page. If you have anything you would like to add to the site please e-mail it to [iawpsd@hotmail.com](mailto:iawpsd@hotmail.com) and Brenda Luedtke will post it.

President Rich Vincent asks ALL MEMBERS to check out the Awards information posted to South Dakota's IAWP home page. The Awards section contains detailed eligibility criteria for all awards recognized at the International level, along with online submission forms that will help ensure South Dakota's nominations meet International requirements. Please take time now to review the eligibility criteria, and start gathering documentation relevant to the specified criteria.

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To access the Members Only page:

URL: [www.iawp-sd.com](http://www.iawp-sd.com)

User Name: **SDMember**

Password: **iawpsd**

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## **International/**

Continued from page 1.  
the Awards Luncheon, keynote speakers, and all the "fun stuff".

This year the New Mexico Night was held at the Los Amigos Roundup Ranch on the Sandia Indian Reservation where we had all-we-could-eat hickory grilled steak and chicken, beverages, and the entertainment was unbelievable. We saw at least 12 different groups of dancers all in a variety of native costumes. There should be some pictures of these dancers on the SD IAWP web site, I think, at [www.iawp-sd.com](http://www.iawp-sd.com).

Also, they arranged for tours for the retirees. This year I toured a winery and took an all-day tour to the Pueblo of Jemez.

At Jemez a guide took us through their museum and explained their history. We saw how they baked their breads (25-plus loaves) in an "orno" oven and were given a fresh bun right out of the oven. We also observed a pottery demonstration and were able to purchase pottery from the artist. It was a great way to spend a day.

They also had tours to Santa Fe and hot air balloon rides. Probably one of the best things about this conference was the setting as we were located right in Old Town and so spent many hours just walking through all the shops.

A highlight of every International for me is seeing all my friends from all over the United States and getting to spend some time with them. I am already making plans to attend next year's conference in Louisville, Ky., June 18-23, 2006.

# DISTRICT X CONSTITUTION

AS AMENDED

## ARTICLE I--NAME

This organization shall be called District X of the International Association of Personnel in Employment Security Workforce Professionals.

## ARTICLE II--OBJECTIVES

The objectives of District X are:

1. To coordinate the efforts of the district in achieving and exceeding the aims of the International Association.
2. To support the activities of the Chapters in District X.
3. To assist members of participating Chapters in the District who have been nominated by their Chapters for international office.

## ARTICLE III--MEMBERSHIP

1. Any member in good standing with a participating Chapter in this District and of the International Association shall be a member of District X.
2. Membership in this District shall be classified as those who are full, associate and life in accordance with the qualifications set forth in the bylaws of District X. In addition chapter associates may exist in accordance with the provisions established by the International Association.
3. The right to vote, make motions, second motions, place names in nomination, hold office, be nominated for office and/or serve on one or more committees shall be confined to full members and life members except that full or life members in retired status shall not be eligible to hold elective office.
4. The right to vote at any annual or special meeting is limited to delegates duly elected by their chapters in accordance with the Constitution and Bylaws of their Chapter on the basis of one delegate for each 10 full members or fraction thereof, plus the President of each Chapter. A delegate may exercise voting rights by proxy. Each attending delegate may carry not more than two proxies of non-attending delegates from one's own chapter. Every member has the right to vote at any annual or special meeting.

## ARTICLE IV--CHAPTERS

1. District X shall consist of the following Chapters: North Dakota, South Dakota, Missouri, Iowa, Nebraska and Kansas Iowa, Kansas, Missouri, Nebraska, North Dakota and South Dakota.
2. Ownership of property by a Chapter or its membership shall not constitute ownership by District X.
3. Ownership of property by the District shall be considered to be the property of the entire membership, In the event the District organization shall become inactive or be dissolved, any property in its possession shall be disposed of by action of the Executive Board and the resultant funds, if any, along with other funds of the treasury shall, after payment of all outstanding bills, be donated to the Logan S. Chambers Scholarship Fund.

## ARTICLE V--OFFICERS AND EXECUTIVE BOARD

1. The elected officers of the District shall be the District Representative Director, District Representative-Elect Director-Elect, Recording Secretary and Treasurer.
2. The Executive Board shall consist of the District Representative Director, the District Representative-Elect Director-Elect, the Immediate Past District Representative Director, Recording Secretary, Treasurer, and the Presidents of the Chapters in the District.

## ARTICLE VI—MEETINGS

1. The District shall hold an institute annually between August 1 and November 30, in the same State as the one having the District Representative.
2. An annual meeting shall be held at the International convention prior to the international business meeting.
3. Special meeting of the membership or delegates representing the Chapters may be called by the District X Representative Director during the International Convention.

## ARTICLE VII—QUORUM

1. Twenty-five Fifteen (25 15) full delegates shall constitute a quorum in any annual or special meeting of the District provided that full delegates from at least four Chapters are present.
2. A simple majority of members of the Executive Board shall constitute a quorum of the Board.

## ARTICLE VIII—AMENDMENTS

1. Each proposed amendment to this Constitution, each proposed amendment to the bylaws of the District, and each proposed new bylaw of this District shall be published and distributed to the Chapter Presidents at least 60 days prior to the next meeting at which such proposals could be voted upon. It shall be the duty of Chapter Presidents to publish such amendments in the Chapter publication at least 30 days prior to the next meeting at which such proposals could be voted upon and such publication shall be deemed to constitute notice to each member. Adoption of any such proposed amendment or such proposed new bylaw shall require a two-thirds majority of the votes represented by the delegates present at such business meeting.

# DISTRICT X BYLAWS

AS AMENDED SEPTEMBER 30, 1994

## ARTICLE I--CLASSES OF MEMBERSHIP AND PARTICIPATING CHAPTERS

1. Full Member ship: Any person employed in a professional, technical, or supportive capacity in employability development, employment placement, unemployment insurance, job training programs or related employment security systems programs with a government, community, or nonprofit agency or organization and will continue to be eligible on retirement from said position. Any person interested in the workforce development arena who has paid the full amount of membership dues.
2. Associate Membership Retiree Member: Any person engaged or interested in employment security systems programs activities and who is not eligible for full membership, shall, upon proper certification by the Chapter sponsoring such member, be eligible for associate membership upon payment of the annual international membership fee. Any person holding a full membership who by reason of a change in vocation becomes ineligible for full membership shall be eligible for associate membership status automatically on the day of said vocation change. Any person who is retired from full member status.
3. Life Member ship: on any member who has held the elective office of the International President of this association shall be conferred paid-up full membership in this association for life. On any member who in the future shall have so served this association in the capacity of International President shall be conferred paid-up full membership in this association for life. Any member of this association may be considered for a paid-up life membership. The chapter recommending such life membership must, with its recommendation, submit to the International Association fees as designated in Article II, Membership Fees. This recommendation must be approved by the International Executive Board. Participating Chapters are Chapters of District X who are in good standing with Article II of these bylaws. Any member who has been awarded a paid-up life membership by the International association, including all past International Presidents.

Chapter Associates may exist in accordance with the provisions established by the International association.

## ARTICLE II—ASSESSMENTS

1. The annual assessment of each Chapter shall be an amount equal to seventy-five cents (\$.75) one dollar and fifty cents (\$1.50) for each dues paying member in the Chapter.
2. The annual assessments shall be due and payable 30 days after the International Convention.
3. Any chapter that has not paid its annual assessment when due and payable ceases to be a participating Chapter and shall forfeit the right to vote at the annual District Institute. A Chapter may be reinstated at any time upon payment of the proper annual assessment amounts, but the right to vote shall not be reinstated until 30 days after payment of the proper annual assessment amounts.

## ARTICLE III--NOMINATIONS AND ELECTIONS

1. The office of District Representative Director shall be rotated among the Chapters in the following order: North Dakota, South Dakota, Missouri, Iowa, Nebraska and Kansas and provided that the Chapter whose turn it is has membership to hold office under Article III of the District Constitution. The Chapter President of the state next in line for the office of District Representative-Elect Director-Elect shall notify the current District Representative Director no less than 45 days prior to the annual meeting of the name of the member who shall be placed in nomination for the office of District Representative-Elect Director-Elect.
2. Subject to all applicable provisions of the Constitution and Bylaws of this District, each officers of this District shall be elected annually by a vote of the active membership present at the meeting held in conjunction with the International Convention. The District Representative Director, District Representative-Elect Director-Elect, Recording Secretary and Treasurer shall take office at the time the District Representative takes office at the International Convention.

## ARTICLE IV--DUTIES OF OFFICERS AND EXECUTIVE BOARD

1. The District Representative Director shall represent the District on the International level as provided by the International Constitution and Bylaws. In addition, the District Representative Director shall preside at all meetings of the District. The District Representative Director shall enforce due observation of the District Constitution and Bylaws, decide all questions of order and offer for consideration all motions regularly made. The District Representative Director shall call special meetings, appoint committees not otherwise provided for and perform such duties as the office might require or as may be assigned by the Executive Board. The District Representative Director shall be an ex-officio member of all committees, except the Nominations and Elections Committee, without vote, except in case of a tie.
2. The District Representative-Elect Director-Elect shall, in the absence of the District Representative Director, preside at all meetings of the District or the Executive Board.
3. The Recording Secretary shall keep minutes of all meetings of the District and the Executive Board, maintain the permanent records of the District and perform other duties that are assigned by the District Representative Director or the Executive Board.
4. The District Representative Director or designee shall send notices to each Chapter of the time and place of all regular and special meetings.
5. The Treasurer shall receive and be responsible for all monies belonging to the District and make purchases and expenditures only as authorized by the Executive Board. The Treasurer shall deposit all monies in the bank promptly upon receipt and shall keep proper count and submit a written report regarding the state of the treasury at the annual institute and annual meeting of the District and upon retirement shall transfer all monies, books and records to his/her successor.
6. The Executive Board shall meet at least annually and be subject to the call of the District Representative Director for such special meetings as the Representative Director deems necessary. The Board shall manage the financial affairs of the District, recommend ways and means of providing funds as the need may arise, and appoint new officers for the District when vacancies occur within the limitations of Paragraph 1, Article V of the Bylaws, make all other recommendations to the District as is deemed necessary and authorize expenditures of District funds.

## ARTICLE V--VACANCIES IN OFFICE

1. In case of a vacancy in the office of District **Representative Director**, the Executive Board of the Chapter to which the District **Representative Director** belongs shall appoint or elect a replacement consistent with the terms of the chapter's constitutions. The replacement will assume the duties of the District **Representative Director after approval by the Executive Board of District X. for the remainder of the term. The International President and the International Executive Board shall be so informed.**
2. In case of a vacancy in the office of District **Representative-Elect Director-Elect**, the Chapter to which the District **Representative-Elect Director-Elect** belongs shall appoint a nominee consistent with the chapter's constitution and the Chapter President shall notify the District **Representative Director** of the change. **The District X Executive Board shall approve such nominee. Such nominee shall be appointed by the District X Executive Board.**
3. A vacancy in the office of Recording Secretary and Treasurer shall be filled by the District **Representative Director** with the approval by the Executive Board of District X.

## ARTICLE VI--COMMITTEES

1. Standing committees shall be: (1) an auditing committee, (2) an educational program committee, (3) an award committee. **The District Director shall appoint any other committees necessary for the efficient operation of District business. Any other committees necessary for the efficient operation of District business shall be appointed by the District Representative.** The District **Representative Director** shall appoint members to committees with appropriate consultation with the Executive Board.
2. Composition and duties of the committees:
  - A. The Auditing Committee shall audit the books of the Treasurer and report their findings to the members at the annual institute.
  - B. The Education Program Committee shall be in charge of the annual institute.
  - C. The Awards Committee shall be responsible for soliciting nominees and judging district awards.

## ARTICLE VII—DISTRICT DIRECTOR'S TRAVEL POLICY

1. In order for the District **Representative Director** to obtain financing, the District **Representative Director** needs to attend either a Fall or Spring Chapter meeting of a minimum of three (3) of the six (6) states in the District Or the funds may be used to help offset unreimbursed expenses of the District **Representative Director** attending the International Educational Conference. The chapters in the District must furnish room and registration (except when attending their own State Institute) and provide for a minimum of fifteen (15) minutes on the program for the District **Representative Director** to talk about IAWP issues on the International and/or District level.
2. The District **Representative Director** will give a report of their District Activities at the District caucus held at the annual International Educational Conference. The report should include state meetings attended with expenses covered by the Chapters, International Development Grants, and/or reimbursements. Depending on funding availability a maximum of seven hundred fifty (\$750) will be paid to the District **Representative Director** from the District treasury to help offset unreimbursed expenses. This would take place by vote of the members.

## ARTICLE VII--PARLIAMENTARY PROCEDURE

The proceedings at each meeting of this District shall be governed by applicable provisions of Robert's Rules of Orders, Revised.