

The Pulse

Quarterly News

Workforce Professionals ND Chapter

April 2019

Volume 5, Issue 2

Communications Team

- Cindy Lynk
- Deanna Saragosa
- Pat Kelly

Member Spotlight



Our IAWP member spotlight this quarter is Fran Zerr. Fran has worked for Job Service for 30 years! During that time, she has filled many roles but she is currently a Customer Service Consultant. Fran lives in Williston with Kerry, her husband of 43 years. They have three dogs. Kodi is a chihuahua, Rowdy is a Rottweiler, and Sam is a Yellow Lab.

Fran is active with her church and helps with Sunday Mass as well as many fundraising events throughout the year. Fran is an ambassador for the Chamber of Commerce. She appreciates meeting all the new businesses that come into her community and enjoys celebrating with them by participating in the

ribbon cutting ceremonies for their grand opening events.

She is on the board for the Tri County Regional Development Council. They serve Divide, Williams, and McKenzie counties. The council supports people starting a new business and they also assist communities that may need to repair or upgrade their utility infrastructure like sewer systems or water lines.

Fran likes the outdoors and enjoys going for walks and likes to camp. She loves to travel the world with her best friend. She's been to many countries including Italy, England, and Scotland. A few other places she would like to go to are Egypt, Paris, and the Netherlands.

Her husband is a taxidermist. Kerry also books hunting trips for an outfitter and accompanies the groups to South Africa every year. Fran has gone with him a few times. They fly into Johannesburg and from there it is about a 3 ½ hour drive to the compound. For 10 days they are in a remote location where there is no internet and no cell phone reception.

Fran and Kerry have 2 daughters Mandy and Jen. They have 1 beautiful granddaughter, Myia who is 11. And they have 3 handsome grandsons. Gunnar is 16, Landin is 6, and Lane is 5.

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Special Points of Interest

- Interested in attending the 2019 [International Workforce Development Conference?](#) Contact Cindy Lynk or Tammy Barstad.
- Nominations for the 2019 - 2020 Board of Director positions are due to Cindy Lynk by May 3rd.

Nominations Now Open

Nominations are now open for the 2019 - 2020 Board of Directors. Members are asked to nominate a fellow member or themselves for one of the positions. The President position would be for a two year term; president and past present. The President-Elect

position is a three year term; president-elect year, president, and past president. All other positions are a one year term but anyone can remain in their position for



multiple years.

Current board members willing to remain on the board should complete a nomination form or email Cindy Lynk at clynk@nd.gov to have your name placed on the ballot.



Break time and reading rejuvenates your mind; so take a break, and read *The Pulse* today!

President's Coffee Chat by Tammy Barstad

Greetings fellow members,

As I watch the snow melt and see a bright shining sun, I'm excited for spring. New green growth, the smell of fresh dirt and wet spring rains. I'm one of those people who likes to go stand on the edge of the street barefoot and have the water rush over my toes – it may be the best I can do without living on a waterfront.

The international IAWP conference is coming up fast, and there's still funding available. If you are interested and want to attend, contact Cindy Lynk. A point of good news - our North Dakota Chapter was awarded a free conference registration. The

annual CAAR report was turned in by the early submission deadline so we were eligible for the drawing. Not quite the lottery but still a bonus! Please consider taking advantage of this opportunity. I hear San Antonio's river walk is beautiful and the people are warm and welcoming. The speaker lineup looks great and will provide several hours of professional development on a variety of topics.

Each of you should have received a nomination form for upcoming board member elections. Becoming involved in the association ensures you receive the full benefits of membership. Talk with fellow members, encourage them to become involved. An easy way to tap in is to join chapter development talks sponsored by the international office. Find more information

on the website: https://iawponline.site-ym.com/events/event_list.asp

Finally, I'd like to take a few minutes for Mike Misialek who passed away on February 22, 2019. Mike was an active IAWP member for over 40 years, serving as a district treasurer, a president, and for the last several years serving as a retiree representative. This association was important to Mike, I heard him talk about his passion for it and the people involved countless times. Members and non-members alike have expressed warm thoughts of Mike since his passing, remembering him for his sense of humor and his enjoyment of life. A plant and card were sent on behalf of our North Dakota Chapter. Rest in peace Mike.

What Did You Learn From Your Worst Boss Ever?

By Scott Eblin, Government Executive, March 6, 2019

My first job out of graduate school was as a first year associate in a Wall Street investment bank whose last of the 10 corporate values printed in their annual report was, "Have fun!" Sadly, I did not.

Decades later, it remains the worst place I ever worked or have seen other people working in in 20 years of leadership development work. I didn't last long there and a year later was back in my home state of West Virginia leading a

small team of researchers in the Governor's economic development office. One of the great benefits of my job was a wonderful administrative assistant named Freda. She was kind, smart and made sure stuff got done. On my first morning in the new office, she took me aside and asked me, "What's your leadership style?"

To read the full article, [click here](#).

There are definitely "worst boss" behaviors that come up again and again. . . . Just do the opposite.

Steps Recommended to Prepare for Potential Workforce Effects on Automated Trucking

By Steve Bent, IAWP Featured, March 29, 2019

Stakeholders recently interviewed by the General Accounting Office (GAO) predicted two main scenarios for how the adoption of automated trucks could affect the trucking workforce, which varied depending on the future role of drivers or operators. Technology developers,



Automated Trucking

among others, described one scenario in which self-driving trucks are used on highway portions of long-haul trips. Stakeholders noted this scenario would likely reduce the number of long-haul truck drivers needed and could decrease wages because of lower demand for such drivers. In contrast, groups representing truck drivers, among

others, predicted a scenario in which a truck would have an operator at all times for complex driving and other non-driving tasks, and the number of drivers or operators would not change as significantly.

[Click here](#) to read the full article.

Spring Word Search

DiscoveryEducation.com

- BEES
- BIRDS
- BLOOMING
- CELEBRATE
- EASTER
- FLOWERS
- FRAGRANT
- GRADUATION
- GREEN
- GROWING
- HATCHING
- LUSH
- NESTS
- NEWBORN
- RAIN
- REJUVENATING
- ROBINS
- SUN
- TULIPS
- WARM

C P P C B P C N S T L G N X F A E F J H
 A W H I I L R E U T N N I W F M A R M X
 O F R F J O U Q L I S Z A B K X S A F O
 W D Y Z B S X S T E L E R D Y U T G N X
 S S D W K O D A H I B E N P Z Y E R X T
 T Z E S W X N M S H G R X E Z B R A Y W
 Q N E F M E O Y I E M I A A V R R N K R
 R E N U V D J E W Y D O U T B H W T W I
 B Q R U B B L H J D O G T B E S J H X L
 I N J V U F E Y J Y G Y J L Y G A J T M
 S E E C G D W A R M N Z N R J T H F G W
 R E G E D K C J P D I R K N C N E E R G
 G N I M O O L B L S W M S H R A V Q D S
 X B A S F H E C T U O C I R S O A X F Y
 O L A L Q Z N S V N R N N Q E N B F E S
 G R A D U A T I O N G K O K I W E I R D
 G C C Q T X U B B M T Q G G S C O B N L
 M B K A I A P K J I K Z W P X C Z L D S
 T H L Z S Z X P Y L O W S R I H J D F A
 I D J X T U L I P S X X B F H D A K R F



Retiree Corner

Susan Gunsch, Workforce Development Director, is retiring April 30, 2019 after 22 years with Job Service North Dakota. Susan has been a member of the ND Chapter IAWP for 16 years. She has attended several state conferences as well as the district conferences we hosted.

As a supervisor she has always been supportive of the IAWP chapter,

encouraging those in her department to be active members.

Susan is looking forward to retirement; spending more time with family and friends. Please join me in wishing Susan a happy retirement.

Susan - we hope that you will consider joining the

prestigious group of retiree members and continue to support the ND Chapter.



Tire Safety

Dallas/Denver Regional Safety and Health Committee, March 2019

Tire Safety

Because safety is our top priority, the National Highway Traffic Safety Administration and the Department of Transportation want to make sure you have the tools to avoid being in vehicle crashes. This newsletter will help you make smart decisions to keep you and your family safe, whether you're in the market to buy new tires or want to extend the life and safety of the ones on your car or truck.

What type of tire should I buy?

This will vary by where you live and the typical weather you drive in.

- All-season tires can handle a variety of road conditions. They have some mud and snow capabilities.
- Winter tires are more effective than all-season tires in deep snow.
- Summer tires are warm-weather tires that are not designed to operate in temperatures below freezing, or on snow and ice.
- All-terrain tires are mainly used on four-wheel drive vehicles. They provide a good compromise between on-road driving and off-road capability.

What size tires should I buy?

Check your owner's manual or the Tire and Loading Information Label located on the driver's side door edge or post to find the correct size for your car or truck.

| TIRE AND LOADING INFORMATION | | |
|---|------------------------------|----------------------------|
| SEATING CAPACITY | | TOTAL 5 FRONT 2 REAR 3 |
| The combined weight of occupants and cargo should never exceed XXX kg or XXX lbs. | | |
| ORIGINAL TIRE SIZE | COLD TIRE INFLATION PRESSURE | |
| P195/70R14 | FRONT | 200kPa, 29PSI |
| | REAR | 200kPa, 29PSI |
| COMPACT SPARE TIRE | COLD TIRE INFLATION PRESSURE | |
| T125/70D15 | 420kPa, 60PSI | |
| SEE OWNER'S MANUAL FOR ADDITIONAL INFORMATION | | |

Maintenance

How well do you take care of your tires? Do you keep them properly inflated? Do you check if they're worn? How much do you know about basic tire maintenance and its impact on safety and fuel

consumption? If you care about your safety, and about saving money, it's important to understand how tires affect your vehicle's performance.

Stay safe by taking care of your tires

Poor tire maintenance—not having enough air in your tires and failing to rotate your tires, among other maintenance requirements—can lead to a flat tire, blowout, or the tread coming off your tire.

In 2017, a total of 738 people died on the road in tire-related crashes.

Save money by taking care of your tires

- Properly inflating your tires can save you as much as 11 cents per gallon on fuel. Yet only 19 percent of consumers properly inflate their tires. That means four out of five consumers are wasting money because of underinflated tires!
- Additional proper tire maintenance, such as rotation, balance and alignment, can help your tires last longer, which will in turn save you money. In fact, properly inflated tires can extend the average life of a tire by 4,700 miles.

Tire Pressure

Proper tire pressure is the most important part of maintaining your tires. It affects safety, their durability, and your fuel consumption.

Check the pressure of all tires, including your spare, at least once a month when the tires are "cold," meaning that the car hasn't been driven for at least three hours.

Keep a tire pressure gauge in your vehicle. A tire can suddenly lose pressure if you drive over a pothole or bump into a curb when you park.

Newer vehicles have Tire Pressure Monitoring Systems, but these only activate a warning when a tire is significantly underinflated. You should still conduct a monthly tire pressure check to ensure your tires are always properly inflated.



Tire Tread

Tire tread provides the gripping action and traction that prevents your car or truck from slipping and sliding,



especially when the road is icy or wet. Tires are not safe and should be replaced when the tread is worn down to 2/32 of an inch.

- Check your tire's tread at least once a month when you're checking their pressure.
- Tires have built-in "treadwear indicators," which are raised sections that run in between the tire's tread. When the tread is worn down so that it's level with the tread indicator, it's time to replace your tires.
- You can also check your tread by placing a penny in the tread with Lincoln's head upside down and facing you. If you can see the top of Lincoln's head, replace your tires.

Balance and Alignment

Having your tires balanced and a wheel alignment performed by a qualified technician is important for the safety of your vehicle and to maximize the life of your tires.

- Tire balancing ensures your wheels rotate properly and don't cause the vehicle to shake or vibrate. New tires should always be balanced when installed.
- A wheel alignment maximizes the life of your tires and prevents your car from veering to the right or left when driving on a straight, level road.

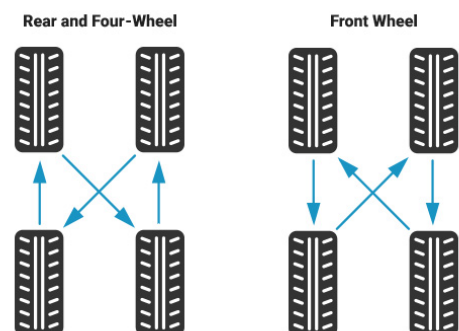
Tire Size

To maintain tire safety, purchase new tires that are the same size as the vehicle's original tires or another size recommended by the vehicle manufacturer. Check your owner's manual or the Tire and Loading Information Label located on the driver's side door edge or post to find the correct size for your car or truck. If you have any doubt about the correct size to choose, consult with the tire dealer. They can find the correct size tire for your vehicle.



Tire Rotation

Rotating your tires can help reduce irregular wear, which will help your tires last longer and maintain the fuel efficiency of your tires. Check your owner's manual for information on how frequently the tires on your vehicle should be rotated and the best pattern for rotation. If recommended by the vehicle manufacturer, rotate tires every 5,000 to 8,000 miles or sooner if uneven wear appears. For some vehicles, tire rotation is not recommended. If your front and rear tires are different sizes, you may not be able to rotate your tires. Check your owner's manual for guidance.





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**[We're on the Web!
iawpnd.com]**

Our Mission

The North Dakota Chapter of the International Association of Workforce Professionals (IAWP) is dedicated to providing networking and professional development opportunities for members to seek solutions to workforce issues.

Our Vision

To provide educational and training opportunities for our membership, to enhance the workforce development profession and to ensure the success of our respective agencies/organizations.

Member Benefits At-A-Glance

- ◆ Conferences
- ◆ Education
- ◆ Networking
- ◆ Professional Development/Recognition
- ◆ Publications/Newsletters
- ◆ Learning Tree (funds for training and professional development)

Board of Directors

- Tammy Barstad, Pres tbarstad@nd.gov
- VACANT, Pres-elect
- Amy Carlson, Treasurer..... amcarlson@nd.gov
- Cindy Lynk, Exec Sec clynk@nd.gov
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- Merlin Beto, Past Pres

Committees

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 Brenda Cornell

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