

The Pulse

Quarterly News

Workforce Professionals
ND Chapter

January 2020

Volume 6, Issue 1

Communications Team

- Cindy Lynk
- Deanna Saragosa
- Pat Kelly

Member Spotlight



Elaine Wentz is our IAWP member spotlight this quarter. She is a Program Admin II in the Bismarck Central Office and has been with Job Service for 40 years! She's worked in Hettinger, Dickinson, Mandan, and Bismarck. Elaine has been with IAWP for almost as many years. When IAWP was named IAPES she was co-editor of the newsletter and she was on the committee for the international convention held here in North Dakota. Currently she is our central area rep for IAWP.

Elaine likes to make silk flower arrangements and enjoys gardening. She loves to grow flowers and her favorite vegetable to grow is peas. Her favorite vacation destination is Yellowstone National Park. She volunteers for her

church and is on the Human Resource committee. She plays fantasy football. Her fantasy team name is Pigskinpickem.

Elaine was married to George for 22 wonderful years before he passed away. She has a stepdaughter Jessica and a granddaughter Lilly who is 10. Elaine also has a stepson Doug and her grandson Colton is 5. She still loves to drive George's truck around which is a 2002 GMC diesel. It's been rumored she has raced teenagers and won!

For five years she has volunteered with Beginning Experience. Beginning Experience is a Christian based program for anyone who has lost a loved one close them through separation, divorce, or

death. She helps facilitate groups and mentor people with the grief resolution process such as coping with grief and rebuilding their lives and happiness. <https://beginningexperiencewesternnd.com/>

Elaine has 2 dogs and 1 cat. Rocky is a toy poodle and Teddy is a cockapoo. Her cat Smokey is 17 years old!

In This Issue

| | |
|--------------------------------|---|
| President's Chat..... | 2 |
| Member Gatherings..... | 2 |
| UAS Proving Ground..... | 3 |
| Sanford Wellness..... | 3 |
| WDC2020 | 3 |
| Vacation Highlights..... | 4 |
| Learning Tree Recipients | 5 |
| Prof. Dev. Opportunity..... | 5 |
| Asleep Behind the Wheel..... | 6 |
| Green Energy Puzzle..... | 7 |
| Committees | 8 |

Special Points of Interest

- Learning Tree program expanded, including its very own page on iawpnd.com.
- Congrats to our December \$25 Amazon gift card winners - Brad Aune and Susan Ogurek

Your Intuition is Your Top Safety Skill

Beth Warford | November 13, 2019 | Awareness, Latest News

One of your most effective but least used defensive tools is one you were born with called intuition or "sixth sense". Intuition is always right in two important ways: First, it is a response to something you should be paying attention to and take notice. Second, your

intuition will guide you toward what's in your best interest.

Unlike worry, intuition will not waste your time. Learning to "trust your gut" will be your top safety skill. Some of the messengers of intuition are nagging premonitions, persistent

thoughts, humor, wonder, anxiety, curiosity, hunches, gut feelings, doubt, hesitation, suspicion, apprehension, and fear.

To learn more about your top safety skill, read the full blog from [Pretty Loaded](#).



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

President's Coffee Chat by Brenda Cornell

Make one of your goals for 2020 a learning opportunity by becoming a volunteer leader. Our organization needs your support. As we speak about leadership throughout our company, this would be a great time to step up and assist. We need a few committee members, as well as some Board members. We are searching for a Retiree Board Representative, a West Area Representative, President Elect and most important a Treasurer. Please let us know if

you have *any* interest. These are great learning opportunities, where you will have a mentor to be successful and help our organization continue to assist our members. We would love to hear from you.

There are two slots available for the upcoming International IAWP Conference, WDC2020, June 28 – July 1 in Pittsburgh, PA. If you are interested in attending, please let me know. We would really like to be able to have someone take advantage of this opportunity.

I am wishing all of you a joyous 2020, Merry Christmas and Happy New Year!



Learning Tree Program

One of the benefits of being a member of the North Dakota Chapter IAWP is the Learning Tree program. *"A learning curve is essential to growth."* (Tammy Bjelland) and the ND Chapter is all about growing your knowledge. To further this growth, the board of directors has allocated \$2,000 per calendar year to assist members in their learning goals. This "tree" has two branches; Education, and Community and Professional Development.

- Members may apply once per calendar year and the maximum allowable award may be split between the

two branches

- Education branch funds are for members, their spouse/partner, and children
- Community and professional development branch funds are for members only
- Awards are determined by years of membership in the North Dakota Chapter IAWP:
 - ⇒ One (1) year - \$75
 - ⇒ Two (2) to four (4) years - \$150
 - ⇒ Five (5) or more years - \$250
- Funds will be awarded based on first

come, first serve

- Professional development programs must be completed by the end of the calendar year
- Applicants must provide proof of completion and receipt of payment to be reimbursed for actual costs

This is a great opportunity for both members and their families. For more information contact Elaine Wentz, Mary Houdek, or Nathan Kimball.



IAWP Member Benefit Gatherings

Grand Forks Office:

Dusty, Carla, Christina and Mary hosted an IAWP lunch and learn for the Grand Forks Office staff. On December 11th they got together to watch the IAWP sponsored training on Safety and Emergency Preparedness in the Workplace. They enjoyed subs and chips from Firehouse Subs.

Happy holidays from the Grand Forks staff and thank you so much, IAWP for sponsoring our lunch.

(Editor's comment - what a great membership recruitment idea)

Central Office, Non-JSND, Retirees:

Central office, non-JSND and retiree members gathered on December 20th to enjoy a catered lunch from Qdoba's Mexican Eats. 16 members and 1 guest attended the lunch. It was great visiting and catching up with everyone again.

Bismarck Office:

Scott and Barry enjoyed a special Grinch Burger lunch at the Wood House. They enjoyed a great meal and an opportunity to get to know each other better.

A January Lunch n' Learn is our next scheduled activity. Watch your email inbox for information on the date and time.

Check out our Calendar of Events page for a list of upcoming activities. <http://www.iawpnd.com/calendar-of-events.html>

America's UAS Proving Ground

Grand Lifestyle Magazine | Issue 5, 2019

From Washington D.C. to the Silicon Valley, policymakers, investors, technology manufacturers and household names like UPS and Amazon.com are watching and waiting to see what Grand Forks does next. Companies you've never heard of have spent time in the region just for the chance to mingle with the main players here. Government officials at all levels had made special plane stops and speaking engagements just to say they've been a part of the unique activities taking place in and

around the city. Some national news chains have called the region the Silidrone Valley. Without a doubt, Grand Forks has cemented its place as the leading starting point in unmanned aircraft systems testing, policymaking, industry advancements and the type of widespread collaboration responsible for moving the industry forward. The airspace is vast. The ideas are big. And, the achievements in getting things done versus talking about what could be done, are weighted towards the achievements.

As the unmanned industry continues to evolve, here is what you need to know about your region's place in the worldwide conversation on drones and why you are living in America's UAS proving grounds.

To read the full article use the following link to take you to the Grand Lifestyle magazine. The article begins on page 48.

https://issuu.com/bbiinternational/docs/grand19-iss5_issuu?fr=sMDdmZDkwMTk2

Sanford Wellness Program

For those members that are on the state's insurance program; are you a member of the Sanford Insurance Wellness Program? If not, you should take a few minutes to sign up and complete your health assessment.

Once you are signed up, you'll find a wealth of information on sleep, portion controls, hydration, and meditation to name a few. You can use the StayWell mobile app to record your water intake,

fruit and vegetable servings, and so much more. If you have a watch that tracks your steps, you can sync that with the app too. Lots and lots of possibilities.

The best part is you earn points for reviewing the information, tracking your intake, annual dentist and doctor

appointments. You can earn up to 25,000 points per year and then trade them in for merchandise or gift cards. Just think, 25,000 points = \$250. Now that's easy money.

Log in to your account at sanfordhealthplan.com/memberlogin.

- ⇒ Select the "Insurance" tab.
- ⇒ Click "Portals and Links".
- ⇒ Select "Wellness Portal".

WDC2020

Workforce Development Conference | Pittsburgh, PA | June 28 - July 1, 2020

The 107th IAWP Workforce Development Conference will be held in Pittsburgh, PA with pre-conference events beginning Saturday, June 27, 2020. The main conference activities will be offered Sunday - Wednesday, June 28 - July 1. This conference offers three and a half days of learning between general sessions and concurrent workshops. If you enjoy baseball, they will be offering an optional

evening activity at PNC Park, Pittsburgh Pirates vs Colorado Rockies.

The North Dakota Chapter has budgeted funds to send two members to the conference. This is a wonderful educational opportunity and with our agency MOU you will not have to take personal leave to attend; you do still need your supervisor's permission though. If you're interested in attending, please contact Brenda Cornell or

Cindy Lynk. Information on the upcoming conference can be found on the International's website, <https://workforceconference.com>

Early bird registration expires on March 13, 2020 so let us know as soon as possible if you are interested.

Vacation Highlights from Sandy Eichhorn, Wahpeton Office

We've been able to take several vacations over the past few years. Some have been just my husband, John, and me and others we've included our two daughters, Amber and Heather. Our most recent trips have been to San Antonio TX, Nashville TN, San Francisco CA and Honolulu HI. I highly recommend vacations to all these places, but Hawaii and Nashville are my favorites.

Our family teases Amber that when someone goes on vacation with her, you need a vacation from your vacation. She wants to pack as much adventure in the time we are there as she can. To give you an example, when we were in Hawaii we went snorkeling, parasailing, zip lining, shark diving (and whale watching), toured Pearl Harbor, Polynesian Cultural Center, North Shore, did a bus trip around Honolulu, and then every day we had to shop, check out happy hour and go to Waikiki Beach. We were there for six days. She has a "five-year plan" to go back because we were only on the island of Oahu, she didn't get to hike at the volcanos on Hawaii island or do the river rafting in and out of caves on Kauai, as well as, learn to surf, hike Diamond Head, do more exploring on North Shore and see what the other islands have to offer.

My daughter, Amber, and I went to Nashville for her birthday in February. It was a little chilly, but we had a great time. Our favorite thing to do there was just listen to all the live music in the restaurants and bars along Broadway. We met a lot of

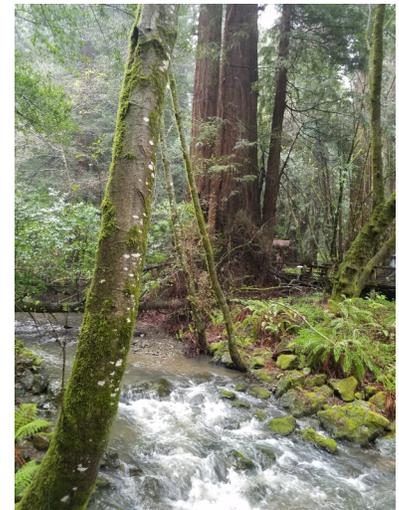
interesting people and talented musicians trying to get their big break.

I love the show *Diners, Drive-Ins and Dives* on Food Network. One of my goals on vacation is to try at least one of these restaurants everywhere we visit, and we get recommendations from the locals about their favorite places. I put on my bucket list that I wanted to try at least 25 restaurants from *Diners, Drive-Ins and Dives* but I've been to 22 so far so I will increase that a lot. Some of my favorites from our recent vacations Rainbow Drive-In and Side Street Inn in Honolulu. Have the pork chops at the Side Street Inn, they're fantastic. Monell's in Nashville is an experience. Make sure you go hungry because they serve family style and there were at least 12 different items to try. Nashville Underground has great Nashville Hot Chicken and there's Jamaican Way for a change of pace. The Leatherneck in San Francisco had great food and I liked Cat's Head Barbecue there too. Gunther House in San Antonio is a converted estate and they do a great brunch. I also liked Augie's Barbecue and my husband thought the 2 glasses of beer and pizza for \$10 at the HEB grocery in San Antonio was great food for the price. I think it was the beer.

We are off to Scottsdale AZ in January for the Barrett-Jackson classic car auction and we'll see what other places I can find there.



Sunset from Waikiki Beach, HI



Muir Woods, CA

America's Loneliness Epidemic: A Risk to Individuals and Organizations Michael Stallard | Government Executive | June 18, 2019

Much has been written about America's loneliness epidemic, including in the workplace. But the word "loneliness" in the work context is a misnomer. It doesn't capture the whole story. What about all the individuals who might not think of themselves as lonely and yet the demands of work and task-oriented activities such as time in front of screens have crowded out time for anything more than superficial

relationships? Many people lack sufficient, positive human connection (or social connection) and may be unaware of the ramifications. Left unchecked, the deficiency of connection today presents widespread risks not just to individuals but to organizations.

From a biological standpoint, social connection is a primal human need. Its presence appears to improve the

cardiovascular, endocrine and immune systems' performance. In contrast, studies have shown that "disconnection" is unhealthy for individuals:

- Loneliness is associated with poorer cognitive performance, including poorer executive function and social cognition

[Read the full article here.](#)

Staying Safe When Using Ride-Hailing Services

Laura Murphy | Consumer Reports | December 7, 2019

On Thursday, ride-hailing company Uber released its first-ever public safety report, which revealed some troubling statistics. In 2017 and 2018, there were a total of 97 fatal car crashes involving Uber, with 107 fatalities. Nineteen people were killed in a physical assault, seven of whom were drivers. The report also revealed 3,045 reported sexual assaults involving Uber passengers or drivers.

Uber's main competitor, Lyft, has also been struggling with passenger safety issues, with multiple reports and

lawsuits detailing sexual assaults of riders.

Uber calls its report a proactive move toward transparency and stresses that the numbers are small relative to the overall volume of rides facilitated by the platform. According to the report, the majority (99.9 percent) of Uber trips end without any safety-related issue. The company also notes that the fatality rate in Uber-related crashes in 2017 was 0.59 fatalities per 100 million miles traveled, and 0.57 fatalities for that same distance

in 2018—about half of that of the national rates. A fatal assault occurs in 1 out of every 122 million Uber rides, and a rape occurs 1 in every 5 million trips.

Some safety advocates are encouraged to see Uber releasing this data to the public.

[Read the full article here.](#)

[Uber, Lyft, & Rideshare Safety Tips](#) video from Pretty Loaded.org

Learning Tree Recipients

Two members have taken advantage of our Learning Tree educational assistance program since its conception in 2018. Marlys Morgenstern's daughter was the first to apply and received assistance with one of her law courses. This past November, Anna became a member of the Colorado Bar Association and is a Corporate Associate with the Dorsey & Whitney, LLP law firm in Denver, CO. Marlys is grateful that IAWP helped her daughter succeed!

More recently, Nathan Kimball received assistance with his first course in the Palo Alto Cyber Security program at Bismarck State College. He is using the funds from IAWP to supplement funds that are allowed by the agency to reduce his overall out-of-pocket expenses. Nathan will have two more courses and a certification test to complete before he receives his Palo Alto Cyber Security Associate certification. Since funds are allocated by the calendar

year, he will be eligible to apply for assistance with his next course.

Nathan received his reimbursement check during the CO member benefit luncheon.



Professional Development Opportunity

Mary Houdek, Grand Forks Office

I wanted to share this great professional development opportunity and another reason to become an IAWP member. From an interest survey I took, these are the Member Interest Groups (MIG) IAWP is looking to form. What a great way to gain additional knowledge, skills and a network to improve what you do in your profession. I am excited. I selected the Apprenticeships MIG group and asked about any nationwide interest in forming an Autonomous Systems Workforce Recruitment MIG group.

- Adult and Dislocated Workers
- Aging

- American Job Centers
- Apprenticeships
- Community Colleges
- Disability
- Economic Development
- Indian and Native Americans
- Migrant and Seasonal Farm Workers
- Skills Development
- Technology and Innovation
- Training and Development

- Unemployment Insurance
- Veterans
- Vocational Rehabilitation
- Workforce Development Boards
- Workplace Health and Safety
- Youth Employment

This is a great recruitment opportunity and I hope you'll share this information with your non-member co-workers. Membership information can be found on our website at: <http://www.iawpnd.com/join-iawp.html> Remember, the chapter is paying the International dues for our members.

Drivers are Falling Asleep Behind the Wheel

From the Dallas/Denver Regional Safety and Health Committee November 2019 Newsletter

Submitted by Marlys Morgenstern



Drowsy Driving Prevention Week, Nov. 3-10, 2019, is a good time to remember that drowsy driving is impaired driving.

According to the National Sleep Foundation, about half of U.S. adult drivers admit to consistently getting behind the wheel while feeling drowsy. About 20% admit to falling asleep behind the wheel at some point in the past year – with more than 40% admitting this has happened at least once in their driving careers.

These startling figures show how prevalent drowsy driving is. What drivers may not realize is how much drowsy driving puts themselves – and others – at risk. In fact, an estimated 5,000 people died in 2015 in crashes involving drowsy driving, according to a Governors Highway Safety Association report.

Impact of Drowsiness on Driving

Driving while drowsy is similar to driving under influence of alcohol:

- Drivers' reaction times, awareness of hazards and ability to sustain attention all worsen the drowsier the driver is
- Driving after going more than 20 hours without sleep is the equivalent of driving with a blood-alcohol concentration of 0.08% – the U.S. legal limit
- You are three times more likely to be in a car crash if you are fatigued

A driver might not even know when he or she is fatigued because signs of fatigue are hard to identify. Some people may also experience micro-sleep – short, involuntary periods of inattention. In the 4 or 5 seconds a driver experiences micro-sleep, at highway speed, the vehicle will travel the length of a football field.

Prevalence of Drowsy Driving Crashes

According to the National Highway Traffic Safety Administration, every year about 100,000 police-reported

crashes involve drowsy driving. These crashes result in more than 1,550 fatalities and 71,000 injuries. The real number may be much higher, however, as it is difficult to determine whether a driver was drowsy at the time of a crash.

A study by the AAA Foundation for Traffic Safety estimated that 328,000 drowsy driving crashes occur annually. That's more than three times the police-reported number. The same study found that 109,000 of those drowsy driving crashes resulted in an injury and about 6,400 were fatal. The researchers suggest the prevalence of drowsy driving fatalities is more than 350% greater than reported.

Beyond the human toll is the economic one. NHTSA estimates fatigue-related crashes resulting in injury or death cost society \$109 billion annually, not including property damage.

Interventions for Drowsy Driving

Drowsy driving affects everyone, but especially those under age 25, who make up an estimated 50% or more of drowsy driving crashes.

That means interventions focusing on this age group – males especially – can help reduce drowsy driving among those vulnerable. One such intervention is for parents to incorporate discussions and rules on drowsy driving while completing their parent-teen driving agreements.

Other ways to reduce drowsy driving include:

- Crash avoidance technologies: New and existing safety technologies, such as drowsiness alert and lane departure warnings, can detect common drowsy driving patterns and warn drivers to stay in their lane or take a break
- University interventions: College students receive less than average sleep, with some estimates at less than six hours a night; education programs aimed at college students may help curb drowsy driving and instill healthier behaviors that can last into adulthood
- Getting more sleep: According to the American Academy of Sleep Medicine and the Sleep Research Society, adults should get seven or more hours of sleep each night
- Medication labels: A 2015 article by Consumer Reports found that side effects warnings are not always clear; new labeling guidelines may help drivers understand when to drive or not drive after taking these medications
- Employers: Workplaces with strong off-the-job safety and health programs can include key information on getting sufficient sleep and refraining from driving drowsy

Test Your Green Vocabulary. . .

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

Help do away with plastic water bottles. Submit your completed puzzle to Cindy by 1/17/20 for a chance to win an IAWP stainless steel water bottle.

ALTERNATIVE FUELS
 BIODEGRADABLE
 BIOFUEL
 CARBON DIOXIDE
 CARBON FOOTPRINT
 CLIMATE
 CONSERVATION
 EMISSIONS
 ENERGY
 ENVIRONMENT

FOSSIL FUEL
 GLOBAL WARMING
 GREENHOUSE GAS
 POLLUTION
 RECYCLE
 REDUCE
 RENEWABLE
 REUSE
 SUSTAINABILITY
 VAMPIRE POWER

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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 education and personal or professional development)

Board of Directors

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Deanna Saragosa, Brenda Cornell

Membership:

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 Dusty Hillebrand

Retirement:

Vacant

Learning Tree:

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