



### Member Spotlight Lawyer's Title of Treasure Valley

Lawyers Title of Treasure Valley (LTTV) has been locally owned and operated since 1999, becoming a fast growing, full service title insurance agency that specializes in residential and commercial transactions. They offer a wide range of programs and services to help with all your business needs.

LTTV's mission is:

- To be the title company of choice in the Treasure Valley by adding value to our clients as well as providing the highest level of customer service.
- To make each of our clients feel that they are unique and we are here to serve them individually
- To be so focused on pursuing our path toward excellence.
- To celebrate the success of those around us as passionately as we do our own.
- To learn, grow, improve and achieve.
- To work with honesty, integrity and a sense of urgency that is unparalleled to our competitors.
- To think only the best, work for only the best, and expect only the best.

### Court Ruling Federal Contractors Must Use E-Verify



On August 26, 2009, a U.S. District Court issued a decision in *Chamber of Commerce of the United States of America v. Napolitano*; a case in which the plaintiffs challenged the legality of a Bush Administration executive order requiring that federal contractors use E-Verify to check the employment eligibility of all newly hired employees, as well as all current employees directly working on a contract.

The plaintiffs argued that Executive Order 13464 and its implementing regulations was neither legally justified nor practical for federal contractors to implement. Unfortunately, the court discounted the plaintiffs' arguments deciding the case in favor of the government and ruling that the regulation should go forward.

This deadline means that most federal contracts awarded, as well as solicitations issued after September 8, 2009, must include a clause mandating use of E-Verify for all employees hired during the contract period and all existing employees assigned to perform work under the contract.

### A New Business-to-Business Networking Breakfast for Treasure Valley Employers Sponsored by the Idaho Department of Labor

**Next Meeting Time:  
October 16, 2009**

**Idaho Department of Labor  
219 West Main Street,  
Boise**

The Idaho Department of Labor is pleased to announce Early Bird Fridays, a monthly breakfast event for Treasure Valley employers to network with and meet other business leaders in the community. The networking breakfast occurs the 3rd Friday of the month from 7:45 to 8:45am. During each meeting, a new business will introduce other members to the services and products they deliver. You will have the opportunity to develop relationships that will help your business grow and identify partnerships with other employers to create mutual benefit. Representatives from the healthcare, hospitality, nonprofit, banking, telecommunications and education management industries will be there.

In addition, you will meet local Idaho Department of Labor representatives who will introduce you to a wide range of services to make your business thrive in today's economy. The Idaho Department of Labor is committed to providing

current business resources which will empower area organizations to become more profitable and effective. We can support your business in critical areas, such as recruitment, workforce training, tax credits, right sizing, and more.

Monthly Early Bird Fridays are **FREE** to attend and include a complimentary continental breakfast. To reserve your place for the October 16<sup>th</sup> meeting, please contact John Russ at 208-332-3575 x3303 or [john.russ@labor.idaho.gov](mailto:john.russ@labor.idaho.gov)

#### Program Sponsors



**Thank you to our generous sponsors:**  
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## November Training Program: Relieving Workplace Stress

Jennifer Morrow, Account Manager

Business Physiology Associates

According to Watson Wyatt's 2007/2008 Global Strategic Rewards® report, workplace stress is the most frequently cited reason U.S. employees consider leaving their jobs, with 40% of respondents stating stress is among their top three reasons for leaving a job. Stress is a reality and yet employers fail to appreciate how stress can affect their businesses. When asked, employers rarely if ever list stress among the top five most cited reasons they think workers leave their jobs. Instead, they cite insufficient pay, lack of career development and poor supervisor relationships as the primary reasons they lose good people. In addition, according to a census by the U.S. Department of Labor released in 2009 there was a 28% increase in the number of suicides committed in the workplace in 2008 compared to 2007.

Stressed out employees affect the bottom line in a negative way. Too much stress from heavy demands, poorly defined priorities and little on-the-job flexibility can add to health issues. Unhealthy, stressed out employees create an increase in unscheduled time off, absence rates and health care costs as well as a decreased productivity, morale, and satisfied customers. When faced with challenges such as changing financial environments, more pressure is put on

supervisors, managers and other employees to do more, quicker, better, faster with less time, materials and patience.

As an employer, ask yourself, "What can we do to help employees manage the stress they are facing from our demands so they can be as productive and healthy as possible?"

Assisting employees with ways to manage stress will help them to be more resilient to stress. In Daryl Conner's book, *Managing at the Speed of Change*, he lists five characteristics of resiliency:

1. Be positive. Your life is always changing and offers many challenges and opportunities.
2. Be focused. Take a good look at where you are going and stick to it. Don't let barriers get in your way.
3. Be flexible. Keep an open mind about all the different possibilities that might await you.
4. Be organized. The unknown is scary. Develop structured approaches to help you manage the unknown.
5. Be proactive. Be ready to work with whatever the future holds for you.

Resilience is defined as the ability to recover from or adjust to misfortune or change. Help foster resiliency and develop a productive work

environment for you and your employees.

Please join John Roberts, Co-Founder of Business Physiology Associates, on November 10, 2009 from 7:30-9:30 a.m. at the Meridian School District Building to learn about techniques to reduce stress in your workplace.

A former psychologist for over 25 years, John has focused on corporate training, management consulting and coaching for public and private sector employers on management and staff interactions for 15 years. John published three books, the first titled *The Fruit of Your Thoughts* and was a former instructor at the College of Idaho.

John has a Masters Degree in Clinical Psychology, a Bachelor of Arts, Psychology and a Bachelor of Arts in Secondary Education.

If you would like to RSVP for the November 10th training program, *Reducing Stress in the Workplace*, please e-mail John Russ at [john.russ@labor.idaho.gov](mailto:john.russ@labor.idaho.gov)



### Planning Committee Members

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### Mission Statement

*The Department of Labor Employer Association of Ada County is a regional leader providing business resources, tools and training to organizations, empowering them to grow, develop, and run a more efficient, profitable and effective business while creating a prosperous workforce.*

*If you have feedback about our newsletter please do not hesitate to contact us.*