

22 DELTA FORCE LEADERSHIP TRAINEES EXPLORE AND LEARN ON ECONOMIC DEVELOPMENT DAY



Chamber of Commerce sets the foundation for business and community development

Students

also participated in a learning session surrounding economic and community development issues by Linda Hirvonen, Director of the Delta County Economic Development Alliance.

The role of workforce development and training and its impact on economic development was provided by Alan Yeck, Executive Director M-TEC and James Anderson, Director of Quality Assurance, of Michigan Works! The Job Force Board. The leadership trainees

were also provided an onsite manufacturing tour of Andex Industries and an onsite tour of retailer Wal-Mart.

The day wrapped up with a preview of the April 29th "Education Day" by Bill Pistulka, Superintendent, Gladstone Area Public Schools

A thank you goes out to Northern Michigan Bank & Trust, First Bank, and Delta Area Transit Authority for their sponsorship of Economic Development Day.

On March 24th, 22 Delta Force leadership trainees had a packed agenda that targeted the development of their leadership skills in the areas of Economic Development.

The day began with a Historical Presentation by Mike Sands & Marcy Skwor followed by observing the Delta County Chamber of Commerce Board meeting. The

and the Board Meeting provided the learning of how organizations work together to build the community.

Tourism, a strong economic development driver was the third presentation given to the Leadership Trainees by Steve Masters of the Convention and Visitors Bureau.

LEADERSHIP ACADEMY NOW ACCEPTING APPLICATIONS

The Lake Superior Leadership Academy was created to help jump start future leaders for our county and has a resounding record of success. Over 120 participants have completed the 8-month commitment and surveys show that many already have and continue to move into leadership and volunteer positions throughout the area. With the completion of the Class of 2005, the total number of participants will ex-

ceed 140.

There is not an infinite supply of community leaders," states Academy chairperson and graduate of the Class of '00 John Frick. "Participation in the Academy prepares future (and sometimes current) community leaders in two ways. First, the Academy gives participants a very thorough overview of Marquette County and all it offers. Second, and equally important, the

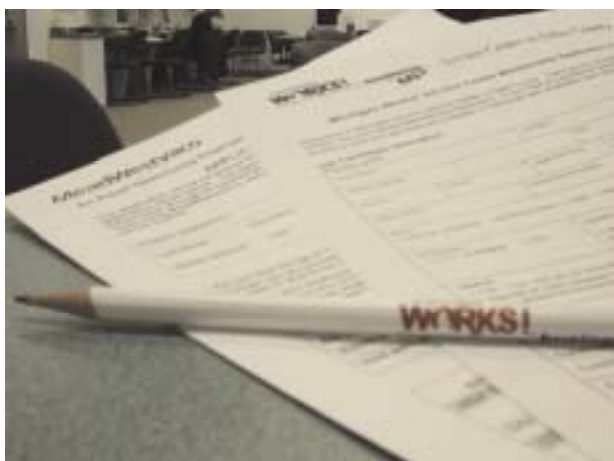
Academy provides networking opportunities for participants during and long after the actual Academy experience."

The Academy educates future leaders by focusing on eight specific topics, one per monthly class session. Intense exposure to the topics of regional economy, tourism, education, arts and culture, health and human services, media, government and the justice system give partici-

pants an underlying understanding of the community's inner workings. That understanding forms a strong foundation for them to build on as they go forward in their personal and professional life.

The Academy is accepting applications for the Class of 2006 now through May 27th. Potential participants can obtain applications for the class by calling 486-4841 or stopping in either Partnership office.

MICHIGAN WORKS! RESUME WORKSHOP OPEN TO THE PUBLIC



in the people business for 30 years helping job seekers with the many tools that strengthen their skills and to put them on the road to success. One of these tools is a resume workshop that is being offered at the Michigan Works! Service Centers.

Here are some helpful tips:

- First and foremost, a resume is a tool for employment searching and a complete look at who you are and skills you have to offer an employer.

- A resume should be one page; however, two pages can be acceptable, depending on the position.
- It is important to remember that employers and managers review so many resumes and keeping a resume

concise helps the employer. The top 1/3 of a resume will really be noticed and therefore should clearly state what role is being sought and what makes a potential applicant qualified for the job.

- Four subject headings on a resume should include:
 - Name/Contact Information
 - Objective
 - Work History (5 to 10 years)
 - Education
- Use "power words" or "action verbs" when describing work history or skills and abilities, such as: created; implemented; organized; directed; managed; and investigated.
- Always have a finished resume proof read by a different party and be sure to use spell check!
- Professional/Educational/Personal references are those a person has known for 2+ years and can provide a high recommendation to a pro-

spective employer. At least three references should be available. They can be included with a resume or brought along to a job interview.

- Keep cover letters brief. The purpose of a cover letter is to introduce oneself to the employer, how one learned about the open position and a brief summary of knowledge, skills and abilities.
- Use bond 100% cotton professional paper for resumes and cover letters.
- For a professional perfect resume contact your local Michigan Works!

Michigan Works! offers Resume Workshops to assist with the task of doing a great resume. Twice a week, one can sign up and have intensive assistance putting that perfect resume together.

For more information and to set up an appointment call 1-800-MIWORKS.

At Michigan Works! we have been Contact us toll-free! 1-800-285-WORKS!

-or-

Catch us on the web! www.jobforce.org



ATTENTION BUSINESS: USERRA POSTING REQUIREMENT

U.S. LABOR SECRETARY ELAINE L. CHAO ANNOUNCES NEW USERRA NOTICE OF RIGHTS AND BENEFITS

entitled to rights and benefits under USERRA.” Employers may meet this obligation by posting the notice in a prominent place where employees customarily check for such information.

“We are committed to ensuring that our brave men and women who are protecting our country's freedoms have the opportunities they deserve when they return to civilian life,” said Chao. “We will work tirelessly to continue to keep National Guard and Reserve service members, their families and employers informed about USERRA, the law that protects their jobs and benefits.”

USERRA protects the job rights of individuals who voluntarily or involuntarily leave employment positions to undertake military service. The law also prohibits employers from discriminating against past and present members of the uniformed services and applicants to the uniformed services.

The USERRA poster is now available at www.dol.gov/vets/programs/userra/poster.pdf. Employers can obtain detailed information about USERRA by calling 1-866-4-USA-DOL or

by visiting www.dol.gov/vets/programs/userra/. Businesses may also contact their local Michigan Works! Service Center by calling (800) 285.WORKS.

U.S. Secretary of Labor Elaine L. Chao announced on March 10th, that a notice in poster format explaining the rights of employees under the Uniformed Services Employment and Reemployment Rights Act (USERRA) is now available for employers to download from the Department of Labor (DOL) Web site.

Beginning March 10, 2005, the DOL requires all employers to post a notice informing employees of their rights under the Uniformed Services Employment and Reemployment Rights Act (USERRA). The notice tells employees that they have the right to re-employment after uniformed service, freedom from discrimination and retaliation for serving in uniform, and certain health insurance protections. The notice must be posted where employers customarily place notices for employees.

The Veterans Benefits Improvement Act, enacted by Congress in December 2004, mandates that employers provide the notice to “all persons

**YOUR RIGHTS UNDER USERRA
THE UNIFORMED SERVICES EMPLOYMENT
AND REEMPLOYMENT RIGHTS ACT**

USERRA protects the job rights of individuals who voluntarily or involuntarily leave employment positions to undertake military service. USERRA also prohibits employers from discriminating against past and present members of the uniformed services, and applicants to the uniformed services.

<p>REEMPLOYMENT RIGHTS</p> <p>You have the right to be reemployed in your civilian job if you leave that job to perform service in the uniformed services and:</p> <ul style="list-style-type: none"> you ensure that your employer receives advance written or verbal notice of your service; you have five years or less of cumulative service in the uniformed services while with that particular employer; you return to work or apply for reemployment in a timely manner after conclusion of service; and you have not been separated from service with a disqualifying discharge or under other than honorable conditions. <p>If you are eligible to be reemployed, you must be restored to the job and benefits you would have obtained if you had not been absent due to military service or, in some cases, a comparable job.</p>	<p>HEALTH INSURANCE PROTECTION</p> <ul style="list-style-type: none"> If you leave your job to perform military service, you have the right to elect to continue your existing employer-based health plan coverage for you and your dependents for up to 24 months while in the military. Even if you don't elect to continue coverage during your military service, you have the right to be reinstated in your employer's health plan when you are reemployed, generally without any waiting periods or exclusions (e.g., pre-existing condition exclusions) except for service-connected diseases or injuries.
<p>RIGHT TO BE FREE FROM DISCRIMINATION AND RETALIATION</p> <p>If you:</p> <ul style="list-style-type: none"> are a past or present member of the uniformed service; have applied for membership in the uniformed service; or are obligated to serve in the uniformed service; <p>then an employer may not deny you any of the following because of this status:</p> <ul style="list-style-type: none"> initial employment; reemployment; retention in employment; promotion; or any benefit of employment. <p>In addition, an employer may not retaliate against anyone assisting in the enforcement of USERRA rights, including testifying or making a statement in connection with a proceeding under USERRA, even if that person has no service connection.</p>	<p>ENFORCEMENT</p> <ul style="list-style-type: none"> The U.S. Department of Labor, Veterans Employment and Training Service (VETS) is authorized to investigate and resolve complaints of USERRA violations. For assistance in filing a complaint, or for any other information on USERRA, contact VETS at 1-866-4-USA-DOL or visit its website at http://www.dol.gov/vets. An interactive online USERRA Advisor can be viewed at http://www.dol.gov/vets/userra.htm. If you file a complaint with VETS and VETS is unable to resolve it, you may request that your case be referred to the Department of Justice or the Office of Special Counsel, depending on the employer, for representation. You may also bypass the VETS process and bring a civil action against an employer for violations of USERRA. <p>The rights listed here may vary depending on the circumstances. This notice was prepared by VETS, and may be viewed on the internet at this address: http://www.dol.gov/vets/programs/userra/poster.pdf. Federal law requires employers to notify employees of their rights under USERRA, and employers may meet this requirement by displaying this notice where they customarily place notices for employees.</p>

U.S. Department of Labor
1-866-487-2365

ESGR
1-800-336-4590
Publication Date—February 2005

MIDWEST SKILLS DEVELOPMENT CENTER ELECTRICAL LINE TECHNICIAN PROGRAM ACCEPTING APPLICATIONS



The Midwest Skills Development Center, a project of the Lake Superior Community Partnership Foundation is now seeking applications for its Electrical Line Technician Program. The Center is located at the former KI Sawyer Air Force Base.

The Electrical Line Technician Program is one that utility companies have requested be offered because of their current and future need of trained line technicians. The program is certified by Northern Michigan University. The program is a pre-apprenticeship program that will prepare students to install, maintain and operate electrical systems to supply energy to residential, commercial and industrial customers and underground generation facilities. The Program Advisory Board is made up of industry, municipality, education

and community leaders from across the Upper Peninsula and is responsible for overseeing the program.

Graduates of the Electrical Line Technician Training Program will be able to:

- Construct electrical transmission systems
- Relate electrical theory to electric power systems
- Work comfortably at heights
- Climb poles and towers
- Identify substation components
- Operate electrical power distribution equipment
- Troubleshoot power distribution systems
- Communicate technical information
- Construct power distribution systems

- Identify methods of electrical generation
- Demonstrate working knowledge of computers
- Obtain Commercial Driver's License certification

Northern Michigan University will certify the program. Through the applicant screening process, skill levels in the areas of reading comprehension, sentence skills, arithmetic and elementary algebra will be assessed. If the identified skill levels are not met, the student may take remedial courses at the college or university of their choice and reapply to the program at a later date.

Successful applicants must be 18 years of age and have a valid driver's license and be a high school or GED graduate. Students will be selected based on application, skills assessment and personal interview process.



For more information contact the Lake Superior Community Partnership Foundation at 906-226-9658 or 888-578-6489 or send an email to Cookie at cookiem@chartermi.net. To find more information on applying and Accuplacer Testing, please visit this website <http://www.lscpfoundation.org/midwestskills.html>.

M-TEC AT BAY COLLEGE AND CENTRAL MICHIGAN UNIVERSITY CONCLUDE RESEARCH PROJECT ON THE NOISE EXPOSURE LEVELS FOR WORKERS IN MICHIGAN'S WOOD INDUSTRY

The M-TEC at Bay College and Central Michigan University recently concluded their three-year study on the exposure of hazardous noise levels to workers in the wood industry. This project was funded through a State of Michigan, Department of Labor and Economic Growth, MIOSHA, Consultation Education and Training (CET) grant. High noise levels are generated in the harvest of raw materials, transportation of materials, manufacturing of wood products, construction operations and the maintenance of equipment used in the industry. Several tools used in the wood industry such as chain saws, large circular saws, chop saws, chippers and debarkers can generate continuous noise levels over 100 dBA which would expose unprotected workers to a 100% daily noise dose in a relatively short period of time. Additionally, wood industry workers are often exposed to several noise sources

within their work environment simultaneously which may serve to increase already high exposure levels.

Although it is recognized that wood industry workers are often exposed to high levels of occupational noise, few studies have been conducted to measure noise levels of specific jobs within the industry. Personal dosimetry was used to assess noise exposure levels for workers in 129 different jobs across 15 Michigan wood industry operations. Results indicated approximately 83% of the wood industry jobs in this study exhibited 8-hour time-weighted averages (TWAs) over 85 dBA, requiring mandatory worker participation in hearing conservation programs under the current U.S. Occupational Safety and Health Administration (OSHA) occupational noise standard. Operations with the highest average TWAs across jobs included wood flooring, wood fencing,

sawmill, pallet shop, pallet repair shop and strandwood manufacturing.

Results of this sound survey study clearly indicate that the majority of workers employed in the Michigan wood industry are being exposed to noise levels that put them at considerable risk to acquire significant noise-induced hearing loss (NIHL) over their work lives. TWAs for some jobs exceeded 100 dBA, putting workers in those jobs at risk for NIHL after less than two hours of daily unprotected or under-protected exposure according to OSHA. Based on the OSHA Hearing Conservation Programs (HCP) TWAs obtained in this study, it is evident that a high percentage of Michigan workers employed in the harvesting, production, and manufacturing of wood products are exposed to noise levels high enough to require enrollment in HCPs as specified by state (MIOSHA) and federal

(OSHA) regulations.

Hearing conservation services provided to these workers should include periodic noise monitoring, annual audiometric testing, provision of adequate hearing protection devices (HPDs), and especially education training. Specific training in proper use, care, and selection of appropriate HPDs should be stressed. Because of dangerously high levels of noise produced by many jobs in the wood industry, workers must be made aware that even short periods of unprotected noise exposure can lead to significant NIHL.

The three-year study was performed by Angelo St. Juliana, James Dougovito, and Joseph Pryal from the M-TEC at Bay College and Dr. Michael Stewart, Kari Koltes, and Mark Lehman from Central Michigan University.

M-TEC RECEIVES MICHIGAN PUBLIC SERVICE COMMISSION GRANT

The M-TEC at Bay College was awarded a grant of \$450,000 from the Michigan Public Service Commission (MPSC) on February 24, 2005. Doug Russell, Director of Operations at the

M-TEC and the author of the grant said the money would be used for the development and implementation of a revolving loan fund for purchase and installation of energy efficient upgrades

for low-income housing facilities. The M-TEC received a similar award from the MPSC just 6 weeks ago. This brings the total amount to almost \$1 million to be used in the Upper Peninsula and

northern Lower Michigan for energy efficiency upgrades to low-income housing facilities.

For more information call Doug Russell at 906.786.5802

SCHOOLCRAFT CHAMBER OF COMMERCE CELEBRATES A SUCCESSFUL ANNUAL DINNER



From L to R: Lisa Pokela, Michigan Works!, Keith Aldrich, Six County Employment Alliance Board Member, Dan McKinney, Six County Employment Alliance Board Member and Robyn Loviska, Job Force Board Member.

It was another successful event at this year's 2005 Schoolcraft County Chamber of Commerce Annual Dinner. 125 representatives of business, education and community leaders attended the March 12th event held at the Elks Lodge in Manistique. The event celebrated three recognition awards for "Ambassador of the Year," "Business of the Year" and the Kiwanis' "Person of the Year Award."

The "Ambassador of the Year"

Award went to Lisa Pokela, Business Services Consultant at the Michigan Works! Service Center in Schoolcraft County. The Award, presented by Chamber of Commerce Director Lenore Heminger recognizes an Ambassador who has demonstrated excellent customer service not only to the Chamber, but to the Community, on behalf of the Chamber. Lisa has been an Ambassador for the Chamber since 2002, serving in the capacity of

Secretary and Vice-President. She joined the Ambassadors because membership afforded her an opportunity to work closer with the Chamber's business members. The relationship has enabled her to educate business members on the services available to the business community through Michigan Works! When asked about her award, Lisa stated: "I am involved with the Ambassadors because I wanted to get involved with my community. I know that Michigan Works! supports community involvement. The Ambassadors is a great group and I am honored by the recognition."

Jean Anthony, received the "Person of Year" award for all of her volunteer work and community development efforts. Jean, was presented this award by Job Force Board Member and Kiwanian, Robyn Loviska. Robyn is also the Director of the Alger and Schoolcraft County Family Independence Agency.

Manistique Rentals Incorporated was awarded the Schoolcraft County Chamber of Commerce, Business of the Year Award. Started under the name of "G.J. Slining Trucking;" 50 years ago, the company just marked its 38 years of business as Manistique

Rentals Inc. As a family owned business employing twenty people, Manistique Rentals Inc. operates the City/County Refuse Transfer Station and refuse collection system. The company is a supplier of ready mix concrete; sand and gravel products, including masonry supplies. Manistique Rentals also provides excavation, trucking and landscape stone. Manistique Rentals contributes to the community through regular donations Folk Fest, Project Petunia, S.C. Snowmobile Association, S.C. Historical Society, SC Fair, SC Hockey, SC Soil Conservation, Boy Scouts, Girl Scouts, Little League, the Manistique HS All Night Graduation Party, Project Playground, Cooks Corn Roast, Chamber of Commerce new building additions, the Humane Society new building projects and the Habitat for Humanity new housing projects. The company is also a supporter of Walk for Warmth, UP Whitetails, the Hospital Auxiliary Book Drive and fund raisers for families with emergent medical needs.

If your business is interested in becoming a member of the Schoolcraft County Chamber of Commerce, call Lenore Heminger at 906.341.5010.

DISTINGUISHED SERVICE AWARD RECIPIENT ANNOUNCED

The Lake Superior Community Partnership has proudly announced the Landmark Inn as the recipient of the 2004 Distinguished Service Award. The award is sponsored by the Marquette County Ambassadors and was presented at the LSCP's 6th Annual Membership Dinner on March 4.

Bruce Pesola and Christine Pesola purchased the Hotel Northland in 1995 and completely restored what was then an empty hulk to the glory of a bygone era. Crystal chandeliers, stained glass panels, antiques and individually decorated rooms combine to make the Landmark Inn the jewel of downtown Marquette and a point of pride for all of Marquette County.

The revitalized facility now em-

plloys 90 people. Employees are encouraged and enabled to take an active role in the community and do so by serving in a variety of organizations such as the Marquette Beautification and Restoration Committee, the USOEC's Dream Team, Marquette's Downtown Development Authority, Lake Superior Leadership Academy, Marquette County YMCA and Rotary. The facility itself has hosted many special events to promote business networking, encourage development efforts and welcome visitors to the area. The Landmark Inn also contributes as lead or co-sponsor for many special events and projects including Art on the Rocks, the Ore to Shore Mountain Bike Epic, the Women's Ski Tour, the Noquemanon Ski Marathon and

the Superior Bike Fest that promote Marquette County while serving as a dignified showcase for the entire area.

"The selection committee was extremely impressed by the number and quality of nominations it received," commented Msgr. Louis Cappel, LSCP Chairman. "There was unanimous agreement, however, that the Landmark Inn exemplifies what the Distinguished Service Award stands for. Their commitment to the Partnership and the community should be an example for all". Criteria used in the award selection process include:

1. making a strong contribution to the betterment of Marquette County through the use of time,

talent and/or treasure

2. helping the Lake Superior Community Partnership reach its goal of community and economic development
3. demonstrating leadership within the community

Upon being informed of the award Christine Pesola stated, "Bruce and I are very pleased and honored to receive the Distinguished Service Award from the LSCP. There are so many dedicated volunteers who spend countless hours to make Marquette County a great place to live and work. It is always nice to be recognized by your peers. We owe a debt of gratitude to all of our patrons and staff whose continued support makes our Landmark Dream a reality."