

Dressing for Work

Summer's soon approaching us, and many of us are dressing more casually at work. Even in warm weather, though, we need to dress appropriately for our work setting. Appearance helps set a tone of respect, whether we have contact with clients, members of the public, or with co-workers. Clothing you might choose for camping, working in the yard, or exercising probable isn't appropriate for our work environment. Examples of what **not to wear to work:**

- Halter-tops, tube tops, low-cut tank tops, muscle shirts
- Short shorts, spandex shorts, unhemmed shorts
- Ripped or torn clothing, clothing that exposes inappropriate areas including undergarments and midriff
- Flip-flops, open toed shoes

Although we do not have a formal dress code, common sense and good judgment in choosing what you wear to work. Don't hesitate to talk with your supervisor if you have questions. Thank you for your cooperation.

State Service:

20 years of service:

Denise Faulkenberry

10 years of service:

Barbara Bollinger, Maria Odilia Vital,
Florencio Trapero, Bonnie Campos



Kudos!

Marion Blocker would like to extend KUDOS to the **staff and vocational coordinators** who did an outstanding job of assisting their clients on the new flower delivery job in the Portland area. They started this job on Mother's Day weekend with lots of deliveries and some snags but managed to complete the tasks. Thank you all for your hard work.

Marion Blocker would also like to include KUDOS to the **staff at Linwood** who has been working very hard on our very large yard. A thank you to all who have taken such an interest in this sometimes-overwhelming task. We are looking forward to the ONE TIME help from the new yards crew.

We would like to express appreciation to the **Hawthorne staff** in the way they handled an emergency in their home. They all did a wonderful job and they should all be proud of how they worked together and did what needed to be done.

Ethelyn Viltz is doing a great job at Sip n Safari.



Congratulation to the Silverton Staff for a licensing review well done! Keep up the gook work!

Integrity...Stewardship... Responsibility...Respect... Professionalism

These are words heard and spoken daily in our work and personal lives. What does that mean to SOCP? How do the Core Values get into SOCP's daily routine? It starts with each of you. It starts with seemingly small actions with big paybacks.

- Maintaining the highest standards of individual and institutional **integrity**.
- Accountable in action and attitude for the **stewardship** of the public trust.
- Taking **responsibility** for our own actions.
- **Respect** the dignity and the diversity of our colleagues, communities and people we serve.
- Maintain the highest standards of **professionalism**.

Continue the good work and dedication to making the values part of your work life.

Training:

Deanna Zeimer has accepted the Training and Development Specialist 2 position. Deanna brings a rich background in working with the people that we serve, knowing the systems that we have in place, understanding the unique conditions that we work in and an impeccable attention to detail. Deanna begins July 1st, so stop by the trainer's office to welcome her to the new position.

VOC:

Rick Hethorn has been working out of class as the Vocational/Day Services Manager. He interviewed for the position and has accepted the job permanently beginning July 1. Please come by and see what he's up to.

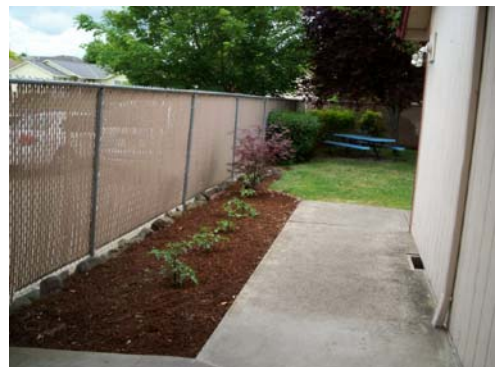
Additional VOC News:

Flower delivery is up and running in the Portland area, however we have entered into a slow time right now. Things should be picking up as the summer progresses.

Yard crew in the Portland area is scheduled to start up around June 18 at Newberg.



Willamina and **Manzanita** are completed and Silverton should be finished today.



Turner is next up on the list. The south yard crew started Oak St but has run into some equipment problems but will finish soon and then move onto their next scheduled home.



Mental Illness:

I Hate You! Don't Leave Me!!

This month will start the series of articles on Personality Disorders. Personality Disorders are a class of disorders (10 total) that typifies an enduring pattern of behavior that deviates from cultural and societal norms and often leads to psychological distress and/or impairment. The first we will learn about is Borderline Personality Disorder (BPD). BPD is a psycho neurological disorder affecting millions of people in our country. BPD is a significant biological abnormality affecting Central Nervous System serotonin malfunction and temporal lobe dysfunction. BPD tends to run in families, six times more likely in first-degree relatives and there is a concurrent increased likelihood of alcoholism, substance abuse, other personality disorders and depression to be present as well. The term "Borderline" was coined in the 1930's and was meant to describe people who function between the border of psychosis and neurosis.

According to the American Psychiatric Association (APA), the best estimate of prevalence range from 2%-4% of the general population and is 2 to 4 times more common in women. The APA also reports that 80% of hospitalized patients with BPD have engaged in self-harm. Statistics indicate that BPD is often associated with a history of abuse and neglect. One of the most significant features of BPD is the inability to regulate emotions. Most of us learn to cope with our fears and our eccentricities but people with BPD do not have this ability and so they often act out as a result of their emotional turmoil. While it may seem to us like they are just trying to push our buttons or be difficult, to the BPD person, it may be the only way to release tension and get some relief to the never-ending cycle of emotional turmoil. As such, people with BPD have periods of suicidality

where they truly want to end the psychological pain. Another classic symptom of BPD is a significant problem with maintaining relationships ... they have a difficult time maintaining most things in life and they are therefore perceived (for good reason) to be impulsive and illusive. "I hate you ... don't leave me" is a common sentiment heard from people diagnosed with Borderline Personality Disorder. One day you can be their "best friend" or their "favorite staff" and the next day they "hate you" or you are "dirt" under their feet. The key to treating people with BPD is to not take this personally; it is a common symptom of the disorder. Another key to treating people with BPD is to be "unflappable". Since people with BPD have no ability to regulate their emotions, they look to us around them for emotional cues ... If we are anxious and freaked out, they will be too. If we are calm and collected, they tend to calm as well. In fact, people with BPD are looking to us for their stability and for the reassurance that we can help them through their crises. They know that they are in constant crisis, they live it! However, they also know they can't control it and look to us for stability.

SOCP Web Site

<http://www.dhs.state.or.us/spd/tools/dd/socp/>

Check it out! Our website has each of our newsletters posted to view, as well as our forms, safety news and other important information regarding SOCP.

If you haven't checked out the SOCP website you should.

Forms are being revised and as they are approved these new revisions are being placed in the SOCP's website for your use.

Please begin using our new revised forms that are housed in our website and destroy any older forms that you have stored on your computer, or hard copies stored in file cabinets.



Safety Office Update: Filing an 801 On-the-Job Injury Report:



In accordance with the AFSCME 2005-2007 bargaining contract, "All on-the-job accidents or exposure to serious communicable diseases are to be reported to the SOCP on the appropriate SOCP occupational injury report form (SAIF form 801). All incidents and injuries must be reported as soon as possible, but always before leaving the premises, unless prevented from doing so due to the need for emergency medical treatment, or unawareness of the injury but in all cases, upon lost time to medical attention. If emergency medical treatment is required, the employee must, at a minimum, notify the supervisor within twenty-four (24) hours after receiving the emergency medical treatment and report in person to complete forms as soon as physically able."

SOCP is required to submit an employee's claim to SAIF within five (5) of an on-the-job injury or exposure. SAIF must notify the employee of its acceptance or denial within 60 days after the date SOCP knows of the claim.

Contact your site manager for an on-the-job injury/exposure packet.

For additional information or if you have any questions contact Richard Martinez, Safety Manager, 503-945-9086.

