



**CALIFORNIA ASSOCIATION OF
WORKPLACE INVESTIGATORS**

California Association of Workplace Investigators, Inc.
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CAOWInews

April 27, 2010

APRIL CAOWI QUARTERLY HIGHLIGHTS

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The April issue of the *CAOWI Quarterly* has been published. The highlights include articles on *Privacy Issues Related to Investigations* by Arthur F. Silbergeld and Christine de Bretteville; *Tips for Conducting Peace Officer Investigations* by Sue Ann Van Dermynen and Deba L. Reilly; *When Investigation Becomes Intervention: Two Cases of Preventing Violence During an Investigation* by Bobbi Lambert and Norman C. Plummer; and *Who Should Conduct a Workplace Investigation: An Internal or External Investigator?* by Carey Corbaley. The *CAOWI Quarterly* is available to CAOWI members only. Click here to [join CAOWI](#). Click here to [read the January sample issue of the CAOWI Quarterly online](#).

PRESIDENT'S MESSAGE

By Amy Oppenheimer



It was thrilling to be present at the three CAOWI roundtables in March. Seeing so many talented investigators in one place, hearing from each other about how we approach our work, meeting new colleagues--it was all good. And, as usual, I learned a lot from everyone.

Cynthia Remmers and her Best Practices Committee are busy synthesizing the information and taking the process to the next step. Sue Ann Van Dermynen, Chair of the Education Committee, attended all three roundtables and was taking notes about possible topics for our first annual conference in November. In Los Angeles, Marilou Mirkovich, Chair of the Membership Committee, was busily writing down all the types of forms we use in our work to include in the forms bank her committee is creating. And Debra L. Reilly, Chair

Board of Directors

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Stephen P. Angelides, *Executive Director*

of the Publications Committee, was noticing whom she could tap to write an article for the *CAOWI Quarterly*.

What stood out for me was our passion for our work, the wonderful communication skills we bring to our work, and the way we all grapple with the need to balance the gathering of information with privacy issues, new technology, and the practical need to get the work done. How much is enough? How much is too much? When do we follow an issue or allegation and when do we leave it alone?

On reflection, it struck me how much we want to do our "best", yet we also must balance that with the need to get the work done quickly and efficiently. When we discuss "best" practices we also need to consider "realistic" practices and whether, and when, the cost of perfection is justified. Just as Dr. Donald Winicott's concept of the "good-enough parent" has gotten me through parenting, we need to develop the concept of the "good-enough" investigation. May all your investigations be "good enough"!

CAOWI TABLE AT HR WEST APRIL 26, 27, AND 28

CAOWI is sponsoring a table at the HR West conference in South San Francisco on April 26, 27, and 28. HR West is the annual conference of NCHRA, the Northern California Human Resources Association, which will be attended by approximately 500 human resource professionals.

This will be an opportunity to introduce CAOWI, and the 17 CAOWI members who will be sponsoring the table with CAOWI, to the members of NCHRA. CAOWI has produced a high quality brochure featuring CAOWI and the member-sponsors for distribution at the conference. Click here to [see a low resolution version of the brochure](#).

At the conference CAOWI will also be distributing a special hard copy sample edition of the January issue of the *CAOWI Quarterly*. If you will be attending the HR West Conference, please stop by Table 9 and visit with the CAOWI members who will be staffing the table. Click [here](#) for more information about the HR West Conference.

CAOWI EXHIBIT AT SHRM CONFERENCE JUNE 27, 28 AND 29

Fifteen CAOWI members will be sponsoring the CAOWI booth at the SHRM Conference in San Diego on June 27, 28, and 29. SHRM, the Society for Human Resource Management, is the world's largest association of human resource professionals. This is SHRM's annual conference, which will be attended by approximately 10,000 human resource professionals from around the country and around the world.

CAOWI will be producing a high quality brochure featuring CAOWI and the photographs and biographies of the member-sponsors for distribution at the conference. CAOWI will also be distributing a special hard copy sample edition of the January issue of the *CAOWI Quarterly*.

If you will be attending the SHRM Conference in San Diego, please stop by Booth 219 and visit with the CAOWI members who will be staffing the booth. Click [here](#) for more information about the SHRM Conference. If you are not registered for the SHRM conference but would like to go to the Exhibit Hall, CAOWI will be giving away 50 complimentary passes to the Exhibit Hall. If you are one of the first 50 to e-mail info@caowi.org and request a complimentary pass, you can enter the Exhibit Hall as CAOWI's guest.

SPONSORSHIP OPPORTUNITY AT CALPELRA CONFERENCE NOVEMBER 16-19

CAOWI members have the opportunity to sponsor an exhibit at the CALPELRA conference in Monterey November 16-19, 2009. CALPELRA is the California Public Employers Labor Relations Association. This will be its 35th anniversary conference. Between 600 and 1000 people representing over 500 public agencies in California are expected to attend. Click here for [more information about the CALPELRA conference](#).

CAOWI will be producing a high quality high resolution color brochure featuring CAOWI and the photographs and biographies of our sponsoring members for distribution at the conference. Click here to [view a low resolution sample brochure](#) produced for the HR West Conference. CAOWI will also be distributing a free sample issue of the CAOWI Quarterly at the conference.

CAOWI needs a minimum of 10 sponsoring members to be able to sponsor the exhibit at the CALPELRA conference. The cost of sponsorship is \$400. If you are interested in becoming a sponsor of this exhibit, please e-mail info@caowi.org.

MARK YOUR CALENDAR

- April 26, 27, 28, 2010, visit the CAOWI table at the HR West Conference in South San Francisco.
- June 1, 2010, deadline to submit articles for the July *CAOWI Quarterly* to publications@caowi.org.
- June 1, 2010, education seminar on "Mastering the Art of Employment Investigations" at the State Bar office in Los Angeles, co-sponsored by the State Bar Labor and Employment Section. Open to CAOWI members and non-members. CAOWI members will receive a registration discount. Registration and MCLE credit for attorneys will be handled by the State Bar. Click [here](#) to visit the State Bar's website.
- June 3, 2010, education seminar on "Mastering the Art of Employment Investigations" at the Bar Association of San Francisco office in San Francisco, co-sponsored by the Bar Association of San Francisco. CAOWI members will receive a registration discount. Registration and MCLE credit for attorneys will be handled by the Bar Association of San Francisco. Click [here](#) to visit its website.
- June 27, 28, and 29, visit the CAOWI booth at the [SHRM Conference](#) in San Diego.
- November 4, 5, and 6, 2010, CAOWI's First Annual Conference at the Oakland Marriott City Center.
- November 6, 2010, CAOWI Annual Membership Meeting in Oakland.
- November 14-19, 2009, Possible CAOWI Exhibit at CALPELRA Conference in Monterey.

EASIER THAN EVER TO JOIN CAOWI

Membership in CAOWI is open to anyone who is dedicated to promoting and enhancing workplace investigations in California. CAOWI now has over 150 members including attorneys, private investigators, human resource, security, and loss prevention professionals, auditors, and claims adjusters. We are now able to accept credit card and electronic check payments by fax. To become a member, go to http://www.caowi.org/join_us.html.

An annual membership is valid for one year from the date of application. Annual membership dues are \$150. Annual dues for sustaining membership, which includes prominent placement on CAOWI's website and in CAOWI's advertising, and a 50% discount on all CAOWI activities, are \$1000.

FOLLOW CAOWI ON TWITTER

Now you can follow CAOWI on Twitter at www.twitter.com/caowi. We've been tweeting frequently, so now you can become one of our followers so you can keep up with CAOWI's breaking news.