

Join CWC
The Professional
Association
For Workforce
Professionals

CALENDAR OF EVENTS

- January 1, 2019**
New Year's Day
- January 15, 2019**
Cal-Liope Articles Due
- February 17-21, 2019**
Educational Cruise
- March 1, 2019**
Award Nominations Due
- April 26, 2019**
First Annual CWC
Educational Conference
Ayres Hotel,
Costa Mesa, CA

INSIDE THIS ISSUE

- Pages 1-3**
Membership Committee
Membership Survey
- Page 3**
Inventing Your Life
- Page 4**
April Conference
- Page 8**
Join the Book Club
- Page 9-12**
Around the State
- Page 13**
Membership Application

MESSAGE FROM THE STATE CHAPTER PRESIDENT

By James Thomas, CWC President

Happy New Year California Workforce Connection Members! Our year has started off with many new changes. We had many CWC members collaboratively join forces to ensure that website project was completed timely. Visit the new website at: www.californiaworkforceconnection.org. We have many additions that will be added in the coming months.

You may notice your payroll deductions will soon be showing the new name change CWC. We are registered with the State of California under our new name and with CalHR and recognized as a bona fide professional association. Our new logo displays strength, longevity, commitment, and

striving for excellence. I am in constant contact with our Administrators who continue to be supportive. Our Membership Chair has been keeping us busy with the new membership plans and insightful goals moving us forward. We're excited about our new pin design being created and can be proudly worn.

I would like to thank each of you for being part of this great organization. Our struggles have strengthen our bond, and challenged us to be better than yesterday. We are building leaders, embracing our future, and changing tomorrow. Our Vision Statement puts it into perspective: The California Workforce Connection will transition professionals for



JAMES THOMAS

evolutionary leadership changes and demographic partnerships. Our Mission Statement exemplifies the process: The California Workforce Connection empowers individuals with the skills to be successful through mentoring, coaching, visionary leadership, and educational training. We have seen yesterday, we have experienced today, and we will challenge

CONTINUED ON PAGE 3

FIRST ANNUAL CWC EDUCATIONAL CONFERENCE

By Raymond Cabrera

The conference team has gone all out for this year's Educational Conference. Since this is our first year on our own, the team decided to really challenge our efforts in getting speakers that will give us an interesting and engaging presentation. We think we have accomplished our goal.

This year's team consists of me, Nan Bowman, Val Moeller, Fabian Valencia and Mary Navarro-Aldana with contributions from Dadisi R. Elliott. We were presented with several names of speakers that we had to research and whittle down to three for our program.

APRIL 26 2019

**COSTA MESA/
NEWPORT BEACH**

**SEE REGISTRATION FORM
PAGE 3**



VICTOR BLOOMBERG

As our Keynote Speaker we decided on **Victor Bloomberg**

CONTINUED ON PAGE 4

CWC MEMBERSHIP DRIVE

*By Dadisi Elliott,
Membership Committee
Chair*

- > Current Membership: 1,800
- > Goal: 1,950

JULY/AUGUST

Nominate Membership Chairperson. Identify and convene preliminary Membership Committee. Compile information regarding prior MC goals, objectives, accomplishments, and activities. Assess information and develop strategy.

CONTINUED ON PAGE 2

CALIFORNIA CHAPTER

President
JAMES THOMAS
 zelodis@att.net

First Vice President
MELISSA LAURITZEN
 ldrinfo@yahoo.com

Second Vice President
DENISE DOBINE
 yourstarragent@gmail.com

Treasurer
PHIL DWYER
 wwwphil@aol.com

Past President
MARY NAVARRO-ALDANA
 mnavar1@roadrunner.com

Secretary
NANETTE BOWMAN
 nanetteybowman@gmail.com

Membership Coordinator
LUCELY TUT
 lucelyisabel@gmail.com

Executive Office Manager
 and Editor
PAT THORNTON
 thornton956@msn.com

District I Director
IRMA KONG
 irmaekong@gmail.com

District II Director
FRED RUIBAL
 rui28@yahoo.com

District III Director
VAL MOELLER
 Retire2k07@aol.com

District IV Director
RAY CABRERA
 onthegoray@aol.com

MEMBERSHIP DRIVE: FROM PAGE 1

SEPTEMBER/OCTOBER

Schedule several MC planning meetings. Consult current Membership Coordinator, Retiree Committee Chair, & Marketing Chair. Draft preliminary Membership Plan. Collaborate with Marketing Chair on Membership logo, icons, and other promotional materials. Present MC Goals and Objectives at CWC Special Convention. Draft Sample Members Survey. Publish article in *Cal-Liope* to announce initial MC strategy.

NOVEMBER

Consult Membership Coordinator about validation of Membership List. Develop analysis of membership trends and status. Solicit MC member input on survey. Revise and submit MC survey for CA Chapter Board approval. Contact each sub-chapter President to assess their needs. Invite sub-chapter Presidents or MC Chairperson to join MC and participate on monthly phone conference call. Email Membership Survey to sub-chapter Presidents for distribution to Chapter members.

DECEMBER

Schedule MC planning meetings. Draft Annual CWC State Membership Plan. Send new member CWC Application to all chapters. Commence New Member Pin Design Contest. Follow up with chapter presidents, members, and retirees regarding survey distribution. Consult Membership Coordinator and compare membership list to develop goals of new member campaign. Draft letter to EDD administration to provide update on CWC goal/accomplishment. Membership Coordinator to verify EDD Comptroller activation for membership payment. Assess membership survey questionnaire.



DADISI ELLIOTT

JANUARY

Schedule Membership Committee planning meetings. Submit Annual CWC State Membership Plan. Assist ALL sub-chapters to develop and submit chapter membership plan. Develop promotional materials in conjunction with Marketing Committee. Create New Member Packets (President's Welcome Letter, Member ID Card, CWC Calendar, Pin). Launch local Chapter activities as part of membership drives. Offer technical assistance and support to chapters. Push membership incentives and contests. Compare membership list to chapter goals, and calculate increase. Forward renewal notices to canceled memberships and retirees. End CWC Member Pin Design Contest. Promote CWC Annual Education Conference. *Promote new member raffle prize: free admission ticket to CWC State Annual Education Conference in April.*

FEBRUARY/MARCH

Schedule several MC planning meetings. Push membership incentives and contests. Contact local chapters about progress of membership drive. Assess and acknowledge positive results of sub-chapter reception/kick-off. Tally and analyze Member Survey questionnaire. Membership Drive Ends. Mail out new Member packets. Submit *Cal-Liope* article feature about 3-5 new members. Promote CWC Annual Education Conference. *Promote new member raffle*

prize: free admission ticket to CWC State Annual Education Conference in April.

APRIL

Schedule several MC planning meetings. Contact local chapters about progress of membership drive. Follow-up on pending renewal notices of canceled membership and retirees. Compare membership list to chapter projected goals, calculate increase. Offer technical assistance and support to chapters. Promote last strong push for registrations for the CWC Annual Education Conference. *Mail out new Member packets. Report Membership Committee activities and accomplishment at Board Meeting April 25-26, 2019. Announce New Member Pin Contest/Membership Drive Winners. Introduce/Roll Call of new, returning, or current membership by years of affiliation. Sell membership swag (pins, mugs, t-shirts, pens, key chains, hoodies, etc.)*

MAY

Schedule several MC planning meetings. Submit *Cal-Liope* article feature about 3-5 new members. Contact local chapters about progress of membership drive. Follow-up pending renewal notices of retirees/canceled memberships. Compare membership lists to chapter projected goals, and calculate increase.

JUNE

Schedule several MC planning meetings. Submit *Cal-Liope* article feature about 3-5 new members. Contact local chapters about progress of membership drive. Follow-up pending renewal notices of retirees/canceled memberships. Compare membership lists to chapter projected goals, and calculate increase.

California Workforce Connection (CWC) Membership Survey

By Dadisi Elliott,
Membership Committee Chair

The Membership Committee wants to know how we can do better. This is a great opportunity for you to tell us which activities would benefit you, the community that you serve, and CWC statewide. All 16 California Chapters are asked for input and feedback. The Membership Committee will get the information gathered from this survey. Your chapter and the Membership Committee can then better plan future activities, and improve educational training.

Here's the link to the CWC Membership Survey:
<https://goo.gl/forms/xurUrPyVUSI82Pqp1>

All survey responses will be forwarded to the Chair of the Membership Committee, Dadisi Elliott. This is an in-house project of CWC that is utilizing the free services of his friend of 30+ years Victor Bloomberg, a doctoral candidate at the Western Institute for Social Research. Victor and WISR agreed to become involved in this project solely for educational interests. Their role was to design the survey app based on the survey questions developed by the Membership Committee. Their goal is to better understand how social research methods can empower organizations that do good by its members and its community. No data will be sold or given to anyone. This survey is for CWC only.

Curious about Victor Bloomberg? As I stated above, Dadisi has known and collaborated with Victor regarding organizational development, community organizing, and social services management organizations, since 1983.

Here's two links that tell more:

LinkedIn: https://www.linkedin.com/in/victor_bloombergcsw and Bloomberg Executive Leadership: <https://ei-business.com>.

PRESIDENT'S MESSAGE: FROM PAGE 1

tomorrow.

Visit our website for more information about the upcoming events: Annual Educational Conference April 26, 2019, Book Club Informal meeting January 24, 2019, Educational Conference Cruise February 17-21, 2019, and Grow into Leadership California Workforce Connection San Gabriel Valley Chapter Membership Drive January 1-April 15, 2019, and the upcoming Cal Liope will be posted for your enjoyment.

Your support, commitment, dedication, perseverance, and wiliness to except change can only strengthen our organization.

INVENTING YOUR LIFE

Clarity Without Sight

By Rob Claudio, Orange Empire Chapter

After the busy holiday season came to an end and the lights along with decorations were put away until the end of this year I contemplated the possibilities in the New Year ahead. I am always hopeful that I can achieve more, as I balance this by also getting rid of things that do not serve me well any longer. Usually, my year begins with immense gratitude that I got to live through another year, as I was able to see and celebrate last year's conclusion with family along with close friends. At the end of my holiday vacation down time, I was also able to catch up on lots of recorded shows that I seem to not get to, until I find the extra time.

Among my finds was an episode on *60 Minutes*, which highlighted the life of an architect in the Bay Area, who in his mid-life years lost his ability to see due to a removal of a tumor in his head. He was married with a son and walked the reporter through his harrowing life changing event, as he was left to begin the most challenging part of his life without having his precious sight. He mentioned how much he focused on his young son through this experience, as he wanted to be a great example to him in showing how one can overcome any type of adversity. His focus on being the best example to his wife and son, cast the light away from his new blind condition as he set out a new course for living in a world that he was used to in a very different way.

Then after a thirty-day recovery from a surgery that took away his sight, he decided he needed to go back to work. However, as an architect this would prove to be even more challenging as he needed to begin his career with the help of some role models, who had experience in transitioning to leading productive lives without seeing. Upon receiving some needed assistance from those individuals, he went about finding his way back to architecture with a different twist. He managed to figure out how to draw by using some malleable material that he could bend into

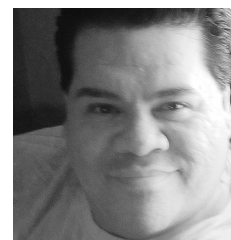
shapes, which would take shape in the form of architecture drawings. Amazingly enough his career brought him to become a new type of architect, with an added feature of making things more accessible for blind people. Through his new invigorated work, he has been hired on many projects with world renowned companies, whom he has helped to be better modern workplaces along with aesthetic designs for people with sight and without. At the conclusion of his interview they asked him if he were able to get his sight back would that change his architectural ability now and he responded emphatically that not having sight gave him the needed clarity to be a better architect.

I found his story along with his final answer to be so powerful and uplifting, when you consider how many of us with all our faculties may not be reaching our full potential, given that we may not suffer from many if any limitations. His perspective on life, his love for his family and his determination to change for the better was the best ending to my recordings of last year, which I was so happy I did not get to until a quiet retrospective morning in twenty nineteen. This story can help many of us remember that we can overlook our ability to do more and be better, by not taking things for granted. How we react to circumstances and our resolve to rise above anything that may be perceived as a hurdle, may end up making us even better in our days to come. Therefore, as you plan your year ahead, remember the lesson from the architect, who learned that clarity can come from not having eyesight and the world can be even brighter if you are determined to look at it that way.

"If my ship sails from sight, it doesn't mean my journey ends, it simply means the river bends."

– Enoch Powell

Remember to follow the blog at: inventingyourlife.blogspot.com



ROBERT CLAUDIO

Education ★ Innovation ★ Opportunity

California WORKFORCE Connection

Education – Innovation – Opportunity The California Workforce Connection Annual Education Conference

APRIL 26, 2019

CH
AYRES HOTEL

COSTA MESA / NEWPORT BEACH

325 Bristol Street

Room reservations: \$120 plus taxes or
prevailing government rate for single/double
Call 1-800-322-9992 before April 3, 2019;
ask for: California Workforce Connection
Free shuttle from Orange County Airport and free self-parking

Register Early and Save! – Postmark your Registration by April 10, 2019

Early Registration Prices:

- ☐ Member \$50
- ☐ Non-Member \$70
- ☐ Retiree \$45
- ☐ PI Member \$40

After April 10 Prices:

- ☐ Member \$60
- ☐ Non-Member \$80
- ☐ Retiree \$50
- ☐ PI Member \$45

For further information, contact:
Nan Bowman, 714-269-0612 nanettebowman@cox.net
Credit cards accepted on Pay Pal (code is my email;
add \$3 convenience fee, please)

2019 CONFERENCE REGISTRATION FORM

Complete and mail this form (one form per person) with your check (payable to CWC) to:
Nanette Bowman, 2006 Port Albans Circle, Newport Beach, CA 92660

Name _____

Address _____

City _____ State _____ Zip _____

E-mail _____

Home Phone: _____ Work Phone _____

Local Office Name and Number _____

Local Chapter _____

Check Number _____ Amount Enclosed \$ _____

Please indicate dietary restrictions if applicable _____

EDUCATIONAL CONFERENCE: FROM PAGE 1



COACH RON NASH



BILL BURKE

speaking on Integrating Workforce Innovations should be right up our alley. External sources of disruption are intensifying, as is the impact on CWC and its members. This interactive session produces knowledge that supports follow-up by the members after the conference. The demonstrated techniques for identifying a hot topic and the diversity of perceptions can be used, repeatedly, to test ideas about disruption and strategy. The methods promote bi-in at all levels. Results fit the organization's culture and governance. WOW!

As our second speaker **Coach Ron Nash** is a LinkedIn mastermind and Inspirational speaker. Through his innovative combination of social technology, career coaching and mentoring, Coach Ron is redefining how students and professionals climb the career ladder in the 21st. century. He has helped thousands of individuals to help them gain clarity and show them the secret strategies on the LinkedIn platform the need to get hired.

> <https://www.instagram.com/coachronnash>

To close out our event we picked a motivational speaker, **Bill Burke**. Mr. Burke professes to be an amateur mountaineer, but actually practiced law for over 45 years in the L.A. area before turning to mountain climbing. His presentations he sometimes uses the "Lessons Learned From The Mountains" to exhibit goal setting. "I don't care who you are or what difficulties you face in your life, you should make great plans for your future". There is no limit to what you can accomplish in life if you dream big, commit yourself to success and work hard".

> <http://eightsummits.com/about-me>

Along with all these fantastic speakers we will also celebrate the award winners for 2018 at our luncheon. Don't miss this opportunity to see and hear a great conference with a lot more to come in the future.

If you know of a fantastic speaker please pass on the information to me so that we can see if we can use them in up coming presentations.

New 2019 Labor Laws Affecting California Employers

By Dinah White,
Legislative Subcommittee Chair

On September 30, 2018, the last day to sign or veto bills, Governor Jerry Brown altered the environment for California employers in a number of noteworthy ways. Here are some of the new laws taking effect in January 2019 that employers should anticipate:

ASSEMBLY BILLS

Lactation Accommodation (AB 1976): Under current state law an employer must provide a location other than a toilet stall for an employee to express breast milk. The location must also be private and in close proximity to the employee's work area. This law requires that the employer provide a location other than a "bathroom," rather than a "toilet stall." As a result, employers cannot designate a bathroom as a designated space to express breast milk.

Salary History (AB 2282): This new law clears up ambiguities in last year's AB 168, the ban on salary history inquiries and the requirement to provide pay scales to applicants. The Labor Code will now specify that employers may inquire about an applicant's salary expectations for the position being applied for. External applicants (not current employees) are entitled to a pay scale upon request, but only after completing an initial interview.

Defamation Protection (AB 2770): Under this job creator bill, employers and victims of sexual harassment will be protected from liability for defamation lawsuits for injury to an alleged harasser's reputation after a complaint of sexual



harassment has been made. An employee who makes credible reports of harassment will be shielded from liability, as will an employer who communicates with interested parties such as victims and witnesses. When contacted for a job reference about a current or former employee, an employer will now be permitted to reveal whether the individual is not eligible for rehire because the employer determined that he/she engaged in sexual harassment.

SENATE BILLS

Confidentiality Clauses in Settlement Agreements (SB 820): This new law expands the types of cases in which so-called "secret settlements" are restricted. It prohibits any settlement agreement in a case where sexual harassment, assault or discrimination has been alleged from including a confidentiality provision that prohibits disclosure of factual information regarding the claim, except with regard to the claimant's identity.

Paid Family Leave (SB 1123): The Paid Family Leave wage replacement program will be expanded beginning January 1, 2021, to any employee who takes time off to attend to situations related to the covered active duty status of the employee's spouse, registered domestic partner, child or parent who is a member of the US Armed Forces. Known as "qualifying exigencies," these situations could include

time off for official ceremonies, briefings, changes to child care arrangements, financial or legal arrangements, counseling or spending time with the covered service member during rest and recuperation leave, among others.

Sexual Harassment (SB 1300): In this sweeping new law, the legislature declared its intent to create a much lower bar for employees to bring harassment lawsuits, and limited the ability of employers to obtain summary judgment in such cases.

Sexual Harassment Training (SB 1343): Current law requires employers with 50 or more employees to provide supervisors with two hours of sexual harassment training within six months of hire or promotion. Beginning January 1, 2020, all employers with five or more employees will be required to provide two hours of sexual harassment training to supervisors and one hour to non-supervisory employees within six months of hire or promotion, and every two years after that. The Department of Fair Employment and Housing will be required to provide an online training course that meets the new legal requirements.

How To Recruit New Members To CWC:

Present meetings & training needs that meet their development needs.

VETERANS CORNER

January 2019: A New Beginning

By Dimetrios Vandiegrieff,
Vice President, California
Workforce Connection,
Los Angeles Chapter

The month of January is the month that we all recognize as a new beginning. Renewing of goals and creating resolutions is a great practice as long as you stick to it and see your goals to completion.

I have listed some quotes to inspire, uplift and motivate you for the New Year and for the rest of your Life!

"Take the first step in faith.

You don't have to see the whole staircase, just take the first step."

—Martin Luther King, Jr.

"A journey of a thousand miles must begin with a single step."

—A popular Chinese Proverb

"The new year stands before us, like a chapter in a book, waiting to be written.

We can help write that story by setting goals."

—Melody Beattie

"Nobody can go back and start a new beginning, but anyone can start today and make a new ending."

—Maria Robinson

"This year believe that anything is possible. Start each day with goals.

Eat more real food.

Buy good books and make time to read them.

Drink water. Exercise daily even when it sounds like a terrible idea. Shop for quality not quantity. Purge the unnecessary and decrease clutter. Hug the ones you love. Find the best in others. Show others the best in you."

—Unknown

STATE AWARD NOMINATIONS

By Denise Dobine
CWC Second Vice President

"Appreciation can make a day, even change a life. Your willingness to put it into words is all that is necessary."
– Margaret Cousins

Never underestimate the power of validation. Recognizing achievements and excellent staff performance is important. Praise and recognition are essential components to an outstanding workplace. It confirms to employees the quality of their work is significant and valued. People want to be respected and valued by others for their contribution. It feels good to have that 'pat on the back' when your work is recognized as an individual or member of a group and to feel a sense of achievement for work well done. An article in HRCouncil.ca states employee recognition is important because it:

- Lets employees know their work is valued and appreciated
- Gives employees a sense of ownership and belonging in their place of work
- Improves morale
- Enhances loyalty
- Helps build a supportive work environment
- Increases employee motivation
- Improves employee retention

The solution for the CA Chapter/EDD? Recognize outstanding work by nominating an amazing staff member for a CA Chapter award this year! Our annual CA Chapter Awards Program recognizes the achievements of outstanding workplace professionals at the State level. Awards recognize both members and non-members for their hard work and dedication to excellence. Anyone can write a



DENISE DOBINE

nomination! Once your nomination packet is complete, submit your nomination to your Local Chapter President for signature. You can nominate anyone for a CA Chapter award: a CA Chapter member, someone outside of your chapter, a local community group, a workforce partner...the possibilities are endless!

We have changed the due date for nominations. **All award nomination entries must be postmarked by March 1, 2019.**

If you need help writing an award nomination: Look at the Article in this issue; contact your District Director, Local Chapter President or any State Officer for assistance. You will find contact information on page 2 in this issue of the *Cal-Liope*.

For those awards that are only given to CA Chapter Members, CA Chapter membership is required in both the year during which the activity occurred (2018) and the year in which the nomination was submitted (2019). Mail Award nominations for the following categories as follows:

Retiree: Audrey Baker, 13421 Hubbard #116, Sylmar, CA 91342. All other award nominations: Denise Dobine, 45334 Aguila Ct., Temecula, CA 92592

For more detailed information on each award contact your District Director or Local Chapter President. Additional nomination and award information can be found in the Local Chapter Handbook. Good luck and Happy Writing!

CONTINUED ON PAGE 8

THESE ARE THE CALIFORNIA CHAPTER STATE AWARD CATEGORIES:

Distinction Award – *Eligibility: Member or Non-member – individual and group.* Recognizes outstanding contributions to CA Chapter or to workforce development programs. The recipient(s) must be from the private sector or a non-governmental, non-profit organization and not employed by a workforce development entity.

Meritorious Award – *Eligibility: Member – individual and group.* Recognizes outstanding service or achievement beyond normal expectations or job requirements that benefit CA Chapter and the workforce development field. Nominees demonstrated individual initiative and creativity outside of their job responsibilities.

Customer Service Award – *Eligibility: Member or Non-member – individual and group.* Recognizes exceptional service to customers served throughout the workforce system including, but not limited to work with job seekers, UI claimants, businesses, schools, and vocational rehabilitation clients, people with disabilities, former felons, co-workers, youths, welfare recipients, and job training participants.

Services to Veterans Award – *Eligibility: Member or Non-member – individual and group.* Recognizes those who have done the most to assist veterans and promote interest in their rights in the workplace. In addition, it recognizes an outstanding, innovative program or awareness and promotion of veterans' interests and rights in the workforce.

Retiree Award – *Eligibility: Member – individual.* Recognizes a retiree who has shown continued outstanding commitment to the association's objectives following retirement. Nominees should have demonstrated exceptional accomplishments in advancing CA Chapter objectives, e.g. leadership on a board, committee or initiative group (not restricted to CA Chapter); participation in educational, membership, communication, fund-raising or legislative activities; mentoring chapter leaders and/ or participation that advances the member's local community.

Employee Performance Award (EDD & Partner) – *Eligibility: Member – individual and group.* Recognizes an individual or group who has gone above and beyond their assigned duties to provide outstanding service to the public through excellent performance. The Nominee must have demonstrated exceptional achievements that contributed to the smooth performance of operations through positive attitude, accuracy, representing the agency with the public, handling workload under unusual conditions, adaptability, initiative and dependability.

Fostering Partnership Award – *Eligibility: Member or Non-Member – individual and group.* Recognizes an individual or group who has demonstrated diligent efforts to partner with the EDD and/or CA Chapter while collaboratively delivering valuable and innovative services to meet the evolving needs of members, employers, workers, and job seekers. Partner organizations such as the Department of Rehabilitation, Workforce Investment Act Partners, the Small Business Administration, Employment Advisory Councils, Chambers of Commerce, governmental agencies, etc. all play an important role in the workforce system and employment security, so CA Chapter would like to acknowledge them accordingly.

CALIFORNIA CHAPTER – STANDARD NOMINATION FORM
ENTRIES MUST BE POSTMARKED BY **MARCH 1, 2019**

1. Check the specific award for which this nomination is submitted:

Award of Distinction:	<input type="checkbox"/> Individual	<input type="checkbox"/> Group
Meritorious Award:	<input type="checkbox"/> Individual	<input type="checkbox"/> Group
Customer Service Award:	<input type="checkbox"/> Individual	<input type="checkbox"/> Group
Services to Veterans Award:	<input type="checkbox"/> Individual	<input type="checkbox"/> Group
Retiree Award:	<input type="checkbox"/> Individual	<input type="checkbox"/> Group
Fostering Partnership Award:	<input type="checkbox"/> Individual	<input type="checkbox"/> Group
Partner Employee Performance Award:	<input type="checkbox"/> Individual	<input type="checkbox"/> Group

EDD Employee Performance Award:

Workforce Services Branch:	<input type="checkbox"/> Individual	<input type="checkbox"/> Group
Unemployment Insurance Branch:	<input type="checkbox"/> Individual	<input type="checkbox"/> Group
Disability Insurance Branch:	<input type="checkbox"/> Individual	<input type="checkbox"/> Group
Tax Branch:	<input type="checkbox"/> Individual	<input type="checkbox"/> Group
Administration Branch:	<input type="checkbox"/> Individual	<input type="checkbox"/> Group
Information Technology Branch:	<input type="checkbox"/> Individual	<input type="checkbox"/> Group
Policy, Accountability, & Compliance Branch:	<input type="checkbox"/> Individual	<input type="checkbox"/> Group
Public Affairs Branch:	<input type="checkbox"/> Individual	<input type="checkbox"/> Group

2. This nomination is submitted by the _____ Chapter

3. Name of Nominee: _____ ☐ Member ☐ Non-member

Verification of membership (Awards Committee use only) _____

(If for a group, attach additional pages answering all parts of “#3 Name of Nominee” for each group member)

Professional Title: _____

Employer/Organization/Local Office Name: _____

Complete Address: _____, _____, CA, ZIP _____

Telephone: _____ E-mail: _____

4. Name of Nominator: _____ ☐ Member ☐ Non-member

Verification of membership (Awards Committee use only) _____

Professional Title: _____

Employer/Organization/Local Office Name: _____

Complete Address: _____, _____, CA, ZIP _____

Telephone: _____ E-mail: _____

5. Local Chapter President's Signature _____

6. Date Submitted _____

7. Mailing and Postmark Verification Policy

1. **All entries must be postmarked on or before March 1, 2019.**

2. Entries must be mailed to the appropriate state chairperson or state officer.

Mail Nominations to:

Retiree: Audrey Baker, 13421 Hubbard #116, Sylmar, CA 91342

All other award nominations: Denise Dobine, 45334 Aguila Court, Temecula CA 92592

CONTINUED ON PAGE 8

STATE AWARD NOMINATIONS

2018 NOMINATION SUBMISSION COMPONENTS NOMINATION PRESENTATION

The nomination must be typed, double-spaced, 11 or 12 size font, on 8½ x 11 inch paper, and enclosed in a lightweight binder (such as a report folder) with tabbed dividers designating each section of the nomination.

Standard Nomination Form: This form must be the first page of every written nomination and must be completed and signed by all required individuals.

Statement of Accomplishment: This statement must only be one page in length and should briefly describe the nominated individual's or group's accomplishment, the dates the accomplishment occurred within the judging period (January-December 2018) and the results or benefits derived from the accomplishment.

Narrative: This concise, precise and descriptive narra-

tive must focus on the details/examples of the actual accomplishment and include any necessary background information that explains why the accomplishment was exceptional to the association or agency. Give information based on the criteria listed on the judging sheet (found on the website in the Local Chapter Handbook), as this will assist the judges in properly and efficiently scoring the nominations.

Documentation: The narrative must be supported only by documentation that relates directly to the accomplishment activities on which the nomination is based. The documentation may be articles, endorsements, recommendations, testimonials, or original and/or digital photographs with a brief description of what each photograph is intended to show. *NOTE: If mailing or faxing the original submission, an electronic version may be requested by e-mail as well.*

TOLL TRUST AWARD

By Nanette Bowman
Past Presidents Chair & Orange Empire Member

The Toll Trust was established to present an annual award to a California member whose activities or accomplishments contribute most to the advancement of CWC activities and are exclusive of job performance. Nominees must be members during the 2018 year and at the time the award is presented. Accomplishments may span a period before the calendar year but must be continuous into the previous calendar year. Some of the accomplishments considered include:

- Level of commitment
- Investment of time
- Years of service
- Association Pride
- Fundraising
- Legislative Action
- Sustained effort
- Promotion of membership
- Professionalism
- Volunteerism
- Local Chapter Mentoring
- Program planning and assistance

Look around your chapter and your office and see who has made a special contribution to California Workforce Connection, kept your chapter working, brought in new members, and write your nomination in the form of a narrative and mail, fax or email **no later than March 1, 2019** to:

Nanette Bowman, Past Presidents Association Chair
2006 Port Albans Circle, Newport Beach, CA 92660
949-644-4402 (fax); 714-269-0612 (cell)



Book Club

Thursdays 7:00 – 8:00 PM

Book Club Meeting Dates:

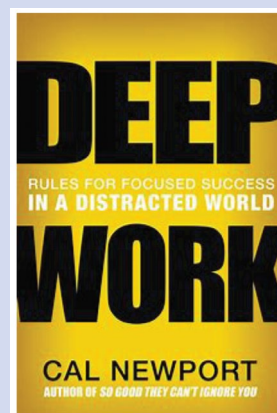
February: 02/07/19, 02/21/19

March: 03/07/19, 03/21/19

April: 04/04/19, 04/18/19

May: 05/19/19

Email: caworkforcebc@gmail.com for additional info



Deep Work:

Rules for Focused Success in a Distracted World

by Cal Newport

The CWC State Chapter Book Club is open to all- you don't have to be a member of the CWC State Chapter. It is free of charge – you only have to purchase the book and call in to participate in the discussions. It's that easy! In order to receive handouts and discussion questions prior to each meeting, we ask that you do register.

To register, please send an email to:

caworkforcebc@gmail.com

Conference Call-In Information:

Call-in Number: 1-800-920-7487

Participation Code: 68787443#

Interested in learning how to lead yourself and lead others?

• • • • •

Join the California Chapter Book Club

• • • • •

Bi-monthly Discussions

• • • • •

Free of charge

• • • • •

Chapter discussions are now held Thursday evenings so more are able to participate

EAST BAY CHAPTER

By Arlene Bautista, East Bay Chapter President

The annual District II Awards Luncheon was held December 1, 2018, at the Three Flames Restaurant in San Jose, CA. This year, the East Bay Chapter presented four awards to four well-deserved people:

Nancy Agron won the CWC Outstanding Partnership Award of the Year. In 2007 when Goodwill was chosen to receive WIA funds to provide career services to individuals looking to return to the workforce, Nancy was selected by her agency to be the Intensive Service Provider. The Office of Economic and Workforce Development (OEWD) and the EDD One Stop in San Francisco worked in collaboration to provide this service for low income and dislocated workers. Rebecca Wood, who nominated Nancy, writes "I have known Nancy for five years and have always found her dependable, efficient, and punctual. Nancy worked at Goodwill for 11 years and we at EDD have fully enjoyed the valuable partnership."

Hucksohn Hueck won the CWC Outstanding Employee of the Year Award. His manager, Jenny Carreno, states "Hucksohn's work ethic goes far beyond words can express when it comes to getting the job done. Every task is taken and completed as a priority. No task or responsibility is ever too difficult, hard or considered a chore." On a daily basis, Hucksohn seeks ways to make ARU 504 shine and takes the initiative for continuous improvement processes for both internal and external customers. Although some perceive it as too much work or hassle, he considers work as pure enjoyment, with purpose.

Teri Markus, also a recipient of the CWC Outstanding Employee Award of the Year, gladly accepts when asked to handle an assignment and assures to do 150% of an excellent job. She promptly responds to management and colleagues when they need her assistance. Through good times and bad, she is always responsible for her duties and even when she is not scheduled to work, she worries about meetings, assignments, and deadlines. Jenny, her manager, states "Teri is a person to be admired and to be proud to call a colleague. External clients have shared their appreciation of her and how great their experience with her has been."

Rebecca Wood has a passion to help others. She loves to share and to impart knowledge. She is passionate about teaching topics ranging from computer skills, Labor Market Information and basically the whole buffet of EDD programs and resources. She embraces technology and is an adopter of social media. Some clients have shared that she was so convincing about promoting the center's workshops and its value which would benefit them that they decided to sign up for classes. For the past few years, Rebecca was also President of the California Workforce Connection (CWC) San Francisco Chapter. She worked hard in scheduling general meetings, providing interesting guest speakers, and making sure there was plenty of food for all. She fully supported the East Bay and Silicon Valley Chapters under the CWC District II by attending their meetings no matter how far.

Congratulations to all our winners! They have all done an outstanding job and provided excellent service!



FRESNO CHAPTER

By Ruth Austin, First Vice President

Throughout 2018, Fresno Chapter sponsored Lunch and Learn Sessions on a variety of Business related Topics designed to provide a learning environment for participants who wanted to improve their current working/living skill sets. Sherry Nolen and Homero Solario from New York Life Insurance Company facilitated Lunch and Learn sessions on Financial Independence and Long Term Care. Both of these helped participants become aware of available resources needed to arrange for the maintenance of financial security during Retirement. Ms. Nolen and Mr. Solario answered questions that participants had about what steps to take in order to accomplish this type of financial security.

Carey Tate, a Business Instructor and Health Coach, facilitated Lunch and Learn sessions on Communication, Stress, Customer Service, and Time Management. All of these were focused on enhancing skill sets in participants' working lives. However, once perfected, these practiced skills promise to have many benefits in our lives outside of work too. For example, learning how to communicate better at work can also help us with relationships outside of work. Learning techniques that help us deal with Stress is helpful in all areas in our busy lives. If we learn how to be respectful to our customers, we can use customer service techniques as they apply to respecting individuals in our family life. And, when we are trying to accomplish tasks at home, a good handle of Time Management techniques can surely promote better use of precious time.

Chad King, Disability Insurance Program Manager I and Fresno Chapter Treasurer, facilitated a Lunch and Learn on Customer Focus. In this session, we learned that by anticipating the future needs of the claimant, we can make claimants aware of what may be needed or expected in the future for their particular claim. This can aide in being more successful with the Disability Insurance system since it can be confusing to claimants. If we can inform claimants adequately, we actually lower the call volume since claimants are able to self-service their claims better with fewer questions. As we know, a fuller knowledge of how the State Disability Insurance Program functions can create a sense of accomplishment and confidence for the claimant and they learn just what to do in the future.

I am a Disability Insurance Program Representative, Fresno Chapter 1st Vice President and facilitated a Lunch and Learn on The Difference between a Statement of Qualifications and a Resume and another one on Authentic Leadership. Differentiating a Statement of Qualification (SOQ) from a Resume is important since many job postings now ask for a Statement of Qualification. Ms. Austin provided examples of SOQs that the participants examined, then they asked pertinent questions as to how to design their own SOQ. She has helped several members enhance their SOQs. I also facilitated another session on Authentic Leadership reminding participants of the qualities possessed by an Authentic Leader and encouraged participants to keep these in their daily activities.



SEE MORE CHAPTER NEWS ON PAGE 10

CONTINUED FROM PREVIOUS PAGE

INLAND EMPIRE CHAPTER

Recap: Slaying your Dragons with Michael Kane*By Crystal Johnson*

In October, we had the pleasure of hosting UI Orange County Adjudication Center manager Michael Kane as he gave an engaging presentation on slaying your dragons. Mr. Kane touched on unlocking the door to your potential by identifying the common dragons we face and how to of course slay them. Michael shared a lot of valuable information with the group that left us inspired and ready to slay our dragons!

Michael started his presentation by asking attendees “what is your gift to the world?” For some, it was a question with an already discovered answer. For others, it proved to be a difficult question with a yet to be discovered answer. Your gifts and your passions in life are often times an indication of your purpose. Of course there are unavoidable things and circumstances that sometimes keep us from living in our purpose and sharing our gifts with the world. There are also controllable factors, those pesky dragons, which keep us from living our best lives.

Once you identify your gift, your purpose, or that goal you want to reach, you then have to do some serious self-reflecting and determine what your dragons are. Life’s dragons are bad habits, behaviors, internal demons, etc. that sometimes prevent us from achieving our goals. Mr. Kane gave examples such as fear, procrastination, anxiety, anger, indecisiveness, and addiction. There is a never ending list of things that can prevent us from living at our fullest potential.

Once you identify your dragons, it’s time to get to the slaying! This entails making conscious decisions to correct your behaviors that are stunting your growth. If you have a problem with indecisiveness, make a conscious effort to take decisive action. Start with small actions and work towards the big ones. If you have an issue with fear, get comfortable with being uncomfortable. Embrace failure and don’t let the anticipation of it stop you from taking action. If you are dealing with anxiety, anger or addiction, seek out professional help. There is no quick fix or one size fits all approach to conquering our vices. Everyone’s journey is different. Dragon’s will not be slayed over night, but even the smallest actions are a step in the right direction. We all have the potential to thrive and share our gifts with the world but one import step in this direction is identifying and slaying our dragons.



CRYSTAL JOHNSON
EMPLOYMENT PROGRAM
REPRESENTATIVE (EPR)
ARU #857, REDLANDS, CA



MICHAEL KANE, EMPLOYMENT DEPARTMENT ADMINISTRATOR (EDA)



ORANGE EMPIRE CHAPTER

Orange Empire Toy Drive*By Nanette Bowman, Orange Empire Member*

In December, Orange Empire members sponsored a toy drive to contribute to the Orange County Fire Authority “Spark of Love”. Abraham Saucedo brought a car load of toys from the Anaheim Workforce Office to the Board meeting held at the home of Nanette Bowman on December 15. The toys were delivered to a Fire Station in Newport Beach that day. Pictured with the toys are Orange Empire president Abraham Saucedo, Anaheim Office Manager, Rhonda Wooten-Savino, and Orange Peal Editor Debbie Bergman.



ABRAHAM, RHONDA AND DEBBIE

Orange Empire hosted 11 training sessions in 2018: Business Writing (2), Slaying Your Dragons, Seven Habits, Interviewing Skills, Emotional Intelligence, One Vision-One Team, CalPERS, Excel, Presentation Skills, and Career Journey. A special thanks to the Orange County managers who donated their time and talent to make these presentations.

The annual Orange Empire Awards dinner will be held at Moreno’s Restaurant in Orange on March 1. This is a different venue for the event and we are excited to introduce fresh scenery as we enter the new phase of the California Workforce Connection.

Improving Interview Skills and Mock Interviews*By Nanette Bowman, CWC Secretary and Orange Empire Member*

Interviewing is a learned skill and there are no second chances to make that first impression. Congratulations to those who attended this valuable workshop on Friday September 28. Those brave enough to volunteer to sit in the “hot seat” to be questioned by the panel demonstrated their sincere goal to grow in their careers. Special thanks to Tam Granflor, Michael Kane, Jill Kimble, and Dennis Varnum for forming the panel. Each one took turns asking questions. A few a listed below:

Tell us about a time when you led or guided a group or team effort.

- What was the situation?
- What actions did you take?
- What were the biggest challenges, how did you overcome them?
- What steps did you take to achieve a positive outcome?
- How did the group or team effort ultimately turn out?

Describe a situation in which you were able to clearly frame a problem, identify and collect the necessary data, and make recommendations for solving the problem.

- What was the problem?
- Who was impacted by the problem?
- What factors or variables did you consider?

- What did you do?
- How did you evaluate your options?
- What was the outcome?

During tough economic times, we all know that training resources are difficult to secure and maintain. Tell us about a creative idea that you came up with that contributed to developing your staff or team.

- What was the idea?
- What did you do?
- What was the outcome?

Describe a time when you anticipated potential problems that were significant to your unit and developed preventive measures.

- What was the potential problem?
- How did you identify the potential problem?
- What was the potential impact to your unit?
- What did you do?
- What was the outcome?

Give us an example of when you used your organization skills in leading a project to completion.

- What was the project?
- What did you do?
- What was the outcome?

Even if you are not asked these specific questions at an interview, it's a good idea to be prepared to describe specific situations and details of your actions. Ask your mentor for guidance. Yes, it's really important to have a mentor, a trusted counselor or guide, as defined in the dictionary.

"I can't change the direction of the wind, but I can adjust my sails to always reach my destination."

— Jimmy Dean



SILICON VALLEY CHAPTER

District II Holiday Luncheon 2018 Award Winners

By Fred Ruibal, Silicon Valley Chapter President

District II had its annual Holiday Awards Luncheon on December 2 at the Three Flames Restaurant in San Jose. Each year the local chapters of District II get together in celebration of the holidays and to recognize those CWC members who have made outstanding contributions to the organization whether at work or in retirement.

The Silicon Valley Chapter of CWC had the honor of recognizing two individuals, Emma Jimenez and Sharon Lawrence. Emma was presented with an award for Outstanding Customer Service. She is currently an Employment Program Representative for the Unemployment Insurance Branch, out of the San Jose UI Center office. Emma was nominated for her great work ethic. According to her manager, she is very flexible and always willing to assist whenever she can. She is one who always takes the initiative, such as taking care of a phone call to help a customer when no one else is available or taking on last minute assignments. She was chosen to participate in the 1101Sides pilot program as of the SPOCS for this program in the office. She has also done refresher training to some staff in the San Jose office as well as staff in other offices. She always has a professional attitude, getting along very well with staff and managers. It was for these reasons that Emma was



EMMA JIMENEZ



FRED AND MATTIE

nominated, and as you can see, very well deserved. Unfortunately Emma was not able to attend the event, so Mattie Woodie, who is also a manager at the San Jose office accepted on her behalf.

Sharon was presented the award for Outstanding Retiree. Sharon is a former Employment Program Manager II with the Unemployment Insurance Branch in San Jose, who is currently retired. Sharon has been a long-time supporter of the Silicon Valley Chapter. Sharon has been an active chapter member in the last few years, participating in monthly meetings as well as events such as the Veterans Day parade, where she has generously offered her own vehicle as a parade float for the chapter. Sharon is currently our chapter Second Vice-president, where her knowledge of the organization and help has been invaluable. Sharon can always be counted on for her well appreciated input and advice. I had the pleasure of working with Sharon when she was my manager and was very glad when she decided to devote some of her own time to promote and support our organization. It's because of Sharon's outstanding contributions she has made in the past and present to the organization that she was nominated to receive this award. Congratulations to both our award winners and we look forward to their future contributions!



SHARON AND FRED



SACRAMENTO CHAPTER

Looking Back

By Tanya Davidson, Sacramento Chapter President

Last September's Manager Mingle at Chevy's on the River in Sacramento yields positive results. The California Workforce Connection of Sacramento is pleased to announce a new member to our Leadership Team, Brigitte Williams. Brigitte has been a Sacramento member for over 15 years and has worked with prior boards and committees as an active member. She started with EDD in the Workforce Services Branch in 2002, moved on to UI Branch in 2006, and now works in the Sacramento Customer Service Center as a DI Program Manager I. Brigitte joins the board in the position of Partner Management Chair which creates community and professional partnerships for the Sacramento Chapter. Brigitte has

SEE MORE CHAPTER NEWS ON PAGE 12

CONTINUED FROM PREVIOUS PAGE

completed the DI Leadership Academy, collaborated communications statewide with other management team members for the DI Mentoring Alliance Program, and served on many committees for partnering and fundraising in her EDD career. Brigitte's experience, skills, and longtime service to leadership programs makes her a perfect fit as a Leadership Mentor for the Sacramento Executive board. We are very excited to have her on our team!

Staying on the Front Lines

By Tanya Davidson, Sacramento Chapter President

Ferocious fires plagued the northern Sacramento Valley the entire last half of 2018 starting with the Carr fire in the Trinity and Shasta areas late July. The Sacramento Chapter Leadership Team sprang into action collecting donations of clothing and cash to help members, Veterans and other victims the fire created. Our chapter is fortunate to have our own boots on the ground in the Redding area, Marine Veteran and 17-year CWC member, Rick Partridge, who quickly agreed to survey the immediate needs of the fire victims in his area. Within two weeks Chapter President, Tanya Davidson, and 1st Vice President, Melissa Lauritzen, met with Rick to transfer donated items and cash. Rick found many people in need but focused on those he knew we could help. The Briones, Poling, and other families lost their homes in the fire and the need for immediate cash was a priority. Rick was able to present each of the families with a \$100-\$140 cash donation from the Sacramento Chapter. The families are very grateful to have leadership in the community such as California Workforce Connections and thank all of those who donated to help families like theirs recover from the Carr fire. Here's an accounting from Rick:

This past July, when the Carr fire started in Shasta County, P Lee Wolfe (Coast Guard Veteran and Boy Scout Leader) and his family were on vacation in San Diego. Although Lee called me to see if I could help save his property, I too was out of town. The Wolfe family lost everything that day. Lee's two youngest sons Michael and Gabe had a 20+ year hereditary collection of Legos which they loved to play with... also gone on that fateful day in July.

So, when the CWC State Board of Directors gave a cash donation to continue Sacramento Chapter's work with helping Carr fire vic-

tims and the Sacramento Chapter matched that donation, it gave me enough money to help the Wolfe boys.

On November 16, 2018, I was at Walmart with Boy Scout Troop #125 asking people to fill a tent with donations for the Camp Fire victims. The donation drive was set-up by Lee Wolfe, a Boy Scout Leader and Carr fire victim. He also teamed up with the Scout Store in Chico to set up a place to receive the donations. Lee's younger sons, Michael and Gabe were there with Troop #125. Perfect timing! I went into Walmart, purchased two Legos kits for each boy, and had a picture taken by their Dad (too shy for the camera). I feel very privileged to belong to such a great organization like the Sacramento Chapter. And I applaud their determination to help others, even non-members, with cash donations. This is a perfect example of what truly makes this organization great; their desire to help others succeed; true leaders! Thank you again! Rick Partridge, Sacramento Chapter Member & Veteran

The Sacramento Chapter was able to distribute over \$450 in cash as well as specific clothing, personal items, and of course, TOYS to Carr fire victims with the knowledge that every little bit helps.

The devastation continues as the Camp fire victims of Paradise California are *still* struggling with recovery. Many victims still inhabit shelters, motels, RV campsites and need our help. Three months have passed since the Camp Fire started and monetary donations (cash, checks, money orders, and gift cards) are at the highest need for the relief organizations who continue to help the fire victims. For more information on how you can be part of the recovery solution, please contact Sacramento Chapter President Tanya Davidson at sacramento.cwc@gmail.com.

The Future is Bright

By Tanya Davidson, Sacramento Chapter President

A new year brings new challenges that lead us to new opportunities.

The Sacramento Leadership Team is in the final stages of preparing for our 2nd Annual Cup'a Joe for Vets Campaign to start February 1st and run through March 15. The Cup'a Joe for Vets Campaign collects coffee, tea, cocoa, sugar free cookies/snacks, and condiments to benefit the VA Northern California Health Care System's Medical Centers' (VAMC) Free Coffee Program. This volunteer ran program offers free coffee and snacks to Veterans who come to the medical centers. Many come for tests or medical appointments but often stop by the Free Coffee Program to get a bite after fasting for tests or to just visit with other members of their Veteran community. This year the Sacramento Chapter hopes to double last year's donation of 6153 cups of coffee along with plenty of creamer and all the condiments. Sacramento is very excited to provide such a great service for our local veteran communities who teach us all how to truly serve!

Finally, the Sacramento Leadership Team is also in the early stages of planning the 5th Annual Mock Interview Workshop for later this Spring. This year we are looking to change our location to the Northern Valley so stay tuned for more information. If you think you would like to volunteer as a leadership mentor for this event, please contact 1st Vice President, Melissa Lauritzen at sacramento.cwc@gmail.com for details.



BRIONE FAMILY



POLING FAMILY



TWO HAPPY BOYS

Membership Application

☐ New ☐ Update ☐ Renewal Date: _____

Mail form (and payment) to: Lucely Tut, Membership Coordinator, 303 W. Elm Street, Oxnard, CA 93033

Name:

Last name

First Name:

MI

Local Chapter:

Telephone Number:

Home email:

Address:

Number and Street Address

City

State

Zip Code

Employer:

City

Job Title:

ARU:

Bargaining Unit:

(If applicable)

(If applicable)

Type of Member & Association Annual Dues Amount

☐ **Partner/Non-State Employee:** \$98.00 ☐ **Cash/Check Payment:** I hereby agree to be sent an annual invoice for renewal of dues.

☐ **Retiree:** \$36.00 ☐ **Cash/Check Payment:** I hereby agree to be sent an annual invoice for renewal of dues.

☐ **EDD State Supervisor/Exempt Employee:** \$0.00

I agree to provide my full social security number, which will be kept confidential. **SSN #:** _____ - _____ - _____

☐ **EDD State Employee Bargaining Unit 1 or 4:** \$48.00

I agree to provide my full social security number, which will be kept confidential. **SSN #:** _____ - _____ - _____

☐ **Automatic Deduction:** By checking this box, I hereby authorize the State Controller's Office (SCO) to automatically deduct **\$4.00** from my salary each month and transmit, as designated, an amount for membership dues to the CWC. I certify that I am now a member of the CWC and allow the organization to establish, change and/or cancel my deduction. This authorization will remain in effect until I submit a written request to the SCO to cancel this deduction and termination of membership will cancel all deductions made under this authorization. I understand that processing may take 2-3 pay periods.

-OR- ☐ **Cash/Check Payment:** I hereby agree to be sent an annual invoice for renewal of dues.

☐ **Other State Employee (Non-EDD):** \$98.00 – Refer to your Bargaining Unit Contract for possible reimbursement.

I agree to provide my full social security number, which will be kept confidential. **SSN #:** _____ - _____ - _____

☐ **Automatic Deduction:** By checking this box, I hereby authorize the State Controller's Office (SCO) to automatically deduct **\$8.17** from my salary each month and transmit, as designated, an amount for membership dues to the CWC. I certify that I am now a member of the CWC and allow the organization to establish, change and/or cancel my deduction. This authorization will remain in effect until I submit a written request to the SCO to cancel this deduction and termination of membership will cancel all deductions made under this authorization. I understand that processing may take 2-3 pay periods.

-OR- ☐ **Cash/Check Payment:** I hereby agree to be sent an annual invoice for renewal of dues.

I understand that the processing of this form/payment may take 1-3 months and that the California Workforce Connection (CWC) organization does not issue refunds.

Member Signature: _____

Date: _____

Recruiter's Name: _____

Local Chapter: _____