



**MESSAGE FROM THE  
 STATE CHAPTER  
 PRESIDENT**

**Merry Christmas**  
**Happy Hanukkah**  
**Happy New Year**

**CALENDAR OF EVENTS**

- December 25, 2018**  
Christmas Day
- December 31, 2018**  
New Year's Eve
- January 1, 2019**  
New Year's Day
- January 15, 2019**  
Cal-Liope Articles Due
- March 1, 2019**  
Award Nominations Due
- April 26, 2019**  
First Annual CWC  
Educational Conference  
Ayres Hotel,  
Costa Mesa, CA

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Membership Application

*By James Thomas, State Chapter President*

I am proud to announce our new name: **California Workforce Connection (CWC)**. I am looking forward to the new changes for improving our organization going forward. Our education and training programs will be focused on promotional advancements, leadership development, and self-development. We will kick off our exciting new adventure at our **Annual Educational Conference on April 26, 2019 at the beautiful Ayres Hotel & Suite Costa Mesa/Newport Beach, Costa Mesa California**. Make your reservation now to attend our new branding. We will have outstanding speakers, networking opportunities, and a chance to see and purchase our new CWC pin. Thanks to the California membership, the California Board, and the EDD Administrators for supporting our new direction. Thank you for believing in me.



**JAMES THOMAS, STATE CHAPTER PRESIDENT**

## Membership Moment

*By Dadisi Elliott,  
 Membership Committee Chair*

Since activation in August 2018, the Membership Committee has hosted two teleconference meetings, on 8/30/18 and 9/13/18 respectively. Participants were representatives from the CWC Board as well as several sub-chapters, including James Thomas, Melissa Lauritzen, Mary Navarro-Aldana, Lucely Tut, Ray Cabrera, Violeta Vasquez, Erlinda Towler, and Rosario Franco.

The committee is very appreciative of Violeta Vasquez who contributed insightful input in addition to volunteering to document the discussion and action items in

her excellent meeting minutes for August 30, 2018. Gratitude also to James Thomas for good minutes of September 13, 2018. The following article is a recap of those meetings, in addition to accomplishment dates, and planning activities going forward.

CWC State President James Thomas revealed his mission and vision for the CWC which formed the committee's goals and objectives for our preliminary planning sessions. He encouraged us to apply a laser focus to achieve at least one major goal.

The meetings were very productive and focused on

**CONTINUED ON PAGE 2**



*By Dadisi R. Elliott,  
 Membership Committee  
 Chair*

The Membership Committee is kicking off the First Annual Membership Drive on behalf of our new association, California Workforce Connection, from December 1, 2018 through March 31, 2019.

Contest prizes will be awarded to any chapters that achieve the following member recruitment goals:

**CONTINUED ON PAGE 2**

## CALIFORNIA CHAPTER

President  
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District IV Director  
**RAY CABRERA**  
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## MEMBERSHIP MOMENT: FROM PAGE 1

identifying the current status of membership numbers and levels of participation. A big take away was realization that membership has been declining across all sectors, and the current state of divestment from the international organization may have unwanted impacts. There was consensus in the group that there is a critical need to develop an effective strategy to retain current members in addition to implementing a campaign to recruit new members.

We reviewed and analyzed the effectiveness of previous CA State Chapter membership campaigns. Past President, Mary Navarro-Aldana, shared invaluable information from her previous role as State Membership Chairperson. She provided copies of Annual Membership Plans 2011-2012 for the current committees' review.

San Joaquin Chapter mem-



**DADISI ELLIOTT**

ber, Erlinda Towler suggested the committee assess what CWC currently offers or can offer its members in the future. Her idea culminated in a suggestion to create a questionnaire to gather information about the interests and needs of CWC members. She graciously agreed to start the process of drafting an initial sample survey to present for review by the committee.

The Membership Committee Chair requested that Membership Coordinator, Lucely Tut compile a comprehensive report for the committee to review at the next planning meeting in November.

Rosario de Franco, Puerto del Sol Chapter President, stated that she was excited about the CWC taking the opportunity to evaluate its member benefits and services. This action is essential to understanding what we can do to increase satisfaction and retention of members. Rosario also shared several activities that her chapter provides, like an annual picnic. A discussion about quality member benefits ensued.

The information gathering from the two membership committee meetings was instrumental in helping the Chair prepare a comprehensive report to the CWC Board on October 12, 2018 at the Special Convention in Ontario. There was unanimous support for the committees' proposed goals and objectives and authorization was given to move forward with developing the Annual Membership Plan.

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## MEMBERSHIP DRIVE ANNOUNCED: FROM PAGE 1

MEMBER GOAL	CHAPTER LEVEL	AWARD AMOUNT
5-10	Small Chapter	\$25
10-15	Medium Chapter	\$50
15-20	Large Chapter	\$100

The theme of the membership drive, is "Grow Into Leadership", which emphasizes CWC President James Thomas' mission and vision to grow the association's numbers by strengthening individual sub-chapters. At the core of this Membership Drive is the ultimate goal of improving the professional acumen of individual members through promoting CWC's newly ratified organizational motto: Education\*Innovation\*Opportunity

We are asking each sub-chapter to get 10-20 new members before the Educational Conference, April 25-26, 2019.

It is recommended that each sub-chapter develop its own individual Membership Plan

in conjunction with the Membership Committee. Local activities might include lunch and learns, social events, rallies, and other networking activities, specifically designed to promote their drive to recruit new members.

The Membership Committee Chair will contact all Chapter Presidents as well as District Directors to offer support and assistance with creating individual chapter membership plan.

Awards will be given on April 25, 2019 at the State Educational Conference to chapters that recruit the requisite number of new members. Membership applications must be postmarked or emailed to Membership Coordinator, Lucely Tut, by c.o.b., March 31, 2019.

For additional information on this Membership Drive, please call your local Chapter President or contact State Membership Chair, Dadisi Elliott: kamaya90807@yahoo.com or by cell phone 562-331-3957.



## NOVEMBER: A MONTH TO REMEMBER

By Dimetrios Vandiegriff, Vice President, Los Angeles Chapter

The month of November is a month to remember because major hostilities of WWI were ended at the 11th hour of the 11th day of the 11th month of 1918, which was formally known as the Armistice with Germany, but at the urging of U.S. veteran organizations, Armistice Day was renamed Veterans Day in 1954. Veterans Day, November 11th, is a day to honor all U.S. military veterans. Thank You to all who have ever served!

The month of November is also when Thanksgiving is celebrated so this year we held the 9th Annual Veterans Thanksgiving Giveaway & Brunch at the Dollarhide Community Center in Compton, CA, partnered and sponsored by: California Workforce Connection - LA Chapter, City of Compton, Community Career Development, Inc., Compton Chamber of Commerce, Employment Development Department, South Bay Veterans Employment Council, West LA Employer Advisory Council, JVS – Los Angeles, Omega Burgers, Phoenix Engineering, South Bay Workforce Investment Board, Steve & Linda Warwick, Tom & Luann Johnson, and Walmart Grocery – Carson. We were able to honor 30 Veterans and their guests with a celebratory and festive gathering that also included a presentation of a certificate from Councilwoman Emma Sharif of the 4th District in Compton, CA. Let's all remember to give Thanks and be Thankful this Thanksgiving Season.

### MEMBERSHIP MOMENT: FROM PAGE 2

After a very successful Special Convention, the committee resumed its planning efforts and netted the following accomplishments:

1. Completed 2nd draft of CWC Membership Survey
2. Consulted Membership Coordinator about release of new Membership Application
3. Collaborated with Marketing Committee Chair, BJ Sims
4. Developed 1st draft of Annual Membership Plan
5. Reviewed next steps regarding Member Benefits
6. Provided input to CA President regarding development of Welcome Letter for New Member Packet
7. Drafted Article on Membership Drive for *Cal-Liope*
8. Drafted Article on Membership Pin Design Contest for *Cal-Liope*

The Membership Committee intends to reach out to all Local Chapter Presidents and District Directors to invite them or their representatives to contribute to CA State membership development. Your participation is requested to create a local membership plan for your chapter. We look forward to collaborating with you at the next teleconference meeting on Tuesday, November 27, 2018 at 7:00 pm.



## DID YOU KNOW?

By Ray Cabrera, Feature Editor, District IV Director



RAY CABRERA

*This is the second in the new feature for the Cal-Liope, emphasizing information in every issue that you might not be familiar with, yet very important information everyone should know.*

The Employment Development Department does not have a consistent, well publicized Awards Program that recognizes individual workers or groups of workers for their hard work beyond their required job obligations.

The co-worker who gives the extra effort and develops a faster and shorter way of performing a task; resulting in a cost savings to the department, improving productivity and moral. Where is his/her pat on the back? It's up to you.

You see and hear it all the time, people talking about all the stuff they are involved with outside of work. The person who, for the last number of year's volunteer's hours at his/her local church that prepares 500 Thanksgiving dinners for families in need. The person who collects used books and sends them to servicemen and women in the armed services abroad. Thank you for your service to the warriors of this country!

The discreet individual, that spends one weekend a month serving as a volunteer first responder. That includes fire personnel, hospital aids, donating blood, and even reading to children in the hospital. Who lets them know they are appreciated? It's up to you.

The many groups that get together and do fundraising of "Backpacks for Kids" each August, raising hundreds of back-to-school items that otherwise teachers would have to go out and spend their own money buying so that all kids have a level chance to start school. Who tells them they are treasured? It's up to you.

Anyone can write a nomination no matter your current position at EDD. If you see a fellow staff worker that you think deserves to be nominated, nominate them. Sit down and talk to them and fill out the nominating form. You will feel good and even better if they win an award. Remember you can nominate an individual or a group. It's up to you.

As the second Vice-President, Denise Dobine states in her article... the possibilities are endless. All it takes is for you to write the nomination and submit it on time. Denise is not bound by the restrictions of the recent past. Now you don't have to worry about writing a nomination during the Holiday's, Denise took care of that. Now you have until March 1, 2019 to submit your nominations and see who wins.

**"Become the kind of person who makes things happen!"**

# STATE AWARD NOMINATIONS

By Denise Dobine

State 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](http://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!

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## THESE ARE THE CALIFORNIA CHAPTER STATE AWARD CATEGORIES:

**Citation 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.

**Award of Merit** – *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.

**Workforce System 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 |
| Services to Veterans Award:         | <input type="checkbox"/> Individual | <input type="checkbox"/> Group |
| Retiree Award:                      | <input type="checkbox"/> Individual |                                |
| 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

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## 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-

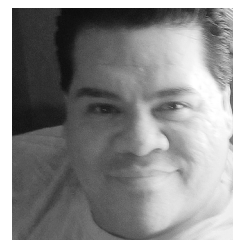
tive must focus on the details/examples of the actual accomplishment and include any necessary background information that explains why the accomplishment was exceptional to the association or agency. Give information based on the criteria listed on the judging sheet (found on the website in the Local 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.*

## INVENTING YOUR LIFE

### Compassion for All

By Rob Claudio



ROBERT CLAUDIO

One of the things I enjoy doing as the weekend comes to an end is watching the CBS show Sunday Morning, after making a pot of coffee and reading the newspaper in-between. I enjoy watching this program because it always has a great mix of stories that are both informative and filled with positive pieces about what goes on in a good part of our world, which we aren't shown every day. It is my counter punch to the daily ongoing news that seems to come at us with lots of negativity along with doses of fear about many things. Hence, I make it a point to balance all that appears wrong with much that can also be right. On a recent episode, there was a great story about a young man on his way to work in the Midwest and inadvertently hit a squirrel that darted in front of his car. Two policemen had their cameras on when they stopped to see the young man performing chest compression CPR. Initially, the policemen couldn't see that it was an animal, as they thought it may be a child, until they walked up closer. When the men saw that it was a squirrel, they figured that it was already dead. The policemen became the narrators of the story as they were a witness to this incident happening on the ground. As they kept rolling their tape after what appeared to be a failed valiant effort by this good Samaritan, the squirrel suddenly came back to life and jumped up as it ran over into a nearby tree, to the astonishment of the three men observing. The savior of this squirrel was absolutely ecstatic, as the policemen stated that they have never seen anything like this. When they further questioned the individual about why he decided to perform CPR, his response was that he had to do what was right, even if it was an animal that most people would not care too much about. As the story closed, this individual who saved the day was identified as a local college student that wanted to study medicine in the future. The final piece of the segment ended with everyone in agreement that he was going to be the best healer in the field of medicine, if this incident was any indication about his compassion for human life. I absolutely loved this story and was so glad that it was captured on video, if only to memorialize what doing the right thing looks like through the efforts of a caring human being, especially when they thought nobody was looking. To me, these stories also revitalize me in a way that so many of the other life draining dramas don't. The other thing that this served as a reminder for, was that there are many more good narratives about good people that do not make the news. I am positive that there are unsung heroes in many communities through-out the world that constantly do the right thing without an audience of any kind. My faith in others that have such integrity is strong, although we may not hear about it daily. I just know that they exist and as a result our world can be a better place for all of us. It is my hope that many of you also look for those unique features of human kindness and compassion as often as you can, as I believe they will continue to fill your life with the good that we all could use more of.

*"My mission in life is not merely to survive, but to thrive; and to do so with some passion, some compassion, some humor, and some style."* – Maya Angelou

Remember to follow the blog at: [inventingyourlife.blogspot.com](http://inventingyourlife.blogspot.com)

## 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)

# District III Annual Awards Dinner Honors Winners

By Verletta (VAL) Moeller  
District III Director

District III hosted their annual Employee Recognition Awards Dinner on Friday, November 9, 2018, at The Double Tree by Hilton Carson. This was our first event under the California Workforce Connection (CWC). Employees from Disability Insurance (DI), Unemployment Insurance (UI), and Workforce Services (WS) were honored. In addition, partners were also honored. All nominees received Certificates of Excellence. PrinceJames-Reed Williams, Employment Program Manager I, Compton Workforce Services (WS), served as the Master of Ceremonies.

Individual Stars of Excellence were awarded as follows:

## EMPLOYEE PERFORMANCE

- Michelle Miller, Compton WS. *The other nominees were: Lien Phan, Canoga Park; Sade Washington, West LA; Roberto Avila, East LA.*

- Ruben Macias, Los Angeles Unemployment Insurance Center

- Sundra Vazquez – Long Beach (LB) Disability Insurance (DI) Office. *The other nominees were: Verginia Voskaniyan, Van Nuys; Teri Roethlisberger, LB; Sharon Forinash, Van Nuys*

## SERVICES TO VETERANS

- Dadisi Elliott, Intensive Services Coordinator

- The group award (plaque) for this category was awarded to the Region 2 Honor A Hero Hire A Vet (HAHHAV) Steering Committee: Carolyn Anderson; Dinah White; Alexis Carter; Armando Loza, Community Care Development (CDC) Inc.; and Lynell Wiggins, Compton College.

Plaques were awarded as follows:



**DADISI ELLIOTT.**  
SERVICES TO VETERANS



**LYNELL WIGGINS.**  
COMPTON COLLEGE



**TYRONE CARROLL JR..**  
YEOP



**ALMA DIAZ, COMPTON WS; SHONNA HARVEY, CDC; & MARQUISE BROWN, CDC**



**JOANNIE WANG, LAUI**



**MICKEY RUIZ, VAN NUYS DI; & GRACIELA VARGAS, LB DI**



**MICHELLE MILLER,**  
COMPTON WS



**MANAGEMENT TEAM WINNER, FROM LEFT, LIDIA JAMES, JORGE PEREZ, ALEXIS CARTER, VIVIEN NGUYEN, DINAH WHITE, YOLANDA DODD-LYONS, PHYLLIS CARR, & PRINCEJAMESREED WILLIAMS**

## GROUP AWARDS EMPLOYEE PERFORMANCE Workforce Services Branch

- TAA Blitz Group: Carolyn Anderson; Susan Campos; Andy Bruce; Gilbert Lujan; Clinton Wager; Sade Washington; Stephanie Dickerson; Alma Diaz; Zena Phillips; Eliana Alfaro; Maria Ordonez Jose Sayula; Enzinna Arguijo; Lidia James; Alexia Carter; Prince James Reed Williams; Elaine Elsayed; Lydia Aguilera, Lien Pham; Ian Park; Armenta Coto.

- Glendale Cluster TAA Team: Stella Ahn; Josh Cheng; Gloria Farahani; Aaron McCarter; Sarah Moskofian; Ian Park.

- 2018 Cannabis Career Fair Dream Team Region 2: Carolyn Anderson; Alexis Carter; Dinah White; PrinceJames-Reed Williams; Lidia James; Anna Sargsyan.

- LA Coastal Region 2 Management Team: Yolanda Dodd-Lyons; Mylinh Phu; Connye Thomas; Vivien Nguyen; Paz McNeel; Dinah White; PrinceJamesReed Williams; Jotge Perez; Phyllis Carr; Lidia James; Joseph Velasco; Katrena Carruthers.

## Unemployment Insurance Branch

- Los Angeles Appeals Group: Eva Gutierrez; Erika

Manzanares; Tracie Ponds; Joannie Wang; Rina Carr; Claudia Corona; Gladys Delgado; Jennifer Tea; Francisco Huerta.

Unfortunately some of the individuals nominated were not members and also some group nominations did not qualify for an award because they did not meet the 2/3rds membership criteria for a group award. However, there were a number of Honorable Mentions:

## DISABILITY INSURANCE

- Van Nuys DI Office Tech Team: Kelly Gonzalez & Kathy Parks

- Management: Nelva Fashah, Van Nuys

## ADMINISTRATIVE SUPPORT – DI

- Shawna Miranda, Long Beach DI; Nadine Valencica, Los Angeles DI

## WORKFORCE SERVICES

- San Gabriel Valley WS RESEA Team: Eileen Chavez; Maria Fernandez; Sung Hwang; Deborah Millan; Lele Quan; Gia Quezada; Anthony Raygoza; Maria Saldana; Ben Vuong.

## UNEMPLOYMENT INSURANCE

- LA Adjustment Team: Hope Aldama; Pleshette Burrell; America Cortez; Jacqueline Guadrone; Bridgette Hewings; Ruben Macias; Renee Mendez; Maria Shintani; Candy Xiang.

## SPECIAL AWARDS

Special Recognition was given to Youth Employment Opportunity Specialists (YEOP) Tyrone Carroll Jr., Compton WS; Amara Morris, West LA WS

Special Targeted Group: Alma Diaz, Compton WS, Shonna Harvey, CDC; Marquise Brown, CDC

## FOSTERING

## PARTNERSHIPS

Youth Day Symposium Committee: Annette Simons;

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# CWC STATE CHAPTER BOOK CLUB

## THE MIND OF THE LEADER

By Arlene Bautista,

CWC East Bay Chapter President

The California Workforce Connection (CWC) State Chapter Book Club finished reading and discussing *The Mind of the Leader* by Rasmus Hougaard and Jacqueline Carter. The book was based on extensive research which discovered that three mental qualities stood out as being foundational for leaders today: mindfulness, selflessness and compassion- MSC leadership. *The Mind of the Leader* takes the step by step approach through the process by applying these qualities first to yourself, then your people, and then to your organization. The book included mindfulness exercises and trainings for compassion. Each chapter also ended with a section on Quick Tips and Reflections.

Participants in the book club would meet every other Wednesday and discuss two chapters. A set of questions were emailed to the group days before each session. The meetings held lively discussions especially when participants talked about their experiences of the exercises. A few people were already familiar with the process and the book offered additional ways to cultivate mindfulness.

Here are quotes from some of the participants:

"This wonderful and extraordinary book is a definite must read if you want to know how to train your mind to lead others to find meaning, purpose, connection and happiness in the workplace. You will tap into the human side to show you how to use selflessness and compassion to lead in the 21st century with all the exercise, practices, and examples of good leadership," Janet Alexander, UI #021

"The Mind of the Leader instills inspiration, guidance, and profound thought into the cognitive behaviors we must have

in order to consider ourselves true leaders. The California Workforce Connection Book Club provides a safe and open environment in which current EDD leaders not only enable real-life thought provoking situations that require leadership mentality and behavior, but also have the opportunity to learn from other leaders in the club. What a wonderful experience to belong to the book club!" Tanya Davidson, CWC Sacramento Chapter President

"The Mind of the Leader was a great read. A "sometimes" meditation practitioner, I was very interested to join the bi-weekly discussions. Each session offered more strategies on how to apply the concepts of Mindfulness, Selflessness and Compassion (MSC). As I practiced the exercise in the book, I became more excited and motivated from experiencing the benefits of using MSC in my leadership role in the workplace. I highly recommend participation in the monthly book club for personal and professional growth," Dadisi Elliott, CWC San Gabriel Valley Chapter.

"Leadership is the willingness to be mindful, selfless, compassionate, and understanding your organization's needs. People are what matter, and creating that perfect balance is essential for a happy work environment," James Thomas, CWC State Chapter President.

The CWC State Chapter Book Club will start the next book review and discussion in January 2019 – *Deep Work: Rules for Focused Success in a Distracted World* by Cal Newport. The informational meeting will be Thursday, January 24, 2019, 7-8 p.m. Handouts including the meeting schedule will be provided. This book club is open to all – you do not have to be a member to join. If you would like to participate, please send an email to our new email address: [caworkforcebc@gmail.com](mailto:caworkforcebc@gmail.com). We look forward to hearing from you.

## DISTRICT III AWARDS: FROM PAGE 7

Dinah White; PrinceJamesReed Williams; Alma Diaz; Armando Loza, CDC; Tyrone Carroll, Jr.; Amara Morris; Jose Gonzalez.

Thanks go to PrinceJamesReed Williams for acting as our Master of Ceremonies. Also thanks to our award presenters: Mickey Ruiz, Graciela Vargas, Jorge Perez, Dr. Phyllis Carr, and Carolyn Anderson.

This kind of event takes a team to accomplish. My thanks to the Awards Committee team of Dinah White, Rocio Lopez, Lidia James, Dimetrios Vandiegriff, and Prince James for a successful event!

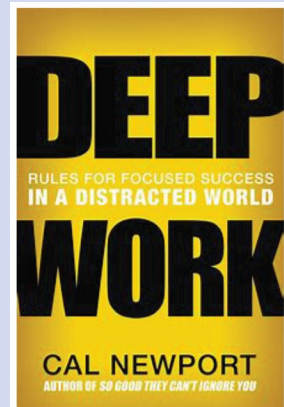
Congratulations to all award nominees! You are all winners! Happy Holidays from District III.



## Book Club

**Book Club Informational Meeting:**  
Thursday, January 24, 2019  
7:00-8:00 PM

The Next Book Selection:  
*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](mailto:caworkforcebc@gmail.com)

**Conference Call-In Information:**

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

Participation Code:

**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



## CABRILLO DEL RIO CHAPTER

## Project Love by Val Moeller

The Cabrillo Del Rio Chapter again participated in Project Love which provides gifts to the Navajo and Hopi children of the Little Singer Community School and Black Mesa Community School in Arizona. Employees from the Los Angeles Unemployment Insurance Center UIC and the Buena Park UIC provided gifts to 52 children from these schools.



Those of us who volunteer our time, energy, and effort to this project know how rewarding it is. What we receive in return is the knowledge that we bring happiness to these children at Christmas time. Sometimes we even receive a handmade thank you note. I know, I'm excited when I get one sometime in January.

Thank you to all that participated. Many of you have supported Project Love for years and I hope that you continue. If you did not participate this year, please consider this as an invitation to take part in a Christmas program that does make a difference. And a special thanks to Erika Manzaneres from the LAUIC and Rocio Lopez from the Buena Park UIC for coordinating the collection of the gifts in their office.



## EAST BAY CHAPTER

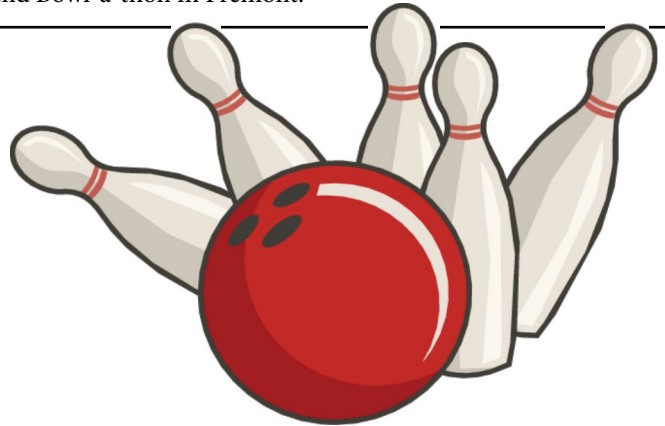
By Arlene Bautista, East Bay Chapter President

The CWC East Bay Chapter began the new administrative year with the District II Installation Luncheon at Benedict's Café and Bar in San Jose. The guest speaker was BJ Sims, CWC Marketing Chair, who gave an interactive presentation on "How to Effectively Market Your Organization." The event ended with the swearing in of the local executive officers of the East Bay and Silicon Valley Chapters.

The East Bay Chapter Executive Board for the 2018-2019 administrative year consists of: Arlene Bautista- President, Vickie Slack- First Vice President, Rebecca Wood- Second Vice President and Ben Takesh'ta-Treasurer and Elected Delegate to the Board of Directors. Vickie Slack has been on the local board for a few years and is very passionate about her work. She will not hesitate to attend our meetings no matter how far they are. Rebecca Wood is the Past President of the former San Francisco Chapter. She was instrumental in setting up all the various trainings and general meetings in San Francisco. We are lucky to have her now in our chapter. Ben Takesh'ta has been on the East Bay Chapter Local Board for several years. He has been long involved in many capacities including State Chapter Past President, East Bay Chapter President, and is currently our Treasurer. He currently holds the record for attending our conventions for more than 50 consecutive years. We have learned so much from Ben!

One of our faithful members, Walter Ko, represents EDD and CWC in Oakland Chinatown Festivals. He continues to write about his adventures in the *Cal-liope*.

Some of our future events include the Annual Awards Luncheon, December 1, 2018 in San Jose and the District II Caucus and Bowl-a-thon in Fremont.

**District II Meeting and Bowl-a-thon**

JANUARY 19, 2019 • CLOVERLEAF BOWL

40645 Fremont Blvd., Fremont CA, 94538

**Join the Annual District II Chapters  
Bowling Teams: East Bay, and Silicon Valley  
bowl for Highest Team Score.**

**Lots of Fun and Good Fellowship!**

Contact your Chapter Team Leader to by COB 1/14/19.

EAST BAY: Arlene Bautista, 510-285-4431, Arlene.bautista@edd.ca.gov

SILICON VALLEY: Fred Ruibal, 408-436-5738, Fred.ruibal@edd.ca.gov

- Bowl-a-thon starts at 1pm. Cost is \$25 for lanes, 3 games and shoe rental.
- Bowl-a-thon winning chapter will receive proceeds to donate it's favorite charity.
- If you don't bowl come to cheer your team.
- Contributions Always Welcomed!

**District II meeting will be held from 11am-noon to discuss District II business. All are welcome! Have new ideas for CWC? We would like to hear them!**

## INLAND EMPIRE CHAPTER

**Leadership Competencies Displayed  
at the Riverside Taco Festival**

By Sylvia Logan, Community Affairs Chairperson,  
Inland Empire Sub-Chapter

The Community Affairs Committee Chairperson, Sylvia Logan of CUISC South Redlands, and Daisy Figueroa, Marketing Coordinator with Meals on Wheels non-profit organization from the Riverside location, collaborated in recruiting volunteers to help provide services for the Inland Empire Taco Festival. The Inland Empire Taco Festival that took place on October 1, 2018, at White Park in Riverside, was put on by local radio station 99.1 KGGI in supports of local taco vendors and Meals on Wheels.

The recruitment process was exciting as volunteers were represented from CUISC South Redlands, Unemployment Insurance

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Center Riverside, and San Bernardino Disability Insurance. The volunteers ranged from staff members, individuals from the management teams, retired EDD Managers, and family members. All came together for a worthy cause and were able to help Inland Empire Community.

Secondly, the volunteers had the opportunity to network with other branches of the Employment Development Department and the general public. It was a beautiful exchange of communication in sharing different ideas, upcoming community fundraisers and current events. The Meals on Wheels staff were equipped to provide the necessary training in order for us to work the various booths. While serving the community, our volunteers were able to “Enable Others To Act” by treating individuals with dignity and respect. Each of the volunteers received a FREE t-shirt with the Meals on Wheels log. The day of the festival the weather decided to shift and it was pouring rain but the loyalty and commitment of these volunteers was evident when they showed up regardless of “rain or shine” to volunteer and work their shift of four hours or more. This dedication of the volunteers showed and defined “Modeling the Way”.

Needless to say, this event was a SUCCESS! It was a meaningful moment to experience and see our colleagues modeling exemplary professionalism at all times, while “Encouraging the Heart” as they served the public in various booths. Volunteers were able to work Admissions, Sales, Water Supply and other areas that needed coverage. I was proud to see that our personal values and The Five Practices of Exemplary Leadership as defined by James M. Kouzes and Barry Z. Posner were incorporated in our community efforts and we were able to embrace it effectively. I look forward to our next upcoming Community Affairs event and giving back to the families that are in dire need of assistance.



## SAN GABRIEL CHAPTER

### Effective Application of Business Practice Improvement (BPI) In Employment Services to Veterans

*By Cindy Schultenburg, San Gabriel Valley Secretary*

Business Practice Improvement methodologies have had a great impact on the co-workers, management, and customers served by the Veterans Intensive Program at West Covina Workforce Services. It has improved processes used to assist the local veterans in the field office and increasing the number of veterans being hired by local employers. There is no doubt that BPI has been a big part of the veteran successful outcomes which the San Gabriel Valley Workforce Services (SGVWS) Office has experienced since the implementation of the Veterans Boot Camp Concept.

This concept was created in conjunction with Ronald Williams, Local Veterans Employment Representative (LVER) and Dadisi Elliott, DVOP. Many hours of dedication were put into this the process improvement of tracking and providing intensive services to veterans in order to ensure they were job ready and able to comprehensively speak at an interview; expressing their skills, knowledge, and capabilities to the employer. In turn this raised the percentage of veterans that were obtaining employment after

going to interviews.

Essential elements of this BPI approach to intensive services include:

- The Veteran Job Ready Matrix spreadsheet that has been implemented to keep track of the clients Job Readiness on specific levels, taking into consideration barriers that needed to be removed.
- The process of creating a targeted resume in the specific occupation the client is seeking employment in. In the resume creation process, utilizing Job Scan ensuring the resume is at least an 85% to 90% match.
- Attending a series of three (3) filmed mock interviews in which feedback is given by the DVOP and the LVER.
- This process provides solid goals and a pathway to success for the veteran and the case manager. The guidance the veteran receives through this process, helps guide them in knowing what needs to be worked on next in order to get closer to the goal of obtaining sustainable employment.
- The filmed mock interview process is extremely helpful to the veteran, providing a forum for the veterans to see how they looked, sounded and performed during an interview. This opens up discussion on what improvements can be made to interview better and to correlate their answers to working knowledge of the position, matching the written resume.
- The veterans are enlightened by this process and motivated to really put effort into writing a resume they can speak on in an interview. This also provides education to the DVOP's on how to work in depth with their clients, really getting into the nitty gritty. The spreadsheet the DVOP utilizes can be kept in the veterans file as a reference guide. This is a tool to keep track of the client's progress and ultimately determine if a veteran is ready for long term employment at a glance.

This process also helps the LVER know which veterans are ready to be referred to viable employment ensuring the candidates they are presenting to the employers are solid, in turn, providing great customer service to the employers.

San Gabriel Valley Workforce Services implemented this process in 2017 and was being utilized through 2018. Mr. Williams and Mr. Elliott efforts are a great example of performing outstanding work in improving the operational efficiency of a workforce program which resulted in increased customer service/satisfaction.

The dedication and hard work does not stop there, Mr. Elliott interviewed and was promoted to an Intensive Services Coordinator (ISC) working with the Los Angeles Coastal Division Office overseeing the Veterans Chapter 31 Program.

### Making A Difference One Day At A Time

*By Hector Silva, San Gabriel Valley Chapter Member*

It is with great pleasure I write this short article to acknowledge and highlight some employee accomplishments. It's no surprise that in today's Workforce Services Branch the job requires that we become more versatile by multitasking to accomplish daily duties while taking on more responsibilities, also known as “doing more with less”.

I'd like to introduce Ms. Eileen Chavez, an EDD employee with 16 years of state service experience as an Employment Program Representative, who has risen to the challenge of taking on more responsibilities. Ms. Chavez currently works for the San Gabriel Valley Workforce Services office where she works in various programs to continue developing her scope to become a well-rounded and valuable employee. Ms. Chavez remains consistent and keeps up with multiple responsibilities as a YEOP Mentor, Experience Unlimited Back-up Coordinator, Employer Advisory Council Representative, DPSS Welfare Advisory Committee Representative, Workshop Leader and Business Services Specialist.



Ms. Chavez was nominated and recognized by her management for her dedication and excellence. Ms. Chavez's contributions and tireless efforts to render valuable services to all customers she serves on a daily basis, has earned her The Making a Difference Award (MAD).

Other examples of Ms. Chavez's accomplishment took place during the spring of 2018, when Ms. Chavez was tasked as a committee member to help coordinate the Groundhog Job Shadow Day event hosted at the San Gabriel Valley Workforce Services office in West Covina. This event was a great success since it was attended by 26 high school students from Coronado Continuation School in West Covina. Students received with a warm welcome and were given an orientation of the office that showcased all programs conducted in our office. Following the welcome there were presentations focused on career exploration options and how it could be applied to reaching their goals/dreams. Keynote speakers presented information in multiple areas such as education, private, government and personal business sectors. Guest speakers included representatives from Kaiser Permanente, Starbucks Coffee, West Covina Fire Department, California Conservation Corps, Mount San Antonio College and the US Army. In addition, there were few special guests like the Mayor from the City of West Covina Jorge A. Marquez and Joseph (Jojo) Diaz Jr., a professional boxer who competed in the 2012 Olympics and is currently the NABF Featherweight Champion. They all shared their personal stories and struggles that helped them reach their goals/dreams. Ms. Chavez's coordination and multitasking were key to help make this event a great success for the West Covina Workforce Service's Office.

Another great accolade took place recently during the month of October, 2018, when Ms. Chavez was able to secure Porto's Bakery HR Management to utilize the San Gabriel Valley Workforce Services Office to promote and help recruit employees for their new Porto's Bakery Café opening in March, 2019 in West Covina. Through Ms. Chavez's collaboration and recruitment efforts our office began to experience a significant increase of custom-

ers arriving to apply for 260 job opportunities with Porto's. The positions included Cooks, Cashiers, Decorators, Sales Associates, Servers, Hostesses, Bakers, Customer Service and Maintenance personnel. Following a five day recruitment event, the Business Services team were able to account for 517 applicants including 72 hires. In addition, 30 applicants were identified as potential candidates for on-the-job-training (OJT) opportunities provided by our WIOA Partner Managed Career Solutions (MCS).

Ms. Chavez displays a commitment to excellence by consistently providing care, respect and encouragement to all those she serves. Ms. Chavez's contributions stem from her motivation and willingness to always search for innovative ways to overcome challenges while providing insight to focus on process improvements.

In closing, it is a great honor to acknowledge our outstanding staff, Eileen Chavez, for her countless accomplishments in the West Covina Workforce Services office because she makes a difference one day at a time.



## SILICON VALLEY CHAPTER

### San Jose Veterans Day Parade 2018

*By Fred Ruibal, Silicon Valley Chapter*

The Silicon Valley Chapter of the new California Workforce Connection participated in San Jose's Veteran's Day Parade on Sunday, November 11th. The chapter has participated in this event for many years on Veteran's Day. It is of course always a pleasure to honor those that have served our country's armed forces, whether it was at war, peacetime, or both. Veteran's Day, as we know it comes from Armistice Day, which marked the end of World War I. In 1918, at the 11th hour of the 11th day of the 11th month, there was a temporary cessation of hostilities between the WW I combatants. Although the Silicon Valley chapter has been participating in this event, this one was special for this was the first time we participated as the California Workforce Connection.

The day was good weather wise as we strolled through downtown San Jose. And as always, there was a very enthusiastic crowd that came out to honor our veterans on their day. You can always count on the people of Silicon Valley to brave the elements in support of veterans. But of course, we must take time out at all times to thank those in uniform for serving their country at home and abroad. I have many family members and friends that have served and I am very proud of them. Once again, thanks to all those who have served.

### A Perfect Day

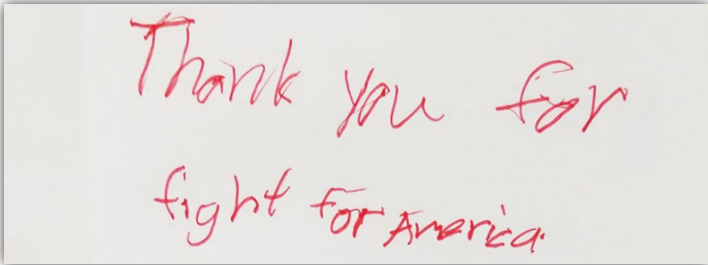
*By James Thomas, President of CWC and Secretary Silicon Valley Chapter*

The Silicon Valley Chapter looks forward to being part of Veteran's Parade held in San Jose every year. We gathered to decorate the cars and enjoy our new banner. We then prepared to start the lineup for the parade. A gentleman came to the car and wanted know if there were any Veterans. We acknowledged who were Veterans, then the perfect day happened. Each Veteran was given a

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special hand painted, hand written personal card. As I looked at the card and began to read it. I could feel my heart fill with even more love. I thought that serving in the Military and being in the parade to honor every service member made for a great day. The special card made it worth the walk, seeing all the smiling faces, and shaking as many military hands as possible. I wanted to share the card that made the perfect for me.



Education ★ Innovation ★ Opportunity



Adopt-A-Vet  
for the Holidays!

*Giving Thanks & Support to the Military families that gave so much for us!*

*SGV California Workforce Connections (CWC) in partnership with the EDD & the Employer Advisory Council (EAC) will provide Gifts/Gift Cards to several Veteran Families in need during this Holiday Season!!*

*If you would like to donate a gift, please contact:*

*SGV Chapter President  
Dadisi Elliott  
Phone (562) 331-3957  
dadisi.elliott@edd.ca.gov*

**Deliver gift donations by:  
December 14, 2018**

**Location:  
West Covina AJCC  
933 S. Glendora Ave.  
West Covina, CA 91790**



**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:** \_\_\_\_\_