



## Year End Message

**-Peter Gallerani**



As we approach the end of another exciting year with the Inland Empire Chapter of the California Workforce Connection, and my second term as Chapter President, I wanted to take a moment to acknowledge a group of ladies who worked very hard to make this year a success; my Board, committee chairs and committee members.

### Board Members

1<sup>st</sup> VP—Erlinda Towler

2<sup>nd</sup> VP--Jillian Hernandez

Treasurer—Marcy Glenn

Secretary—Jessica Escobedo

### Committee Members

Veterans: Ana Hansen, Sylvia Logan

Membership: Ethel Maravilla, Marisa Parra

Communications: Jillian Hernandez, Crystal Johnson

Fundraising: Ethel Maravilla, Ana Hansen, Sylvia Logan

Awards: Sylvia Logan, Violeta Velazquez, Jessica Escobedo

Community Affairs: Ana Hansen, Crystal Johnson, Jessica Escobedo, Violeta Velazquez, Nicole Palomino

### Committee Chairs

Education Chair—Erlinda Towler

Veterans Chair & Fundraising Chair—Nicole palomino

Membership Chair & Retiree Chair—Jillian Hernandez

Communications Chair & Management Liaison—  
Violeta Velazquez

Community Affairs Chair—Sylvia Logan

Awards—Ana Hansen

Sergeant at Arms—Ethel Maravilla

As you can tell from the list above, almost every member wore more than one hat; contributing to many committee functions and activities. They all contributed to the day to day operations of the chapter.

I want to thank each and every one of you for your tremendous contributions to the Inland Empire Chapter this past year. Without the efforts of each of you, we certainly would not have attained the success we did this year. It is because of your hard work, the Inland Empire Chapter received a State Award this year for Education-Large Chapter. I feel blessed to have had so many talented ladies to work with the past two years. It has been an honor to serve with you.

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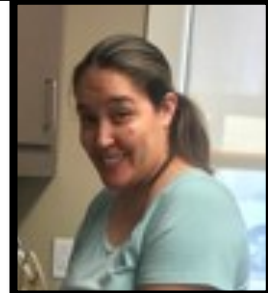
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# Ronald McDonald House Inland Empire Baking

Jessica Escobedo



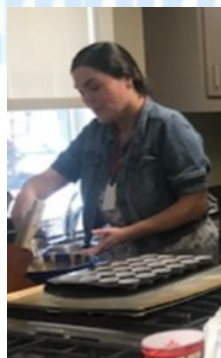
Volunteers make a significant difference in the lives of the people they help. The Ronald McDonald House affords and encourages the local community to volunteer in one of their many volunteer opportunities. There are a number of things volunteers can choose to do – cooking, hosting, listening, nurturing, or simply being there and helping out in any way they can.

The California Workforce Connection (CWC) Inland Empire chapter again volunteered their services to the Ronald McDonald House Inland Empire. This was my second time volunteering. It was such an honor to have provided for these families the first time that when the opportunity arose for the second time, it was a no brainer for me that I would volunteer again.

The CWC was tasked with baking for the families staying at the house. I personally know several family members that have been impacted by the opportunity to stay at the Ronald McDonald house, and they cannot express their gratitude enough for all those that come and volunteer to cook or bake for them. It is a little something that they do not have to worry about or even think about after a long exhausting visit in the hospital. Just think about it, families stay at the house from all over the country, a service provided to them at either a minimal fee or no fee at all so that they can be minutes away from a loved one that's staying at a nearby hospital.

Baking is not my forte and it barely compares to our very own President Peter Gallerani, but I managed to venture outside of my box and made oatmeal raisin cookies. If you ever have a chance to volunteer this would be the most touching experience ever. Those of us who volunteer our time, energy, and effort to this cause know how rewarding it is.

Thank you to all who participated.





# Strengths-Based Leadership

## Presented by Russel Best

### by Violeta Velazquez



On March 7, 2019 the Inland Empire Chapter was pleased to host Russel Best, Workforce Services Branch Employment Program Manager III. Mr. Best delivered an exceptional presentation on Strengths Based Leadership; a leadership theory invented by Don O. Clifton- father and founder of Strengths-Based Psychology.

Mr. Best began his presentation by sharing an anecdotal story about how he first became involved with Strengthsfinders. According to Mr. Best, when he first became a mentor for the MVP mentoring program, he asked if there were any resources, or a roadmap of what leadership looked like for their department. To Mr. Best's surprise, he was given lots of books on the topic of leadership, however, it was near to impossible to go through all of the books he was referred to. Not only that, but he was too tired and not at all interested in working on people's weaknesses. Therefore, Mr. Best decided to reach out to his Alma Mater for assistance. It was through his Alma Mater that he was referred to the book called Strengthsfinders 2.0

The basic philosophy behind Strengthsfinders is that everyone has natural talents and that we'll get the farthest in life if we focus on elevating our personal strengths, rather than trying to balance out weaknesses. The book also contains a Strengthsfinders quiz that helps people uncover and develop their natural talents. It lists 34 potential strengths, and after taking the assessment one gets to see and learn about their top five with in-depth information and suggestions for using your strengths in your life and work.

Strengthsfinders is a value stream, and according to Mr. Best, this was a great way to charge up innovation in his quest for providing the best mentoring he could through his department's MVP program because it ensured that people were working on their strength areas. The MVP process now incorporates the teachings set forth through Strengthsfinders and it focuses on finding their mentees strength and/or strengths, validating those strengths, and getting them to work in their areas of strength.

Effective leaders are always investing in their strengths and the strengths of individuals on their team.

There are three tenants of Strengths-based leadership: (1) Effective leaders invest in their followers' strengths, (2) Effective leaders build well-rounded teams out of followers who are not, and (3) Effective leaders understand the needs of followers. Focusing on talents and strengths not only builds confidence, but people also become more engaged in their work. So, what is a strength composed of? A strength is composed by three characteristics: (1) Talents, (2) Knowledge, (3) Skills.

Accordingly, there are also four distinct domains of leadership: (1) **Executing**: Leaders with this dominant strength domain know how to make things happen; they know how to "catch" an idea and make it a reality, (2) **Influencing**: Those who lead by influencing help their team reach a much broader audience. People with strength in this domain are always selling the team's ideas inside and outside the organization, (3) **Relationship Building**: These types of leaders are the essential glue that holds a team together; they have the unique ability to create groups and organizations that are much greater than the sum of their parts, (4) **Strategic Thinking**: Leaders with this dominant strength domain are the ones who keep us focused on what could be. They are constantly absorbing and analyzing information and helping the team make better decisions; they continually stretch our thinking for the future.

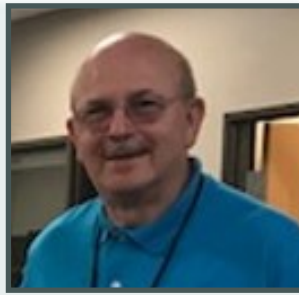
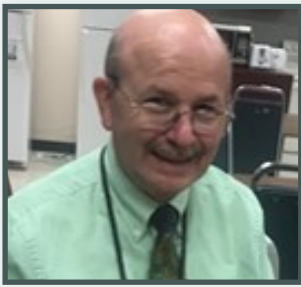
I have personally benefited by this book and its teachings. I took the test myself and discovered that my top strengths are "Intellection, Learner, Input, Context, and Relator." Summed up quickly, my dominant domain of leadership strength is Strategic Thinking, and for me my assessment was spot on!

Mr. Best's depth of knowledge and personable speaking style captured the attention of his audience. The information shared by Mr. Best helped distill what makes and defines great leaders and teams, and provided great insight on why people follow.

*Discover your talents...*

*develop your strengths*

*The following leadership resources were recommended: Becoming a Person of Influence, The Leadership Challenge, The Advantage*



## Year End Message Cont.

I would like to thank Ray Cabrera, our District IV Director and my wife Jonie for all their support these past nine years (seven as Treasurer and two as President). I also want to thank all of you who have participated in any of the chapter events and presentations we have held during the past two years. Your support is greatly appreciated.

Of course, I would like to congratulate those elected to the new CWC Inland Empire Board for 2019/2020:

**President:** Crystal Johnson

**1<sup>st</sup> Vice President:** Margaret Martin

**2<sup>nd</sup> Vice President:** Nicole Palomino

**Secretary/Treasurer:** Jessica Escobedo

I have worked with most of these ladies during the past two years, so I leave knowing the chapter is in capable hands. I am excited to see what the new Board will have in store for the coming year. I wish you all the best for a successful 2019/2020 in the Inland Empire Chapter.

It is an exciting time for California Workforce Connection. We are at the ground floor of our newly formed organization. A time of new potential and possibilities. I would like to encourage everyone to contribute any ideas you have to help shape the direction of the Inland Empire Chapter. Just contact any Board member or local office representative. I am excited to see what the future has in store for the Inland Empire chapter of the California Workforce Connection.

Blessings,

*Peter Gallerani*

Inland Empire Chapter President

California Workforce Connection

## California Workforce Connection Featured Member

**Name:** Nicole Palomino

**Branch/Division/Office:** Unemployment Insurance SoCal Authorization Center, Redlands, Ca.

**Title:** Employment Program Representative

**How long have you been a member?:** 15 Years

**Why did you join the California Workforce Connection?:** I believe in what CWC encompasses

1. Leadership
2. Volunteerism
3. Motivational speakers
4. and so many other qualities of CWC which encourages both personal and professional growth.

I love the opportunities to give back as well as network with other members from other offices. I love the educational aspect, we can always continue to learn something new or refresh and share our knowledge.

**What are your future goals?:** I would love to retire from EDD and pursue a certificate in Cosmetology so that I can volunteer in a Domestic Violence Shelter.

**What is your fondest memory as a CWC member?:** One year we participated in Adopt-A-Platoon and sent off over 200 care packages to a very large platoon stationed in Afghanistan. To give back to brave young men and to just say "thank you" for your service. Very Rewarding.

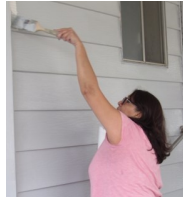
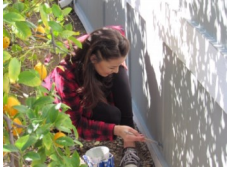






**Habitat  
for Humanity®**

# Avoiding Frostbite



On Saturday, February 23<sup>rd</sup>, members of the Inland Empire CWC volunteered once again to work with the Riverside Habitat for Humanity and helped paint a mobile home in Riverside. Chapter volunteers from UI Riverside and San Bernardino, along with other volunteers helped give the mobile home a whole new look.

The project began one hour later than the usual 8:00am start time, to allow the sun to come out and warm things up a bit. This allowed for better paint adherence and avoided frost-bitten fingertips. The weather warmed up quickly, allowing the project to be completed in a little more than 3 ½ hours.

All who participated had a great time and walked away with a heart-felt “thank you” from the home owner, and the good feeling you always get after helping someone in need.

Our next project is due to be scheduled but will be coming in the next couple of months. If you have a few hours to spare on a Saturday morning and like helping others, plan on joining us. The more the merrier, and the quicker the project gets finished.

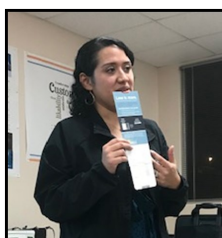


## Savings Plus by Jessica Escobedo

Retirement

NEXT EXIT ➔

I had never given too much thought to my retirement before I attended a Savings Plus workshop. I had always thought I would worry about that as I got closer to the age to retire, when in actuality we should all be planning right now for our future if not our future than for the future of our kids. Martha O'Campo gave us fantastic information about the difference between a 401K and a 457B. I could have both or just one, what the difference was between each plan, some plans you can borrow money from with a fee, others there wouldn't be a fee and I could contribute to both out of my monthly paycheck. A long time ago when I first started working with the state I allocated some money to come out each month never really giving any thought to what that meant for my future or if it would be enough to provide for my family when I retired. Thanks to Martha O'Campo and her very informative presentation as well as her tools I have changed the way I am investing in my future. If it wasn't for the California Workforce Connection Inland Empire Chapter providing this workshop I would probably be sitting here thinking everything was going to be smooth sailings when I retire when in reality I was ill prepared.



# Smooth Sailing

By Peter Gallerani

The 2019 CWC Educational Conference Cruise left the port of Long Beach on February 17<sup>th</sup> on a 4-day journey that stopped at Catalina Island and Ensenada, Mexico. Last year, rough seas on the days of departure caused the itinerary to be changed, making the first port Ensenada instead of Catalina Island.

This year, the seas were calm, so Catalina was the first port of call. The weather also cooperated. Even though it was cloudy on the day of departure, the sun broke through the clouds and made both days in Catalina and Ensenada bright and warm.

The 27 passengers in our group participated in a number of various excursions; from tours in a jeep to zip-lining in Catalina, to wine tasting and cooking your own lunch and while learning about the various ingredients used in Mexican cooking (and, of course shopping) in Ensenada. Whatever their choices were, all of our cruisers expressed that they enjoyed their times on shore.

Each evening, we had the opportunity to dine together and enjoyed conversing about the day's adventures; all over a fine 3 course meal. After dinner, our cruisers were free to do some onboard shopping, enjoy one of the nightly shows in the ship's lounge, go dancing, take in a comedy club act, try their luck at the casino, or just spend some quiet time.

After we had visited our two ports of call, our cruise featured three speakers, who made their presentations on the morning of our "day at sea". Sylvia Garibay, EDA—UI Leadership Academy, spoke on "Learning Leader-

Service Southern Division Chief, presented "We're All in This Together-Promoting Staff Engagement". Our third speaker, Dr. Richard Schmidt, PhD, spoke about Communication and Coexistence Fundamentals". All of our speakers were motivational and offered new insights and valuable information on how we can become better communicators and leaders.

After the conference concluded, there was still a half a day left to just enjoy some of the various activities going on all around the ship. Some of our companions relaxed with a cocktail, participated in a trivia contest, spent time around/in the pool or spa, took advantage of a spa treatment, had a great hamburger at Guy Fieri's Burger Joint, or just found a comfortable place and took a nap. At 5:00pm, we were treated to a complimentary cocktail party, where all of the group had the opportunity to sit and recap some of their adventures and get to know each other a little better. After dinner we all gathered around the ship's main staircase for a group photo, and then a final show in the lounge before retiring in preparation for an early debarkation the next morning.

From the feedback I received, everyone really enjoyed themselves, and are looking forward to another cruise next year. I know I am. I look forward to going on some new adventures and taking in some of the sights I didn't get a chance to experience this year. If you like cruising, or maybe have never been, I encourage you to consider making plans on joining us for the 3<sup>rd</sup> annual CWC Educational Conference Cruise, which will be sailing in May of 2020.





**Come Join Us On The**  
**EDUCATIONAL CONFERENCE CRUISE**  
February 17 through February 21

**Sylvia Garibay**  
"Learning Leadership"

**Dr. Richard Schmidt**  
"Communication and Coexistence Fundamentals"

**Thomas Flournoy**  
"We're all in this Together: Promoting Staff Engagement"

**\*Leaves from Long Beach on February 17, 2019**  
**\*Catalina on February 18, 2019**  
**\*Ensenada on February 19, 2019**  
**\*Day At Sea (Conference Day) on February 20, 2019**  
**\*Return to Long Beach February 21, 2019**

**\*Payment Plans Available**  
in locked between 6:20:16 and 12:14:16

If any questions, please contact Peter Gallerani at [Peter.Gallerani@EdEd.Ca.Gov](mailto:Peter.Gallerani@EdEd.Ca.Gov) or your Local Representative



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# Planning Your Retirement

by Violeta Velazquez

Whether retirement is still a distant prospect for you or just around the corner, it is never a bad idea to learn how to make the most of your CalPERS benefits. On May 9, 2019, the Inland Empire chapter hosted a retirement planning workshop which was presented by Silvia Wilson of CalPERS. Planning for retirement is all about looking ahead, and PLANNING because the earlier you develop an understanding of your benefits, the more prepared you will be to make smart decisions and develop a viable plan for your financial future.

Many financial experts believe you'll need approximately 85% of your pre-retirement income in order to maintain your standard of living in retirement. Did you know that there are three income sources that your retirement may include? Do you know how to calculate your retirement benefit?

There are three specific factors that are used in order to calculate your pension. Those factors are:

**Service Credit** (years) X **Benefit Factor** (% per year) X **Final Compensation** (average pay rate).

These three factors will equal your **Unmodified Allowance** (basic pension). Your CalPERS pension is a 401(a) defined benefit plan that provides a lifetime monthly benefit based on the formula previously mentioned.

In addition to learning about how to calculate our final compensation, we also learned about ways to increase our retirement benefit (service credit purchase, unused sick leave conversion, state second tier conversion); deferred compensation plans, health benefits during retirement, Social Security, power of attorney, working after retirement, and long-term care to name a few.

Silvia Wilson covered a variety of pertinent and important topics. The audience was extremely engaged and asked a number of questions. She also encouraged us to use the online tools and resources available at: [my.calpers.ca.gov](https://my.calpers.ca.gov) to access real-time details and balances regarding your CalPERS accounts.

The presentation was very informative, and I learned a lot. I highly encourage those who have not attended a CalPERS retirement workshop/presentation to attend one.





# 2nd Annual Family Picnic

by Violeta Velazquez



The Inland Empire Chapter held its Annual Family Picnic on Saturday, June 1<sup>st</sup> at Hunter Hobby Park in Riverside. The weather was warm and sunny, and perfect for a picnic. Several CWC members arrived bright and early to set up. The red and white checkered table cloths were fitting and added that special something to the ambiance. The turnout was great! It was so nice to see the members arrive with their families. There were games and prizes, and of course lots of food. What's a picnic without carne asada, beans and rice! It was such a pleasure to see how the members mingled with one another and how they reveled in the relaxation of the outdoors and each other's company. Picnics are a great way to connect with family and friends. Truth be told, nothing is better than a picnic!



# Bybee Grant Information

**Purpose:** This program is designed to provide financial assistance to CWC members who want to enhance their skills, knowledge, and abilities in the field of employment security.

**Eligibility:** An applicant must be a member of the California Workforce Connection for at least one year.

**Awards:** Bybee trustees can approve grant requests up to \$500 or two grants per member or per year, whichever is less. Any request over that amount must be approved by the California Chapter Board of Directors.

**Procedure:** Application forms, with required documentation, are completed and submitted by the applicant (member or chapter) to one of the three Bybee Trustees. This is done once the training course has been completed. Two of the three trustees must approve the grant request. In special situations, a Bybee trustee may give tentative approval of the training course prior to completion. No payments will be made until after the course has been completed and the board has received proper documentation.

**Payment:** The California Chapter Treasurer, CWC, makes payment for an approved educational grant.

**Exceptions:** Grants may not be used for institutes, conventions, books, or college matriculation purposes. The number of grants available is based on the solvency of the Bybee Trust Fund.

Mail completed application to the Board of Trustees:

Sherrill Longworth  
2526 Mobley St  
San Diego, Ca 92123  
Sherlworth@att.net

Tom Sims  
2367 Venn Ave  
San Jose, Ca 95124  
bjtsims@earthlink.net

John Szeibert  
3687 N. Sierra Way  
San Bernardino, Ca 92405  
jsszei@hotmail.com



# WHAT CAN CWC DO FOR ME?

## Inland Empire Chapter of the California Workforce Connection

As you step into the career field of workforce services, we invite you to join the California Workforce Connection (CWC), an organization recognized by the State of California as the bona-fide professional association qualified to provide the resources that will enhance your skills. EDD contributes \$50 a year to CWC for BU 1 and 4, after you join, so your only cost is \$4 a month. This \$4 a month is deducted from your paycheck. EDD pays 100% of manager dues, so a manager's cost is fully covered by the State and no deduction is needed.

Some of the Benefits are:

- Volunteer Officers and committee chairs organize dinner meetings and conferences with speakers who often cover motivational as well as educational topics.
- Volunteers plan and organize one day seminars on various topics.
- Dinner meetings and seminars provide the opportunity to network with peers from other branches and get to know the EDD executive staff and administrators.
- Chapter sponsored training classes on such topics as computer skills or assistance with the promotional exam process which can include "mock interviews", etc.
- After one year as a member, you are eligible for scholarships from the California Chapter
  - Up to \$500 can be reimbursed for qualifying classes.
- Award programs to recognize superior employee accomplishments.
- Volunteering as an officer or committee chair develops and demonstrates leadership skills. It looks good on your resume and Statement of Qualifications.

The Inland Empire Chapter is one of the 13 Chapters statewide and one of the most active with many educational presentations offered. We hope you will consider joining CWC as a member, with all the benefits that CWC has to offer, by completing and signing the membership form. It's the best investment one can make for their future.

The above is just a few of the benefits of being a member of the CWC. Please feel free to contact your local representative if you have any questions and we hope to meet you soon.

Sincerely,

Jessica Escobedo, Secretary

Inland Empire Chapter

California Workforce Connection

# California Workforce Connection Inland Empire Survey

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

**Office:** \_\_\_\_\_ **Phone:** \_\_\_\_\_

**1. What can the Inland Empire Chapter do to improve?**

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**2. What Presentations/Class/Subjects would you like to  
See in the future?** \_\_\_\_\_

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**3. I am interested in helping the Inland Empire Sub-  
Chapter in 2018-2019 By:**

- \_\_\_\_\_ **Becoming a Board Member**  
\_\_\_\_\_ **Becoming a Committee Chair**  
\_\_\_\_\_ **Becoming a Committee Member**  
\_\_\_\_\_ **Becoming an Office Representative**

**4. I am not a Member of the California Chapter, but I  
Would like to become a member.** \_\_\_\_\_



# Local Office Representative

As the CWC Inland Empire Chapter's 2018-2019 year comes to an end, we look forward to the 2019-2020 year and for new volunteers and members to join us in making the year even better than the last. As we move forward we look to naming new Office Representatives.

## Duties and Responsibilities

1. Keep an up-to-date list of members in the office(s) you represent.
2. Distribute or circulate to members (and non-members when appropriate) flyers, announcements, newsletters and other materials of the Local Chapter, District, and California Chapter. As appropriate, post copy on bulletin board(s) with approval from appropriate management.
3. Keep members informed about local, district, and State functions, programs and activities, e.g., meetings, institutes/conferences, conventions, contests, etc.
4. Solicit and encourage member (and non-member when appropriate) participation in CWC functions, programs and activities.
5. Introduce yourself to new employees; explain CWC goals; describe the functions, programs, and activities of the Local Chapter, district, and state chapter, and extend an invitation to join CWC.
6. As employees in your office(s) to join CWC. Keep them informed about functions, programs and activities to encourage membership.
7. As employees transferring into your office(s) whether they are members and, as appropriate, invite them to join CWC or transfer their membership affiliation to your Local Chapter. (When a CWC member prefers to retain his/her present Local Chapter affiliation, add his/her name to your list or card file to receive announcements on our chapter's meetings and other appropriate materials.)
8. Maintain a supply of CWC promotional literature and sign-up and transfer forms to use in recruiting signing up and transferring members. (Obtain supplies from Local Chapter President or District Director.)
9. Send sign-up forms to Local Chapter President before submission to Membership Coordinator.
10. If a member has a change of address, please give the information to your Local Chapter President and email the information to the State Membership Coordinator.
11. Solicit ideas and suggestions for speakers and panels, education and training programs, meeting and training sites, etc.
12. Advise as appropriate, your Local Chapter President, Membership chairperson, or Treasurer of:
  - A. The resignation, retirement, death or transfer of members to keep files current
  - B. Suggestions and complaints regarding CWC.
  - C. Concerns expressed and recommendations made regarding programs, policies, or practices of EDD and/or other organizations in the employment security field.

# 2018-2019 IE CHAPTER TEAM

## Executive Board

<b>President.....</b>	<b>Peter Gallerani</b>
<b>President Elect.....</b>	<b>Danica Vera</b>
<b>1<sup>st</sup> Vice President.....</b>	<b>Erlinda Towler</b>
<b>1<sup>st</sup> Vice President Elect</b>	<b>Margaret Martin</b>
<b>2<sup>nd</sup> Vice President.....</b>	<b>Jillian Hernandez</b>
<b>2<sup>nd</sup> Vice President Elect</b>	<b>Crystal Johnson</b>
<b>Treasurer.....</b>	<b>Marcy Glenn</b>
<b>Treasurer Elect.....</b>	<b>Jessica Escobedo</b>
<b>Secretary.....</b>	<b>Jessica Escobedo</b>

## Want to Join the Team?

IE Chapter is looking for Local Office Representatives to help participate in Presentations, Fundraising, Charity Events, and the Awards Dinner.

If you are looking to learn and participate in a fast moving environment and would like to join Inland Empire Chapter today,

Please contact  
President Peter Gallerani  
[Peter.Gallerani@Edd.Ca.Gov](mailto:Peter.Gallerani@Edd.Ca.Gov)

## INLAND EMPIRE CHAPTER COMMITTEE MEMBERS

<b>Education/Training...</b>	Erlinda Towler (Chair) Margaret Martin	<b>Communication.....</b>	Violeta Velazquez (Chair) Jillian Hernandez Crystal Johnson
<b>Veterans.....</b>	Nicole Palomino (Chair) Ana Hansen Sylvia Logan	<b>Awards.....</b>	Ana Hansen (Chair) Sylvia Logan Violeta Velazquez Jessica Escobedo
<b>Membership.....</b>	Jillian Hernandez (Chair) Ethel Maravilla Marissa Parra	<b>Management Liaison....</b>	Violeta Velazquez (Chair) Peter Gallerani
<b>Community Affairs...</b>	Sylvia Logan (Chair) Crystal Johnson Violeta Velazquez Ana Hansen Jessica Escobedo Nicole Palomino	<b>Fundraising.....</b>	Nicole Palomino (Chair) Ethel Maravilla Sylvia Logan Jillian Hernandez (Chair)
		<b>Retiree.....</b>	