

Join CWC  
 The Professional  
 Association  
 For Workforce  
 Professionals

## CALENDAR OF EVENTS

- November 23, 2019**  
District III Leadership Training
- January 18, 2020**  
District II Meeting and Bowl-a-thon
- February 7, 2020**  
District I and II Advancing Technology and Workforce Impacts Conference
- April 17, 2020**  
California Workforce Connection Annual Educational Conference
- April 26, 2020**  
Inland Empire 3rd Annual Educational Conference Cruise

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## MESSAGE FROM THE CALIFORNIA WORKFORCE CONNECTION PRESIDENT

By Denise Dobine, President

*“Life isn’t about finding yourself. Life is about creating yourself.”*

– George Bernard Shaw

Dear California Workforce Connection (CWC) members, Some things in life we cannot change; the change of seasons from summer to autumn, the sunrise and sunset of each day, but you can change yourself. Placing yourself higher on our own to do list and finding the best work-life balance is a start. It is as important to excel in our careers as it is being a wonderful spouse, parent and creating a better you, and do it all at the same time. The solution for each of us is finding a BALANCE.

**Give your all at work and home.** Value them both. Dedicate yourself to giving the best

of you at work and home.

**Recharge each week.** Take time to re-energize yourself and recover from the stress of the week. Spend quality time with family and friends. Take an early morning walk, workout, read your favorite book, pray or meditate to rejuvenate yourself.

**Create daily goals.** Develop a routine that works best for you and stay committed to that.

**Evaluate if you’re accomplishing your goals.** Are you doing too much or not enough to ensure that you are being effective?

I was inspired by a member testimony. When asked why he is involved with the CWC and he stated being a participating member has changed his life. He heard a motivational speaker at one of his chapter’s workshops. What he heard



PRESIDENT DENISE DOBINE

changed everything for him professionally and personally in finding a better life. This member has taken advantage of the CWC workshops offered in writing an effective Statement of Qualifications (SOQ) and Interviewing Techniques which helped him prepare for his promotional interviews. He accomplished his goal to promote to a better position and it has improved his life drastically. This inspirational story can be yours too.

We continue to offer the very best in professional and personal development opportunities at every stage of our members’ lives. The California Workforce Connection (CWC), as your professional association, can help you reach your goals and find the best in life.

Peruse our new CWC website: read about us, what we offer, awards, news and events on upcoming events planned for every Chapter throughout the state. Are you interested in finding financial assistance to help you enhance your skills, knowledge and abilities in the workforce development and services? The Bybee Grant is your answer. Through this grant you

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## WE HAVE SOMETHING FOR EVERYONE:

- Innovative Lunch and Learns
- Leadership Opportunities (Mentoring, Public Speaking, Committees, Board of Directors)
- Synergistic Networking
- Profession Development – volunteer with your local chapter
- Interactive Book Club
- Professional Conferences
- Engaging Workshops (i.e. Mock Interview, Professional Portfolio, SOQ)
- Educational Grants (Bybee Grant)
- Special Recognition Awards (Veterans, Workforce, Customer Service, Management, Administrative Support)
- Participation in local fundraiser walks
- Volunteer opportunities to help those in need in your community

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## MEMBERSHIP CORNER

*By Dadisi Elliott, Membership Chair,  
 District III Director, and  
 San Gabriel Valley Local Chapter President*

### New San Gabriel Valley California Workforce Connection Member Gives Back To The Veteran Community

A Vietnam veteran was promoted to a sergeant within 13 months of service due to his leadership skills and his passion for his country and the armed forces. He completed his tour of duty in 1971.

From this experience Sterling Barbour wanted to do something to help those that have made our country what it is today. He and his wife, Tova, could not just sit back anymore and do nothing; they were determined to make a difference and give what they could to make someone else's life better. Their goal was not only to help veterans but to also help their families, with whatever resources they may need. They wanted us to remember that these extraordinary people sacrificed much for us and made a major impact to our country and should be appreciated for their service to our country with pride and dignity.

Sterling Barbour was the Chief Operations

Officer at Revolution Pest Solutions. He has worked in Corporate America for over 30 years managing several hundred employees and generated over 65 million in revenue. He sold his pest control company in January 2019.

Currently, Sterling is the Vice President of the Veterans Advocacy Group of America, (VAGA), founded in 2010 as a non-profit 501 (c) 3 organization. VAGA provides resources for families and supports many community activities. They have given out over 7,000 backpacks to veteran's kids at their annual event and have fed over 600 veterans and families at their annual Veterans Thanksgiving Appreciation Dinner.

Sterling has received many accolades through the years for his professionalism and work ethics. Last year, he was nominated for the Veteran of



**DADISI ELLIOTT**



**STERLING BARBOUR**

**CONTINUED ON PAGE 3**

**Get HIP for Membership!**

**CWC Member-Hip Drive**

**Oct 1<sup>st</sup> - Dec 15<sup>th</sup>**

**Recruit new members**

**Win CA\$H Prizes!**

**Three (3) New Hip Members: \$25**

**Five (5) New Hip Members: \$50**

**Ten (10) New Hip Members: \$125**

New Members must mail in a completed CWC Application which can be found on the CWC website: [www.californiaworkforceconnection.org](http://www.californiaworkforceconnection.org)

For more recruitment information contact  
 CWC State Membership Chair at  
 Dadisi.Elliott@edd.ca.gov Or call (562) 331-3957

## MEMBERSHIP RECRUITMENT

*By Dadisi Elliott  
 Membership Chair*

With so many new hires in the past year, you are bound to know a new employee that you can recruit to become a member of the California Workforce Connection. Our membership drive for "Hip" new members began October 1, 2019, and ends December 15, 2019. New members must mail in a completed CWC application, found on the CWC website: [www.californiaworkforceconnection.org](http://www.californiaworkforceconnection.org) Recruiters are eligible for cash prizes.

## MEMBERSHIP: FROM PAGE 2

the Year Award by the National Pest Management Association and was on the front page of Pest Control Technology (PCT) for his work with veterans and the community. His new goal is to use his work and life experiences to benefit the veterans and their families in obtaining the many benefits and opportunities that are available to them.

In 2017 he started Revolution National Pest Council. Revolution National Pest Council (RNPC) is a pest control training and workforce development organization. The primary goal of the program is providing training to military veterans, youth, dislocated workers, disadvantaged individuals, and adult workers for job placement and career advancement. His pest control school is a nationally accredited training institution and is now listed as a training provider on I-Train and CalJOBS<sup>SM</sup>.

He was the recipient of the 2018 HIRE Vets Medallion Program, due to his demonstrated commitment to veteran hiring and retention. This Department of Labor award is the only federal-level award that recognizes job creators who successfully recruit, hire, and retain America's veterans.

In 2019, the California Workforce Connection awarded Sterling the prestigious "Award of Distinction," to recognize the work that he has done to assist veterans to obtain training and employment and promote interest in their rights in the workplace.

We look forward to hearing about more of Sterling's contributions to workforce development as he continues to share his great accomplishments as a member of the San Gabriel Valley Local Chapter of California Workforce Connection.

## RETIREE CORNER

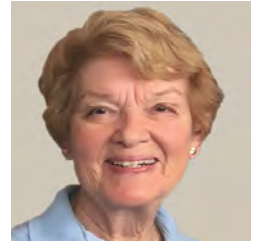
*By Nanette Bowman,  
Retiree Chair and Orange Empire Member*

September is my favorite month to visit my family in Bismarck, North Dakota. It's between mosquito and blizzard season, "don't you know!" My granddaughter, Nicole, accompanied me again which is definitely a bonus. She made the same trip with me in 2018 so I was totally thrilled that she wanted to do it again. Since I raised my family in California totally apart from roots, she was amazed to



**NICOLE HAMM WITH NANETTE BOWMAN AT THE STATUE OF SAKAKAWEA AT THE NORTH DAKOTA STATE CAPITAL IN BISMARCK, NORTH DAKOTA**

learn she had so many relatives. My sisters have limited mobility so we spent a lot of time having meals at different restaurants with different groups, literally leaving one and moving to another. Therefore, I don't quite understand that she loses weight on these trips. The two of us did manage to tour the Historical Museum and the observation deck of the capitol building. We enjoyed a drive to the country home of my sister-in-law which is "across the road" from the house where I spent my childhood. Fortunately, rural life is much different now with telephones, TV, indoor plumbing and paved roads. We were blessed to witness a lovely electrical hailstorm on our last night. Nicole was quite impressed and stood outside the hotel taking pictures and sending them home. Maybe not such a safe place but she had plenty of company. This weather caused our Saturday morning flight to leave late so we missed our connection in Denver. On the plus side, we were able to use my two passes to the United Club. This is the first time I've had a long enough layover. So, retirees, I encourage you to write and share your stories, which I'm sure are a lot more exciting than mine, but maybe not as ENJOYABLE. I had a wonderful trip!



**NANETTE BOWMAN**

## PRESIDENT: FROM PAGE 1

can request up to \$500 or two (\$250) grants per member, per fiscal year, (whichever is less) for training related to your workforce development. Read more about the Bybee Grant on the CWC website at [www.californiaworkforceconnection.org](http://www.californiaworkforceconnection.org).

Now that you have tips on how to have a better life, it's time for you to take action! No matter how small you start, start something today that moves you forward. Let me know what changes you are making to be great in both areas of your life.

### How To Recruit New Members To CWC:

Organize a luncheon or other fun activity as a recruitment event. Invite as many prospective members and their spouses or significant others as possible. While having fun and socializing at the get together, include some educational benefits and invite them to join your chapter of CWC.



## Not All Storms Are In The Forecast

By Rob Claudio, Deputy Division Chief

I was listening to a speaker talk about the issue of trying to remain calm during a storm a few weeks ago. As I heard her words I then recalled having seen many inspirational quotes which have stated something similar, yet, I felt as if I needed to clarify a few things related to this statement before I could fully accept it. First, it is true that worrying about things which you have little or no control over can chip away at your peace of mind, especially when our inclination is to take immediate action. Easier said than done, is also the next thing which then flashes through my mind. In going back to the speaker she also mentioned that many of the storms which we face in life were never part of the forecast, and on this point I am in complete agreement. The reason is there are many examples through the course of my own life when I felt that I was not prepared to weather such a large storm, which I found myself immersed in as it arrived out of nowhere. Think about the instance of having a car accident, which most of us can never predict when they will occur, yet, we have all been there in the aftermath of trying to figure out our next steps. What may have seemed like a minor fender bender, can sometimes snowball into something much more serious along with the costs associated with this inconvenience. So, what happens when your forecast gets altered so strongly, that all of a sudden you find yourself disoriented as you were not prepared for it and then have to figure out the best exit strategy for yourself? For me the answer has gone back time and again to having faith in myself and my circumstance that I will be able to overcome these things with personal endurance, spiritual guidance and the knowledge that I have family and friends which can lend me their shoulder to lean on. I know that this may seem more difficult if you feel that you lack a network of support and if you happen to be in that situation, then I say look to do good things even in the most minor way

to help others, while you await a breakthrough for your own situation. When faced with an obstacle, I don't have to go very far to realize and see examples of other people who are facing much bigger issues than I am. When you put things into perspective and you begin looking at how to tackle small items before you can even get to the much larger ones, you essentially begin to put one foot in front of the other. Before you know it, you realize that you are actually walking forward while stringing together these milestones which will eventually lead you to the place you needed to be. The caveat to this is the fact that it may take longer than you thought was necessary and in many situations you may feel as if one day was more like one month. However, I still challenge you to do good deeds and seek out someone else who may need some assistance in the middle of your own turmoil. The minute you take your mind off of your own problems, is when your view of the challenge changes and it is also when I believe you then allow for the right energy to lead you in the direction you needed to go. I think we can all agree that as long as we are living, we will face our share of obstacles on the road of life. My hope for all of you is that you not lose sight of progress which can be found in helping someone else. As an optimist I believe everyone will find their way to the right place and ultimately the destination will be filled with joy and peace of mind. I am also certain that all of us have the power to weather unforeseen storms which were never in our forecasts and the revelation that helping others when you also need assistance may sound counterintuitive. However, you will be surprised at how things can fall into place when you are no longer at the center of your own storm.

***"If you spend your whole life waiting for the storm, you'll never enjoy the sunshine."***

– Morris West

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



ROBERT CLAUDIO

## The Compton 16th Annual Veteran Stand Down

By Jacquelin Gomez, Los Angeles Local Chapter and Dimetrios Vandiegriff, Vice President, Los Angeles Chapter

While honoring our veterans for their service and sacrifice is always a priority, the Compton 16th Annual Veteran Stand Down event truly exhibited the love and appreciation that the Employment Development Department (EDD) has for them. Held September 14-16, 2019 the event was a collaborative effort by EDD, the Compton Chamber of Commerce and other community groups.

Dr. Lestean M. Johnson, President of Compton Chamber of Commerce stated, "I look forward each year to the Compton Veteran Stand Down. This is our 16th year! Everyone comes together for the sole purpose of serving our veterans and their families: our Mayor and elected officials, City Manager, many governmental agencies, community organizations, and the business community. The Compton Veterans Stand Down encompasses love, compassion, and an over-all sense of fulfillment! The camaraderie between the veterans is more than can be expressed in words!"

Aja Brown, Mayor City of Compton stated, "The Veteran Stand Down is more than an event, it's an institution of service that extends quality care, love, support and encouragement to our veterans and homeless community with dignity and respect. The City of Compton salutes the leadership of Dr. Johnson, the Compton Chamber of Commerce and the entire team that continually dedicates their time, resources and efforts to make this weekend possible."

During war time the term "Stand Down" refers to an extent of time when a combat unit can recover and remove its soldiers from the battle field. Today the term "Stand Down" has been adapted to refer to an event that assists homeless veterans with a multiple of social service programs.

Several community partners along with Walmart, were on hand at the Compton event attended by 450 homeless veterans and their families. Among the services offered were hot meals, showers, haircuts, new clothes, health screenings, Veterans Administration and Social Security benefit information, legal assistance, eye exams, and

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## CWC President Meets With Sharon Hilliard

By Jennifer Lucy, Second Vice President

On Wednesday, October 2, 2019 Sacramento welcomed the cool autumn weather and the California Workforce Connection (CWC) State Chapter President Denise Dobine, 1st Vice President Melissa Lauritzen, and 2nd Vice President Jennifer Lucy. The purpose of the visit to the state capitol was to meet with and introduce the new board members to Deputy Director Sharon Hilliard. As the EDD Liaison, Ms. Hilliard has been a longtime supporter of the CWC.

The agenda included confirming EDD's ongoing support of the CWC, review

of the new CWC's logo, fiscal stewardship and creating relevant programs for members, and ensuring the New Employee Orientation (NEO) for both rank and file and management have the appropriate introduction to CWC.

- Meeting with EDDU to incorporate new slides into the NEO presentation.
- New CWC logo found to be acceptable.
- CWC notices, reminders, conference flyers, newsletter, etc. when they meet EDD standards, can be dispersed via EDD Administrator Mail
- Outreach to CalHR and BPI departments to discuss skill enhancement training
- Brainstorming for the CWC Spring Education Conference: theme; speakers; and awards

The team relayed both the passion and drive to elevate the California Workforce Connection to the next level.



FROM LEFT, CWC OFFICERS IN SACRAMENTO JENNIFER LUCY, SHARON HILLIARD, DENISE DOBINE, AND MELISSA LAURITZEN



**SAVE THE DATE:  
Annual  
Education  
Conference**

**APRIL 17, 2020**

- Room reservations are \$120 plus taxes or prevailing government rate for single/double
- Call 1-800-322-9992 before March 26, 2020 and ask for California Workforce Connection
- Free shuttle from Orange County Airport and free self-parking

**AYRES HOTEL**  
COSTA MESA / NEWPORT BEACH  
325 Bristol Street

**Register Early and Save! Postmark Registration by April 3, 2020**  
For further information, contact Nan Bowman 714-269-0612

[nanettebowman@cox.net](mailto:nanettebowman@cox.net)

Credit cards payments accepted on Pay Pal  
(code is my email – add \$3 convenience fee please)

### 2020 CONFERENCE REGISTRATION FORM

#### Early Registration Prices:

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

#### After April 3 Prices:

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

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 & Number \_\_\_\_\_  
Local Chapter \_\_\_\_\_  
Check Number \_\_\_\_\_ Amount Enclosed \$ \_\_\_\_\_  
Please indicate dietary restrictions if applicable.

## VETERANS CORNER: FROM PAGE 4

re-employment service counseling. Over 50 community, government and non-profit agencies also provided referrals to housing, employment, substance use treatment programs and mental health counseling.

The attendees were extremely appreciative for the program services provided at the event, and also for the care and concern presented by the event exhibitors. The EDD staff were instrumental in offering employment assistance and counseling. Many veterans at the event sought employment guidance from Veteran Service Navigators, Disabled Veterans Outreach Program Specialists (DVOP's) and Local Veteran Employment Representatives (LVER's). Attendees of the event were extremely appreciative of the care and concern presented

by the event exhibitors. Veteran Raymond Tafoya was particularly enthused about the assistance he received from California Workforce Connection (CWC) Los Angeles Chapter member and EDD Compton office DVOP staff member, H.W. Joiner.

“Mr. Joiner has provided me with job search assistances as well as preparing me for my next interview,” said Raymond. “I appreciate him looking out for me.”

The CWC Los Angeles Chapter members provided donations and recruited private sponsors for the 16th Annual Compton Stand Down. Their donation of cosmetics, clothing, toiletries, beverages, water and food assisted the event organizers with the expenses incurred to host the three day event.

On September 14, 2019, at the Compton Veteran Stand Down VIP Breakfast, the EDD staff and CWC Los Angeles Chapter members were honored for their contributions and donations that they made to make the event successful. In honor of this recognition a plaque was awarded and accepted by the CWC Los Angeles Chapter State Education Legislative Chair Dinah White.

“CWC Los Angeles Chapter members are committed to assisting the Compton community in their efforts to support our veterans, and their families,” said Dinah. “It is such an honor to be a part of the Compton Veteran Stand Down and I look forward to continue serving the veteran community.”

By Jennifer Lucy,  
State Second Vice President

**“No great achievement is possible without persistent work.”**

– Bertrand Russell

Appreciation is a fundamental human need. Praise and recognition are essential to an outstanding workplace. Everyone feels the need to be recognized as an individual or member of a group, and to feel a sense of accomplishment for work well done. Recognizing achievements and acknowledging employees empowers them, and can help create a positive company culture. People want to be respected and valued for their contributions and know they are making a real difference at their organization.

Benefits of employee recognition are:

- Increased individual productivity
- Greater employee satisfaction and enjoyment of work
- Higher loyalty
- Collaboration between employees is enhanced
- Retention of quality employees increases
- Better safety records and fewer accidents on the job
- Lower negative effects such as absenteeism and stress

The California Workforce Connection (CWC) Annual Awards Program provides an opportunity for the Employment Development Department (EDD) management and staff to nominate staff, peers, workforce partners, employers and community organizations for outstanding efforts, innovation, and service in workforce development. Recognize those who go above and beyond the norm by nominating an amazing manager or staff member for a CWC award this year! Awards recognize both

members and non-members for their hard work and dedication to excellence. Anyone can write a nomination! Once your nomination packet is complete, submit your nomination to your local Chapter President for signature.

**All award nomination entries must be postmarked by March 1, 2020.** Nominations can be mailed or emailed by the deadline.

#### • CATEGORIES

The following are the California Chapter state award categories:

**Award of Distinction** – *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 CWC and the workforce development field. Nominees demonstrated individual initiative and creativity outside of their job responsibilities.

**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 retire-

ment. Nominees should have demonstrated exceptional accomplishments in advancing CWC objectives, e.g. leadership on a board, committee or initiative group (not restricted to the CWC Board of Directors); 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 CWC while collaboratively delivering valuable and innovative services to meet the evolving needs of members, employers, workers, and job seekers. Partner organizations such as partners in the Workforce Innovation and Opportunity Act, the Department of Rehabilitation, 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 CWC would like to acknowledge them accordingly.

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 in this article and on the CWC website: [www.californiaworkforceconnection.org](http://www.californiaworkforceconnection.org). **The nomination form is on the CWC website.**

For those awards that are specifically for CWC members only, membership in CWC is required in both the year during which the activity occurred (2019) and the year in which the nomination was submitted (2020).

Mail Award nominations for the following categories as follows:

#### Retiree:

Nanette Bowman,  
Retiree Chair  
2006 Port Albans Circle  
Newport Beach, CA 92660  
[Nanettebowman@cox.net](mailto:Nanettebowman@cox.net)

#### Toll Trust Award:

Verletta Moeller,  
Past Presidents Association  
Chair  
15648 Harvest Avenue  
Norwalk, CA 90650  
[retire2k07@aol.com](mailto:retire2k07@aol.com)

#### All other award nominations:

Jennifer Lucy  
2104 Alta Vista Drive  
Vista, CA 92084  
[Jlucy59@gmail.com](mailto:Jlucy59@gmail.com)

For more detailed information on each award contact your District Director or Local Chapter President. They can guide you to administrative and additional nomination and award information from the Local Chapter Handbook. Good luck and Happy Writing!  
**2019 NOMINATION SUBMISSION COMPONENTS: NOMINATION PRESENTATION**

**Nomination Presentation:** The nomination: must be typed, double-spaced, 11 or 12 size font, on 8½ x 11 inch paper.

**CONTINUED ON PAGE 7**

**Standard Nomination Form:** This form must be the first page of every written nomination and must be complete.

**Narrative:** This concise, precise and descriptive narrative 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. Describe the nominated individual's or group's accomplishment, the dates the accomplishment occurred within the judging period (January-December 2019) and the results or benefits derived from the accomplishment. Give information based on the criteria listed found in the Local Chapter Handbook, as this will assist the judges in properly and efficiently scoring the nominations.

**Documentation:** Please submit documentation that directly supports the narrative. This assists the judging process.

### TOLL TRUST AWARD

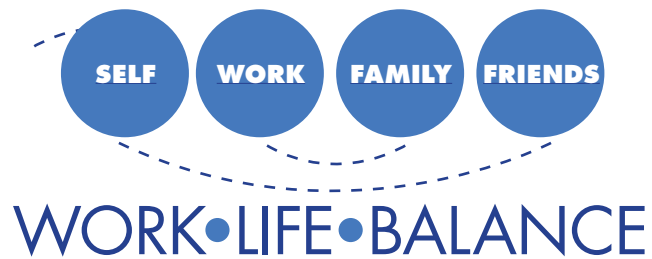
*By Nanette Bowman, Orange Empire Member*

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 2019 calendar 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
- Professionalism
- Promotion of membership
- Volunteerism
- Local Chapter Mentoring
- Program planning and assistance

Write your nomination in the form of a narrative and mail or email no later than March 1, 2020 to:

Verletta Moeller  
 Past Presidents Association Chair  
 15648 Harvest Avenue  
 Norwalk, CA 90650  
[retire2k07@aol.com](mailto:retire2k07@aol.com)



DENISE DOBINE, CALIFORNIA WORKFORCE CONNECTION PRESIDENT SWEARS IN THE NEW PUERTO DEL SOL BOARD AT THE ANNUAL PICNIC ON MISSION BAY, SAN DIEGO. BOARD MEMBERS CENTER FROM LEFT, JENNIFER BURKETT, YOLANDA GONZALEZ, ROSARIO FRANCO, PATRICIA GARCIA AND PAULA DUARTE.

### Annual Puerto Del Sol Picnic Brings Out Members For Good Food and Fun

*By the Puerto Del Sol Board*

August 17, 2019 was a perfect San Diego day for the annual Puerto Del Picnic (PDS) held at De Anza Cove on Mission Bay. The picnic committee watched the sun rise while they reserved a nice stretch of grass along the shore. This year's picnic theme was "Calling all Super Heroes." The annual picnic is a way for the California Workforce Connection's PDS Chapter to express member appreciation for the hard work and dedication members make as workforce professionals in our community.

As people steadily filtered into the picnic site, some went to the grills and food tables to see how they could help, while others were picking out the perfect spot to put up their canopy and set out their chairs, whether it be under the shade of a tree, close to the water's edge, or under the full sun. Yolanda Gonzalez and her husband, Jose, set up a fun photo backdrop for picnic-goers to have a photo taken with a variety of props with the super hero theme. They supported the theme by wearing costumes themselves.

The picnic's longstanding cooks, Alex Araujo, Richard Longworth, and crew, did an outstanding job with the day's food, cooking both breakfast and lunch. The picnic set-up crew enjoyed a hot breakfast of pancakes, country gravy, potatoes with chorizo and eggs. The lunch included hot dogs and hamburgers with all the trimmings, French fries, homemade macaroni salad, pizza, chips, and popcorn. For those with a sweet tooth, there were plenty of delicious cakes and cookies, snow cones, and juicy watermelons.

Another group of people who made the day really special were the folks who provided the music and dance for all to enjoy. DJ Jose Castro kept the picnic popping with his upbeat music selections, infusing classics with the latest tracks. This was the third year that Jose shared his DJ talents with the PDS chapter at the annual picnic. Always happy to please, DJ Jose selected great dance sounds that got people up to join in on the many line dances performed in the San Diego sunshine.

CONTINUED ON PAGE 8

Julie Remedio led dancers in an authentic celebration of the Hawaiian dance of Hulu, portraying the words of the song, “My Hawaiian Way,” through hand motions and graceful dance movements. Tricia Avilez said, “Julie is a wonderful instructor. She helped us learn the dance during our breaks the week before the picnic so we could perform for our PDS members and guests. Her son and daughter joined in, and were very personable and helpful.”

PDS members’ children played in the sand, water, and on the jumper with slide. Some of the older children even rented kayaks. Past President Denise Dobine’s daughter, Starr, and her two friends spent ample time swimming and paddling around the bay. David Silva’s family of three little ones took first place in the children’s super hero costume contest as the Incredibles.

“This was my first PDS picnic, and it was amazingly delightful and upbeat,” said Diana Lafond, an office technician at the Southern Workforce Services Division office. “My 5-year-old grandson and I couldn’t help but dance to the DJ music grooving! My granddaughter and grandson enjoyed all the activities and the treats, especially the ice cold fruity snow cones.”

Along with the CWC events held throughout the year, the annual PDS picnic is an opportunity for colleagues to meet each other’s families, play lawn games, and spend an afternoon filled with laughter, good conversations and entertainment. The picnic is the highlight of the PDS Chapter and a fitting way to usher in a new fiscal year.


“The picnic was a great success, my family and I had a fantastic time,” said Jennifer Burkett, incoming PDS secretary. “The kids were able to swim in the water and be near the picnic area. The food was excellent and everyone was friendly and helpful. We even stayed after everyone had left and enjoyed the area a little while longer.”

**Editor’s Note on Work-Life Balance:** Last issue, we learned what Work-Life Balance means and the areas of life other than work-life can include personal interests, family and social or leisure activities. Congratulations to the Puerto Del Sol Chapter officers and members for sharing a GREAT event with us, inviting other members from throughout California, and helping the California Workforce Connection keep members informed and in balance! – By Mary Navarro-Aldana, Cal-Liope Editor, Los Tres Condados Chapter

DISTRICT I & II

California WORKFORCE Connection  
CWC District I & II  
**ADVANCING TECHNOLOGY AND WORKFORCE IMPACTS**  
OPPORTUNITIES FOR EDUCATION, OPPORTUNITIES FOR GROWTH

**SAVE THE DATE**  
**FEBRUARY 7, 2020**



MARK YOUR CALENDAR

FOR THIS REGION’S MUST-ATTEND EDUCATIONAL EVENT

\*\*\*NOW is the time to ask for your time off to attend this conference. Submit your Vacation Request Bid Form ASAP to use your Professional Development Days (PDD) \*\*\*

For additional information, contact:

District I:

Fresno- Meafou Pomale-Maga, ph. # 559-477-1333  
Sacramento- Tanya Davidson, ph. # 916-403-6382

District II:

East Bay Chapter - Arlene Bautista, ph. # 510-285-4431  
Silicon Valley- Fred Ruibal, ph. # 408-436-5738

FEBRUARY 7, 2020

10:00 am – 4:00 pm  
SCIF Learning Center,  
1010 Vaquero Circle,  
Vacaville, CA 95688

PARTICIPATE

in California Workforce Connection’s first District I & District II Educational Conference featuring expert speakers and invaluable networking opportunities.



**District II Meeting and Bowl-a-thon**  
JANUARY 18, 2020 • 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 1/13/20.

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!**



## DISTRICT III



EDUCATION + INNOVATION + OPPORTUNITY  
**CALIFORNIA  
WORKFORCE  
CONNECTION**

**District III  
CWC Leadership Training**

This invitation is also open to anyone interested in serving as a leader with CWC.

**LUNCH WILL BE PROVIDED**

SATURDAY  
NOVEMBER 23, 2019

10AM - 3PM

AJCC of Oxnard,  
2901 N. Ventura Rd, Oxnard, CA 93036  
3rd Floor

For more information contact:

Dadisi Elliott  
(cell) 562.331.3957  
dadisirelliott1234@gmail.com

Kimberly Green  
(cell) 805.825.7189  
green.kimberly.a85@gmail.com

by The Reef's culinary chef. Daryl Darden, guitarist, provided the musical entertainment that really enhanced the celebratory mood of the awards gala.

We were honored to have the attendance and support of several Deputy Division Chiefs from Workforce Services and Unemployment Insurance. 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. Verletta (Val) Moeller, Retiree and former Program Manager III, Unemployment Insurance Branch (UI), served as the Mistress of Ceremonies.

Individual Stars of Excellence were awarded as follows:

### • EMPLOYEE PERFORMANCE

Fernando Roldan, Glendale WS (The other nominees were: Maria Nelson, Glendale WS; Cynthia Carew, Canoga Park WS; Eileen Chavez, West Covina WS; Nancy Galoussian, Los Angeles Coastal Division; Debora Schulner, Los Angeles Coastal Division; and Walter Orellano, East Los Angeles WS).

Debbie Cravens, Unemployment Insurance Branch (the other nominees were Rene Almaraz and Josine Cabanting)

Disability Branch-Certificate of Nomination: Maryrose Breault, Ruchi Patel, Evelyn Reveles)

### • EMPLOYEE PERFORMANCE ADMINISTRATIVE SUPPORT

Charles Freeman – Unemployment Insurance Branch

### • WORKFORCE PARTNER

Silvia Maron, Long Beach (LB) Disability Insurance (DI) Office (The other nominees were: Verginia Voskanian, Van Nuys; Teri Roethlisberger LB; and Sharon Forinash, Van Nuys)

### • AWARD OF DISTINCTION

Deedra DeCoster, Long Beach WS

### • SERVICES TO VETERANS

The individual award was presented to Emmanuel Eyo, Disabled Veteran Outreach Program (Specialist), Inglewood WS

The group award (plaque) for this category was awarded to the Glendale WS Cluster Veterans Team: Marshaun Robinson, Disabled Veteran Outreach Program (Specialist); and Leonard Johnson, Disabled Veteran Outreach Program (Specialist).

Plaques were awarded as follows:

### GROUP AWARDS EMPLOYEE PERFORMANCE

UI Branch– UI Center Inglewood Rapid Response Team: Irene Preciado, Vahe Yeghiayan, Frank Capitolo, Farrah Pleasant, Yes-

**SEE MORE CHAPTER & DISTRICT NEWS ON PAGE 10**

## DISTRICT III

### District III Annual Awards Dinner Honors Winners at the Denim and Diamonds Event

By Dadisi Elliott, District III Director

District III hosted their annual Employee Recognition Awards Gala on Saturday, October 19, 2019, at the beautiful The Reef on the Water restaurant in Long Beach, California. This was our second event as the California Workforce Connection (CWC) and the awards' theme was "Denim and Diamonds." Participants came decked out in their denim blue jeans which were also accessorized with "bling, bling" and other shiny jewelry. Approximately 50 attendees enjoyed a delicious Bar-B-Que luncheon buffet prepared



THE DISTRICT III AWARDS COMMITTEE ENJOYING THE AFTERGLOW OF A SUCCESSFUL "DENIM & DIAMONDS EMPLOYEE RECOGNITION AWARDS GALA" AT THE REEF ON THE WATER RESTAURANT ON SATURDAY, OCTOBER 19, 2019: DINAH WHITE, VERLETTA (VAL) MOELLER, CINDY SCHULENBURG, LIDIA JAMES, AND DADISI ELLIOTT.



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enia Olvera, Sandra Rosete, Marcos Martinez, Debbie Cravens, Dan Hanami, Alicia Bailey, and Maria Juarez

DI Branch – Disability On the Job Trainers Team: Angel Urbina, Virginia Valle, Vahag Nazaryan, Delia Hernandez-Gorospe

WS Branch (2 Winners): Region 4 Cannabis Career Fair Group: Connie Chan, Bethlehem Ayele, Blanca, Lucero, Alexis Carter, Eileen Chavez, Yesenia Evangelista, Gloria Farahani, Rebecca Garcia, Jullia Lugo, Donna Plank, Crystal Prendiz, Anthony Raygoza, Anna Sargsyan, Cindy Schulenburg, and Hector Silva

Compton TAA Team: Alma Diaz and Helen Cabrera

Award of Distinction: Sterling and Tova Barbour, Owner/Operators of Revolution National Pest Council

Administrative Support – UI Buena Park Office Technician Team: Kathleen Bell, Christina Sitterding, and Vy Nguyen

Workforce Partners – Rancho Dominguez AJCC Summer Youth Work Unit: Cecilia Gutierrez, Vicky Muniz, Jazmin Martinez, Joseph Gaxiola, Tyrone Carroll, Alexander Lares, Lauren Williams, Alexis Carter and Jacquelin Gomez

Management Group (2 Winners) – The Compton, Long Beach, West LA Cluster: Dinah White, Joseph Velasco, Alexis Carter, Prince-James Reed-Williams, Lidia James and Jorge Perez.

Former Los Angeles UIC Management Team #121: Michelle Taylor, Loranda Cutrer, Felicia Wong, Robert Garcia, Luis Chavez, Vahe Yeghiayan, Mia Gist, Danuta Lopusznska, Able Monreal, Fredrick Warren, Dionisio Mendoza, Livia Szoke, Neeisha Brown (The other nominees were: Inglewood Adjustment Unit, Inglewood Appeals Unit, Buena Park Adjustment Team: Joanna Aquino, Denise Espinos, Shel Le, Cherrie Mendez, Rhonda Mulherin, An Nguyen and Jackie Sims, and Overpayment Team: Luis Mora, Thu Cai, Erika Manzanares, and Maria Buena)

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 and all nominees received Certificates of Nominations from District III.

Thanks go to Verletta (Val) Moeller for acting as our Mistress of Ceremonies. We also thank all of our award presenters: Vivien Nguyen, Matthew Pierson, and Carolyn Anderson, Cesar Valadares, Lidia James, Mary Navarro-Aldana, Denise Dobine, and Dadisi Elliott. Congratulations to all award nominees! You are all winners! This kind of event takes a team to accomplish. My thanks to the Awards Committee team of Dinah White, Cindy Schulenburg, Lidia James, Verletta (Val) Moeller, and Dadisi Elliott for a successful event!

## EAST BAY CHAPTER

### LOVING THE PEOPLE IN OAKLAND

By Maria Trinidad Vera Ruelas (Trini), East Bay Chapter

To God be the Glory. I am one of the newest members to join the East Bay Chapter. My heart became overjoyed when Arlene Bautista President of the East Bay Chapter, and James Thomas First Vice President of the Silicon Valley Chapter presented me with a \$100 check. I could barely hold back the tears knowing that now I could help a few more people in the Oakland community. The money was donated to La Iglesias El Buen Pastor for homeless outreach. Pastor Ricardo Puell is in his 90s and he believes in supporting both the community and the homeless.



JAMES THOMAS, TRINI VERA, AND ARLENE BAUTISTA FROM THE SILICON VALLEY AND EAST BAY CHAPTERS DONATION TO THE HOMELESS.

California stands as the fifth wealthiest economy in the world. The wealth of America is in the hands of one percent of the people, the other 99 percent are the workers, the families, and the homeless who struggle daily just to survive. Our country is blessed with the riches of the heavens, the riches of the earth, and the riches of the sea. The homeless population in California deserves better!

My journey began last September with me donating \$15 of my own money, and a vision of giving back to the Oakland Community. We must band together as a team to make a difference in the lives of the homeless. Many other organizations have joined in this fight to show compassion, kindness, and love for the Oakland community. I have the pleasure of working alongside of: the Oakland Call Center, State Disability Insurance, La Iglesia El Buen Pastor, Shiloh Church, Iglesia Shiloh, Williams Chapel, and my phone directory of friends. The outreach team consists of: La Iglesia El Buen Pastor Members, Arcadio Dora Serrano, and Raquel Natareno. I visit the homeless daily, and as a team we visit the sites two or three times a week. The homeless families reside at Lake Merritt homeless camp, the 12th Street homeless camp, the High Street homeless camp, the 77th Avenue homeless camp and the San Leandro Boulevard homeless camp. Our outreach team tries to provide the essential things for everyday living. We give small donations of: candy, a variety of chips, lotions, shampoo, conditioners, single wrapped toilet paper, tooth brushes, tooth paste and wipes.

On December 2, 2018, the team was challenged with providing sleeping bags with winter fast approaching. We were able to hand out 66 sleeping bags. The people were always pleasant, soft spoken, thankful, humble, and with smiles that would light up the night. The community hearts seemed to grow even bigger by providing: blankets, sheets, pillows, coats, jewelry, t-shirts, socks, shoes, sweaters, candy, dry cereal, instant soups, instant oatmeal, small cans of fruit and bottled water.

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## CONTINUED FROM PREVIOUS PAGE

I am very thankful to the people who contributed to making my vision a reality. I believe in affordable childcare, education, food, gas, water, healthcare, housing, taxes and senior care because all the people in California deserve better. If anyone wants to donate to the cause, please see Arlene.



## FRESNO CHAPTER

## FRESNO: KICK OFF TO A GREAT START

By Fou Pomale-Maga, Fresno Chapter President

The Fresno Chapter held their first event “The Fresno Chapter Membership Drive Kick-Off” on September 12, 2019, to kick off the 2019-2020 fiscal year. We had a late start but who’s keeping tabs? Although our officers are all newly elected with little to no experience serving as an officer, we are excited and determined to

make this year a successful one. Our first event had a great turnout and a great example of what is to get together! We received 10 new membership applications and there are a couple of pending applications from people who have verbally committed.

We had a whopping 26 people, both members and non-members, in attendance from different offices including State Disability, Paid Family Leave, and Workforce Services. The atmosphere was great! We had some fun music playing in the background and the smell of succulent tri-tip was filling the air! For a small price, we had a delicious meal prepared for everyone who RSVP’d and the menu consisted of rice pilaf, rolls, green salad, tri-tip, and cookies. We received nothing but good reviews on the food and people went back for more.

A slideshow was prepared to showcase what CWC has to offer to our members. It piqued an interest when the Bybee Grant was

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# Come Join California Workforce Connection On The 3rd Annual EDUCATIONAL CONFERENCE CRUISE

April 26, 2020 through April 30, 2020

by Peter Gallerani, Inland Empire

You’re invited to the 3rd annual Inland Empire Educational Conference Cruise. The cruise on the Carnival Imagination will leave from Long Beach at 5:30pm on Sunday, April 26, 2020 and return to Long Beach on Thursday, April 30, 2020. The itinerary is as follows:

**Sunday, 4/26/2020:** Long Beach, Embarkation, 5:30pm

**Monday, 4/27/2020:** Catalina Island, 7:30am-4:30pm

**Tuesday, 4/28/2020:** Ensenada, Mexico, 8:00am-6:00p

**Wednesday, 4/29/2020:** Fun Day at Sea

**Thursday, 4/30/2020:** Long Beach, Disembark 7:00am

During our 4-night cruise, you will enjoy several of dining options, a variety of excursions, nightly entertainment, and numerous onboard activities.

**Cost:** The current price quoted is between \$380-\$390 per person (inside cabin) to \$425 per person (ocean view cabin) based on double occupancy (\$760-\$780 per cabin (inside) to \$850 per cabin (ocean view). Please be advised that you may see lower prices on the internet, but these prices do not include taxes, port charges and possible fuel surcharges.

**Payment schedule:** A deposit of \$25 per person (\$50 per cabin) is due to reserve your cabin by November 13, 2019. The second payment of \$150 per person (\$300.00 per cabin) is due by December 20, 2019. Final payment (balance of amount due per person/cabin) is due by February 21, 2020.

**Speakers** are to be announced for the three sessions (8:00-9:30am; 9:45-11:15am; and 11:30am-1:00pm). Our speakers will be scheduled during our “Fun Day at Sea”, so they will not interfere with any excursions you may want to take. Scheduling them in the early part of the day will also allow you to enjoy most of the many activities the ship has to offer.

As you might imagine, these presentations are sure to be educational, thought provoking and career enhancing. I hope you will make your plans and reserve your cabin as soon as possible to join us on this educational and fun 4-night cruise. I promise you will have a fun time. Please see the attachments for additional details about the ship and its amenities. If you have questions, please call me at 760-680-3728; or email me at [Peter.Gallerani@edd.ca.gov](mailto:Peter.Gallerani@edd.ca.gov).

## CONTINUED FROM PREVIOUS PAGE

mentioned. People were also very interested to hear about the annual conferences the organization presents and the scholarships that the local chapters sometimes offer to attend. We shared some information about some of the events we have scheduled. One specific event is a Lunch and Learn, Basic Excel Training in September. We received almost a dozen RSVPs just a couple of hours after the flyer was distributed.

We ended with a Q&A that rendered some great general questions by the attendees. I have to say it was very refreshing to see the interest they showed. If I were to take anything away from this membership drive, it would be that we made a significant impact just by educating people on the California Workforce Connection association and its benefits. The more we educate people, the more informed they are, and the more involved they will become.

All in all, it was a great turnout! This was a beautiful start to what looks like a wonderful year. The Fresno Chapter is kickin' it off right! Our board has plans to involve the membership in committees for upcoming events. We also have a growing calendar that we add to every week. We are all excited to kick things into gear for our group and look forward to accomplishing great things through our organization. Let's go Fresno!



## ORANGE EMPIRE CHAPTER

ORANGE EMPIRE PREPARES FOR  
THE BIG ONE AND LIFE IN GENERAL

by Nanette Bowman

Orange Empire hosted an Earthquake Preparedness Workshop on August 8, 2019. The presenter was Sagar Patel from the Anaheim Fire Department. Val Moeller was the presenter for the Statement of Qualifications workshop on September 18, 2019. Susana Gonzalez from Santa Ana Disability Insurance office organized chapter participation in a Coastal Cleanup event on Saturday September 21, 2019. She and Mario Rivas from the same office report picking up several bags of trash. We thank these two for their attention to community service. The Orange Empire Chapter membership drive takes place from August 1, 2019 through May 31, 2020. Recruiters meeting the enrollment criteria will receive a cash prize of \$20 for every three new members. We welcomed a new office representative attending the Board meeting on September 9, Bita Forootan from Unemployment Insurance ARU 017. A session on Interviewing Techniques is in the planning stages. Be sure to log on to the Orange Empire Chapter website to view newsletters and current events: [www.orangeempirechapter.com](http://www.orangeempirechapter.com).



## SACRAMENTO CHAPTER

4TH ANNUAL BUSINESS PROCESS IMPROVEMENT DAY:  
INNOVATION & LEADERSHIP BY ELIZABETH BOAM

By Melissa Lauritzen, First VP California Workforce Connection,  
Sacramento Chapter

The concept of Innovative Leadership can be found both in the Private Sector as well as EDD. Some key facets are: always put the

customer first, give support to our innovators, and don't ignore problems no matter how small because they will get big later.

Leaders are humbly guided by an altruistic vision of success based on both performance and the value of the company's positive impact. Leaders leverage their team for answers as part of the decision making process. They perceive and behave like a scientist, continually measuring and testing for improvement and exploring new models and approaches with innovative culture.

Jeff Bezos, President of Amazon, has a mission statement of "to be Earth's most customer-centric company, where customers can find and discover anything they might want to buy online, and endeavors to offer its customers the lowest possible prices." The way that Mr. Bezos accomplishes that mission is the concept of: faster > better > cheaper. He considers the customer the most important person in the room even if they're not there.

Mary Barra, CEO of GM, first female CEO of major auto company took over GM when 84 safety recalls involving over 30 million cars took place. Mary Barra took responsibility of issues with company and took action to fix issues. She created new policies to encourage workers to report problems as they encountered them on the production line to avoid costly recalls later and to improve the company's culture.

The EDD Executive team promotes innovation through various ways: BPI, our Leadership Brand, and BPI Strategic Plan. EDD has embraced The Leadership Challenge by encouraging its staff to embrace the core values such as Model the Way in order to exemplify shared values through customer focus, mutual respect, encourage progress, review results, and to build trust and capacity. Challenge the process by asking why vs. we've always done it that way. Looking for improvement opportunities and is willing to experiment and take risks. Enable others to act by empowering our leaders and teams to innovate through training, coaching, mentoring, and leadership development opportunities

This is the 6th year of the UI BPI program where we are proud to inspire a Shared Vision, share our aspirations for more efficient delivery of EDD services, and encourage fellow innovators to join us in achieving that vision. The BPI program has a constantly rotating staff to encourage new innovators to share their knowledge.

During the Paradise fire, EDD staff jumped at the opportunity to assist their fellow citizens to help out, they volunteered to go to the front lines to assist the claimants affected by the fires. They saw the need. Our customers should be the focus – our thought process should not be how many claims we filed today, but how many people did we help today.

Ken Miller, author of Extreme Government Makeover suggests that if you want to get more out of people you need to do three things: encourage the heart, show appreciation for individual and team effort and excellence, and acknowledge effort.

Elizabeth provided us with an example of Sally complaining about other individuals not picking up their printouts and that she talked to her manager on how to fix the issues. Sally's manager suggested Sally email BPI to inquire how to fix the problem. BPI emailed Sally and requested other information such as how many times per day do you walk to the printer to retrieve a notice, how

SEE MORE CHAPTER NEWS ON PAGE 13

# CALIFORNIA UPDATE MID-YEAR 2019

By Dinah White, Legislative Chair

## Harassment Training Deadline Extended, Clarified

As you may remember, on January 1, 2019, a new California law went into effect that made substantial changes to mandatory sexual harassment prevention training. Under SB 1343, all employers with five or more employees must provide sexual harassment prevention training to all employees – supervisors must receive two hours of training and nonsupervisory employees must receive one hour. Training must take place within six months of hire or promotion and every two years thereafter.

Shortly after SB 1343's passage, many questions arose about how to coordinate the newly imposed training requirements with trainings provided earlier. As previously reported, the Department of Fair Employment and Housing (DFEH) took the position



that in order to comply with the January 1, 2020, deadline, employers who trained their employees in 2018 would need to train them again in 2019, resulting in those employees being trained twice within a two-year period.

Listening to employers' concerns about this law's unintended consequence, on August 30, 2019, Governor Gavin Newsom signed SB 778 – emergency “clean-up” legislation that took effect immediately, extending the sexual harassment prevention training deadline under SB 1343 from January 1, 2020, to January 1, 2021.

Employers who trained their employees in 2018 can now maintain their two-year

cycle and provide subsequent training in 2020 while still complying with the deadline. SB 778 also clarifies that employers who train their employees in 2019 aren't required to provide refresher training until two years from the time the employee was trained.

However, SB 778 doesn't impact the portion of the law addressing seasonal and temporary workers. Beginning January 1, 2020, seasonal and temporary employees, who are hired to work for less than six months, must be trained within 30 calendar days after their hire date or within 100 hours worked, or whatever occurs first for the worker.

## EDUCATION UPDATE

By Dinah White,  
New Education Chair

Greetings, California Workforce Connection Members!

I am excited to be your new CWC State Education Chair. My passion is education. My goal is provide new and innovative training opportunities for our members.

My past CWC experiences includes being the State Legislative Chair, District III Director & Treasurer, LA Chapter President and Education Chair. As a member of CWC, I have been afforded the opportunity to attend educational trainings and conferences that has broaden my knowledge of the workforce system. I believe these opportunities have helped me promote to a management position and allow me to network with other professionals in the Employment Development Department to obtain assistance for Workforce Services customers with their programs and services.

My goal is to continue to promote CWC current training opportunities, I want to work on new and exciting ways to provide innovative educational training such as District/Chapter Conferences of interest to CWC members to attend for a minimal charge. I believe offering other types of educational events will help not only sustain the current membership but grow new members looking to develop as tomorrow leaders.

I welcome your support as we move forward together into a new period of enlightened education and new partnerships to enhance the development of our members and to take our organization to new heights.

## AROUND THE STATE: SACRAMENTO CHAPTER CONTINUED FROM PAGE 12

long does it take to retrieve a notice and mail it, and how many notices are left at the printer daily. Sally compiled the requested information and sent a follow up email to BPI. With that information BPI was able to redirect printing to a central hub to be delivered by a dedicated staff for that purpose. It was found that 9,000 hours per year wasted and the department saved \$8,000 with the innovative change due to more value-added staff work, less time walking to printer,

and eliminated printing defects. Sally's manager encouraged Sally to be a change ambassador and congratulated her on her hard work.

*“We hold these truths to be self-evident, that all have the ability to innovate, that they are endowed with certain unalienable Capabilities; that among these are Curiosity, Creativity, and the pursuit of Growth.”*

– The Innovator's Pledge.

# JOIN NOW

**If you are not a member, now is the time to join.** Build a plan to enhance your career, learn to work with others as you build relationships through networking, obtain training and gain experience through your professional association.



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