



CALENDAR OF EVENTS

- January 11, 2020**
District III Meeting
in Long Beach
- January 18, 2020**
District II Meeting
and Bowl-a-thon
- February 7, 2020**
District I and II Advancing
Technology and
Workforce Impacts
Conference
- February 15, 2020**
District III Meeting
in Long Beach
- April 17, 2020**
California Workforce
Connection Annual
Educational Conference
- April 26, 2020**
Inland Empire 3rd Annual
Educational Conference
Cruise

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Conference: **Request Your
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Around the State

MESSAGE FROM THE CALIFORNIA WORKFORCE CONNECTION **PRESIDENT**

By Denise Dobine, President

*“Enjoy the little things,
for one day you may look back
and realize they were
the big things.”*

– Robert Brault

Time has flown quickly. It already has been one year since we announced our new name:

California Workforce Connection (CWC). I look forward to seeing all the new changes we have made and have planned in the upcoming months for our education, training, and leadership development programs.

We have planned a one-of-a-kind CWC 2nd Annual Educational Conference on April 27, 2020 at the beautiful Ayres Hotel & Suite in Costa Mesa/Newport Beach. Our keynote

speaker, Devin Hughes, is an author, speaker, consultant, and executive coach who is best known for his expertise in the science of happiness, organizational/cultural change, diversity, inclusion and leadership development.

Also speaking will be Dr. Ola Madsen, a much sought-after leadership and management speaker, trainer, and successful entrepreneur in the direct selling industry. Dr. Madsen believes that one of the vital ingredients for success is having optimal health and taking care of the only vehicle we have in this journey through life – our body.

In addition to our speakers, the conference will feature our much-anticipated CWC Star Awards Banquet Luncheon.



PRESIDENT DENISE DOBINE

Make your reservation today to enjoy the educational conference, and the networking opportunities.

I want to thank the California membership, the California Board and the EDD administrators for supporting the CWC with the new direction this organization embarked on one year ago, and I look forward to successful upcoming years in the future.

THE CWC BOARD AT WORK FOR YOU!

■ Denise Dobine	President
■ Melissa Lauritzen.....	First Vice President
■ Jennifer Lucy.....	Second Vice President
■ Phil Dwyer.....	Treasurer
■ Lucely Tut	Membership Coordinator
■ Arlene Bautista.....	Bybee Board Member
■ Tanya Davidson.....	District I Director
■ Fred Ruibal.....	District II Director
■ Dadisi Elliott.....	District III Director
■ Ray Cabrera.....	District IV Director
■ Fabian Valencia	District IV Director-Elect

Request your time off for the
ANNUAL EDUCATIONAL CONFERENCE
APRIL 17, 2020
 See page 6 for details

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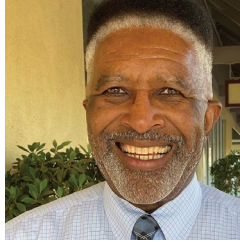
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MEMBERSHIP CORNER

By James Thomas, First Vice President for Silicon Valley Chapter, California Workforce Connection Past President

Let Leadership Be Your Guide

Mr. Enoch Snowden, Jr., the Oakland Disability Insurance (DI) Office Manager has been a member of our employee association for over 20 years. He believes in providing leadership and mentoring to help individuals achieve their ultimate goals in life. Enoch being a supportive member of CWC, is always willing to share his expertise. He spoke at the District II "Swing into the Holidays" luncheon, and gave us a wealth of information about the DI Program. DI was added to the California Unemployment Insurance Code for non-industrial disabilities in 1946.



ENOCH SNOWDEN JR.

The DI Program provides partial wage replacement benefits for your own illness, pregnancy, injury, or disability. The Paid Family Leave (PFL) program was added to the

law in 2002. The PFL program provided up to six weeks of paid leave in a 12-month period. Six weeks of the PFL benefits are for bonding with a new child, adoption, or foster care replacement, or to care for a seriously ill family member. You will receive approximately 60-70 percent of your weekly salary. Both parents can use bonding at the same time, or it can be used separately at different times within a 12-month period. You may qualify as a seasonal employee, part-time worker, and unemployed individual. Self-employed individuals may be eligible if they contributed to the DI Elective Coverage Program.

DI does not provide job protection, because DI is only responsible for the administration of State Disability Insurance benefits. You can now use SDI online services for fast, convenient and secure way to submit your DI/PFL claim. Enoch also provided packets full of useful information to enjoy at our leisure. He empowered each of us with the knowledge of how DI works for you. His willingness to give back to both members and non-members in attendance was masterful.



DADISI ELLIOTT
MEMBERSHIP CHAIR

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.



VETERANS CORNER

November: A Month to Remember

By Dimetrios Vandiegriff, Vice President, Los Angeles Chapter

The month of November is a memorable month because we honor all U.S. veterans and military members on Veterans Day. The 11th hour of the 11th day of the 11th month in 1918 was the end of World War I marking the Armistice of Germany, but at the urging of U.S. veteran organizations, Armistice Day was renamed Veterans Day in 1954. Veterans Day, November 11th, is a day to honor all U.S. military veterans and members of the Armed Forces. Thank You

to all who serve and to all who have ever served!

The month of November is also when the Veterans Administration (VA) hosts its annual Veterans Day Party to assist veterans with employment, resources, entertainment, food and more! This year it was held on November 9, 2019, 11:00 a.m. to 4:00 p.m. at South Park in South Los Angeles, California. There were more than 40 employers including EDD and a dozen resources there along with a live band and plenty of delicious food.

I want to say THANK YOU to all of my fellow veterans for their service and sacrifice!

NEW DATES TO WATCH FOR IN 2020

By Dinah White,
Legislative Chair,
Los Angeles Chapter

AB 5 – Worker Status: Employees and Independent Contractors (Effective January 1, 2020) Of all the bills that Governor Newsom signed in 2019, AB 5 was by far the most widely reported and will have the most wide-ranging repercussions for companies that rely on independent contractors in California.

In *Dynamex Operations West, Inc. v. Superior Court of Los Angeles*. In *Dynamex*, the Court introduced a new standard, commonly referred to as the “ABC test,” to determine whether a worker is an employee or an independent contractor. In summary, *Dynamex*’s ABC test is limited to claims under the Industrial Welfare Commission Wage Orders (Wage Orders). Further, the ABC test presumptively considers all workers to be employees and forces a hiring business to bear the burden of proving each of the following three conditions for the worker to be properly classified as an independent contractor:

1. The worker is free from the control and direction of the hiring entity in connection with the performance of the work, both under contract for the performance of the work and in fact;

2. The worker performs work outside the usual course of the hiring entity’s business; and

3. The worker is customarily engaged in an independently established trade, occupation, or business of the same nature as the work performed.

AB 5 effectively codifies the *Dynamex* decision, requires companies in various industries to reclassify indepen-



dent contractors as employees, and expands the ABC test’s application beyond claims rooted in the Wage Orders to all provisions and claims based upon the California Labor Code and Unemployment Insurance Code. By July 1, 2020, the ABC test will also apply to the Workers Compensation Code.²

AB 5 establishes some exemptions in seven groupings, covering about 50 industry-specific professions, trades and relationships, for which the ABC test does not apply, such as insurance agents, physicians, dentists, doctors, architects, securities broker-dealers and others.³ Instead, such industries/professions will continue to be subject to the *Borello* factors and other contractor classification criteria in the statute. Many of these exemptions are very specific with multipart criteria and definitions, which are beyond the scope of this summary. One sector that did not receive an exemption is the gig-sector. There are various challenges that various non-exempted industries are considering to this new law, including a ballot measure putting the matter before the voters in California.

This bill amends section 3351 of the Labor Code, adds section 2750.3 to the Labor Code, and amends sections 606.5 and 621 of the Unemployment Insurance Code.

AB 9 – Employment Discrimination: Limitation of Actions (Effective January 1, 2020)

AB 9 is another bill that changes the employment landscape in California. Under existing law, an employee who claims to be aggrieved by an alleged unlawful practice has to file a verified complaint with the Department of Fair Employment and Housing within one year from the date upon which the unlawful practice occurred.

AB 9 extends the one-year period to three years for complaints alleging employment discrimination and harassment prohibited by the California Fair Employment and Housing Act (FEHA). Claims that have lapsed are not revived by this bill.

This bill amends sections 12960 and 12965 of the Government Code.

AB 51 – Employment Discrimination: Enforcement (Effective January 1, 2020)

AB 51 is another bill signed by Governor Newsom that will have wide-ranging repercussions for employers that rely on arbitration agreements in California. By way of background, under existing laws, an employer can generally require an employee to enter into an arbitration agreement, including as a condition of employment.

AB 51 essentially bans mandatory arbitration agreements and prohibits employers from requiring any applicant for employment or any employee to waive any right, forum, or procedure for a violation of any provision of the FEHA or other specific statutes gov-

erning employment (such the Labor Code) as a condition of employment, continued employment, or the receipt of any employment-related benefit. This means that, except in certain limited circumstances, AB 51 essentially bans arbitration agreements in California. In addition, AB 51 provides that even an opt-out of a waiver provision or requiring employees to take any affirmative action in order to preserve their rights are deemed a condition of employment and prohibited.

AB 51 also prohibits employers from threatening, retaliating or discriminating against, or terminating any applicant for employment or any employee because of the refusal to consent to the waiver of any right, forum, or procedure for a violation of specific statutes governing employment.

In an attempt to address federal preemption issues, AB 51 provides that nothing in the bill is intended to invalidate a written arbitration agreement that is otherwise enforceable under the Federal Arbitration Act (9 U.S.C. § 1 *et seq.*). Also, AB 51 should not impact arbitration agreements entered into prior to January 1, 2020, and does not apply to post-dispute settlement agreements or negotiated severance agreements. Given the potential clash with the Federal Arbitration Act, it is expected that AB 51 will be challenged on preemption grounds.

This bill adds section 12953 to the Government Code and section 432.6 to the Labor Code.

AB 673 – Failure to Pay Wages: Penalties (Effective January 1, 2020)

In addition to existing penalties that an employee may recover for an employer’s failure to timely pay an employee’s wages, AB 673 authorizes the affected employee to bring an

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“Happily Ever After”

By Rob Claudio, Deputy Division Chief

I was watching a story about a widow who had recently lost her husband of many years, and during the interview, she spoke tenderly about how they met and how their families did not foresee them getting married to each other when they were younger. Like in many instances when parents want to exert their influence over who the proper bride or groom should be for their beloved child, they ultimately want only the best for their offspring. However, history has shown that what children want versus what a parent desires can be two very different things, in particular when it comes to matters of the heart. The story of this person was no different and she did marry the love of her life, while proceeding to share a wonderful number of years together despite the obstacles, which were part of their marriage. When you recall the many unlikely couples through the course of time which may have been destined for failure, I think the more surprising number is of the many who did not make the headlines while going against the wishes of family and standing the test of time. I thought about those families who spent years in a bitter feud or harboring resentment as a result of these types of situations, which was ultimately saddening that people are subjected to this negative draining energy and it could have been put to rest many years prior. Think about how much stamina it can take to carry on in this manner day in and day out. I am a firm believer that it takes a huge amount of effort to consistently harbor negative emotions and when the stillness of night comes, those individuals may find it difficult to sleep given the lack of peace in their lives. It can be challenging to stand up for one's principles, however, those with the courage to do so find that not carrying that large weight on their shoulders releases them from impassioned burdens. We can all applaud those that stood up for what was right and as such, we should continue to champion the efforts of those who face

scrutiny in the midst of them finding their true love. For the many folks, who decided not to pay attention to the opinions of the rest of the family, friends or other connected group, my hat's off to them. I personally have known many individuals who were part of a feud legacy, which in some cases was created by the people that came before them. In retrospect, it is interesting how some folks hold on to the resentment of others without fully realizing why they were still doing so after many years. To this, I heard a great quote in an interview recently, where someone stated that sometimes a journey that began a long time ago, must be concluded by the next generation. For me, this came full circle in that the new generation has the capacity to end an old misunderstanding or ill feelings that have made their way to their present day living. The opportunity to finally put an end to something that can bring peace of mind and release a heavy sentimental strain is worth it in paving a positive future ahead. Whether the expectations of your prior generation came with legacy issues, it is up to you to determine what your next steps and future will look like. My suggestion is that you paint the picture of the life you would like to see and be part of, with those individuals who add value to you and let go of things that no longer serve your best interest. My wish is that your final chapter is filled with only the good things you cherish in order to meet your best expectations for a bright future ahead. Hopefully, your tale will also end with a happily ever after conclusion along with joy, peace and harmony as part of the closing credits.

“A sense of freedom is something that, happily, comes with age and life experience”

-Diane Keaton

Also remember to follow the blog at:
www.inventingyourlife.blogspot.com



ROBERT CLAUDIO

action to recover statutory penalties against the employer to recover unpaid wages. This bill provides that for any initial violation, the employer is subject to \$100 for each failure to pay each employee. For each subsequent violation, or any willful or intentional violation, the employer is subject to \$200 for each failure to pay each employee, plus 25 percent of the amount unlawfully withheld.

The bill authorizes an employee to either recover statutory penalties under these provisions or to enforce civil penalties under Labor Code section 2699(a) (i.e., the Private Attorneys General Act of 2004), *but not both*, for the same violation.

This bill amends section 210 of the Labor Code.

AB 749 – Settlement Agreements: Restraints in Trade (Effective January 1, 2020)

AB 749 prohibits “no-rehire” clauses in dispute-related settlement agreements and specifically “prohibits an agreement to settle an employment dispute from containing a provision that prohibits, prevents, or otherwise restricts a settling party that is an aggrieved person, as defined, from working for the employer against which the aggrieved person has filed a claim or any parent company, subsidiary, division, affiliate, or contractor of the employer.” This bill defines aggrieved person as someone “who has filed a claim against the person’s employer in court, before an administrative agency, in an alternative dispute resolution forum, or through the employer’s internal complaint process.”

Under AB 749, an employer may include a no-hire clause in a settlement agreement with an employee that has engaged in sexual harassment or sexual assault, or in severance or separation agreements unrelated to employment disputes. AB 749 also does not require an employer to rehire a former employee if the employer had a legitimate non-discriminatory or non-retaliatory reason for terminating the employee’s employment.

This bill adds Chapter 3.6 (commencing with section 1002.5) to Title 14 of Part 2 of the Code of Civil Procedure

AB 1223 – Living Organ Donation (Effective January 1, 2020)

Under existing law, private employers with 15 or more employees must permit an employee to take a leave of absence *with pay*, not exceeding 30 business days in a one-year period, for the purpose of organ donation.

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AB 1223 requires such employers to grant an employee an additional *unpaid* leave of absence, not exceeding 30 business days in a one-year period, for the purpose of organ donation.⁴ The one-year period is measured from the date the employee's leave begins and shall consist of 12 consecutive months.

This bill amends sections 89519.5 and 92611.5 of the Education Code, section 19991.11 of the Government Code, and section 1510 of the Labor Code, and adds sections 10110.8 and 10233.8 to the Insurance Code.

AB 1554 – Employers: Dependent Care Assistance Program: Notice to Employees (Effective January 1, 2020)

This bill requires an employer to notify an employee who participates in a flexible spending account of any deadline to withdraw funds before the end of the plan year. The notice may include, but is not limited to, the following: electronic mail, telephone, text message, mail, or in person.

This bill adds section 2810.7 to the Labor Code.

AB 1768 – Prevailing Wage: Public Works (Effective January 1, 2020)

AB 1768 expands the definition of public works to include work conducted during site assessment or feasibility studies. This bill also specifies that preconstruction work, including design, site assessment, feasibility studies, and land surveying, is deemed to be part of a public work, regardless of whether any further construction work is conducted.

This bill amends section 1720 of the Labor Code.

AB 1804 – Occupational Injuries and Illnesses: Reporting (Effective January 1, 2020)

AB 1804 requires the report of serious occupational injury, illness, or death to the Division of Occupational Safety and Health (Division) to be made immediately by telephone or through an online mechanism established by the Division. This bill provides that until the Division has made the online mechanism available, the employer is permitted to make the report by telephone or email.

This bill amends section 6409.1 of the Labor Code.

AB 1805 – Occupational Safety and Health (Effective January 1, 2020)

Under existing law, “serious injury or illness” is defined as requiring inpatient hospitalization for a period in excess of 24 hours for purposes of reporting serious occupational injury or illness to the Division. AB 1805 removes the 24-hour minimum time requirement, excludes those for medical observation or diagnostic testing, and explicitly includes the loss of an eye as a qualifying injury. This bill deletes, among other things, loss of a body member from the definition of serious injury and, instead, includes amputation.

In addition, this bill redefines “serious exposure” to include exposure of an employee to a hazardous substance in a degree or amount sufficient to create a realistic possibility that death or serious physical harm in the future could result from the actual hazard created by the exposure.

This bill also establishes that a serious violation exists when the Division determines that there is a realistic possibility that death or serious injury could result from the actual hazard created by the condition alleged in the complaint.

This bill amends sections 6302 and 6309 of the Labor Code.

SB 83 – Paid Family Leave (Effective July 1, 2020)

Under SB 83, wage replacement benefits under the California Paid Family Leave (PFL) increases from 6 weeks to 8 weeks beginning July 1, 2020.

This bill amends, repeals, or adds multiple sections of the Government Code, Labor Code, and Unemployment Insurance Code. SB 188 – Discrimination: Hairstyles (Effective January 1, 2020)

The FEHA protects against discriminatory employment practices, including hiring, promotion, and termination of employment based on certain protected characteristics, including race, unless based on a bona fide occupational qualification or applicable security regulations. Under SB 188, a.k.a. the “CROWN Act”, the definition of “race” includes traits historically associated with race, including, but not limited to, hair texture and protective hairstyles, which in turn include, but are not limited to, such hairstyles as braids, locks, and twists.

This bill amends section 212.1 of the Education Code and section 12926 of the Government Code.

SB 229 – Discrimination: Complaints: Administrative Review (Effective January 1, 2020)

SB 229 expands the appeal and enforcement powers of the California Labor Commissioner when the Labor Commissioner issues a citation to an employer for having violated anti-retaliation provisions. This bill also sets forth, among other things, the procedures for contesting the decision and order of the Labor Commissioner, including requiring a bond.

This bill amends section 98.74 of the Labor Code.

SB 671 – Payment of Wages: Print Shoot Employees (Effective September 5, 2019)

Under existing law, an employer who discharges an employee must pay the employee's final pay at the time of termination. An employer may be subject to a waiting time penalty for failing to do so. Currently, an exception exists for employees engaged in the production or broadcasting of motion pictures such that an employer can pay without penalty the employee's final pay by the next regular payday.

SB 671 – passed as an emergency measure – establishes a similar provision for print shoot employees.

This bill amends sections 203, 203.1, and 220 of the Labor Code, and adds section 201.6 to the Labor Code.

SB 688 – Failure to Pay Wages: Penalties (Effective January 1, 2020)

Under SB 688, the Labor Commissioner can cite an employer for failing to pay wages less than the wage set by contract in excess of minimum wage. This bill also provides procedures for an employer to contest such a citation, including posting a bond, and if the employer ultimately does not prevail, this bill provides that the bond will be forfeited to the Labor Commissioner for appropriate distribution.

This bill amends section 1197.1 of the Labor Code.



Education ★ Innovation ★ Opportunity

California WORKFORCE Connection

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

Register Early and Save! Postmark Registration by April 3, 2020

For further information, contact Nan Bowman 714-269-0612

nanettebowman@cox.net

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



AYRES HOTEL

COSTA MESA / NEWPORT BEACH
325 Bristol Street

2020 CONFERENCE REGISTRATION FORM

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

Name _____

Address _____

City _____ State _____ Zip _____

E-mail _____

Home Phone _____

Work Phone _____

Local Office Name & Number _____

Local Chapter _____

Check Number _____ Amount Enclosed \$ _____

Please indicate dietary restrictions if applicable.

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

EDUCATION CONFERENCE SPEAKERS

By Fred Ruibal, Silicon Valley Chapter member

Mr. Devin C. Hughes is an author, speaker, consultant, executive coach, and internationally recognized expert in the science of happiness, organizational and cultural change, diversity and inclusion, and leadership development.

He has worked with some of the world's most dynamic companies and organizations, including the Secret Service, the IRS, and an assortment of for profit and nonprofit organizations. He is considered one of the most influential inspirational speakers in America. He is the author of 19 books and has lectured in more than 15 countries. Devin lives in San Diego, California with his wife, four daughters, and two rescue dogs.

Some topics that Mr. Hughes has spoken on include positive leadership, the future of work, engagement, happiness & inclusion, and building a happy and positive work culture, just to name a few. Mr. Hughes' coaching techniques have proven instrumental helping organizations implement effective and sustainable strategies that align with the goals of those organizations.



By Nan Bowman, Orange Empire Chapter member

Dr. Ola B. Madsen is a much sought-after leadership and management speaker and trainer. He has worked with and shared center-stage with the likes of Tom Peters, Dennis Waitley and Ken Blanchard. He has consulted and conducted in-house seminars for many Fortune 500 companies in the U.S., Europe, Asia and the Caribbean, including youth organizations such as the Boy Scouts of America, 4-H, Junior Achievement and civic organizations like Future Business Leaders of America, Full Gospel Businessmen's Fellowship, Rotary Club, Lions Club, to name a few, in the areas of leadership, attitude, relationships and personal development. Participants have rated his seminars as "A MUST ATTEND" event!

Dr. Madsen is an accredited Staley lecturer and a speaker for the American Management Association (AMA) and American Society for Training and Development (ASTD) now called Association for Talent Development (ATD).

A highly successful entrepreneur in the direct selling industry, he became president of a company at the age of 24 and was able to comfortably retire at the age of 30.

Giving up everything he had, he went back to school and earned his Masters in Theology and Divinity from Asbury Theological Seminary (where he was also an adjunct professor) and Ph.D. in Behavioral Psychology from the University of Kentucky.

Government officials, corporate executives, religious leaders, civic leaders, and students from different parts of the world have attended his life-changing seminars.

Dr. Madsen believes in the power of your thoughts and how it shapes your life. Since 2005 he's been sending out Weekly Em-



powering Thoughts to thousands of people all over the world. You can sign up to get it for free at www.olamadsen.com. He also believes that one of the vital ingredients for success is having optimal health and taking care of the only vehicle we have in our life's journey – our body. Dr. Madsen started

bodybuilding at the age of 59. Since then, he's been in more than ten bodybuilding competitions and took home a trophy for each one of them. It is from his personal journey that he is able to help people reach their goal of living a healthy lifestyle.

He is the founder and president of Adventures in Total Development, a personal development and wellness training company.

Since 2012, Dr. Madsen has been doing a radio show called "TRANSITIONS with Dr. Ola" on NBC in Saint Vincent and the Grenadines every Monday at 7:05pm (SVG time).

www.olamadsen.com

By Raymond Cabrera,
District IV Director

Do you remember when you first started working for EDD and somebody told you that you were nominated for the hard work you did? You will always remember who nominated you and when you won the award. It was a great feeling for good work appreciated.

Well it's that time again when we start gathering nominations for the upcoming California Workforce Connection awards ceremony to be held at the Ayres Hotel in Costa Mesa/Newport Beach on April 17, 2020 during our Annual Education Conference.

There is a new, easier to use nomination form for your use.

You can find it on the CWC website:
www.californiaworkforceconnection.org,
along with the Nomination Submission Components.

ANYONE can submit a nomination just by following the rules on the NOMINATION SUBMISSION COMPONENTS found on the CWC website. Even managers can nominate a staff member, an employer, or a co-worker at any level or position.

Do you know of an employer who has gone above and beyond to help in employment or re-employment of job seekers? Or of an organization that has helped veterans, helped the homeless, or helped ex-offenders get back into the job force?

The Awards Presentation Luncheon is a part of the Educational Conference, and is a very enjoyable and rewarding event. I have been to a great number of these events and they are well attended by both those nominated and those who made nominations. It is a feel-good moment, try it and see.

**All nominations are due by the postmarked date of:
March 1, 2020.**

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.

Customer Service Award – Eligibility: Member – individual and group. Recognizes exceptional service to customers served throughout the workforce system including, but not limited to, work with job seekers, UI claimants, businesses, schools, and vocational rehabilitation, individuals with disabilities, former felons, co-workers, youth, social services/aid recipients and job training participants.

Services to Veterans Award – Eligibility: Member or Non-member – individual and

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group. Recognizes those who have done the most to assist veterans and promote interest in their rights in the workplace. In addition, it recognizes an outstanding, innovative program or awareness and promotion of veterans' interests and rights in the workforce.

Retiree Award – Eligibility: Member – individual. Recognizes a retiree who has shown continued outstanding commitment to the association's objectives following retirement. Nominees should have demonstrated exceptional accomplishments in advancing 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 **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

Toll Trust Award:

Verletta Moeller,
Past Presidents
Association Chair
15648 Harvest Avenue
Norwalk, CA 90650
retire2k07@aol.com

All other award nominations:

Jennifer Lucy
2104 Alta Vista Drive
Vista, CA 92084
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: The nomination must be typed, double-spaced, 11 or 12 size font, on 8½ x 11 inch paper.

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
- Promotion of membership
- Professionalism
- 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

EAST BAY CHAPTER

BOOK CLUB NEWS: A POSITIVE LEADER IN OUR MIDST

By Arlene Bautista, CWC East Bay Chapter President

The CWC Book Club just finished reading *The Power of Positive Leadership* by Jon Gordon. This is the second book that is part of a series of book selections known as Hanh's Book Recommendations. And who is Hanh? She is Hanh Jung, a Tax Administrator overseeing the Benefit Overpayment Section Group 3 in the Integrity and Accounting Division (IAD) in the Unemployment Insurance (UI) Branch. She selected the books because the information can be applied in both professional and personal areas. She says a true leader is a leader everywhere. She is involved in many different volunteer opportunities outside of the work environment. Hanh works with children, high school students, and seniors in the community. She is able to apply the resources in the books in many situations. Hanh's life's goal is to be a missionary serving the underprivileged due to unexpected life circumstances. She encourages everyone to make a difference and leave the world better than we found it.

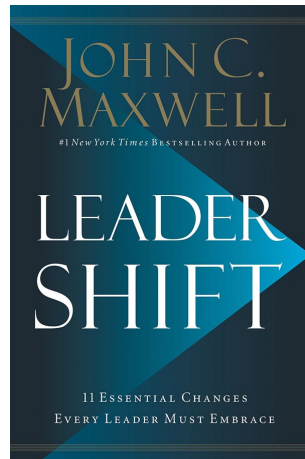
Vibianna Williams, Sacramento UI Center Manager, who is involved in the EDD Mentor-Mentee Program says, "Hanh Jung was my mentor during the Leadership Mentoring Program. I'm glad she has the opportunity to inspire others, as she's inspired me."

Thank you Hanh and Vibianna for all that you do!



Book Club

Next Book Club Meeting:
Thursday, January 9, 2020
7:00-8:00pm



*The 11 Essential Changes
Every Leader Must Embrace*

The Next Book Selections

Leader Shift
by John Maxwell

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

To register, please send an email to: caworkforcebc@gmail.com



Interested
in learning
how to
lead yourself
and
lead others?

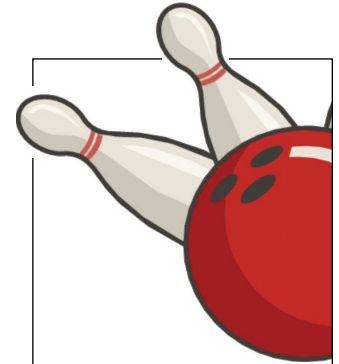
Join the
CA Workforce
Connection
Book Club

Bi-monthly
Discussions

Free of charge

Chapter
discussions
are held
every other
Thursday
evening

DISTRICT II



District II Meeting and Bowl-a-thon

JANUARY 18, 2020
CLOVERLEAF BOWL
40645 Fremont Blvd.,
Fremont CA, 94538

Annual District II Chapters

**Bowling Teams:
East Bay and
Silicon Valley
bowl for**

**Highest Team Score
Lots of Fun & 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 I & II



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

Hotel Room Reservations:
Fairfield Inn Vacaville
370 Orange Drive
Vacaville, CA 95687
Book your group rate for
CA Workforce
Connection
Or call: (707)469-0800
Ask for the "CWC" rate

FEBRUARY 7, 2020

Registration 8:00 – 9:00 AM
Program 9:00 – 4:30 PM
SCIF Learning Center
1010 Vaquero Circle
Vacaville, CA 95688



SPECIAL GUEST
EDD Chief Deputy
Director:
SHARON HILLIARD

For information, contact:

- **District I: Fresno Chapter**
Meafou Pomale-Maga
Ph# 559-477-1333
- **Sacramento Chapter**
Tanya Davidson
Ph# 916-403-6382
- **District II: East Bay Chapter**
Arlene Bautista
Ph# 510-285-4431
- **Silicon Valley Chapter**
Fred Ruibal
Ph# 408-436-5738

"Advancing Technology and Workforce Impacts"
Keynote Speaker: Ken Durazzo, Dell Technologies

WORKSHOP PRESENTERS

- Dennis Petrie, Associate Secretary Future of Work Realignment
CA Labor and Workforce Development Agency
"Building a World Class Workforce System in California"
- Thesha Sims, Sr. Strategic Enterprise Customer Success Manager –
Adobe Systems
"How to Leverage Technology to Design your Career Success Plan"
- AARP Hot Topics

Presentation:

Julie Tomlinson, Business Process Improvement Manager

EDD Technology Innovations Panel:

Greg Williams, Deputy Director – UI Branch
Agustin Herrera, Deputy Chief – UI Branch
Donald Owens, Deputy Chief – UI Branch
Ronald Washington, Deputy Director – DI Branch
Loree Levy, Deputy Director – Public Affairs Branch
Lisa Wheeler, Deputy Director – Tax Branch
Thomas Flournoy, Deputy Division Chief – Workforce Services

DISTRICT I & II EDUCATIONAL CONFERENCE

Discover how new technology will impact your life!

Register Early and Save! – Postmark your Registration by January 6, 2020

Early Registration Prices: Member, \$25 Member, \$30 Retiree, \$20 PI Member, \$20
After January 6, 2020 Member, \$35 Member, \$40 Retiree, \$25 PI Member, \$25

For further information, contact Tom Sims, 408-358-1593, bjtsims@earthlink.net

2020 CONFERENCE REGISTRATION FORM

Complete and mail this form (one form per person) with your check (payable to CWC) to:
Tom Sims, 2367 Venn Ave, San Jose, CA 95124

Name _____
Address _____
City _____ State _____ Zip _____
E-mail (personal) _____
Home Phone Number: _____
Work Phone Number: _____
Local Office Name and Number: _____ Local CWC Chapter _____
Check Number: _____ Amount Enclosed \$ _____
Please indicate dietary restrictions if applicable: _____

"Technology is best when it brings people together."

- Matt Mullenweg, American Entrepreneur and Founding Developer of WordPress

Hotel Room Reservations available at the Fairfield Inn Vacaville, 370 Orange Drive, Vacaville, CA 95687
\$90/Two Queen Beds (Includes parking fee)
Book your group rate for CA Workforce Connection or call: (707)469-0800 – ask for the "CWC" rate

DISTRICT III

DISTRICT III LEADERSHIP TRAINING

By Dadisi Elliott, District III
Director, President, San Gabriel
Valley Chapter

On a beautiful and sunny Saturday morning, November 23, 2019, participants consisting of members from Cabrillo del Rio, Los Angeles, Los Compadres, Los Tres Condados, and San Gabriel Valley chapters congregated at the America's Job Center of California in Oxnard for networking/refreshments and training.

California Workforce Connection President, Denise Dobine welcomed fifteen Chapter Officers and general members to attend the District III Leadership Training.

Dadisi Elliott, District III Director and President of SGV Chapter, thanked the Los Tres Condados Chapter (Mary Navarro-Aldana and Kimberly Green) for hosting this event. Dadisi also commended the attendees for their commitment and highlighted the importance of having a purpose in order

CONTINUED ON PAGE 12



DADISI ELLIOTT, CWC DISTRICT IV DIRECTOR AND DENISE DOBINE, CWC PRESIDENT

DISTRICT III

CONTINUED FROM PAGE 11

to serve and improve local CWC governance. He directed everyone's attention to the first PowerPoint slide to inform the attendees of the day's agenda.

The Mission and Vision of CWC was presented by Val Moeller, President of the Past Presidents' Association.

Vision: The California Workforce Connection (CWC) will transition professionals for evolutionary leadership changes and demographic partnerships.

Mission: The California Workforce Connection (CWC) empowers individuals with the skills to be successful through mentoring, coaching, visionary leadership, and educational training.

The PowerPoint presentation slides provided more information detailing the benefits of CWC membership: personal/professional development, and synergistic networking.

Dadisi stressed that "CWC is a path that leads you toward leadership opportunities, continued education, and friendships which can help shape your professional future."

The featured motivation speaker for this leadership training was Debora Schulner, Chief of Staff for the Los Angeles Coastal Workforce Services Division. Debbie was a phenomenal speaker who skillfully addressed the topic: "10 Habits of Highly Effective Leaders."

Ms. Schulner said characteristics of the Perfect Leader are the following:

1. Visionary and detailed
2. Controlling and empowering
3. People focused and task oriented
4. Ambitious and humble
5. Strategic and operational
6. Risk taking and reliable

"10 Habits of Highly Effective Leaders"

1. Goal Oriented
2. Organized
3. Prioritize
4. Positive
5. Proactive
6. Renew / Refresh / Recharge
7. Seek First to Understand, Then to be Understood
8. Synergize
9. Think Win-Win
10. Think Outside The Box

The extensive information Debbie shared was very dynamic and made relevant to our work in workforce development. Although, it's difficult, if not impossible to do adequate justice to the full training in this brief article (you had to have been there!), the points that she closed with will motivate you to get involved with your local chapter of CWC:

- Learn the 10 Habits – Think through the concepts
- Live the 10 Habits – Personalize and apply each habit in your life; Challenge yourself to move out of your comfort zone; Commit to start with some baby steps
- Share the 10 Habits – Discuss with your coworkers ideas that



LIDIA JAMES, CINDY SCHULENBERG, DINAH WHITE, DENISE DOBINE, VAL MOELLER, KIMBERLY GREEN, ROCIO LOPEZ

are important to you; Share with someone you trust the commitments or ways you want to change.

After a short break we returned to partake of a delicious lunch of salad and build your own sandwiches prepared by Los Tres Condados Chapter President Kimberly Green.

District III Director facilitated the monthly business meeting during the working lunch. Minutes of the discussion and Action Items will be available in the meeting minutes.

The remainder of the Leadership Training consisted of presentations and discussions on Local Chapter Officer Duties Responsibilities, which was facilitated by:

- President's Role, Dadisi Elliott, San Gabriel Valley Chapter
- Treasurer, Val Moeller, Cabrillo Del Rio Chapter
- Communications & Media, Mary Navarro-Aldana, Los Tres Condados Chapter
- 1st Vice President, Dinah White, Los Angeles Chapter
- 2nd Vice President, Lidia James, Los Angeles Chapter
- Secretary, Cindy Schulenburg, San Gabriel Valley Chapter
- By-Laws-Operating Procedures, Val Moeller, Cabrillo Del Rio Chapter
- Office Representatives, Kimberly Green, Los Tres Condados Chapter

During closing comments, Dadisi Elliott shared his mission and vision as District Director for 2019-2020:

Vision: To increase CWC District III efficacy through enhancing culture of continuous quality improvement and professional excellence.

Mission: Ultimately improving member satisfaction by developing and providing motivational leadership, education and training, uplifting networking, and great customer service.

Goals & Objectives:

- Regular Chapter meetings
- 1-3 Lunch and Learns per quarter
- Chapter Membership Plans
- Increase Chapter Membership by 5

The participants continued to ask questions and network and discuss future plans and activities. A follow-up meeting to assist chapters to complete their By-Laws, Chapter Membership Plan and Calendar of Activities was held Saturday, December 14, 2019, 9:00 a.m.-11:00 a.m. in Long Beach, California

DISTRICT IV

SUCCESSION PLANNING

By Raymond Cabrera, District IV Director

Definition: Succession Planning

The continuous process of identifying, assessing and developing organizational leadership in order to enhance the overall performance is referred to as Succession Planning. Through this process, the best individuals are recruited and constantly trained to develop their knowledge and skills so that they can assume more challenging roles as and when vital. This process basically helps in building the bench strength and ensures a seamless transfer of management in the event of loss of a key employee, creation of new jobs, expansion activities, promotions or redesign of the organization. "How can organizations conduct themselves to endure strength? Is the structural wellbeing of the whole dependent on consistency with the career wellbeing of its individual members? Nurturing the talents of both individual good professionals and their teams to foster the fitness of the entire enterprise. In order to play in unison, individuals, teams and the overall organization need to embrace a rounded approach — one that creates a culture of continuous learning, celebration and commitment. With everyone playing from the same sheet of music and contributing to overall growth, the performance potential rises to a kind of crescendo, increasing the vitality of the organization and by extension, members and communities."

Arthur J. Gallagher

There are almost 10,000 Employment Development Department (EDD) employees throughout the different branches; the participation in California Workforce Connection (CWC) is about 21%. First level managers have a great opportunity here, and can step up and help out in the development of organizational leadership in CWC. There is great talent at EDD; it would lend itself to many opportunities for the development of new and future leaders, both at EDD and the employees association, CWC.

Depending on the bargaining unit or management level, EDD employees, like many other state employees, have benefits in place to encourage them to participate in educational and organizational growth. Staff can belong to a professional association, and part or all of the dues to that organization are paid for or reimbursed to the employee. With the dues to CWC being so reasonable, EDD management dues are fully covered for their annual membership by CWC; staff in Bargaining Unit 1 have \$50 paid towards their dues by EDD. This benefit is fully supported by the Executive Staff of EDD. CWC could use more interested managers to join, teach/train, and mentor new leaders. It gives managers the opportunity to show what they have as leaders and gives future managers the chance to be mentored and develop organizational leadership in order to enhance their overall performance.

CWC leaders are ready to do their part in helping to establish a culture of continuous learning, celebrating and rewarding achievements, all contributing to overall growth. We develop Educational Conferences every year that address these goals. Since the conferences are only once or twice per year, very special, and



DEBORAH SCHOONER, CHIEF OF STAFF, LOS ANGELES/COASTAL DIVISION PRESENTING THE 10 HABITS OF HIGHLY EFFECTIVE LEADERS.

organized by a few leaders, we would like to increase the attendance at these special events. The cost to the member is so small in comparison to public conferences put on by organizations that use a conference to increase their treasury. EDD managers, you can help by getting at least two of your staff to attend the upcoming CWC conference with you.

Can we do better, you bet we can and we will, but we cannot do it alone. We need your suggestions and support as to what we should present at our conferences. What is vital for the current needs of your staff, and further more we need your participation. Staff likes to see their managers involved by being the keynote speaker or topic presenter, and sharing first hand knowledge as to what they need to work on for promotional opportunities.

As Arthur J. Gallagher said "With everyone playing from the same sheet of music and contributing to overall growth, the performance potential rises to a kind of crescendo, increasing the vitality of the organization and by extension, members and communities."

Come join us in developing and recognizing the many talented staff we have and give them the benefit of your talents.

Get more information on the CWC website: californiaworkforceconnection.org.

CABRILLO DEL RIO, SAN GABRIEL VALLEY & ORANGE EMPIRE CHAPTERS

PROJECT LOVE – HELP FOR THE HOMELESS

By Rocio Lopez,
San Gabriel Valley member

On January 4, 2020, the first Saturday of the year, California Workforce Connection members came together to give to the homeless of the Santa Ana Home Shelter, all of the donations collected during the year 2019. Several local chapter members were involved with this project, centered at the EDD in Orange County, where all the employees donated toiletries, shoes, clothes, socks, and blankets that were then distributed to those in



VAL MOELLER MEETING WITH ORANGE COUNTY EDD STAFF TO COLLECT ITEMS FOR PROJECT LOVE, HELP FOR THE HOMELESS.

SEE MORE CHAPTER & DISTRICT NEWS ON PAGE 14

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need at the end of the year. I want to thank all my coworkers for the great job they have done and to keep thinking of those who need our help.



ROCIO LOPEZ AT PROJECT LOVE SITE.

ORANGE EMPIRE CHAPTER

FINANCIAL PLANNING WORKSHOP PROVIDES GUIDANCE FOR RETIREMENT

By Tam Granflor, Orange Empire member

On Thursday, November 14, the Orange Empire Chapter hosted the workshop “Finance 101: Managing your Personal Finances.” The workshop was held after hours at the Unemployment Insurance (UI) Pacific Center from 5:30 pm to 6:30 pm. Speaker Martha Ocampo, a Nationwide Retirement Specialist, held an informative class on topics regarding how we should start preparing early for our future retirement. For many of us, this was our first retirement planning workshop and it was eye opening to see the numbers, which gave an estimate as to how much we as state employees should expect to receive upon retirement. Ms. Ocampo provided general information about Social Security and our California state pension, which is managed by CALPERS.

The focus of the class, however, was on the 401k and the 457b Savings Plus plans that are both managed by CALHR. Ms. Ocampo outlined the differences between the 401k and the 457b plans and what factors should be considered when choosing to open a Traditional (pre-tax) or Roth (after-tax) account. If you are thinking about a savings plan to supplement your retirement pension or if you already have a Savings Plus Plan, you will want to know that there are numerous resources and tools available to assist you in managing your account to meet your goals. Savings Plus offers three ways to invest: Do it for me (TDFs); Manage it for me; and Do it myself. The Do it for me plan is actively managed and rebalanced periodically and becomes more conservative as you approach your retirement date. The Manage it for me plan is fee based, but is a professionally managed account service designed to help take the guesswork out of investing. The final plan, Do it myself allows you to choose your own funds from the core investment funds.

In addition to receiving information regarding each of these plans, we were also provided with useful tools such as the Interactive Retirement Planner. This tool allows you to project how much your fund monthly contribution will yield in retirement. There is also a free tool available to help those who want to personally manage their investments on their own called the My Investment Planner. Overall, the session was extremely informative and really got us enthusiastic about wanting to start saving for our future retirement. That time is now!

STATEMENT OF QUALIFICATIONS

By Michael Kane, Orange Empire Member

On September 18, 2019, the California Workforce Connection (CWC) Orange Empire Chapter hosted a general meeting and workshop on completing the Statement of Qualifications (SOQ) for approximately twenty attendees. Abraham Saucedo, Chapter President enthusiastically welcomed the crowd and provided updates to the attendees on chapter business prior to the presentation. He encouraged everyone to become CWC members and detailed the benefits of membership. The attendees were provided a very generous pizza dinner and beverage.

The evening presenter was Val Moeller, District III officer, CWC, who led an insightful presentation at the Unemployment Insurance Center Anaheim office. In attendance were representatives from various branches of the Employment Development Department (EDD) such as Workforce Services Branch, Tax Branch, Disability Branch and the Unemployment Insurance Branch. Val quickly captivated the attendees with lively interactive discussion and PowerPoint slides. She opened up with a series of questions on why an SOQ is important and what exactly is an SOQ.

Val stated employers seeking to fill vacancies for prospective candidates applying for positions with the employers use an SOQ. Specifically, in state government employment it is essentially required in many recruitment and hiring plans primarily for management related positions. However, it could be requested for any type of positions such as Employment Program Representative or clerical.

The SOQ is seen as an additional tool used to emphasize the job seeker’s knowledge, skills and abilities for the job to which he or she is applying. Val shared that other basic essential tools for applying for positions include the Standard 678 (State Application), Resume and Cover Letter. According to Val, it is a tool intended to attract the reader and demonstrates writing skills and highlights job related qualifications. Throughout the presentation we went through a series of PowerPoint slides illustrating the foundation and the elements of building an award winning SOQ that is likely to increase the opportunity of being selected. Val emphasized that candidates must show examples of how their experience, education and expertise relates to the position applied for. However, she indicated it was very important to follow the written instructions for composing the SOQ such as formatting. The formatting usually entails the following factors as an example; the document must be single-spaced, 12 font and two pages at maximum length.

The big takeaway from the presentation was that you should make the SOQ your own, let it stand out from a crowded field of applicants. You should highlight your strengths relevant to the position for which you are applying. Moreover, the SOQ elements may vary as no one size fits all; but it should be well structured for serious consideration.

In conclusion, the workshop was a true learning experience that will definitely benefit all in attendance. Kudos goes to Val Moeller for a job well done.



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SAN GABRIEL CHAPTER

SERVING THE VETERAN COMMUNITY: THANKSGIVING BASKET GIVEAWAY

By Cindy Schulenburg, San Gabriel Valley Chapter, Chapter Secretary

During the holiday season, it is a time to think about others not just our daily lives. It is a time to be thankful for our families, jobs and for all the good things we have in our lives. Living in gratitude, means sharing that gratitude with others. Sharing with others and letting them know we care and appreciate them.

Well, this is what the California Workforce Connection (CWC) San Gabriel Valley (SGV) Chapter does annually during the Thanksgiving Holiday. We feel it is important to recognize and give back to the veteran families that sacrificed for our country.

CWC SGV Chapter in partnership with the Employment Development Department (EDD) and this year Hacienda La Puente Adult School put Thanksgiving Dinner Baskets together to give to veteran families in need. This year we gave two Dinner Baskets to two families and thanked them for their service to this country.

On November 21, 2019 at 10:00 a.m. it was an honor and a privilege to present the Thanksgiving Basket to Lakeisha Green, Navy Veteran at the West Covina America's Job Center of California (AJCC). Ms. Green is working with one of the Disabled Veteran Outreach Program (DVOP) Representatives at the West Covina site. She is currently seeking employment as an accountant and has two small children. She is a single mother and is working hard to transition back into civilian life. Ms. Green was very appreciative of the sentiment and act of helpfulness that was bestowed upon her.

On November 25, 2019 at 10:00 a.m. it was also an honor and a privilege to present the second Thanksgiving Basket to Omar Suarez, Army Combat Veteran, at the East San Gabriel Valley AJCC located in La Puente. Mr. Suarez has come a long way in his transitioning journey into civilian life. He has been met with several challenges and has overcome those challenges. He has obtained sustainable employment as a Security Guard and is pushing on into his bright future with his significant other and a son.

Both families were extremely grateful and overwhelmed at the generosity and collaboration of the contributing organizations.

This is one of the many community service activities that the CWC SGV Chapter participates in annually and is always a pleasure to be part of. The CWC has so many benefits for the member,



AJCC STAFF GET GIFT BASKETS TOGETHER FOR VETERAN FAMILIES THANKSGIVING

and being part of these types of charitable activities, makes being a member of this association so much more meaningful and such a great experience.

Hats off to the CWC!! I am thankful that our Chapter could make a difference in the community and serve our most valued veterans!

PLANNING YOUR RETIREMENT – CALPERS AND SAVINGS PLUS PRESENTATION

By Rocio Lopez, San Gabriel Valley member

The California Workforce Connection (CWC) San Gabriel Valley (SGV) local chapter provided several presentations to its members in Buena Park in 2019 about the retirement benefits offered by CalPERS and Savings Plus. Retirement is a very important part of your plans after you have worked so hard. I as a member of CWC I have received and applied the information given by these very knowledgeable presenters for my future retirement making it easier when the time came (and now it has arrived). CalPERS has made it easier to educate the State members by offering a series of classes depending on where you are, as well as online. Three presentations to the local members were done throughout the year in May and October 2019.

Some highlights are that the minimum retirement age of service retirement for most members is 50 years with five years of service credit.

Your retirement benefits are based on a formula, not what you had contributed into the system.

The more service credit you have, the higher your retirement benefits will be.

The highlight of the presentation was the power of attorney and we learned and experienced the truth of what happens. If you have not done this very important step before you retire, get this taken care of now. As a matter of fact you should have it at any time to protect your family stability.

Savings Plus is a very important part of retirement as well and goes alongside with CalPERS. The sooner you get into a savings plan the better you will be off when you retire. This program is a separate presentation; the options of a 401k and 457 were explained in detail to local members at four presentations in June, July, and November of 2019.



SOME OF THE ATTENDEES FOR THE NOVEMBER 5, 2019 CALPERS TRAINING SESSION: SEATED BLANCA ROJO-IBARRA, ROCIO LOPEZ, PATRICIA ROMERO. STANDING: RAMON, ROXANNE, WAY PHAM, GLORIA GALARZA, JOJO (PRESENTER), MARTHA, ALICIA GONZALEZ

