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The Professional  
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For Workforce  
Professionals

## CWC CONFERENCE CANCELED

By Denise Dobine

Dear California Workforce Connection (CWC) members,

Due to the rapidly changing COVID-19 coronavirus situation facing our state and nation, the California Chapter Board of Directors has decided to cancel the upcoming CWC Educational Conference/Convention scheduled for April 17, 2020. This was the right and necessary step, as our nation tries to slow the spread of the virus.

These are uncharted waters and we will have to take a different approach

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Around the State

## MESSAGE FROM THE CALIFORNIA WORKFORCE CONNECTION **PRESIDENT**

By Denise Dobine, President

*Using the power of decision gives you the capacity to get past any excuse to change any and every part of your life in an instant.*

– Tony Robbins

### Happy New Year California Workforce Connection Members!

2019 was a year of change and transition for the California Workforce Connection (CWC). The major changes include a new name and new logo, extra funding to our local Chapters for their membership functions, CWC conferences at a lower cost to our members, and most importantly new goals to prepare our members

for a changing 21st century workforce. The coming year will be one of positive change and improvement. I hope you will join us by participating in your local chapter's activities, as well as the informative conferences.

To kick start the New Year CWC has some great upcoming events for you to attend.

The CWC Book Club is open to all – you don't have to be a member of the CWC. It is free – all you do is purchase the book and call in to participate in the discussions. The current book is: *Leader Shift* by John Maxwell. The 11 Essential Changes Every Leader Must Embrace.

The most popular New Year's resolutions are to lose



**PRESIDENT DENISE DOBINE**

weight, improve finances, get a new job, stop procrastinating, manage stress better, set aside time for yourself, begin exercising, and to eat healthier. Resolutions are made to stop settling for less and create a life of self-improvement and personal growth. In order to make a better life for yourself you must work at change, one day at a time.

Be ready for change.

## Unprecedented Demand for Unemployment Benefits Triggered by COVID-19

By Mary Navarro-Aldana  
Los Tres Condados Chapter

On March 26, 2020, Loree Levy at the Employment Development sent out a news release with the most recent information on Unemployment Insurance Claims filed due to the novel coronavirus COVID-19.

Some quick highlights from the release:

The demand for Unemployment Insurance (UI) benefits has skyrocketed as the Coronavirus impacts hard working Californians and their families. For the week ending March 21, the EDD processed 186,809 UI claims. In the prior week, EDD

processed a revised 57,606 UI claims.

California leaders have taken steps to address COVID-19's impact on the UI system. Earlier this month, California Governor Gavin Newsom waived the normal one-week waiting period, allowing Californians to be paid for their first week of unemployment or reduced hours, as long as they are found eligible.

To ensure workers receive these benefits as quickly as possible, California Labor Secretary Julie A. Su directed the EDD to streamline the UI Claims process by exercising

flexibility in how the EDD determines a worker's eligibility for benefits.

EDD has begun a historic combination of tactics to process the immense claim demand by:

- Staffing claims processing around the clock.
- Redirecting hundreds of staff from across the department and state government, including some recent retirees with unemployment processing experience.
- Hiring more staff whenever possible.

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## CWC CONFERENCE CANCELED

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with the CWC State Board elections for the 2020/2021 term. The past elections were conducted during our CWC Educational Conference/Convention, but due to the seriousness of this health issue, the voting will take place online through our CWC website. All nomina-

tions for the next CWC State board positions should be sent to James Thomas, CWC Immediate Past President, at [zelodis@att.net](mailto:zelodis@att.net).

**The deadline for all nominations will be April 24, 2020.** Voting will be conducted from May 4-May 15, 2020. The results of the election will be announced on the CWC web-

site – [CaliforniaWorkforceConnection.org](http://CaliforniaWorkforceConnection.org) and in the *Cal-Liope*.

I want to thank you for your understanding and patience as we work together navigating this fast-moving and ever-changing community-wide issue that has turned into a global pandemic.

## CWC Bylaws Change Announcement

By Verletta Moeller, Bylaws and OP Chair

When we need to make changes to our bylaws, we announce this to our members for your consideration. We will vote on these changes later this year:

Three changes are proposed to Article XI – Educational Funds.

The first change affects Section 1. Establishment

*There shall be two educational funds: the Karl E. Bybee Education Foundation Fund and the Education Fund.*

**Change to:** There shall be two educational funds: the Karl E. Bybee Education Foundation Fund and the Patricia M. Thornton Education Fund.

The second change affects Section 2 – Purpose and Objectives – b.

b. Presently reads - *The Education Fund is established to provide educational materials and programs for the benefit of the membership.*

**Change to:** The Patricia M. Thornton Education Fund is established to provide educational materials and programs for the benefit of the membership. The rules of the Patricia M. Thornton Education Fund are subject to review by the California Chapter Board of Directors and California Chapter members in Convention.

The other change is for Section 4 – Education Fund

*Funding*  
\$1 per member as of June 30, shall be set aside for the *Education Fund*.

*Purpose of Fund*  
*The Education Fund is established to provide educational materials and programs for the benefits of the membership.*

**Change all references in Section 4 from Education Fund to:** Patricia M. Thornton Education Fund.

All changes are only name changes of the Education Fund to honor long time member Patricia M. Thornton who was an advocate for education. Patricia was an active member for almost 40 years, served as a State Chapter President for two terms, and her last position was Executive Office Manager.

## UNEMPLOYMENT BENEFITS: FROM PAGE 1

The EDD is closely monitoring developments with the federal government and any additional unemployment assistance that may become available. Any further details and guidance for workers will be posted to the EDD Coronavirus 2019 webpage.

Starting Friday, March 27, workers applying for unemployment benefits will be asked to check the options on the application's drop-down menu that indicate the Coronavirus is the reason for your unemployment or reduced wages.

If you are recently retired from EDD Unemployment Insurance and want to help, offer your services as a retired annuitant. Everyone can help. If you are bilingual, EDD needs you.

## 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.

## BENEFIT OF CWC MEMBERSHIP:

## Becoming An Agent of Change Through Training and Development

By Deedra DeCoster  
SGV Chapter Member,  
San Gabriel Valley Chapter (SGV)

The old adage that you can fake it until you make it, is certainly a figment of past employment times these days. With the rise of strategic cross-functional groups emerging within the day to day business of workforce development; complex challenges are becoming more common place. With the rise of technological advancements within workforce development, rank and file staff as well as front-line supervisors are consistently asked to keep up with the emerging technologies in order to embrace the notion of becoming a Change Agent for Future of Work.

As a change agent, a concentrated focus of education and training is going to be geared towards transcendent learning. There are four types of transcendent learning that typically consists of critical learning, creative learning, social learning and courageous/globalized learning. As the Future of Work approaches, this "Next Level" is more focused on making a living wage or creating the life that you want through sustainable work in 2020 and beyond.

Within the rank and file, critical learning is a key core concept to have during drastic changes that happen in workforce development. This is where organizations are looking to lifelong learners who typically have the most solvencies with business analytics and decision making skillsets with the rank and file. Having



DEEDRA DECOSTER  
SGV CHAPTER MEMBER

a Next Level critical thinker working among the ranks is indeed a huge benefit to front-line supervisors because the future of working really focusing on information streaming, social media, and emerging technologies in artificial intelligence.

Information becomes ubiquitous, data analytics will be commonplace, just as learning and earning. Significant changes in the way compensation and wages is derived in the future, will be solely based on the knowledge, skills, and abilities that you have acquired through Learning and Development by way of Training and Development and On the Job Training; this will define our workforce. We rise to the challenge as Creative Change Agents in workforce development, and we can now face the future of work head on and transform the way we do business as leaders, managers, program managers and leads to spearhead workforce globalization.

Seeing creativity as a commodity within the workforce will ignite the next level critical thinking on how we can continuously improve what we do on a daily basis to help the People of California grow in careers, internships, and technology employment by providing quality training options and encouraging life-long learning for career advancement in the New Future of Work. I leave with this, Innovate where you are, come to work every day looking for areas of opportunity to advance your knowledge base.

## A New Decade

By Dimetrios Vandiegriff  
Vice President  
Los Angeles Chapter

As we usher in a new beginning of the new decade, 2020, let's make sure that we leave no man or woman behind. As I think about my objectives and goals for this year and beyond, I am committed to helping as many people with the most positive impact possible.

As a Local Veterans Employment Representative with the Employment Development Department, our agency is also

looking to new beginnings as we evolve and grow into a new entity. I am excited about the changes and looking forward to assisting more employers with the hiring of our nation's veterans as well as other qualified jobseekers. It is great to know that we will continue the mission of assisting the people of California and giving them our best to get them connected with the resources they need and provide employment assistance to get people gainfully and sustainably employed.

I wish everyone the best in 2020 and beyond!



## LEGISLATIVE UPDATE

### CALIFORNIA ASSEMBLY BILL 5 OR AB 5

by Dinah White  
LA Chapter, State Legislative Chair

California Assembly Bill 5 or AB 5 is a state statute that codifies into law a landmark Supreme Court of California case, *Dynamex Operations West, Inc. v. Superior Court*. In that case, the court held that most workers are employees, ought to be classified as such, and the burden of proof for classifying individuals as independent contractors belongs to the hiring entity. AB5 entitles workers classified as employees to greater labor protections, such as minimum wage laws, sick leave, and unemployment and workers' compensation benefits, which do not apply to independent contractors. Con-

cerns over employee misclassification, especially in the gig economy, drove support for the bill, but it remains divisive.

As a result of AB 5, many individuals who were previously classified in California as independent contractors may now be classified as employees. The Tax Branch of the Employment Development Department (EDD) still has the responsibility to determine whether workers should be classified as independent contractors or employees.

AB5 allows businesses to apply for exemption, which Uber and Lyft attempted, but were both denied. Several businesses were granted exemptions because they were able to demonstrate the following:

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## “The Author”

By Rob Claudio, Orange Empire

The traditional period of celebrating a New Year, brings with it a time to contemplate if we need to make some changes that we have been thinking about for some time. Not necessarily resolutions, I am more inclined to believe that as we get older and have to adjust to our age, our lifestyles can also use a bit of a tune up as time catches up with us. What motivates me is to observe people who are older than me who are vibrant, active, and living life to the fullest, without regard to what age they happen to be. I have many friends who fall into this category and as such, they remain part of my ongoing inspiration of what can come in the chapters of my own life up ahead.

As far as adjustments we can look at making, there are always many choices. Many of them are traditional. Perhaps we take a different look at the way we eat, exercise, or handle money as the start of where we would like to see some modifications to occur. Most of us forget that we are the authors of our own biography while we are still alive and we just need to be reminded about this at times. Hence, there is no better time than when we say hello to a brand-new January.

As the author of your life, you get an interesting choice that you may not have had in the beginning when growing up. However, you certainly get to map out how you want the rest of your chapters to play out. In writing your own personal growth milestones, I also firmly believe that we need to ensure that we learn from our mistakes and are careful not to repeat any of things, which did not serve us well previously. Hopefully, you are at a point in your life when you are able to recognize your achievement of wisdom that comes with age, as you look back with different eyes at the things, which you have learned.

I also would like to emphasize that life adjustments are not always

easy and they take time to become habits. Hence, it is important when making changes, to begin with small steps as you make your way towards your ultimate goals. Remember a good example is that any professional athlete did not get to the pinnacle of their sport overnight. It has taken time and discipline to achieve a level of success which they were determined to get to, along with many setbacks before reaching their optimal objective.

Similarly, we can use those illustrations to remind us of how we want to proceed on our own journeys. To help motivate yourself, find examples of the people you want to model yourself after, while taking a small step everyday towards making the necessary changes you would like to see. Also ensure that you have a good inner circle of support which is your sounding board, who can provide positive reinforcement to let you know that you are capable of achieving your goals. Finally, take moments to celebrate your milestones, as small as they may be. These serve as opportunities to take a brief look back to see how far you have come and to encourage yourself in that you are most capable of achieving what you set out to do.

Remember that as you continue to author your own story, you have the freedom and creativity to clarify how great and joyous your life can be. Therefore, continue to add those chapters which you felt were missing thus far and I wish you much success as you get to finalize the story which you would be proud for others to read.

*“The first draft is just you telling yourself the story”*

– Terry Pratchett

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



ROBERT CLAUDIO

## Best Practices of Workforce Development

By Dinah White, Education Chair,  
Los Angeles Chapter

This is a follow-up to my previous article regarding the skills gap employers are facing in the United States. On one hand, almost 40% of American employers say they cannot find people with the skills they need, even for entry-level jobs. Almost 60% complain of lack of preparation, even for entry-level jobs. On the other hand, this ‘skills gap’ represents a massive pool of untapped talent, and it has dire consequences, including economic underperformance, social unrest, and individual despair. I thought I would provide some workforce development best practices employers can use to develop their employees’ talents.

**Best Practices for Workforce Development:**

**Delivery method** – While classroom learning may have been the way of the past, online development opportunities are the key to the future. Not only does this not interrupt workflow, but it also helps remove obstacles to on-the-job learning, and allows employees to choose the times that work best for their learning style. Discussion forums, videos, self-paced eLearning courses, webinars, and resource banks are just some of the development tools that can help employees.

**Learning, not training** – Some employees may balk at the idea of mandatory training. Whereas, presenting opportunities as being simply about learning a new skill or developing an interest can increase uptake. Learning opportunities can include mentorship, group brainstorm sessions, online programs, or trying something new without the fear of failure.

**Communication** – Having regular and transparent discussions about business objectives and employee goals will help ensure everyone is on the same page and creates a supportive relationship between employer and employee. Getting real-time feedback from employees can quickly tell you if a development strategy is working, and how to fix it if it isn’t.

**Employee-led** – Arguably the most important strategy for workforce development is to let the learner set the what, where, and how of their development. This way, they can focus on the skills they need to develop for their roles, without wasting time on something they already know. This tailored approach helps increase willingness to participate as well as engagement. By incorporating smaller chunks of easily accessible learning into an employee’s daily work, they are more likely to participate and benefit from work-

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## LEGISLATIVE UPDATE: FROM PAGE 3

- Whether or not their independent contractors had the wherewithal to set or negotiate their own prices
- Whether they had access to direct communication with customers
- Whether they earned at least twice the minimum wage

Uber and Lyft both said they plan to continue “business as usual” and are refusing to reclassify their drivers as employees, which potentially exposes the gig-work companies to litigation from state agencies.

Uber, Lyft, and DoorDash have pledged to spend \$30 million each on a 2020 ballot initiative to reverse AB 5.

## BEST PRACTICES: FROM PAGE 4

force development programs.

So workforce development is a win-win. Organizations are able to leverage their employees’ newly acquired skills and expertise, while employees get to take advantage of learning opportunities that enhance their value in the workforce.

Below are a few Workforce Development Resources Website for EDD Employees and CWC Members:

Learning Management System:

<https://eddportal.edd.ca.gov>

EDD University Lunch and Lean:

<https://eddnnet/Services/admin/EDDU/SitePages/Lunch%20and%20Learn.aspx>

CWC News & Events:

<https://www.californiaworkforceconnection.org>

## RETIREE CORNER

### Planning for Retirement Checklist

By *Nanette Bowman*  
*Orange Empire Member*

This message is to all those planning to retire and I guess that includes everyone. As you make your list of what to take care of to that end, please include providing me with your personal email address. I like to keep retirees in the loop by sharing the newsletters as well as information on celebrations and reunions. Your contact information is protected by using the BCC option. I have 68 in my “Retiree” group which is

why some folks ask me to send a retirement announcement to my network. Please remind your peers to add me to their retirement planning checklist. Lastly, let me know when you plan to retire. My email is: [nanettebowman@cox.net](mailto:nanettebowman@cox.net).

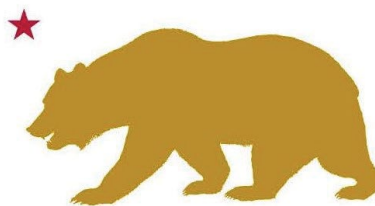
#### WHAT MAKES SOME RETIREES HAPPY

I’ve always been fond of cats. My niece says it’s not a home without a cat in it. In July my 15-year-old cat, Andy, was put to sleep after quite a long illness. He was part of my family since his adoption from a shelter. He was so young that we bottle fed him for a while. In October, I was ready to get another cat. I



NANETTE BOWMAN

searched the Newport Beach Shelter website and saw the picture of Kendra. She was described as almost three (I didn’t want a kitten) and needed a home with no other pets – a perfect match. The NB Shelter had her for nine months waiting for her perfect home – am I lucky or what! I know cats are not for everyone but Kendra is my perfect companion since I live alone. Kendra is entertaining and such a good listener.



# California Workforce Connection

EDUCATION ★ INNOVATION ★ OPPORTUNITY

### Introducing the New CWC logo

by *B.J. Sims, Marketing Chair*

Big news! Today, we’re releasing the new California Workforce Connection (CWC) logo which includes a new design, colors, and font. When you visit our website or attend one of our events you will see this new brand identity. The design was chosen from a logo contest held last year and with months of hard work from the CWC marketing team, we are finally introducing this new logo on our Cal-Li-ope found on the CWC website.

The new logo displays the California grizzly bear which became part of the state seal in 1849 and later designated the California State Animal in 1953. The California grizzly bear was a symbol of great strength while the lone star referred to the lone Star of Texas. This look is very similar to the California Bear Flag that was adopt-

ed as the State Flag by the California State Legislature in 1911. We have incorporated the both symbols of the bear and single star into the new log with our association name, California Workforce Connection.

The California Workforce Connection selected the grizzly bear because it represents perseverance and strength. The CWC empowers individuals in the field of workforce development to expand knowledge, build leadership competencies, and enhance awareness of public and legislative policy that affect our state programs. Our membership is dedicated to self-improvement, support of administrators in the delivery of programs, and making a positive difference in their communities.

We hope you like this new look and feel for the California Workforce Connection logo.

# SUBMIT YOUR NOMINATION FOR THE 2020-2021 CWC OFFICERS

By James Thomas, Nominations Chair

All nominations for the next CWC State board positions should be sent to James Thomas, CWC Immediate Past President, at [zelodis@att.net](mailto:zelodis@att.net). **The deadline for all nominations will be April 24, 2020.** Voting will be conducted from May 4-May 15, 2020. The results of the election will be announced on the CWC website – [CaliforniaWorkforceConnection.org](http://CaliforniaWorkforceConnection.org) and in *Cal-Liope*.



## NOMINATION FORM FOR CALIFORNIA WORKFORCE CONNECTION OFFICERS FOR 2020-2021

Nominator:

I hereby nominate \_\_\_\_\_

for the California Chapter office of:

\_\_\_\_\_

By \_\_\_\_\_

*Signature of Nominator and Date*

Nominator's Local Chapter Name:

\_\_\_\_\_

Nominee:

I hereby accept the nomination for the office of

\_\_\_\_\_

in the California Chapter. If elected, I will perform the duties of this office to the best of my abilities. I have notified my supervisor of my nomination, or I will give such notification within 30 days of my nomination.

By \_\_\_\_\_

*Signature of Nominee and Date*

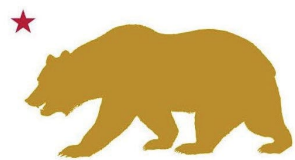
Nominee's California Chapter Name:

\_\_\_\_\_

If the office to which you have been nominated requires eligibility criteria, please indicate how you meet that criteria. Submit completed form to:

James Thomas, Immediate Past President, [zelodis@att.net](mailto:zelodis@att.net)

**Nominate candidates for President, First Vice-President, Second Vice-President, Treasurer, Membership Coordinator, or Karl E. Bybee Board Member.**



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# Understanding Your Personal Brand

Submitted by B.J. Sims  
Marketing Chair

I found this very interesting and relevant article which I wanted to share. It can help with your professional development and it's a good read.

## 5 REASONS WHY PERSONAL BRANDING IS IMPORTANT

By Maria Estrada, June 19, 2017  
[Carerrmetis.com](http://Carerrmetis.com)

Personal branding is an action in people's lives where they take an active role. There are tons of benefits that people can get from creating their brand. Also, personal brand allows a person to self-manage their life without having to depend on others. A person's brand is an important part of a person's career. Here are some benefits that personal branding can give to people.

### 1) Inputs Trust

A personal brand explains the why in the what of a person. In short, these are the things that motivate and drive people to success. Building a personal brand makes people feel comfortable while working. It also establishes trusts to the colleagues. Having a personal brand also creates intentions that are clear and genuine, which are key in fostering trust.

People will feel more comfortable when they can guess what a person can do. When people are aware of a person's energy source, they will feel at ease in letting him or her be in charge of their needs. Even handing out business cards wouldn't be a problem if people already put their trust in the person.

### 2) Builds Connections

Personal branding helps a person build connections in different fields and their areas of specialty. There is no limit to personal branding. It can go beyond the digital world. Once a person builds his reputation,

it will help them to get more exposure like speaking events. With the help of these events, he can start collecting low-cost business cards to work on possible leads and connections.

### 3) Builds Credibility

Personal branding aids a person in establishing his name as a thought leader and expert in his area of specialty. It helps in gaining recognition in their area of expertise. A person also builds a lasting impression and a self-reward for the individuality itself. Admiration, respect, and trust will come along with a person's name.

There are messages embedded in the awareness of the targeted market. People will perceive a person as an expert if he or she is more visible to their target audience. A brand will drive a person to the top of the chosen marketplace, even a person's cheap printed cards can pass after establishing credibility. It is the ability that people are looking instead of physical things.

### 4) Gains in Confidence

Individuals can also gain confidence while they are developing their brand. The gain of confidence will come from their positive qualities and strengths that they could share publicly. If people know that they have something which they can offer, their self-esteem will soar. A well done personal branding will emphasize the strengths of an individual and can give direction as to where he or she can use those strengths.

### 5) Having Authenticity

A personal brand comes from passion, skills, goals, and values. It is a result of a person's hunt for fulfillment and meaning. Personal branding helps a person grow from something that he or she believes. Personal branding is a person itself and

CONTINUED ON PAGE 7

no one else. Personal branding doesn't allow individuals to create a contrived voice or a fake persona that is not genuinely them.

Personal branding helps a person be authentic, which can also help him or her in fulfilling things in life easier. A person's life will revolve around work while prioritizing strengths and taking advantage of the talents that brings him or her joy.

Due to the authenticity, personal branding aids to minimize a person's weaknesses. It helps in improving the weaknesses. Crafting the brand then assists in determining if there is a need to use the weakest skill.

**Takeaway**

Personal branding offers numerous benefits to a person's life and career. Also, it helps in building confidence while gaining trust, authenticity, and credibility. It is important that people know that building their branding is important and helpful.

*Maria Estrada is a designer, traveler, and a business associate of Print Meister, a printing company based in Australia. She loves writing about topics related to cheap business cards, designs, logos, and branding. Aside from her work, she loves writing in her leisure time, and playing with her adorable dog, Chaozi. You may connect with Maria on LinkedIn.*

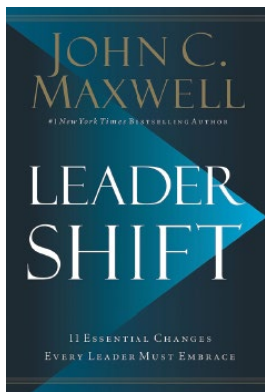
**CWC Book Club Continues Virtual Learning**

*by Arlene Bautista, Local Chapter President, East Bay Chapter*

I hope you are all safe and sound. With the spread of the coronavirus, many counties especially here in the East Bay have been ordered to shelter in place and to isolate in home. Many activities and events for the California Workforce Connection state and local chapters have also been cancelled or postponed due to this crisis.

Fortunately our Book Club remains intact. We are fortunate to have our meetings via phone conference.

**Wednesday, March 18, 2020 was our first Book Club Meeting in 2020.**



Our first book of the year is Leadership: The 11 Essential Changes Every Leader Must Embrace by John C Maxwell. In this book, the author covers leadership changes that will enhance organizational and personal growth.

We kicked off our first meeting of the year. We had new participants to our book club and an opportunity to welcome them and also discuss a great TED talk that was suggested by one of our Book Club participants: Rebecca Hernandez.

[https://www.ted.com/talks/michael\\_brody\\_waite\\_great\\_leaders\\_do\\_what\\_drug\\_addicts\\_do?language=en](https://www.ted.com/talks/michael_brody_waite_great_leaders_do_what_drug_addicts_do?language=en)

This former drug addict offers three principles that not only saved his life but also implemented them as he grew his business. It is an awesome video- thank you Rebecca!

If you have questions please let me know.

We look forward to your attendance. If you would just like to listen, you are welcome to do so. If you should have any questions or concerns please feel free to email us anytime at [caworkforcebc@gmail.com](mailto:caworkforcebc@gmail.com).

**> Conference Call Line: 1-605-313-5647, Access Code: 896060#**

Looking forward from hearing from you.

**Meeting Dates Activity/Chapters**

Wed., March 18	Intro Meeting Discussion of Ted Talk <a href="https://youtu.be/UUnRKf2CemA">https://youtu.be/UUnRKf2CemA</a> Chapter 1: Why Every Leader Needs to Leadership
Thurs., April 2	Chapter 2: Soloist to Conductor Chapter 3: Goals to Growth
Thurs., April 16	Chapter 4: Perks to Price Chapter 5: Pleasing People to Challenging People
Thurs., April 30	Chapter 6: Maintaining to Creating Chapter 7: Ladder Climbing to Ladder Building
Thurs., May 14	Chapter 8: Directing to Connecting
Thurs., May 28	Chapter 9: Team Uniformity to Team Diversity Chapter 10: Positional Authority to Moral Authority
Thurs., June 11	Chapter 11: Trained Leaders to Transformational Leaders Chapter 12: Career to Calling

**Interested in learning how to lead yourself and lead others?**

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# A Review of the US China Trade War

By Walter KO, East Bay Chapter

Tea imported by British East India Company sparked the Boston Tea Party leading to American Independence Revolution of 1776. In 1783, Empress of China, an American ship, flying American flag loaded with pelt, ginseng and sea cucumber headed to China and started Sino-American trade. The return trip brought back tea, silk and fine porcelain with a good profit of 25%.

The American clipper cargo ships shuttled between both sides of Pacific Ocean since. The estimate of American trade to China in 1905 jumped to thirty four million US dollars. The families of Astor, Russell, Forbes and Delano made their fortune from China trade. They were reputed to be among the first millionaires. China trade made America great.

For political reasons, there was no mainland China and US connection after communists took over in 1949. It was not until President Richard Nixon broke ice with a visit in 1972. President Jimmy Carter normalized the relationship in the New Year of 1979. It started the trade between the two countries from ground up. In the past forty years, China opening up to trade helped her economic development in double-digit growth. The China-US trade flourished so much that economists coin the term “Chimerica” to this bonding economies. America imports from China in toys, medicines, computers, shoes, clothing and more. It has been mutually beneficial for Americans to enjoy the quality and quantity of low cost merchandises.

Donald Trump became the President and made a state visit to China. His grand daughter charming in Chinese language and culture impressed the Chi-

*As the number one and two economies of the world, the United States and China are now much closer and dependent upon each other than before.*

*It is time to evaluate and focus what the long past “Empress of China” merchant ship and subsequent trade helped to make America great. We need an amicable solution with mutual benefits.*

nese hosts and citizens alike. However, after his return, in 2018, he initiated a trade war against China under the advisers from UC-Irvine economic professor, Peter Navarro and a Chinese expert agent, Michael Pillsbury.

In supporting tariffs, President Trump alleged that China was costing the American economy hundred of billions of dollars a year because of unfair trade practices. Hong Kong economics professor Lawrence J. Lau pointed out that a major cause was a growing battle between China and the U.S. for global economic and technological dominance. He continues, it is also a reflection of the rise of populism, isolationism, nationalism and protectionism from America.

On June 15, 2018, President Trump declared U.S. would impose a 25% tariff on \$50 billion of Chinese exports. \$34 billion would start July 6, the same year. When this measure came into effect, China imposed retaliatory tariffs on US goods for a similar value. On July 10, the US released an initial list of an additional \$200 billion of Chinese goods that would be subject to a 10% tariff. China declared it would retaliate with additional tariffs on American goods worth \$60 billion annually. With a back

and forth trading percentage game, both countries suffered economically as China has imposed or proposed tariffs on \$110 billion of US goods, representing most of its imports of American products.

2019 was not easy for negotiation for US and China. On August 13, President Trump declared that \$112 billion worth tariff will take place on September 1 and \$160 billion will take effect until December 15 in a good will gesture to avoid harming American consumers during the Christmas shopping season. On August 28, Americans for Free Trade, a federation of 161 trade associations from different industries sent President Trump a letter asking him to postpone all scheduled tariff increases. Bloomberg News and Politico reported on September 12 that trade war was weakening the American economy into 2020 election campaign. Two weeks later, The Wall Street Journal reported that Chinese retaliatory tariffs on lumber and wood products has caused hardwood lumber exports to China to fall 40% in 2019, resulting in American lumber mills slashing employment.

Certainly, tariffs impact industrial growth and layoffs. All consumer products were the most likely affected by

tariffs. Extra cost would force companies to figure out if they could sustain without passing on the costs to consumers or even could survive. According to the American Farm Bureau, agricultural exports of pork, soybeans and wheat to China decreased from \$24 billion in 2014 to \$9.1 billion in 2018, resulting in increased farm bankruptcies. Even agricultural equipment manufacturer Deere & Company cut its profit forecast twice in 2019.

Economic growth slowed for both the US and China. Analysis conducted by Moody's Analytics estimated that through August 2019, 300,000 American jobs had been lost due to trade war, especially affecting manufacturing, warehousing, distribution and retail. Economists at Morgan Stanley financial expressed uncertainty about how the trade war would end and it could possibly lead to a recession.

President Trump tweeted that American companies to immediately start looking for an alternative to China – possible to come back to American soil. However, a recent news report said that Tesla built the biggest modern auto building factory in Shanghai with the new products just coming out for Chinese consumers. Apple does not have the intention to leave China.

US and China are the two top economies. Tea and silk were China dominating imports to America then and now a vast variety of goods that have an enormous impact on how Americans live, ranging from Dollars Stores to solar panels, computers and drones.

It is reported that every American family shoulders additional thirteen hundred dollars on Chinese tariffs. Jobs lost due to tariffs affect the living standard and unemployment.



## DISTRICT I &amp; II

## EDUCATIONAL CONFERENCE

By Nancy Miranda, Fresno Chapter

### How is EDD helping California's workforce prepare for major upcoming shifts?

This question was addressed on February 7, 2020, by workshop presenter Dennis Petrie, Associate Secretary Future of Work Realignment for CA Labor and Workforce Development Agency. The California Workforce Connection hosted a conference in Vacaville, CA with the theme "Advancing Technology and Workforce Impacts".

I had the pleasure of attending as the Fresno chapter's CWC scholarship recipient. If there has ever been a successful networking event, it was this one. Acting Director (now appointed as the Director) of EDD, Sharon Hilliard made an appearance as a special guest. In attendance were also a majority of EDD's deputy directors and deputy chiefs, who comprised the EDD Technology Innovation Panel. It was inspiring to hear them share the successes of their respective Branch or Division and provide insight into how their Branch/Division continues to evolve to serve the needs of customers.

Dennis had a wealth of information to share about how shifts in California's economy are affecting workers. He presented the Administration's vision for workforce development which emphasized the belief that government should address the structural and policy barriers that exist in California's workforce development infrastructure. By creating a less risk-averse culture, supporting bold ideas, and creating a new social compact for shared prosperity, the government can begin to intervene and re-engineer the system.

Dennis started off by identifying one of the major shifts taking place in the modern economy: artificial intelligence and automation. Low-skill, low-wage workers are at a higher risk of being displaced because automated machines have the potential of replacing them at a rapid rate. The economy suffers from the rise in displaced, unemployed workers. Pharmaceutical companies contribute to the displacement because they promote excessive distribution and use of addictive medications like opioids to those recovering from a variety of health issues, which can contribute to the increase of homelessness.

EDD has identified another major area of weakness: employer layoffs. There are multiple reasons why employers lay off workers-faltering business, inability to train employees, etc. By using employer trend data, EDD can help prevent layoffs, which also reduces the need to retrain workers. Identifying employers' needs, such as new equipment and adequate technology training for workers, will help employers maintain their workforce. Educating employers on the value of investing in their workforce will not only help them stay in business, but help retain the workers they invest in. Furthermore, promoting apprenticeship or other earn and learn



**NANCY MIRANDA AND DENNIS PETRIE AT THE FEB. 7, 2020 EDUCATIONAL CONFERENCE**

models of training in non-traditional sectors will also contribute to the success of California's workforce.

The Labor and Workforce Development Agency (LWDA) is making major efforts to strengthen the workforce system infrastructure. The EDD will be involved in the effort underway to re-organize and consolidate the workforce organizations that presently report to the LWDA. Through the creation of a new Workforce Department via the consolidation of four existing workforce organizations; the Workforce Development Board, the Employment Training Panel, the Division of Apprenticeship Standards and the EDD's Workforce Services Branch unnecessary barriers to access between those organizations should result in more job seekers and workers being able to take advantage of what they offer. The Administration is on track to meet its goals, which include:

- Allowing new workers to enter the workforce
- Allowing workers to be trained and develop into higher capacity positions
- Current thinking on the purpose and structure of the new department
- Predicting and preparing for industry needs
- Educating/marketing to workers about available employment options

The current proposal for the new department is to consist of and operate four Branches as follows: Job Seeker Services Branch, Industry Engagement Branch, Policy Evaluation Research and Performance Branch and an Administration Branch.

In conclusion, Dennis revealed actions the LWDA is taking to implement proposed changes. A "Trailer Bill" was introduced in February and a budget was created. The next steps include creating internal workgroups to focus on how existing work units are merged and moved. Once the changes are implemented, some EDD employees could be included within the new department.

Exciting and productive changes to EDD and the workforce development system are underway, so ask yourself- are you ready for them? As EDD employees, we are part of the driving force behind the change that is impacting millions of workers across California. It's time to prepare ourselves by learning what EDD is doing to better serve our customers. I encourage all EDD employees to attend upcoming CWC conferences, which are designed to give you a wealth of knowledge regarding our programs and help you further your career.

### DON'T BE A "WALKING ZOMBIE" AND FOLLOW YOUR "NORTH STAR"

By Shunlonda Nathaniel and George Kazuo Kawamata, East Bay Chapter

Districts I and II of the California Workforce Connection (CWC) held the first Nor Cal Education Conference at the SCIF Learning Center in Vacaville, on February 7, 2020. One of the sessions that we attended was titled 'How to Leverage Technology to Design your Career Success Plan.' This morning session was facilitated by a duo of Thesha Sims and Tanya Boone Alan. The session focused on assisting the attendees to discover their true

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**NORCAL CONFERENCE: FROM LEFT: GEORGE KAZUO KAWAMATA, THESHA SIMS AND SHUNLANDA NATHANIEL**

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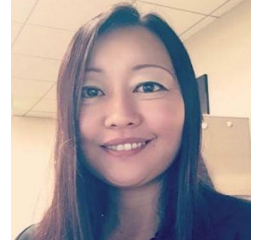
passion and career path. Sims coined the catch phrase of being a “Walking Zombie” with her classroom slides. Forty-seven percent of American workers between 35 and 55 years old are career sleepwalkers. These Americans have lost sight of the big picture on how they want their careers to develop and may not have any idea about their goals.

Sims and Boone Alan were able to provide a good opportunity to help encourage workers to not lose sight of their specific career goals as they were approaching the middle and end of their careers. Sims possesses a background in working with Adobe for 13 years as a Strategic Enterprise Customer Success Manager, and has been working on developing senior leaders in the private sector. The session included words of encouragement by Alicia Keys stating, “I always want to stay focused on who I am, even as I’m discovering who I am.” Boone Alan has a 20-year background in education and is also a Math and Arts teacher in Rohnert Park at Cerdo High School. Currently Boone Alan’s motivation is to connect departments and systems within certain organizations. Boone Alan mentioned in the session that she enjoyed the concept of the Eastern Daoist Philosophy of when it comes to family, it’s important to be present. Sims also provided useful websites for monitoring career development in foreign languages, culinary arts, creative writing, and podcasting for film & video.

Handouts were provided on assessing and planning your own future career goals and self-assessment questions to help you with your own future success plan. Sims mentioned throughout the session that employees matter and provided tips for employees on how to address senior management and CEOs. Some of the websites provided help for employees with career development, and provided ways to obtain certifications that other employers might recognize. The duo of Sims and Boone Alan also facilitated discussions of the experiences of the attendees various backgrounds, mid-career goals, and post career goals. One final keynote that Sims iterated was the importance of taking time out for you because it is important to maintain self and self-care. Sims quoted Pablo Picasso, “Action is the foundational key to all success.” Make sure to follow your NORTH STAR and not be WALKING ZOMBIES! It is important to not lose sight of your future career goals in life.

#### WHAT WILL OUR FUTURE HOLD?

*By Cindy Lee, East Bay Chapter Member*



**CINDY LEE**

I was fortunate to attend the first Nor Cal Education Conference which was held at the State Compensation Insurance Fund Learning Center in Vacaville. Upon entrance of the education center I was warmly greeted by the organizers, checked in, provided a bag with tchotchkes, and offered refreshments. I took a gander at the refreshments, however, I already had breakfast and couldn’t partake in the delicious offerings.

As I arrived early I decided to go for a walk around the facilities, and I was very impressed. Everything was state of the art, clean, and welcoming. The women’s restroom had a basket of products, which would make all women bathrooms jealous.

The conference started with the Pledge of Allegiance and the National Anthem, followed by the keynote speaker, Ken Durazzo. Mr. Durazzo emphasized we are in the Fourth Industrial Revolution and mass employment with the mechanism of labor. This is due to the enhancement of machines, the rise of computers, introduction to robots, and the internet of things. How are humans impacted? Human assistance (i.e. roomba), human augmentation, and human replacement. He continued with in-depth examples of these impacts that will affect the job market and what the emerging and declining jobs will be in the future.

I found Mr. Durazzo to be an excellent speaker and extremely knowledgeable with his information. His method of sharing information with this power point presentation was well developed and organized. It was easy to follow. He was able to keep the audience engaged.

After the keynote speech, we were broken into two breakout sessions. The first session was with Thesha Sims & Tanya Boone-Alva. They mentioned how many Americans are “career sleep walkers”, which I do admit I am, so it was very eye opening and also a relief of knowing I was not alone. Ms. Sims & Ms. Boone-Alva had us complete a career self-assessment and create a career map. Unfortunately we ran out of time, and I could have probably spent another couple of hours trying to get assistance in getting my map completed. At least I have the tools to start with.

The second breakout session was with Dennis Petrie, who was recently appointed the Assistant Secretary Future of Work Realignment at the Labor and Workforce Development Agency. He went into some detail about the new agency and its purpose. Part of that purpose is to help people to get up skilled while earning money, not when one is out of a job; and to increase employment training programs. Again we ran out of time, again I could have stayed on longer to hear more of what Mr. Petrie was sharing and to ask some questions. He did state there is a SharePoint site to ask a question or make suggestions.

The last speakers were the EDD Technology Innovations Panel which consisted of our now appointed Director, Sharon Hilliard; Greg Williams, Ronald Washington, Thomas Flournoy, Lisa Wheeler, Julie Tomlinson, and Donald Owens. Each speaker gave

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examples of technology implementation each of the EDD branches have completed and shared some of the learning around these implementations. There was an in-depth explanation of the BPI process and the stages of implementation. Hearing the trials and errors and everything else that is involved with such large projects was fascinating to hear. It also put into perspective of how much more is involved than what most people would imagine. As I was sitting and listening to each speaker, I was thinking to myself, we are trying to accomplish one thing, however there's a thousand other things that need to be taken into consideration, not just that one thing. I realized, most people don't realize that. I believe if people were more informed of some of these processes, there would be a greater appreciation, instead of the groans I hear.

The CWC organizers did a fabulous job in organizing the conference and my arms are held high to praise them for the wonderful speakers. For the first California Workforce Connection Nor Cal Conference, and my first conference, I did not have any expectations, I was genuinely pleasantly surprised of how much I learned and enjoyed the conference and look forward to the next Nor Cal Conference.



## DISTRICT II

### BOWL-A-THON AND GENERAL MEETING 2020

*By Fred Ruibal, Silicon Valley Chapter*

On January 18, 2020, District II held their annual bowl-a-thon and general meeting. It was held at Cloverleaf Bowl in Fremont California. The district has held this event there for many years. This occasion was at first a little somber, as we were under the impression that this would be our last year due to real estate development plans to close down the alley to make way for new housing in the shopping center where it is located. We were really bummed about this prospect. But, we found out later in the day that development is not slated to begin until 2023. This means we will have one more year to have our event there. We were all very happy to hear about this!

Our Bowl-a-Thon/General Meeting started at 11:00 a.m. Our major business consisted of finalizing plans for the upcoming Norcal Educational Conference. The Silicon Valley chapter also conducted their own general meeting. But, after business, bowling competition begins. The teams consisted of Silicon Valley and East Bay (EB). Unfortunately, we don't have the San Francisco



**ARLENE BAUTISTA ACCEPTS WINNING CHAPTER TROPHY FROM FRED RUIBAL**



**VAL MOELLER WINS HIGH SCORE FRED RUIBAL**



**BOWLING EAST BAY CHAPTER WINNERS**



**BOWLATHON PARTICIPANTS**

chapter anymore. They were always a force to be reckoned with. We do miss them. Of course, the competition is friendly but nonetheless fierce. When the total points are tallied, you can only have one winner and the bragging rights. This year the trophy went to East Bay. Chapter President Arlene Bautista happily accepted it with a victorious but humble smile! The winning chapter then usually donates the proceeds collected to a charity of their choice, but this year, the proceeds will go to the Red Cross to be used for Puerto Rico.

There were also winners in categories for the most strikes and gutter balls! But it's always done in good fun. Silicon Valley did an awesome job despite the ending result. With its bowlers of James Thomas, Paula Castro, and Fred Ruibal, all got at least one strike, woohoo! But East Bay proved to be the better team. Ben Takesh'ta led the EB team along with honorary EB members Val Moeller and Ray Cabrera. Special shout outs and thanks to both of them for making the trip to San Jose from Southern California for a few years now, to help support and participate in our event in the true spirit of CWC camaraderie and friendship. Although 2021 may be our last year at the Cloverleaf Bowl, we will none-the-less carry on this district tradition in the years to come, for we always have fun and lots of laughs!



## DISTRICT IV

### HELPING HAND!

*By Raymond Cabrera CWC District IV Director*

On Saturday, January 18, 2020, District II held their annual meeting and Bowl-a-Thon at the Clover Leaf Bowl in Fremont. Present were members of Silicon Valley, East Bay and some guests. During their meeting they decided that the winning team would donate their winnings to benefit disaster relief efforts in Puerto Rico.

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## DISTRICT IV

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Several times in the past, CWC has contributed to communities that suffered great destruction and devastation. Puerto Rico has suffered several earthquakes and aftershocks that started on December 28, 2019. On January 23rd, there was a 4.2 aftershock. The island is home to a population of 3.2 million people, and they have gone through some devastation. Since December 27, 2019, they have suffered 298 quakes and aftershocks.

On January 7, 2020, a 6.4 magnitude earthquake and several other strong tremors struck Puerto Rico. It was reported as the most damaging quake to impact the island since 1918. Puerto Rico's Governor Wanda Vázquez said, "We are talking about a situation Puerto Rico had never been exposed to in 102 years. People are afraid to go to bed to then be woken up to worse earthquakes than the day before." The governor also reported that almost 300,000 homes and businesses are without water and electric service.

For this reason, The Silicon Valley Chapter would like to challenge all CWC Local Chapters in donating to help the people in Puerto Rico. The challenge is to donate whatever your chapter can to help the people of Puerto Rico. See article by James Thomas.

HOW YOU CAN HELP, you can use to the following link and make your donation: [www.redcross.org](http://www.redcross.org), or you can write a check and mail it to American Red Cross designating Puerto Rico as the recipient of the donation.

**MEMBERSHIP RETENTION**

*By Raymond Cabrera, CWC District IV Director*

**Retention is as Important as Recruiting**

Imagine you're trying to fill a bucket with water. Every drop you put in should increase its contents, but if there's a leak then you may end up losing more water than you gain. Think of the membership in your Local Chapter in the same way – every new member you add won't help your membership increase and grow stronger if you lose existing members.

**Action Steps**

The growth of the membership depends not only on recruiting new members, but also on retaining current ones. These retention efforts for new members begin once they joined the chapter. In addition, efforts must be made to retain longstanding members and retirees by to keeping them enthusiastic about membership. Below is some information on starting your chapter's membership retention efforts.

Retention efforts must start immediately after a new member has been awarded membership. Encourage the new member to take an active role in the chapter as soon as possible.

Establish a "welcoming committee" or a "welcome letter" to provide the new member with information on the chapter. Invite them to attend a chapter meeting or event. Show them how the council functions and answer questions they may have. Present the new member with a baseball cap, pin or T-shirt emblazoned with the chapter's name.

The Chapter President should introduce the new member to the chapter/Board members, help make them feel at home and inform them of the dates and times for board meetings and future activities. Have a chapter calendar of events to hand out. Establish a carpool to bring new (and old) members to meetings. Giving a new member responsibility and assigning them to committee/s helps them feel that they are an important part of the chapter.

Create and use a Member Interest Survey. The survey gives members the opportunity to list their preferences for possible committee assignments and indicate the areas that they find exciting, challenging and promising. There is also space for members to express their thoughts on how to improve existing programs. Ask them to also list new programs they think the chapter should conduct.

Establish a retention committee to examine reasons why members become inactive and let their membership lapse. This committee plans programs to conserve the chapter's membership and anticipate and solve problems that may cause membership loss. The Chapter President should be named to the position of Retention Chairperson and the committee be composed of the Executive Board members. After discovering problems, the committee should work with its members to remedy them.

Keep chapter meetings interesting and relevant. If a member asks himself/herself, "Why am I here?" then something is wrong. Start meetings on time and keep discussions, comments, etc., within proper limits. The President should refer any nonessential matters to the appropriate committees. Hold meetings on a day/night convenient to most members. Allow all members to voice their opinions in an orderly way and try to keep meetings open and relaxed. Consider teleconferencing to help members that wish to attend meetings, but are not able due to time restraints, etc.

Encourage a free exchange of ideas on chapter programs and business during chapter meetings, but make sure the attendees remain focused on the issues under discussion. If possible, complete the business portion of the meeting within an hour or less.

Another way to help retain members is a personal follow-up. Let a member know he/she is missed the first time they fail to attend a meeting or event. Forward a "We missed you at the meeting" postcard or email message or call them on the telephone.

If your chapter has lost good members through retirement, develop a campaign to retrieve those retired members. If you find that a good portion of your members are retiring, you should have a Retiree Committee Chair.

Give the retiree chair a list of lapsed members in your chapter's area, with details of when they joined, what committees each served on and what each did for the organization. Add to the list whatever personal data your records contain. This information serves as a good starting point for conversation. Supply the Retiree Chair with up-to-date information about the organization including present activities and any future-plans.

Recruit lapsed members just as you would new prospects. Sell the organization to retired members. Ask them what they enjoyed most about their participation in the past. Keep questioning on a positive basis. Emphasize the aspects of the organization the

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member is most likely to miss in allowing his/her membership to lapse.

Through efforts to retain current members and recruit new ones, we help the Chapter remain strong and growing.



**40TH ANNUAL FARM WORKER APPRECIATION BREAKFAST – ENLIGHTENING EXPERIENCE**

*By Jennifer Lucy & Lucia Cardona-Garcia*

Southern Division Agriculture Business Representative (ABR) Lucia Cardona-Garcia, from the Chula Vista America’s Job Center of California, was invited to volunteer at the 40th Annual Farmer Workers Appreciation Breakfast. The event took place in the wee hours of the morning on December 6, 2019 at the Calexico Workforce Service Office located at 301 Heber Avenue in Calexico.



This event is renown across the state as one of the big Migrant Seasonal Farm Worker (MSFW) events. The Imperial Valley community comes together to make this event successful and it requires months of planning and coordination. The EDD Workforce Service MSFW Outreach Specialists and managers collaborate with the Center for Employment Training (CET) in El Centro, the City of Calexico, the Calexico Chamber of Commerce, the Mexican Consulate in Calexico, and the Farm Worker Services Coalition of Imperial County (FWSCIC). Local agricultural industry, farmers, and contractors as well as by local businesses, agencies, and community-based organizations sponsored the breakfast.



This year the EDD Director Patrick Henning was able to attend again. “This annual event is a wonderful opportunity for California to recognize and say thank you to the many hardworking men and women who work in our state’s agricultural industry, and contribute to our economy,” said Director Henning.

He walked around talking to the volunteers and the farmers and took a shift serving breakfast. Orange County Deputy Division Chief Rob Claudio who attends every year, grew up in Imperial Valley. Many other organizations including CHP, CET, Imperial County, and many private business sponsors were present.

This event traditionally begins at 12 a.m. so the farm workers can enjoy a good breakfast before heading out into the fields. The opening ceremonies included speakers from the community

and state and concluded with the traditional prayer. Canopies and bright lights filled the parking lot, and tables were set up for the farm workers to sit and enjoy their breakfast. Lucia, was given her apron at the registration table and asked to begin her shift by handing out the goodie bags. The goodie bags contained a pair of warm gloves, a soft warm hat, as well some information for various resources like free health clinics, free legal advice and EDD flyers from the Monitor Advocate office.

Lucia said, “I started handing the bags and saying hi to the farm laborers. I noticed that most of them were ready for a day’s work. It made me realize how thankful I am for all their hard labor and all they go through. I am thankful for the accessible prices that I have when I go to the market to buy fruits and vegetables; without their skill we will not be able to have this luxury.”

Lucia worked side by side with EDD MFSW Outreach Specialists Marisela Encinas and Diana Garcia until 4:30 a.m. taking turns serving food and handing out prizes. Breakfast comprised of tamales, beans, salsa, sweet bread for dessert, and beverages. Starbucks also had a table to serve hot coffee to the farm workers for the duration. A Mariachi band played music and many farm workers danced after eating their breakfast. There was a lot of movement and enthusiasm amongst the farm workers and volunteers.

Lucia confided that she was not prepared or had any previous knowledge of any details of what this event entailed. She felt extremely privileged to have the experience. She said, “I came back to my family and shared my experience and I was able to share the joy of giving some hours to make sure a farmer does not have to worry about what he or she is going to eat at least for one day of the year!”



**SILICON VALLEY CHAPTER**

**GIVING A HELPING HAND**

*By James Thomas First Vice President, Silicon Valley Chapter*

The Silicon Valley Chapter donated \$200 to Puerto Rico through the Red Cross. Puerto Rico’s latest disaster happened on January 7, 2020. A 6.4 magnitude earthquake struck. There were 250,000 people that were lacking access to clean water.



**GIVING A HELPING HAND: JAMES, BJ, TOM AND FRED**

Many others were seeking temporary shelter. Puerto Rico’s Governor has declared a state of emergency. Puerto Rico has seen many disasters and every donation will help. The Silicon Valley Chapter is hoping that everyone will donate whatever that can to help the people in Puerto Rico.



**SACRAMENTO CHAPTER**

**TAKING CARE OF OUR PARENTS**

*By Rick Partridge, Sacramento Chapter*

On January 22, 2020, Maggie, Michael, and I flew from Sacramento to Tampa, Florida to move my dad and step-mom from

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Zephyrhills, Florida to Shasta Lake, California. We are taking on a very big task. The reason we are doing this is because my step-mom was in the hospital and then placed in a nursing home. She was told she could never go back home, because she needs someone to take care of her and my dad cannot do that. He is 86 years old. Plus, my step-mom has dementia.

My dad called me on the phone crying and saying she could never come home. So I told him do you want to live out here? I told him it is a little colder here. Well, in truth a lot colder. He said yes he wanted to come here. I told him I offered the same thing in November of 2018 and my step-mom said no. Dad was placed in a nursing home at the time, because he kept falling down. They did let him out after rehab. Now the shoe is on the other foot and it is a different story.

Once they found out that we were going to take care of them they let her out of the nursing home. The real task for us was flying there and moving their stuff out in three days. Maggie flew back to Sacramento with them on January 25th. Between Michael, Maggie, and me, we moved their stuff into a 16-foot rental truck.

Michael and I left Florida at 0130 January 25, and arrived in Shasta Lake on January 28, at 2100 hours. Yes, I made a fast trip and we also had a flat tire out in the middle of nowhere in San Simon, Arizona. I did not know I had a flat tire until I got to the first truck scales after entering Arizona. The scales can tell you if you have a flat or low tire. Sometimes technology can be great. My guess is that I had a flat tire for a very long time.

It is tough taking on this new task in life, but how many of the future generation will take care of their parents or just leave them in a home and ignore them? We are teaching our son that it is important to take care of us when we get old.

Since my step-mom has dementia, we now have to make sure she takes her pills as she forgets or takes too many. We are making sure we are in control of all medication for both of them. We are learning about the care of the elderly in California. I just wish it was easy here, but this state makes everything difficult. But as a Marine, we will adjust, improvise, and adapt to the situation. Our family will overcome these obstacles.



## SAN GABRIEL CHAPTER

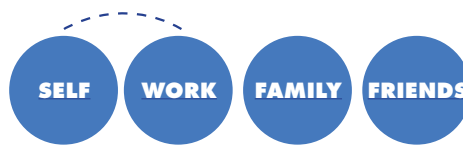
### SAN GABRIEL VALLEY CHAPTER GETS WILD AT L.A. ZOO LIGHTS

By Deedra DeCoster, District III Board Officer/SGV Board Member

CWC San Gabriel Valley Chapter members Dadisi Elliott (District III Director/SGV Chapter President/Membership Committee Chair), Rocio Lopez (1st Vice President SGV), Lewis Jolliff (SGV Chapter Member), Deedra DeCoster (SGV Chapter Member), Noah DeCoster, Antonio DeCoster & Francesca Taylor converged on L.A. Zoo Lights on Saturday, January 4, 2020 from 5 p.m. to 10 p.m. for a relaxing evening of mirth and fellowship.

L.A. Zoo Lights is a unique, magical event that transforms the Zoo into a wonderful display of lights in every shape and hue. The aroma of hot chocolate, warm churros and popcorn fill the air as guests stroll through a dazzling light show with new themes and surprises around every turn. Most of the resident animals in their habitats bedded down and rarely seen, with the exception being the very popular Reptile House and one curious tapir that ventured out to observe Dadisi and Lewis out of their natural element! All in attendance had a great time, sharing stories and laughs.

Plans for a CWC San Gabriel Valley chapter event at L.A. Zoo Lights 2021 are already on the calendar. All CWC members and their families are welcome to this all ages event, the only requirement is you have a great time!



## WORK•LIFE•BALANCE

### COVID-19: The Cause of the 2020 Recession?

By Mary Navarro-Aldana,  
Los Tres Condados Chapter

For the past two years, many were expecting a new recession. It seems they come in cycles,

every ten to fifteen years or so. The causes are always different, but most causes had to do with economic problems, errors, or changes.

Never did I imagine a biological virus would cause this recession. We are not only dealing with the tremendous amount of Unemployment

Insurance claims being filed, but also with the reason for the claims. When we began to take action to protect ourselves

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from catching COVID-19 by staying away from other people, then disinfecting things we touch, then closing down non-essential locations and activities, and now remaining home unless it is truly necessary as deemed by the government ordinances to shelter at home, this has changed our lifestyle.

To try to continue providing essential services, EDD is instituting Telework. Not everyone can do this depending on the work being done or the lack of space or resources at home, or even that some work has to be done with the public at this time, but EDD staff are working on changing and advancing technology so that we can be effective.

Now is the time to balance your home life with work life. Just because you can't see it, does not mean the virus does not exist or is not coming to your neighborhood. Our Employee Assistance Program is available to help us through this crisis. Videos and webinars are available to help you adjust to telework and how to be effective. If you are not great on technology, now is the time to learn how to Skype, FaceTime, GoTo meetings, Adobe Connect with others, and any other applications that will help you become proficient at communicating virtually with your family, friends, and our customers.

In general, for those employees considered at greatest risk, including those 65 and older, CDPH advises that the information available about risk groups is based on limited data and could change as we learn more about the disease, but information coming out of countries with COVID-19 shows that some people are at higher risk of getting very sick from this illness. This includes:

- Older adults
- People who have serious chronic medical conditions like:
  - Heart disease
  - Diabetes
  - Lung disease

EDD has initiated an Emergency Telework Program. Our Informa-

tion Technology group is working on orders to get this implemented, at the same time that it is working with the UI Redirection of employees.

The Emergency Telework Program is distinct and separate from the EDD's normal telework program. Participation in the program should be based on the ability of the employee to perform tasks that can be completed from remote locations, such as a home office.

The first phases of telework is for employees in the following categories (if the nature of the work allows):

- Employee is subject to quarantine by a public health officer but is able to work.
- A household resident of the employee is subject to quarantine by a public health officer.
- Employee is impacted by sudden school closures with dependent requiring care and all options for alternative care have been exhausted.
- Employee requests to telework and self-identifies as "at greatest risk" which is defined as older adults, individuals with compromised immune systems, or those with serious chronic medical conditions like heart disease, diabetes, respiratory issues, or lung disease.
- An employee's dependent is identified as "at greatest risk."

Additionally, Governor Gavin Newsom on March 15, 2020, provided guidance to all Californians aged 65 and older to self-isolate to help slow the spread of COVID-19. Not all people are equally vulnerable. To protect those most at risk, it's important that we practice social distancing.

Are you ready for telework? Do you need to make a space at your home? There are many websites that can help you adjust to, what may be for many, a new lifestyle.

I wish you all health and safety as we work towards surviving this crisis and thriving during the many changes to come.

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