

# Cal-Liope



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

*By Melissa Lauritzen, President  
 Sacramento Chapter Member*  
*“Don’t live the same year  
 75 times and call it a life.”*  
*–Robin Sharma*

Dear California Workforce Connection (CWC) members,

Traditionally, the beginning of a new year brings thoughts of fresh beginnings and personal change. Everyone is familiar with the concept of ‘New Year’s resolutions’ and our ability to complete those goals. This year, thus far, appears to be a continuation of the lingering pandemic and the prospects of a safer new normal. Of course, you want to continue your daily routine of self-care, but it does not have to impede you from staying engaged and prospering from the skills you have developed in helping others this past year. Leadership is not a position or title; it is an action and example. You can put forth through volunteering your time, skills, or mentoring others.

The Covid-19 vaccines are starting to roll out for the most compromised populations and the end of the pandemic might be in the foreseeable future. Until then, we need to continue care for ourselves mentally, emotionally, and physically. Mental health care can be as simple as joining one of the many Zoom classes that are available for painting workshops, charcuterie board preparation, international cuisine training, a virtual marathon, etc. Procuring emotion-

al health can seem daunting however, it can be as simple as face-to-face Zoom meetings with family and friends to lift your spirits and connect with people. We also need to continue to practice social distancing and wearing our personal collection of masks that we have accumulated this past year to facilitate our personal health and the health of others in our communities. Looking for inspiration and deeper meaning in our daily routines allows us to better weather life’s new challenges.

Personally, I take part in ‘challenge’ months where I attempt to complete a different task each month inspired by an article I read, something I have seen on TV, or heard from a friend. I also take part in personal Zoom meetings where each participant is working



PRESIDENT MELISSA LAURITZEN

*“I would like to challenge each of you to try a new personal goal for the month of February... Leaders look for change within themselves before asking or expecting change in others.”*

on their own ‘challenges’. This allows us to help each other and provide positive encouragement to reach our goals. I would like to challenge each of you to try a new personal goal for the month of February. For example: learn a new recipe, declutter a drawer,

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### OOOPS!

In the November-December *Cal-Liope* the submission for nomination addresses should be corrected as follows:

**Retiree:** Nanette Bowman, Retiree Chair  
 2000 Port Albans Circle  
 Newport Beach, CA 92660

**Toll Trust:** Verletta (VAL) Moeller  
 15648 Harvest Avenue, Norwalk, CA 90650

**All other nominations:**  
 Jessica Escobedo  
 295 Anderegg Lane, Colton, CA 92324

## CALIFORNIA CHAPTER

President  
MELISSA LAURITZEN

First Vice President  
VERLETTA "VAL" MOELLER

Second Vice President  
JESSICA ESCOBEDO

Treasurer  
PHIL DWYER

Past President  
JAMES THOMAS

Secretary  
NANETTE BOWMAN

Membership Coordinator  
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MARY NAVARRO-ALDANA

District I Director  
TANYA DAVIDSON

District II Director  
FRED RUIBAL

District III Director  
DADISI ELLIOTT

District IV Director  
RAY CABRERA



**Our association is dedicated to bringing education, opportunity, and innovation to all individuals with a common interest in workforce development**

## PRESIDENT

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put together a memento shadow box, set up a virtual or physical photo album, go through one of the boxes

in your garage/attic, learn something crafty, utilize your online resources to engage in yoga or meditation techniques, etc.

Leaders look for change within themselves before asking or expecting change in

others. Participating in new monthly challenges helps us develop different routines and habits which can spark additional passions in our lives. I wish everyone a safe, happy, healthy, and challenging new year!

## Why Serve on the CWC Local Chapter or State Chapter Board

*By Nanette Bowman, Orange Empire Member, who's been there and done that!*

Serving on any CWC Board provides experience with developing and demonstrating leadership ability. Promotional examinations and orals often ask the applicant to describe leadership assignments and examples including results.

Volunteering with CWC is a safe environment. You can learn more about your strengths and weaknesses. You can expand and build your strengths and overcome your weaknesses.

Other board members become your mentors and your role models. The team is comprised of staff at all levels from multiple branches and each one is an equal partner.

Some of our members may feel they have reached the apex

of their careers and would not benefit serving on a board. Journey level staff, happy in their work assignment, might gain insight into resources that improves their service to clients. Managerial staff might have the same experience. Both levels can expand knowledge of other offices and agencies operations as well as open up opportunities for promotions, other assignments or transfers.

Attending meetings and conferences provides a forum to interact with executive staff and peers – putting a face with the name. It tends to ease some tension if you walk into an interview and see a familiar face of someone you met on one of these occasions. When you step up to make an introduction at an event you make an impression on a person who might make future

hiring/transfer decisions.

Few people don't feel challenged by writing an article or preparing a speech, but it keeps us going and both are ways to develop communication skills. I enjoy meeting fresh board members and watching them demonstrate their skills. This is an exciting time and I look forward to sitting back to observe as they thrive. We are the link with your future.

Volunteering with this organization has never been a burden to me. As the years go by, I consider this one of my anti-aging activities. Through this connection, I stay in touch with old and make new friends statewide. Just another reason to stay involved after retirement.

## RETIREE CORNER

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

HAPPY NEW YEAR to all! We can hope for better times in 2021. Although 2020 was quite exciting in my family with the birth of the great granddaughter. I don't see her as much as I'd like to but thoroughly enjoy the pictures and videos sent to my iPhone. She talks to us in her own baby language. Thanks to all who sent me messages. I enjoy

hearing about what is going on in your lives and especially about creative ways to cope.

I recently discovered how convenient it is to borrow library books electronically by downloading the Libby APP to read via Kindle. This avoids purchasing books that I might not enjoy.

Let's hope everyone has purged their closets and drawers by now. My sister in North Dakota boxed up her career clothes to give away.



NANETTE BOWMAN

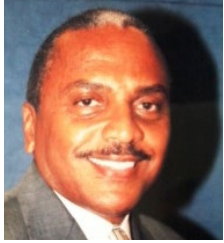
Apparently, she wasn't quick enough because no thrift store would take them. They had more donations than they could handle. So, some landfill will be the home of some quality attire. My goal in January is to clean out and

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## CWC Member Recognized for Excellence by Department of Labor

by *Dadisi Elliott,*  
Membership Committee  
Chair, SGV member

I am pleased to acknowledge and congratulate **Sterling Barbour** of



STERLING BARBOUR

Revolution National Pest Council (RNPC) for exemplary efforts in recruiting, employing, and retaining our nation's veterans. In early November 2020, he received a letter informing him that he is the recipient of the HIRE Vets Medallion Award – Platinum. The Honoring Investments in Recruiting and Employing American Military Veterans (HIRE Vets) Medallion Program implements the requirements of the HIRE Vets Act of 2017 (Public Law 115-31), which President Donald J. Trump signed in May 2017. The HIRE Vets Medallion is the only federal award recognizing exceptional achievement in veteran employment. By meeting the criteria required for a Platinum Medallion Award, the RNPC demonstrated both patriotism and recognition of the value veterans bring to the workplace.

John Lowry, Assistant Secretary, Veterans' Employment and Training Service (VETS), United States Department of Labor commended Sterling for achiev-

ing Gold Status in the two previous years, and thanked him for continuing "to participate in this program... collaborating in support of our nation's veterans in the years ahead." I had the honor to participate in the ceremonies by Zoom communication on November 10, 2020, to witness the official award announcement and the digital image of the 2020 medallion for use in advertisements, solicitations, business activities, and products.

In 2019, The California Workforce Connection awarded Sterling the prestigious "Award of Distinction", to recognize the work that he has done to assist veterans to obtain training and employment and promote interest in their rights in the workplace. We look forward to hearing about more of Sterling's contributions to workforce development as he continues to share his great accomplishments, as a member of the San Gabriel Valley Chapter of the California Workforce Connection.

Please join me in congratulating Sterling for this prestigious federal award!



DADISI R. ELLIOTT  
DISTRICT III DIRECTOR  
SAN GABRIEL VALLEY  
CHAPTER PRESIDENT

## Special Tax Considerations for Veterans

By *Dinah White*  
LA Chapter President

According to the Internal Revenue Service, Disabled Service Veterans may be eligible to claim a federal tax refund based on:

- An increase in the veteran's percentage of disability from the Department of Veterans Affairs (which may include a retroactive determination) or
- The combat-disabled veteran applying for, and being granted, Combat-Related Special Compensation, after an award for Concurrent Retirement and Disability.

To do so, the disabled veteran will need to file the amended return, Form 1040X, to correct a previously filed Form 1040, 1040A or 1040EZ. An amended return cannot be e-filed. It must be filed as a paper return. Disabled veterans should include all documents from the Department of Veterans Affairs and any information received from Defense Finance and Accounting Services explaining proper tax treatment for the cur-

rent year. Send copies, not original documents.

It is only in the year of the Department of Veterans Affairs reassessment of disability percentage (including any impacted retroactive year) or the year that the CRSC is initially granted or adjusted that the veteran may need to file amended returns.

Under normal circumstances, the Form 1099-R issued to the veteran by Defense Finance and Accounting Services correctly reflects the taxable portion of compensation received. No amended returns would be required, since it has already been adjusted for any non-taxable awards.

If needed, veterans should seek assistance from a competent tax professional before filing amended returns based on a disability determination. Refund claims based on an incorrect interpretation of the tax law could subject the veteran to interest and/or penalty charges.

## How To Recruit New Members To CWC:

Organize a Zoom or other video conferencing luncheon or happy hour as a fun activity to recruit new members. Invite as many prospective members and their spouse or significant other as possible. While having fun with the video conference and socializing safely, include some educational benefits and invite them to join your chapter of CWC.

## RETIREE CORNER: FROM PAGE 2

organize file drawers. So far, I have one bag for shredding. There is life after ZOOM! Remember to send Retiree of the Year Award nominations to my email.

*Hoping you are all well. Keep watching this RETIREE CORNER of the Cal-Liope. Remember to stay in touch by sending an email to me: [nanettebowman@cox.net](mailto:nanettebowman@cox.net).*

# Remembering Mary Navarro-Aldana

By Val Moeller, CWC 1st Vice-President;  
Past President's Association President  
and Cabrillo Del Rio Secretary/Treasurer

Mary Navarro-Aldana was an active member of the California Workforce Connection (CWC) formerly IAPES/IAWP for almost 42 years. She started in 1978 as a member. Her first IAWP office was Vice-President of the Los Tres Condados Local Chapter. She later served as the Local Chapter President, Secretary, and various other committee chair positions. Mary has also served as a Bybee Board member and Chair, Fund Raising Chair, Internet Coordinator, Marketing Chair, District IV Director, District III Director several times, District VIII Director for a couple of years, California Chapter Second Vice-President, California Chapter First Vice-President, and California State Chapter President three times: July 2011-June 2013, and July 2016-June 2017.

Most recently Mary served as our Executive Office Manager where her duties and responsibilities were very important to our organization. She was the person who edited and published the chapter newsletter Calliope. Her financial duties included everything related to accounts receivable. She was also the contact between us and the EDD Controller's Office. Her negotiation and communication skills have been essential to the continuing relationship with the Controller's Office. She had custody of the Karl E Bybee Education Fund, the Education Fund, and the Toll Trust Fund. She coordinated these financial activities with the State Treasurer. Mary paid special attention to membership information.



She collaborated with the Membership Coordinator to submit membership lists to EDD for review. She also had a good working relationship with all members of the board. I'm sure that there were many more. Mary was a participant, not one to sit in the background and do nothing. She came straight to the point.

Mary was a mentor, coach, and teacher for many of us in CWC and EDD. Denise Dobine, Past President (2019-2020) states, "Mary was my CWC mentor while I served as CWC President. She was my friend. She was a wise and kind woman. The memory that stands out to me was her angelic soulful voice. We discussed how she enjoyed singing, performing in a group with her family and was known as the EDD singing manager. Mary acknowledged that she was blessed with her singing voice from God. I will miss her greatly." Colette Nwonye, Past President (2017-2018) states, "I was blessed to work with and be mentored by Mary over the years. She was a leader's leader, a trusted confidante and a true friend.

I will miss her pearls of wisdom, the times we spent together and her infectious giggle. And while I am saddened by the loss of this beautiful soul, I take comfort in knowing I can still hear Mary's angelic voice as she sings in heaven's eternal choir."

Mary graduated in 1976, with a Bachelor's Degree in Sociology from the University of California, Santa Barbara. She began working for the State of California Employment Development Department (EDD) in December 1976, just a few days before Christmas, at the Ventura EDD Comprehensive Employment and Training Act (CETA) programs office, on what was then known as the Public Service Employee (PSE) program. She later became a permanent civil service employee, with experience in the Welfare to Work, CETA, Job Service, and Unemployment Insurance programs.

Since July 2005, Mary was the Field Office Manager of the Oxnard Workforce Services Office for the EDD. Most recently, she was the Cluster Manager, where she managed EDD programs at four comprehensive America's Jobs Center of California (AJCCs), including Oxnard, Santa Barbara, Santa Maria, and San Luis Obispo, responsible for 40 employees. She also served as a board member in the San Luis Obispo Workforce Development Board (WDB) and participated in several sub-committees for the Santa Barbara and Ventura WDBs as a subject matter expert. Mary was also instrumental in organizing the delivery of services for the Migrant Season Farmworker Program.

Mary was a crucial member of the Past President's Association (PPA). She didn't miss a meeting. Past President (1984-85) **Sydney Rogers** states, "Mary was willing to do whatever to get the job done." **Tim Mullins**, Past President (1991-92) states, "Mary was one of my crew leaders I helped promote in CETA. This is devastating news for the TriCounties. She was a true CETA success story and a wonderful person with a great singing voice. I am very sad for her family and those of us who knew her potential and saw her rise in EDD and CWC (IAPES/IAWP)." **Sory Hinton**, Past President (1998-2000), states, "Mary never let me down when she entered the karaoke singing contests representing California. She always won! Her sweet-sounding voice will dazzle the Angels in Heaven. May she R.I.P."

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FROM LEFT:  
RAYMOND  
CABRERA, SUE  
WOODBURN,  
NANETTE  
BOWMAN, PAT  
THORNTON,  
VAL MOELLER,  
BEN TAKESHT'A,  
BACK ROW:  
JAMES  
THOMAS &  
MEL BOWMAN,  
SEATED IN  
FRONT: MARY  
NAVARRO-  
ALDANA



# 2021 LABOR LAW UPDATES

By Dinah White  
State Legislative Chair

In 2020, the California State Legislature was scheduled to convene on January 6 and adjourn on August 31, 2021, for the second half of the 2019-2020 legislative session. Due to the COVID-19 pandemic, the Legislature suspended its session for almost two months between March 16, 2020, and May 4, 2020. Even with the COVID-19 pandemic break in action, by the August 31, 2020, adjournment deadline, the Legislature still found a way to send 482 bills to Governor Newsom. As of the signing deadline on September 30, 2020, he had signed 372 of those bills into law, and vetoed 56 proposed bills. Of the 372 bills signed, more than 50 bills (about 14%) relate to labor and employment topics. A selected summary of many of those bills is contained below.

## NEW REPORTING REQUIREMENTS FOR COVID-19 EFFECTIVE JANUARY 1, 2021

On September 17, 2020, Governor Newsom signed into law AB 685, which will go into effect on January 1, 2021. It requires employers whose employees may have been exposed to COVID-19 in the workplace to notify their employees accordingly and report to local health officials. The new law also allows OSHA to order a facility closed if it deems the potential for COVID-19 infection an “imminent hazard” for employees at that facility. OSHA will also be able to issue “serious violation” citations for COVID-19 without first delivering notice to the employer with an opportunity to respond. OSHA’s authority will remain in effect until January 1, 2023.



## NEW NOTICE REQUIREMENT TO EMPLOYEES FOR COVID-19 EXPOSURE

Effective January 1, 2021, all employers except for health facilities must take the steps outlined below within one business day of receipt of notice that its workforce was exposed to an individual who either tested positive for COVID-19, was diagnosed with COVID-19 by a licensed healthcare provider, was ordered by a public health official to isolate due to COVID-19, or was determined by the county public health department to have died due to COVID-19. Notice of potential exposure may come to an employer from the employee, the employee’s representative, the employee’s emergency contact, the testing protocol, or the employer of a subcontracted employee that was on the worksite. When notice is received, an employer must:

**Determine which employees, including subcontracted employees, were at the worksite at the same time as the individual during his or her “infectious period,”** which the California State Department has determined includes “at minimum, the 48 hours before the individual developed symptoms.” The “worksite” is limited to the same building or location where the individual was physically present. It does not extend to areas which the individual did not enter.

**Provide written notice to**

**the potentially exposed employees, their exclusive representative (if any), and the employers of any exposed subcontracted employees that includes the following:**

1. That they may have been exposed to COVID-19;
2. What COVID-19 related benefits are available to them under law;
3. Anti-retaliation and anti-discrimination protections; and
4. The employer’s disinfection and safety plan (per the guidelines of the federal Centers for Disease Control).

The notice can be provided in any manner that is likely to be received (e.g. personal service, email, or text message) and that is typically used for communicating with the employee. It must be in English as well as the language understood by the majority of the employees. An employer must retain a record of the written notice for at least three years.

**Provide written notice to the exclusive representative (if any) of all employees within item 1,** that contains the same information that would be required for an incident report within a Cal/OSHA Form 300 Injury and Illness Log (unless inapplicable or unknown), even if the organization is not required to maintain such a log. An employer must retain a record of the written notice for at least three years.

Also beginning January 1, 2021, and until January 1, 2023, if OSHA alleges that there has

been a “serious violation” due to COVID-19, it need not deliver to the employer a standardized form containing the alleged violation descriptions prior to issuing its citation as would otherwise be required.

## COVID-19 PRESUMPTIONS OF WORKERS’ COMPENSATION COMPENSABILITY

On September 17, 2020, Governor Newsom signed into law SB 1159, which codified parts of his prior executive order establishing a rebuttable presumption of compensability for some employees who receive a COVID-19 diagnosis. The executive order applied to dates of injury from March 19, 2020, through July 5, 2020. This bill applies to dates of injury after July 5, 2020, and will be in effect until January 1, 2023.

Any employee may file a workers’ compensation claim for COVID-19 with causation to be determined in due course. However, SB 1159 creates a new presumption of compensability for two classes of employees.

First, it creates a presumption of compensability for certain first responders and healthcare workers (listed in Labor Code § 3212.87) who test positive for COVID-19 within 14 days of a workday occurring at a worksite that is not their home. An employer has only 30 days after the claim form is filed to deny the claim (as opposed to the typical 90 days) and otherwise may rebut the presumption only with evidence obtained after that 30-day period.

Second, it creates a presumption of compensability for employees (a) whose employers have five or more employees; (b) who test positive within 14 days of a workday occurring at a worksite that is not their home (unless a caregiver); and (c) who test positive during an

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“outbreak” at their workplace. An “outbreak” exists if one of the following occurs within a period of 14 days at a specific place of employment:

1. Four employees test positive (if the employer has 100 or fewer employees);
2. Four percent of the number of employees who reported to the worksite test positive (if the employer has 100 or more employees); or
3. The specific place of employment is ordered closed by a local health department, the State Department of Health, the Division of Occupational Safety and Health, or a school superintendent due to the risk of infection of COVID-19.

When a presumption is applicable under this section, an employer has only 45 days after the claim form is filed to deny the claim (as opposed to the typical 90 days) and otherwise may only rebut the presumption with evidence obtained after that 45-day period. The bill provides that evidence of measures in place to reduce the potential transmission of COVID-19 in the employee’s place of employment or evidence of an employee’s non-occupational risks of COVID-19 infection may successfully rebut the presumption.

Also, employers with five or more employees are required to notify their claims administrators within three business days when they know, or reasonably should know, that an employee has tested positive for COVID-19. The notice must include the date of the positive test, the address of the employee’s place of employment during the 14-day period preceding the test, and the highest number of employees who worked at the

employee’s place of employment in the 45 days preceding the last day the employee worked at each location. This information is intended to help the claims administrator determine whether there is an “outbreak” at the worksite such that the presumption may be applicable.

SB 1159 effectively requires employers to promptly investigate and address cases of COVID-19 among employees. It should be read in conjunction with AB 685, which implements various notice requirements for cases of COVID-19 in the workplace.

**UPDATE ON SIGNIFICANT CHANGES TO CALIFORNIA’S WORKER CLASSIFICATION LAWS (AB 5, AB 2257, AND PROPOSITION 22)**

**In September 2019, the California Legislature passed AB 5** which overhauled California law with respect to independent contractor relationships. Contrary to prior law, AB 5 presumed that all workers are employees, rather than independent contractors. Accordingly, hiring businesses who wanted to classify a worker as an independent contractor had the burden of establishing that the worker either (1) fell under one of the exemptions set forth in AB 5; or (2) could meet each element of the stringent “ABC” test, set forth in *Dynamex Operations West, Inc. v. Superior Court* (2018) 4 Cal. 5th 903 (*Dynamex*).

Since its enactment, AB 5 has been the subject of criticism, litigation, and lobbying efforts from a number of “gig” industries, freelancers, and independent contractors that did not find the legislation workable for their industries. In response to some of these concerns, the California Legis-

lature enacted AB 2257, which amended AB 5 and created additional exemptions for certain occupations and contractual relationships. Shortly thereafter, on Election Day 2020, California voters further amended AB 5 by passing Proposition 22, which defines app-based drivers – for companies such as Uber, Lyft, and Door Dash – as independent contractors.

California’s worker classification laws are rapidly developing and businesses operating in California must understand and adapt to these developments, in order to fit their workers into this ever-changing classification scheme. Failure to understand and adapt to the changes in worker classification law can expose California employers to significant risk, including the collection of unpaid wages and back taxes, civil penalties, and civil (and potentially class action) litigation.

**Background** – AB 5 and the “ABC” Test: AB 5 (Section 2750.3 of the Labor Code) was signed into law on September 18, 2019, by Governor Gavin Newsom. AB 5 codified and expanded the scope of the “ABC” test established in *Dynamex*. The strict three-prong “ABC” test presumes that all workers are employees, and places the burden on the hiring business to establish the following factors in order to classify a worker as an independent contractor: (A) the worker is free from the control and direction of the hirer in connection with the performance of the work; (B) the worker performs work that is outside the usual course of the hiring entity’s business; and (C) the worker is customarily engaged in an independently established trade, occupation, or business of the same nature as the work performed for the hiring entity. If the hiring business fails to establish any of these factors, the

worker will remain classified as an employee.

AB 5 also exempted certain occupations, industries, and contractual relationships from the “ABC” test, and continued to allow those hiring entities to use the less-stringent, pre-*Dynamex* test established in *G. Borello & Sons, Inc. v. Department of Industrial Relations* (1989) 48 Cal.3d 341 (*Borello*). A brief discussion of businesses and occupations that were initially exempted from AB 5 is available here.

**The California Legislature Amends AB 5 by Enacting AB 2257** – AB 5 represented a significant change in California law and received concerted pushback and litigation from many industries, including the publishing and entertainment industries, trucking industry, and the “gig” economy, whose workers have traditionally been classified as independent contractors. Indeed, cases have been brought by California truckers, freelance journalists, and gig economy businesses challenging the application of AB 5 to their industries and the constitutionality of the law itself. In response, the California legislature acknowledged the impact of AB 5 on certain industries and effectively rewrote the law to address these concerns through the passage of AB 2257.

AB 2257 expressly repeals Labor Code Section 2750.3 (AB 5) and codifies sections 2775-85 of the Labor Code. However, the core of AB 5 remains unchanged. The strict three-part “ABC” test still applies when determining whether a California worker can be classified as an independent contractor unless there is an exemption, in which case the more lenient *Borello* test would be used. The main changes that AB 2257 makes are (1) modifying and clarifying the

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business-to-business, referral agency, and professional services exemptions set forth in AB 5; and (2) exempting additional occupations and business relationships. Some of the significant exemptions that AB 2257 creates or amends are set forth below.

**Business-To-Business Exemption:** AB 2257 maintains the exemption for “bona fide business-to-business contracting relationships” where a contractor “acting as a sole proprietor, or a business entity formed as a partnership, limited liability company, limited liability partnership or corporation contracts to provide services to another such business.” AB 2257 also extends the business-to-business exemption to include a “public agency or quasi-public corporation” that has retained an independent contractor.

**“Single-Engagement” Business-To-Business Exemption:** AB 2257 creates an exemption for a “stand-alone non-recurring event in a single location, or a series of events in the same location no more than once a week” as long as the worker has “control and direction” over the work, mutual freedom to negotiate the rate of pay, a written contract that specifies the pay rate, the tools and materials are provided by the worker, and both the hiring and performing entities maintain separate business locations.

**Entertainment/Music Industry Exemptions:** AB 2257 also creates several new entertainment industry exemptions, which are largely focused on the music industry. Some positions that are generally exempt include: recording artists; songwriters, lyricists, composers, and proofers; managers of recording artists; record producers and directors; musical engineers, mixers, and musicians engaged in the creation of sound recordings; vocalists; and independent radio promoters. However, film and television unit production crews, still photographers and cinematographers, are not exempt. Non-independent music publicists are also not exempt. Additionally, musicians and vocalists who do not receive royalties are to be treated as employees for purposes of receiving minimum wages and overtime.

**Referral Agency Exemption:** AB 2257 expands the referral agency exemption by adding additional services, including consulting, youth sports coaching, caddying, wedding or event planning, services provided by wedding and event vendors, and interpreting services, among others. The requirements for this exemption have also been modified to allow service providers to negotiate their rates with the client.

**Professional Services Exemption:** AB 2257 expands the professional services exemption set forth under AB 5 for still photographers, photojournalists, freelance writers, editors, and newspaper cartoonists who had more than 35 submissions in a year. This exemption now includes services provided by a still photographer, photojournalist, videographer, or photo editor who works under a written contract that specifies the rate of pay and time of payment. AB 2257 also removes the submission requirement which allows for more workers to fall under this exemption. AB 2257 also adds translators, copy editors, and illustrators to this exemption provided that work is performed under a contract that specifies the rate of pay, time of payment, and intellectual property rights.

**Miscellaneous Exemptions:** Subject to certain requirements, AB 2257 also adds exemptions for individuals engaged in underwriting inspections and other services for the insurance industry; manufactured housing salespersons; certain individuals engaged by international exchange visitor programs; and competition judges.

Notably, AB 2257 also grants district attorneys the ability to file injunctive relief actions against businesses suspected of misclassifying employees as independent contractors. Under AB 5 only the Attorney General and certain city attorneys were able to seek such relief.

Past President **Nanette Bowman** (2001-2002) states, “I admired Mary for her ability to demonstrate her talents in the best way possible. She described how she did research when starting any new assignment. As the CWC State President she prepared the agenda to reflect numbered procedures. As her secretary, this made it very easy to record the minutes. I noted that she also prepared her voice before breaking into song. She valued her gifts. Everything just seemed to go smoothly when Mary was in charge. Miss her so much!”

**James Thomas**, Past President for four terms (2008-2011) and (2018-2019) states, “Mary was a visionary master who helped our organization produce many outstanding leaders. Her forward thinking opened our minds to endless possibilities. Mary brought out the best in everyone she met. She taught everyone that being politically correct left no room for misunderstanding when communicating in a social or business setting. She believed in sharing knowledge, constant training, and education.”

Mary’s interests centered around her EDD job, CWC, education, and music. As I found out from her obituary, she was a talented musician. I knew she could sing and boy could she, but I didn’t know that Mary played several musical instruments. Evidently her favorite was the bass, but she could also play the guitar, drums, and percussion.

“I believe that everyone’s statements in this article sum up how I felt about Mary. She was a role model and applied her values to our association. She was smart and intellectual and shared her knowledge with everyone. Mary was the winner of the Toll Trust Award 2010-2011. This is the highest award a CWC member can receive. She was truly deserving.” Verletta (VAL) Moeller, Past President 2002-2004.

Mary left some large shoes to fill because of her work ethics. I believe the following quote from Major Richard D. Winters is indicative of Mary’s life. “True satisfaction comes from getting the job done. The key to a successful leader is to earn respect – not because of rank or position, but because you are a leader of character.”

**Mary – Your leadership and friendship will be missed.**

## Courage & Kindness

By Rob Claudio, Orange Empire member

Last week, I was entranced by the recent re-telling of the famous story of Cinderella. Although I knew how the story went and its magical happy ending, I was very inspired by the core message it presented to its audience. In the story, Cinderella's mother teaches her from a very young age that in order to succeed in this world, she would have to develop and demonstrate courage and kindness. After watching the film and going for a walk afterwards I kept thinking about those two attributes and how powerful they were.

When you think about the word courage you immediately may think of a heroic instance, such as when a fireman who runs into a burning building to rescue people in the midst of all of that danger. Courage can be defined by the situation in which one finds themselves in and taking a great leap of faith in knowing that one has to do what is inherently right, even if it means facing jeopardy and vulnerability. We hear about the many people around the world daily who had to utilize courage in order to overcome their particular situation. In thinking about the many examples of this, I was also reminded about the many instances of courageousness, such as when a person who is suffering physical and emotional abuse, that has to be fearless in walking away from someone that has hurt them. Nobody ever wishes for anyone to be in such a dire situation that bravery is what will get them out. Yet, we have a multitude of examples of these individuals who demonstrate to the world that things can be better and that nobody deserves to live a life that is full of pain.

In contrast to this, I then thought about the second pivotal word in this message and that was to be kind. For this, I have to agree with how it was showcased in the story, as the behavior would have been learned by lessons that someone taught us at a young age. I can recall many multiple instances when my grandmother showed me that kindness was an inherent trait that she had and it became a defining attribute of her legacy on this earth. My other example has also been my mother, who through her own works and contributions has demonstrated that what she learned from her mother, also lives on in her and now with her children. When I was growing up, we did not have much, however, I can recall my grandmother making enough food to feed us and anyone else that may have shown up to our

home on any particular day. The kitchen like in most households, was where the centralized activities of our family were and having pots and pans filled with basic and delicious Mexican traditional recipes was something, I took for granted. I don't ever recall that any of the dishes that were prepared for us, came from some cookbook or handwritten recipe, as they were all crafted from teachings and memories handed down over generations. Although we had many lessons on giving to others that were less fortunate, food was at the top of the list in providing a meal to someone that may not have had enough to eat.

I then had a flash back to the film when Cinderella is given scraps to eat and when she goes to her room she notices the mice in the room looking at her, she then overturns a cup on the floor, places a napkin over it to make it look like a mini dining table and serves the mice a small meal from her scraps. I smiled from ear to ear when I saw this, as I knew exactly this type of kindness. In our world today we have many examples that are not ideal in showcasing the good in humanity. We constantly get a barrage of stories fed to us through the media that demonstrate how negative things can be. This is why I believe that we overturn that tide and make contributions that may be insignificant to others, but monumental to those that receive them. Regardless of what the world may say, I challenge all of you to take moments throughout your day to show what kindness is through your actions and words. In addition, when presented with the opportunity also demonstrate your courageous side you have within, as we search for new heroes in our everyday stories and you may be the star of the next tale to be told.

Article published previously but resurrected because courage and kindness are the topics in this article and reminds us of the many qualities that our missed friend Mary exhibited throughout her life and career at the Employment Development Department. She was a caring and kind hearted soul, which was infectious in everyone she interacted with. I will always remember her kicking off a California Workforce Conference with her beautiful voice, which helped set the tone for the rest of the day.

You can also follow the "Inventing Your Life" blog at: [www.inventingyourlife.blogspot.com](http://www.inventingyourlife.blogspot.com)



ROBERT CLAUDIO

## DISTRICT III

### THE POWER OF ZOOM COMMUNICATION

By Dadisi Elliott, District III  
Director, SGV member

Zoom teleconference is turning out to be a very effective tool for District III efforts to communicate with members. Zoom has enabled District III to successfully facilitate monthly Board meetings, individual chapter meetings, and numerous special planning sessions to coordinate the Denim and Diamonds Awards Program scheduled in January.

District III held training via Zoom on Saturday November 7, 2020. The topic-10 Tips and Tricks for A Successful Zoom Meeting, facilitated by Angel Urbina, President of the Los Compadres Chapter, was essential to our district capacity building. The attendance consisted of 11 board and general members who ranged from beginning to intermediate zoom-using professionals. The participants all stated the workshop was excellent and that they gained new skills from the material.

District III held another successful Zoom workshop on December 5, 2020, which covered Statement of Qualifications (SOQ), presented by EPM III Julia Lugo, East Los Angeles Workforce Service Office. The workshop was ultimately successful, even before it started, resulting in 35 EDD staff registrations, of which fifteen were new employees who submitted

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**AROUND THE STATE: DISTRICT III**  
FROM PAGE 8

CWC applications to attend. Julia Lugo was well organized and facilitated the SOQ workshop in a manner which stimulated great questions and interactions between the audience and facilitator. Partici-

pants have already requested a follow-up Zoom workshop for hands on SOQ writing practice and feedback. Look for the next Zoom SOQ training on February 13, from 10 am-noon.



California  
Workforce  
Connection

# Statement Of Qualifications

## The Basics of Writing a Strong SOQ, Part I

*Presented by Julia Lugo, EPM III*

### Workshop Objectives:

- Basic requirements of the SOQ
- Pitfalls to avoid when applying for positions that require an SOQ.
- How the SOQ relates to the STD 678 and other required documents.
- Tips on writing an SOQ
- Ask a hiring manager SOQ/application questions

Suggested Pre-Requisite: [Online Training: Statement of Qualifications Training](#) via Learning Management System (LMS)

This module guides you through the basics of writing an effective Statement of Qualifications to increase your chances of being invited to the interview.

**Saturday, February 27, 2021**  
**10:00 a.m.-12:00 p.m.**  
**Via ZOOM**

Zoom information will be provided upon receipt RSVP/Membership App

**Members: FREE**

**Non-Members: FREE with Membership App**

**Please R.S.V.P. by 02/24/21**

\*Non-Members must include membership application.  
SGV CWC Chapter President, Dadisi Elliott  
Phone: (562) 331-3957 Email: [dadisirelliott1234@gmail.com](mailto:dadisirelliott1234@gmail.com)



## DISTRICT I

**CWC District 1**

**ELT Leadership WORKSHOP**

**LEADERSHIP IN ACTION**

**SATURDAY FEB. 20<sup>TH</sup>, 2021**

**Zoom Room--Opens @ 11:45 A.M.  
Workshop 12:00-1:00 P.M.**

California  
Workforce  
Connection

EDUCATION \* INNOVATION \* OPPORTUNITY

## CABRILLO DEL RIO CHAPTER

By Joseph Velasco, Cabrillo Del Rio Chapter member

On December 21, 2020, the Employment Development Department (EDD) Long Beach Workforce Service in collaboration with the Cabrillo Del Rio Chapter of the California Workforce Connection (CWC) showed their appreciation to two veteran families selected during this holiday season for the 2020 Annual Adopt a Veteran event.

These Veteran families are out of work during these challenging times and are experiencing emotional, social, and financial impacts during COVID-19. On Dec. 21, 2020 the Mattlock Family was presented with \$200 in gift cards (Home Depot & Target \$100 each). Also, the Cortez Family received a \$100 gift card to Ralph's Grocery Store. These cards will be extremely helpful to these families to help alleviate some of their financial burden during the holiday season.

Michael Mattlock served in the United States Marines Corps from 1979-1981, and was medically discharged from the military. For the past couple of years, he has worked as an independent contractor. He's been able to provide for his family. Unfortunately, he's been struggling to provide for his family during this pandemic. Prior to Thanksgiving, his vehicle was stolen with his work equipment and his children's gifts. He reached out to the Gardena Vet Center who referred him to the EDD for assistance. He is thankful for the assistance that he is being provided to him during these hard times.

Jennifer Cortez served in the United States Army from January 2005-January 2011. After separating from the service, she worked as a Police Officer at the Department of the Navy. During this time, she decided to pursue another career and returned to school in pursue of an Information Technology degree. Upon completing her Bachelor's degree, she reached out to the EDD for job search assistance. With the support provided from her case manager, H.W. Joiner, and the Local Veteran's Employment Rep. Roxana Gomez, she was hired with Pride Industries. As a result of her mother's health, she had to quit the position to care for her mother and siblings. She's thankful for the support provided to her during these difficult times.

On behalf of the Long Beach Veteran Team and Management we are greatly appreciative of the very kind gesture toward such deserving and needy Veterans. A little collaboration and effort goes a very long way and means a lot. Thanks to the CWC Cabrillo Del Rio Chapter, two families will have some holiday joy made possible by the Adopt a Veteran program.



## LOS ANGELES CHAPTER

By Dinah White, LA Chapter President

The Los Angeles Chapter continued its holiday tradition of giving by embracing the true meaning of Christmas. Throughout the month of December 2020, members identified several needy families that were experiencing economic difficulties due to being laid off or lost their jobs due to the COVID pandemic. We were also able to honor a disabled veteran.



FROM LEFT: DINAH WHITE, ALMA DIAZ, ARMANDO LOZA, & KEN GOMEZ

First the Chapter adopted a veteran enrolled in the Employment Development Department's Veterans Intensive Program and honored him with a \$100 to help him and his family celebrate Christmas. Second, the Chapter along with the Compton Workforce Services and Community Career Development, Inc., partnered with the Hawthorne Chamber of Commerce for their Annual Christmas Holiday Giveaway by donating over 400 book giftsets, 400 pairs hand mittens, and 200 toddlers' thermal sweat-shirts.

Additionally, we also assisted an unemployed grandmother taking care of two grandkids. Provided gifts for the family included sports equipment, dolls, clothing, and a grocery store gift card totaling over \$350. These activities warmed our hearts and helped us to remember our fellow Californians at this special time of the year by bringing some joy to their hearts as well as our own hearts.



## ORANGE EMPIRE CHAPTER

By Nanette Bowman, Orange Empire Member, Orange Empire Secretary, California Chapter Secretary and Retiree Chair

Orange Empire Chapter hosted our first Zoom training session on Saturday, January 9, from 12-1 pm. The topic was Statement of Qualifications presented by Val Moeller. There were eight participants besides Ray Cabrera, Val, and me. Zoom is certainly a workable alternative to in-person training. In many ways, it's better without distractions such as dealing with traffic, what to wear, refreshments, etc. Covid has forced us to learn new ways of doing business. The feedback from the participants reinforced the positive results. We should see their careers take off!

In 2020, Orange Empire continued to have monthly board Zoom meetings. Thanks to our community service chair, Susana Gonzalez, we participated in lots of events. In December our chapter donated \$100 to the Sparks of Love Toy Drive. In addition, during the last quarter of 2020, members participated in Making Strides Against Breast Cancer, a United Way Collection, NAMI Walks Fundraising, Greeting Card donations, Box Tops for Education, and Pop Tabs for Ronald McDonald House.

Check out our website for latest events:

[www.orangeempirechapter.com](http://www.orangeempirechapter.com)



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## SACRAMENTO CHAPTER

By Tanya Davidson, District I Director,  
Sacramento (SAC) Chapter President

The SAC Chapter Executive Leadership Team is hard at work creating training sessions for our members via Zoom. Last quarter we learned about our true leadership color in our Discovering Your True Colors Zoom training. It was quite an insightful experience requiring us to look inside at who we are and the values we cherish and respect. Much was learned by all in attendance. As leaders, we are always looking for new opportunities to learn and do more. The Sacramento Chapter training sessions are the perfect place to continue our leadership journeys!



TANYA DAVIDSON

On March 20, 2021, the SAC Chapter will host its 6th Annual Mock Interview Workshop (see flyer below). This professional educational event pairs participants with volunteer managers in a mock interview setting. This year we will be using individual private Zoom Rooms for each interview team. Managers provide valuable feedback to help improve the interviewing skills of participants wishing to promote in their perspective careers. The goal this year is to have a manager of every level for interviews

at every level. We also intend to pair seasoned hiring managers with new managers in one interviewing team. New managers also need feedback on how to properly conduct interviews and can learn 'on the job' while providing feedback to our interviewing participants. When positive leadership is abundant, successful learning will occur! Watch your email for more information about this fabulous event!

This event is open to all CWC members! Registration will be required so make sure your personal contact email is updated with CWC so you don't miss out on important information about these great events in your area!

If you would like more information about any SAC chapter event or if you would like to volunteer your time as an interview manager, contact [saccwc@gmail.com](mailto:saccwc@gmail.com) or visit our website at [www.sacchaptercwc.org](http://www.sacchaptercwc.org). We look forward to hearing from you!



## SAN GABRIEL VALLEY CHAPTER

by Dadisi Elliott, San Gabriel Valley Chapter President

San Gabriel Valley (SGV) Chapter has typically hosted a Thanksgiving Dinner give away to Veteran families in need in past years. During this special time of the year we show our appreciation to our Veterans and families for their dedication to our country; for that blank check they wrote to protect and serve us. However, the pandemic posed a major barrier to SGV offering face to face food distribution this year.

Thanks to two of our SGV Chapter members, Sterling and Tova Barbour, we were able to resolve the barrier presented, by participating in their event, which resulted in serving Veterans on an even larger level than previously planned. On Saturday, November 21, 2020, SGV Chapter participated in the Veterans Advocacy Group of America (VAGA) 4th Annual Thanksgiving Drive-By Turkey Giveaway. The event was held at the American Legion Post #355 in South Gate. The American Legion Post #355 incorporated in 1919, serves as the home of the Los Angeles County Department of Military and Veterans Affairs.

The Thanksgiving Turkey Drive was exclusively open to the Veteran public from 9 am to 11 am. We achieved our goal to give away 300 + turkeys and fixings to veterans and their families. In addition, over 250 non-veteran community members also received

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4TH ANNUAL VETERANS THANKSGIVING GIVE AWAY: DADISI ELLIOTT, THOMAS SALAZAR, STERLING BARBOUR, TOVA BARBOUR, ALI SAHABI, AARON THUM.

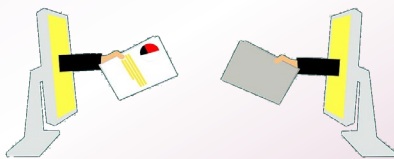


SAVE THE DATE!!!

Build Your Professional Portfolio

Class #4: Mock Interview Workshop

VIA ZOOM!



Saturday, March 20th, 2021

Mark your calendar and watch your email and the

CWC websites for more information!

[www.californiaworkforceconnection.org](http://www.californiaworkforceconnection.org)

[www.sacchaptercwc.org](http://www.sacchaptercwc.org)



Sponsored by CWC Sacramento Chapter

Registration will be required

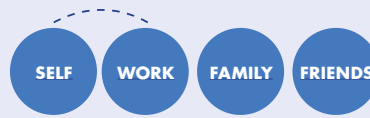
turkey giveaways, from 11am to 12 noon, until all the turkeys were distributed. Over 50 volunteers, while socially distancing, loaded up cars coming into the drive through lanes. In addition to the Turkey Drive-In Giveaway, this event also included entertainment and speeches from the event sponsors, which included, Ali Sahabi, COO of Optimus Seismic, Inc., Aaron Thum, American Legion Post #355, Francine Salanon, as well as a representative from the Office of Denise Diaz, Southgate Council Member.

SGV received a follow-up congratulatory email from the VAGA event organizers:

“The event was a great success with over 250 veterans and their families in attendance. We have received notes and comments from many veterans and guests saying how much they appreciated and enjoyed the event and experiences.”

Our mission has always been and will continue to be thanking those who served in the past, and those now serving, and those just beginning their military careers. It is because of great organizations like yours that we are able to make a difference in their lives on a broader scale.

We look forward to continuing our partnership with SGV in our effort to support veterans. “We will continue to gain momentum with our collaborative efforts with community organizations and other veteran service organizations. VAGA is proud to be in collaboration with your organization at this event and hopefully future endeavors.”



## WORK•LIFE•BALANCE

# Create Daily Habits for Selfcare

By Jennifer Lucy, Puerto Del Sol Chapter

This year everyone was ready to say Happy New Year 2021, and good riddance 2020. Last year was a most usual year; many challenges were faced, and we had to learn how to do everyday things differently. The new protocols and adjustments to schedules and routines made me think about how important the ability to create positive habits can be.

New Year's resolutions are often attempted at the beginning of the year to develop new habits or stop old habits. New Year's resolutions examples include planning exercise sessions or meals, signing up to learn something new, attending smoking cessation classes, or reading a book every week for 52 weeks.

Last spring however, time was of the essence, as we brought our work equipment home to telework, or tried to figure out how to juggle helping our children with virtual learning, while meeting our work obligations. This was one of the biggest changes we ever could have expected. Embraced or resisted, making new habits to adapt to the new normal was essential.

One of my colleagues, Angel Cordero, was instructed to telework in March. Being workstation neighbors, we often conversed and shared ideas about how to enhance and live our best lives. Despite being from different generations we shared the same positive approach to life. He always amazed me with his drive, motivation, and ability to establish positive habits. I decided to reach out to see how he was doing and ask about his approach to adjusting to his new work environment.

I knew I could count on a response from Angel and he did not disappoint. At right is the outline he shared with me.

What struck me when I reviewed his outline was how perfectly simple it was, and how it created a foundation to further build upon. Establishing a positive mindset and a healthy daily routine is a basic selfcare plan that everyone can benefit from, especially during difficult periods.

In times of transitions, being able to rely on our positive habits can be reassuring and helpful in adjusting to change. We may still go through the expected phases of accepting change but having the capacity to set up a new structure or format to our day by inserting new habits can increase effectiveness and success.

Setting a positive mindset and maintaining positive, healthy habits made it possible for me to adapt to the ever-changing work environment, follow safety protocols and regulations, deal with travel restrictions and fluctuating opening/closures of my gym. I learned how to use new technologies and monitor myself to remember to take breaks while teleworking. I saved money by cooking more meals and not shopping except for food and essentials. I set my alarm 30 minutes earlier to walk my dog every morning and I work out outside in the gym parking lot (although not my preference, I'm still proud that I do it).

Some days were more challenging than others. The basic habits I was forming kept me going. It was important to maintain relationships with family, friends, and co-workers, sharing healthy tips and recipes. Modeling these positive habits and taking an optimistic view of life has been comforting and enhanced my ability to take on new projects enthusiastically and effectively.

Wherever you may be today consider developing a new positive habit. Instead of attempting resolutions or changes on a grand scale, start with the basics, create a strong foundation, then shoot for your dreams because they are within reach.

### CREATING DAILY HABITS

- ✓ **Positive affirmations:**
  - I repeat aloud the following (about 15-20 times): “I, Angel Cordero, will have a great day today.” I **visualize myself** having a great day, in terms of feeling happy, energetic, productive, helping others, and with respect to work. I **practice** this with a smile on my face, of course while nobody is around. **I do this every morning.**
- ✓ **I reframe things in terms of positives** (several times throughout the day):
  - Glass half-full approach, whether it is with projects, simple tasks, or even current events.
  - This reprograms me to just feel better, to look at benefits as opposed to costs.
  - Even if costs > benefits, it is the intended effect of making you feel good/positive that works.
- ✓ **Minimum 30 minutes of sunlight** (Vitamin D!):
  - If I get calls while working, I immediately walk outside to get sun. I do the same thing with Zoom meetings – I do them outside if possible. Before you know it, I've been outside for a minimum 30 minutes.
  - Vitamin D is especially important for the immune system and feeling happy/positive.
- ✓ **Some (any) type of exercise** (30-60 minutes, minimum):
  - Whether it's lifting weights, walking, running, **any** type of light or heavy exercise.
  - The point is to build the habit of being active.
- ✓ **Treat myself to a healthy snack after working out:** This is a reward to incentivize me to work out.
- ✓ **I pair my workouts with my favorite podcasts:**
  - I look forward to workouts because I get to listen to my favorite podcasts.
  - This is another incentive to work out.
- ✓ **No cell phone use while in bed**
- ✓ **Before bed—no thinking negative thoughts,** or of what I need to do the next day.

## Membership Application

**New**     
  **Update**     
  **Renewal**     
 Date: \_\_\_\_\_

*Mail form (and payment) to: **CWC**, Membership Coordinator, PO Box 7858, Oxnard, CA 93031*

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

Last name                                      First Name:                                      MI

**Local Chapter:** \_\_\_\_\_ **Telephone Number:** \_\_\_\_\_

**Home email:** \_\_\_\_\_

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

Number and Street Address                      City                      State                      Zip Code

Employer: \_\_\_\_\_ City \_\_\_\_\_

Job Title: \_\_\_\_\_ ARU: \_\_\_\_\_ Bargaining Unit: \_\_\_\_\_

(If applicable)                                      (If applicable)

### Type of Member & Association Annual Dues Amount

**Partner/Non-State Employee:** \$98.00   
  **Cash/Check payable to CWC:** I hereby agree to be sent an annual invoice for renewal of dues.

**Retiree:** \$36.00   
  **Cash/Check payable to CWC:** I hereby agree to be sent an annual invoice for renewal of dues.

**EDD State Supervisor/Exempt Employee:** \$0.00

I agree to provide my full social security number, which will be kept confidential. **SSN#** \_\_\_\_\_

**EDD State Employee Bargaining Unit 1 or 4:** \$48.00

I agree to provide my full social security number, which will be kept confidential. **SSN#** \_\_\_\_\_

**Automatic Deduction:** By checking this box, I hereby authorize the State Controller's Office (SCO) to automatically deduct **\$4.00** from my salary each month and transmit, as designated, an amount for membership dues to the CWC. I certify that I am now a member of the CWC and allow the organization to establish, change and/or cancel my deduction. This authorization will remain in effect until I submit a written request to the SCO to cancel this deduction and termination of membership will cancel all deductions made under this authorization. I understand that processing may take 2-3 pay periods.

**-OR-**  **Cash/Check Payment payable to CWC:** I hereby agree to be sent an annual invoice for renewal of dues.

**Other State Employee (Non-EDD):** \$98.00 – Refer to your Bargaining Unit Contract for possible reimbursement.

I agree to provide my full social security number, which will be kept confidential. **SSN#** \_\_\_\_\_

**Automatic Deduction:** By checking this box, I hereby authorize the State Controller's Office (SCO) to automatically deduct **\$8.17** from my salary each month and transmit, as designated, an amount for membership dues to the CWC. I certify that I am now a member of the CWC and allow the organization to establish, change and/or cancel my deduction. This authorization will remain in effect until I submit a written request to the SCO to cancel this deduction and termination of membership will cancel all deductions made under this authorization. I understand that processing may take 2-3 pay periods.

**-OR-**  **Cash/Check Payment payable to CWC:** I hereby agree to be sent an annual invoice for renewal of dues.

I understand that the processing of this form/payment may take 1-3 months and that the California Workforce Connection (CWC) organization does not issue refunds.

**Member Signature:** \_\_\_\_\_ **Date:** \_\_\_\_\_

**Recruiter's Name:** \_\_\_\_\_ **Local Chapter:** \_\_\_\_\_