

# Cal-Liope



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

*By James Thomas, President*

I want to wish everyone Happy Holidays! May your travels and families be safe.

Our CWC liaison for 2022-2023 is Javier Romero, Deputy Director of the Workforce Services Branch. He has over 24 years of experience in the workforce development field and education. His focus is on issues related to organizing workforce development programs around regional economies, sector strategies, career pathways, and quality demand-driven programs.

We have been actively planning and sharing educational training. We will be having our Annual Educational Conference on May 5, 2023, at the Ontario Airport Hotel 700 N. Haven Ave, Ontario, Ca. 91764. We will have exceptional speakers, an outstanding awards program, and great networking opportunities. We

are constantly building the foundation for our members to expand and share their leadership skills. We believe the most diverse group of leaders is in the state of California. CWC believes that individuals should have every opportunity for upward mobility and educational growth. We are proud to be an organization that gives back to the community through a variety of avenues.

The Karl E. Bybee Educational Grant is designed to provide financial assistance to members who want to enhance their skills, knowledge, and abilities for work-related educational advancement opportunities. This grant was named to honor Karl E. Bybee who was a chapter President from 1960-1961. He passed away at the age of 48.

We encourage our members to read the *Cal-Liope* Newsletter. The bi-



PRESIDENT JAMES THOMAS

monthly newsletter provides activities and events from the Executive Board, District Directors, Local Chapters, the President's Message, Retirees' Message, Legislative Updates, and other activities throughout the state.

The CWC website provides information on upcoming events, Zoom presentations, new program developments, chapter calendars, and district events. Visiting the CWC website will keep you aware of events throughout the state.

You must invest in yourself and CWC can be the bridge to your success.

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## YOUR FUTURE. NOW

*By Yvette Quevedo, Cal-Liope Editor, Executive Office Manager, and Past President*

Have you thought about where you would like to see yourself in five years or even ten? I'm not sure about you, but I feel like five years is too long-term for me to think about. And maybe that is a generational mindset. I look at maybe the next one or two years and where I see myself. It's hard to plan out your life and your career when

you are unsure of what opportunities will become available to you.

With the CWC, it is a little easier to imagine where you want to be in one, two, or five years. Each position that you hold is a stepping stone in the right direction. Participating as an office representative is a great position to start with. There are also other opportunities that will help develop your skills while you wait for your career goals to become available.

CWC allows you to learn how to lead, manage, network, communicate, get organized, write reports, assist the community, build confidence, and much more! To gain this experience, you need to get involved, starting at the local chapter level – ask to be on a committee as a chairperson or participant. You can also approach your District Director or your State President if you are looking for more than that.

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## CALIFORNIA CHAPTER

President  
JAMES THOMAS

First Vice President  
VERLETTA "VAL" MOELLER

Second Vice President  
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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**

## RETIREE MESSAGE

By Nanette Bowman,  
Orange Empire Member

This is the second part of the series on research that shows you can help preserve your health and mobility as you age by adopting or continuing healthy habits and lifestyle choices. Read on to learn about common misconceptions related to aging and older adults.

(Source: <https://www.nia.nih.gov/health>)

**The older I get, the less sleep I need.**

As people age, they may

find themselves having a harder time falling and staying asleep. A common misconception is that a person's [sleep needs](#) decline with age. Older adults need the same amount of sleep as all adults — seven to nine hours each night. Getting enough sleep keeps you healthy and alert. Adequate sleep can also help reduce your risk of falls, improve your overall mental well-being, and have many other benefits. Learn more about the importance of getting a [good night's sleep](#).



NANETTE BOWMAN

As always, I encourage retirees to get involved with your local chapters. Contact me if you aren't sure who your officers are.

Good news! In previous articles, I was whining about a large collection of photo albums from EDD offices. All albums have now been handed off to younger retirees who are willing to hold custody. The advantage of this project was meeting up with past co-workers and catching up. I'm including a picture of one group from Anaheim 074: Laureen Diaz, Judy Haugen, and Kathy Rader.

You are so welcome to send me ideas for articles or share what you are up to – you know my email: [nanettebowman@cox.net](mailto:nanettebowman@cox.net).

Stay well and stay in touch.



RETIREES KATHY RADER, LAUREEN DIAZ, JUDY HAUGEN, AND NANETTE BOWMAN

## YOUR FUTURE, NOW FROM PAGE 1

CWC's mission is to empower individuals with the skills to be successful through mentoring, coaching, visionary leadership, and educational training. So, you have to take control of your future by taking action now.

You don't want to wait to be in a management position (or serve as a lead in your office) and start from scratch. Why not learn what it takes to be a leader and gain some experience, so when the time comes, your transition will be

seamless? You are a leader in your everyday life, even if you don't realize it, and you will only get better when you invest in yourself, and CWC is here to help be the vehicle for that.

### Are you retiring? LET CWC KNOW!

Send that information to CWC to provide you with the retiree rate for CWC

CONTACT US

### Did you just get a promotion to management? LET CWC KNOW!

Send your information to CWC to provide you with the manager rate for CWC

CONTACT US

### Did you just recruit a new member to CWC from the almost 4,000 new hires in Unemployment Insurance? LET CWC KNOW!

Get that membership application mailed in and help your new friend get their Members Only Login on the CWC website

CONTACT US

# Bybee Grant Testimonial

By Fred Ruibal, Silicon Valley Chapter President

My name is Fred Ruibal and I have been a member for 15+ plus years. It was just recently that I took advantage of the Bybee Grant program as one of the many benefits CWC offers to its members.

My experience with applying for the Bybee was amazingly easy. As you know, the Bybee grant allows members to apply for grants that can help them in their career goals and endeavors. Please go to [www.californiaworkforceconnection.org](http://www.californiaworkforceconnection.org) for more specifics on what it allows for and what it doesn't.

I am sharing my own career goals to give an example of what I had to do to be approved for a Bybee Grant. I took an MS Excel class through a local junior college. The reason I took it was because in the last few job interviews that I have had, there was an Excel component to the interview process. Part of the interview process is to give a word problem which you need to put together a spreadsheet based on the instructions. Needless to say, my prior experience in spreadsheets was extremely limited, so I took the class with the hopes that it would improve my chances in future interviews.

When I applied for the Bybee, I explained on the Bybee application that I had little Excel knowledge and needed better Excel skills to help me be more competitive in the exam process and useful to my career pursuits. The additional documentation required providing a record that you took the class, proof of registration, cost, etc. Once reviewed, the Bybee Board will then notify you of approval or disapproval. If approved, you can get reimbursed up to \$750. If not, there is an appeal process that you can pursue.

Overall, the process of applying for the Bybee was quite simple and painless. The Bybee Board members are helpful if you have questions or concerns with your application and will certainly notify you right away if something is missing in your application.

It is my hope in providing this testimonial that it will encourage folks to take advantage of this benefit to members. If you are not a member, please consider joining to become one and you can also take advantage of the Bybee Grant after one year of membership.

## EDUCATION CORNER

### HOW TO PROGRESS YOUR CAREER SERIES – GET A SPONSOR

By Dinah White, Education Chair

How To Progress Your Career – there are many things you can do.

Some people work longer hours, or take on more work but does it get them anywhere? Here are smart ways to progress your career: Constantly work on your people skills, figure out what is important to senior management, get a sponsor, learn how to simplify complex information, and get feedback and experience in distinct types of roles. I will be exploring some of these topics with you over the next few months.

This issue's topic is "Get A Sponsor" and that person is typically a senior-level executive or someone with considerable influence inside of your company. When a special project or a great new role comes up, they will advocate for you behind closed doors. They also use their influence and reputation to move your career forward.

Remember you cannot just walk up to someone and ask them to be a sponsor, sponsorship grows

out of mutual respect and a strong relationship, so how can you get one? With sponsorship, it is not a case of who you know but who knows you.

Below are ways of improving your chances of getting a sponsor:

**Always go above and beyond** in your role and do more than is expected of you.

**Know who good sponsors are** and listen out for senior leaders who back younger employees.

**Look for special projects** where you can interact with senior leaders.

If you meet a potential sponsor and are making small talk, **do not be afraid to tell them about a recent achievement** or some value-add work you are doing.

**Make sure senior leaders know your career goals;** if they do not know what you want to do how can they be expected to help you along the way?

**If you are unable to find a sponsor at your work site, then work with your local California Workforce Connection board** and become part of their team and utilize this networking opportunity to enhance your pipeline and build your leadership skills.



California  
Workforce  
Connection



### CWC Social Media Update

By Wendy Lomeli, Social Media Lead

It's that time of the year! This is the season to spread joy and cheer among your family and co-workers. One way to do that is by encouraging them to learn more about the California Workforce Connection (CWC) if they're not already a member. One way to learn more about CWC is through social media. The social media platform for CWC is LinkedIn. Members and non-members can search for CWC on LinkedIn and request to join the group for instant access to CWC activities,

announcements, events, and local chapter news.

Since the launch of CWC's LinkedIn account, it's a pleasure to share that currently there are 113 followers/group members. With the active engagement of current members, there's room for continued growth. How? Tag a friend on LinkedIn for a local chapter event or the 2023 CWC Educational Conference. This holiday season, give the gift of professional development and mentoring.



# Looking For Career Opportunities?

*By B.J. Sims, Marketing Chair  
and Website Administrator,  
Silicon Valley Member*

So, the question to you is what opportunity are you looking for? Winning the Powerball, career advancement, more income for a better life, increasing your network and making new friends, or being recognized for your work? Are you ready to take advantage of the opportunity when it knocks?

The first step is to know when a real opportunity arrives. How many times have people jumped at an opportunity only to find out it was not what they really wanted? Knowing what you want and how to position yourself to take advantage when an opportunity comes your way is important. This takes some effort on our part. You cannot win the Powerball if you do not buy a ticket, get

a promotion, or increase your income without applying for it or make yourself more valuable without learning new skills. Making friends and increasing your network requires you to get out of your comfort zone and meet people. Many of us do not see the opportunities or recognize them when offered to us.

Participating in California Workforce Connection (CWC) is an opportunity for those willing to put in the time and effort. CWC offers information on career advancement opportunities, training that helps with skills development, Bybee Grant to help with career development costs, and an opportunity to network with co-workers and management staff outside the work environment. Recognizing and being recognized by coworkers for your efforts is a

major opportunity for CWC members.

Speaking from a personal point of view over my 40+ year career, as a member I was able to gain new skills, get fresh perspectives and directions in my career field, join with other professionals, and make friends from all over the state. At the start of my career, I was told I needed to improve my writing skills and writing up UI determination forms was not helping my writing skills, so I decided to volunteer as the local chapter Newsletter Editor. I was recognized that year for producing the Best Newsletter at the Annual Conference. By taking the opportunity to participate with my local chapter, and later the State Board of Directors, I was able to gain skills, knowledge, abilities, and lifelong friends. All these opportunities helped

me prepare to be promoted to management and transition to other positions outside of state service and eventually to a well-funded retirement. And I still have my CWC friends who I enjoy seeing at the CWC Annual conferences. CWC also allows me to give back to my community and fellow workforce professionals.

So, if you are looking for opportunities and are willing to commit to your career development, it is time to make a commitment to take part in your local chapter and volunteer your expertise. Your future is in your hands to take advantage of all CWC has to offer. If you are not a member, consider joining and be ready to take advantage of opportunities. You can always buy a Powerball ticket and hope for the best.

## I make a difference

*By Raymond Cabrera,  
District IV Director,  
Inland Empire member*

One man, a CEO speaking at an awards benefit, decided to explain the problem with education. He argued, "What's a student going to learn from someone who decided his best option in life was to become a teacher?" He reminded the others in attendance that the saying goes, those who can

– do, and those who can't – teach."

To further emphasize his point, he said to another dinner guest, "You're a teacher, Donna. Be honest. What do you make of it?"

Donna, who had a reputation for honesty and frankness replied: "You want to know what I make of it?"

Well, I make students work

harder than they ever thought they could.

I make a C+ feel like the Congressional Medal of Honor.

I make students sit through 40 minutes of class time when their parents couldn't make them sit for five minutes without an I Pod, game cube, or tech messaging.

I make them question.

I make them respect and take responsibility for their actions.

I teach them how to write and then I make them write.

I make them read, read, and then read some more.

I make them show their work in math.

I make my classroom a place where my students feel safe.

I make them understand that if they use all the gifts

they were given, work hard, and follow their hearts they can succeed in life.

You know what I make?

I make a difference."

**Make a difference.** No matter where your child is in school, encourage, and challenge them to get the best education that they can get. It is their future, and the community needs to help them succeed. This also goes for those of you in leadership roles. Encourage them to participate in their local chapter. Encourage your staff to attend the educational conference put on by CWC. It's being held early in May 2023. Jump on the CWC website for more information: <http://www.californiaworkforceconnection.org>

It just might make the difference!

## California Workforce Connection State Award Nominations

By Arlene Bautista  
State Second Vice President,  
East Bay Chapter President

The California Workforce Connection (CWC) State Chapter Annual Awards Program provides an opportunity for EDD management and staff to nominate staff, peers, workforce partners, employers and community organizations for outstanding efforts, innovation, and service in workforce development. Recognize those who go above and beyond the norm by nominating an amazing manager or staff member for a CWC State Chapter award this year! Awards recognize both members and non-members for their hard work and dedication to excellence. Anyone can write a nomination! All award nomination entries must be postmarked or emailed by **March 1, 2023**.

### CATEGORIES

#### **Award of Distinction**

*– Eligibility: Member or Non-member – individual and group* – Recognizes outstanding contributions to the CA Chapter or to workforce development programs. The recipient(s) must be from the private sector or a non-governmental, non-profit organization and not employed by a workforce development entity.

#### **Meritorious Award**

*– Eligibility: Member – individual and group* – Recognizes outstanding service or achievement beyond normal expectations or job requirements that benefit CA Chapter and the workforce development

field. Nominees must have demonstrated individual initiative and creativity outside of their job responsibilities.

#### **Services to Veterans**

**Award – Eligibility: Member or Non-member – individual and group** – Recognizes those who have done the most to assist veterans and promote interest in their rights in the workplace. In addition, it recognizes an outstanding, innovative program or awareness and promotion of veterans' interests and rights in the workforce.

#### **Retiree Award –**

*Eligibility: Member – individual* – Recognizes a retiree who has shown continued outstanding commitment to the association's objectives following retirement. Nominees should have demonstrated exceptional accomplishments in advancing CA Chapter objectives, e.g. leadership on a board, committee or initiative group (not restricted to CA Chapter); participation in educational, membership, communication, fund-raising or legislative activities; mentoring chapter leaders and/ or participation that advances the member's local community.

#### **Employee Performance Award (EDD & Partner)**

*– Eligibility: Member – individual and group* – Recognizes an individual or group who has gone above and beyond their assigned duties to provide outstanding service to the public through excellent performance. The Nominee must have demonstrated exceptional

achievements that contributed to the smooth performance of operations through positive attitude, accuracy, representing the agency with the public, handling workload under unusual conditions, adaptability, initiative and dependability.

#### **Customer Service –**

*Eligibility: Member or Non-Member – individual and group* – Recognizes exceptional service to customers served throughout the workforce system including, but not limited to work with job seekers, UI claimants, businesses, schools, and vocational rehabilitation, people with disabilities, former felons, youths, welfare recipients and job training participants.

#### **Fostering Partnership**

**Award – Eligibility: Member or Non-Member – individual and group** – Recognizes an individual or group who has demonstrated diligent efforts to partner with the EDD and/ or CA Chapter while collaboratively delivering valuable and innovative services to meet the evolving needs of members, employers, workers, and job seekers. Partner organizations such as the Department of Rehabilitation, Workforce Investment Act Partners, the Small Business Administration, Employment Advisory Councils, Chambers of Commerce, governmental agencies, etc. all play an important role in the workforce system and employment security, so the CA Chapter would like to acknowledge them accordingly.

### 2022 NOMINATION SUBMISSION COMPONENTS

The nomination must be typed, double-spaced, 11 or 12 size fonts, on 8½ x 11-inch paper.

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

**Narrative:** This concise, precise and descriptive narrative must focus on the details/ examples of the actual accomplishment and include any necessary background information that explains why the accomplishment was exceptional to the association or agency. Give information based on the criteria listed on the judging sheet (found on the website in the Local Chapter Handbook), as this will assist the judges in properly and efficiently scoring the nominations.

**Documentation:** The narrative must be supported only by documentation that relates directly to the accomplishment activities on which the nomination is based. The documentation may be articles, endorsements, recommendations, testimonials, or original and/ or digital photographs with a brief description of what each photograph is intended to show.

If you need help writing an award nomination, look at awards on the CWC website. For those award categories where a non-member could win, the nomination must be written by a member. For those awards that are only given to CA Chapter Members, CA Chapter membership is required in both the year during which the activity occurred (2022) and the year in which the nomination was submitted (2023).

Mail Award nominations for the following categories as follows:

- **Retiree:**  
Nanette Bowman  
Retiree Chair  
2006 Port Albans Circle  
Newport Beach, CA 92660
- **Toll Trust:**  
Verletta (VAL) Moeller  
15648 Harvest Avenue  
Norwalk, CA 90650
- **All other award nominations:** Arlene Bautista  
4312 Rilea Way, Apt 1  
Oakland, CA 94605

## DISTRICT II



### Save the Date for Our Annual District II Bowl-a-thon & Meeting January 21, 2023



Join us for a FUN time and contribute to the winning chapter for a charitable donation of their choice!

When: January 21, 2023,  
from noon - 4PM

Where: Earl Anthony's Dublin Bowl  
6750 Regional St, Dublin, CA 94568

[Click for Map Directions](#)

RSVP by January 19<sup>th</sup>,  
2023, by emailing:

- Silicon Valley Chapter Team  
President, Fred Ruibal –  
[rui28@yahoo.com](mailto:rui28@yahoo.com)  
or
- East Bay Chapter Team  
President, Arlene Bautista –  
[ajosebautista@gmail.com](mailto:ajosebautista@gmail.com)

**Cost is \$25 per participant. If you do not want to bowl but  
just want to watch the fun, donations are welcome.**

District meeting starts at noon - 1PM (refreshments provided) and Bowl-a-thon  
competition will start promptly at 1-3PM with recognition awards 3-4 PM.

**Great Fun, while helping a worthy charity!.**



## DISTRICT III

### VAGA 6TH ANNUAL VETERANS THANKSGIVING APPRECIATION DINNER & RESOURCE FAIR

*By Dinah White, Education Chair; Jesse Tobar, LA Chapter Member; and  
Dadisi Elliott, District III Director*

As part of our annual community service project, District III again partnered with the Veterans Advocacy Group of America (VAGA) to host their 6th Annual Veteran Thanksgiving Dinner on November 15, 2022, to show appreciation to veterans and those currently serving in the United States Military. Dadisi Elliott and Dinah White participated on the VAGA's organizing committee which started in August and were active volunteers on the day of the dinner. California Workforce Connection (CWC) District III, as a co-sponsor, promoted the event to CWC veterans and general members that reside in the community.

This year, the organization increased its goal of distributing 250 food baskets in the previous year during the peak of COVID-19. This year's goal was to serve a sit-down dinner to 400+ veterans and their families. This goal was made possible by the generous donations of District III as well as individual chapter contributions from sponsoring employers, and community organizations. On the day of the event, they donated several hours to coordinate the registration table and to coordinate the food serving line.

The 2022 VAGA (Veterans Advocacy Groups of America)

Veterans Dinner was held on 11/15/2022 at the historic Bob Hope Patriotic Hall. The Hall was an amazing venue for both the annual VAGA Thanksgiving Dinner and Resource Fair. First, Veterans were able to meet and engage with many service providers in the local area. They were provided information about Unemployment, Disability, department resources/ programs, the location of local EDD offices, job openings within the department, and other local resources. Many Veteran attendees happened to be former job seekers in the Jobs for Veterans State Grant (JVSG) administered by the Employment Development Department (EDD). Several of them were observed stopping by the EDD table to thank JVSG staff for the assistance they have provided them in the past.

The VAGA founders, Tova and Sterling Barbour, were there front and center to host this amazing event. The festivities opened with the phenomenal presentation of the colors (flags) by a local high school Color Guard Troop. Workforce Services staff, Jesse Tobar, sang a very soulful rendition of the National Anthem. Jesse received a very deserving standing ovation and a round of applause from everyone. Jesse also provided information at the EDD resource table alongside EDD LVER Emmanuel Eyo and EDD EPR Russ Kontos. The event had the best Master of Ceremonies (MC) possible for the evening, the charismatic EDD EPM I PrinceJames ReedWilliams. The Veterans were also entertained by a Grand Marshal Turkey Ceremony presented by Cece & Romeo from Power 106 Radio Station. Cheerleaders from the Los Angeles Rams rooted the veterans with cheers and chants.

Before the serving of the mouth-watering dinner, the gathered friends heard from many illustrious and accomplished speakers and presenters. We were all fortunate to hear from leaders such as Michael Dolphin with AARP/Veterans & Military Families, Lt. Col Patricia Jackson Kelley who is the Commissioner of the 2nd District, Ernesto Gomez from Congresswoman Barragan's office, and the Director & Deputy Director of the Los Angeles Military & Veterans Affairs. Chaplain Donna Callaway from American Legion Post 43 led us all in prayer.

The event was catered by a local catering company in Los Angeles with a full Thanksgiving spread. We had many EDD employees who volunteered at the event and served the Veterans. While eating, we were met with excellent hospitality from the

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MC. All the attendees were blessed with the humor of a local comedian and the songs of a local band.

This year's event was a tremendous success and so much fun for everyone. Most importantly though, we all came together to help celebrate our Veterans and their families. District III will be eagerly looking forward to next year's VAGA Veterans Thanksgiving Dinner and Resource Fair and encourage you to join us.

## DISTRICT III EMPLOYEE AWARDS CELEBRATION

*By Dadisi Elliott, District III Director*

As you are recovering from the glow of your Thanksgiving feast and celebration next week, please reflect on all the reasons and opportunities we have to express gratitude and thankfulness. District III of the California Workforce Connection (CWC) wants to join you to share gratitude for the excellent service that EDD employees provide to the many job seekers and employers located in the Los Angeles Coastal Workforce Service Division.

You are cordially invited to participate in the upcoming CWC District III Awards to be part of the celebration of gratitude. You can nominate a co-worker, manager, workgroup, employer, or community partner to receive an award for their excellent service or contribution. You may also be nominated by peers or managers for accomplishments you have achieved in workforce services during 2022. Please see the CWC Website for the Nominations Letter for more information on the nomination categories and instructions.

Also, please plan to attend the District III Awards Program and mark your calendars for Saturday, February 11, 2023, 11 a.m.-3 p.m. For more information, see the attached SAVE THE DATE flyer. We look forward to celebrating with you!



**Save The Date!**  
**District III Awards**

**Saturday,  
February 11, 2023**

**Sponsored by California Workforce Connection  
(CWC) District III**

**Location:**  
The Centre 5000 Clark Ave Lakewood, CA 90712

**Date & Time:**  
Saturday, February 11, 2023  
11:00 a.m. to 3:00 p.m.

**Contact:**  
Dadisi Elliott / [dadisielliott1234@gmail.com](mailto:dadisielliott1234@gmail.com)





## INLAND EMPIRE CHAPTER THE HOME FOR CHICANO ARTS IS ALIVE IN THE INLAND EMPIRE

*By Josh Cardoza, CWC Inland Empire Vice President*

Richard Anthony Marin who is widely recognized for his comedic role, and known simply as "Cheech," is an actor, musician, comedian, and activist who gained recognition as part of the comedy act Cheech & Chong during the 1970s and early 1980s with Tommy Chong. Early in the 1980s, Cheech started an extensive collection of Chicano art as he felt that it was important to "use his celebrity status to call attention to what he saw as an under-appreciated and under-represent style of art."



Cheech is one of the World's Largest Curators of Chicano Arts in the world. His personal collection of Chicano art is vast and has made its way to its new home in the Inland Empire. Situated between Los Angeles and Palm Springs, the Inland Empire has become a thriving, growing suburban metropolis of commerce. Now, it will be the NEW home and Center for Chicano Arts & Culture. On June 18, 2022, in partnership with the Riverside Art Museum (RAM), family, the City of Riverside & comedian Cheech Marin built a new public-private museum which has opened right in the middle of Downtown Riverside. The Cheech Marin Center for Chicano Arts & Culture (The Cheech) is situated adjacent to the Mission Inn Hotel & Spa in Historic Downtown Riverside. This center will be home to not only Chicano Art but to sculptures, paintings, drawings, photographs & digital video art by various artists.

The Cheech is a vast 61,420-square-foot building that was previously known as the Riverside Public Library. It will now house a sizable portion of Cheech Marin's vast Chicano art collection, about 700 pieces. It is open Wednesday through Sunday, 10 a.m.-4 p.m.

Hundreds of paintings, drawings, photographs, and sculptures from foremost artists including Patssi Valdez, Sandy Rodriguez, Carlos Almaraz, Frank Romero, Judith Hernandez, and Gilbert "Magu" Lujan are also featured.

For more information regarding tickets, reservations, and art education please follow the link below:

<https://riversideartmuseum.org/visit/the-cheech-marin-center-for-chicano-art-culture>

## LOS ANGELES CHAPTER

### NEW 2023 CALIFORNIA EMPLOYMENT LAWS

*By Dinah White, LA Chapter Legislative Chair*

It is that time of year again! Here is a quick look at some of the new laws that will impact employers. Unless noted other-

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wise, the new laws take effect on January 1, 2023.

**Leaves of Absence** – [AB 1041](#) expands who an employee can take leave to care for under both the California Family Rights Act (CFRA) and California's paid sick leave law. Beginning January 1, 2023, employees can take CFRA leave or paid sick leave to care for a "designated person." In both instances, an employer may limit an employee to one designated person per 12-month period.

**Discrimination** – Two new laws will expand the scope of California's Fair Employment and Housing Act (FEHA). First, [AB 2188](#) adds cannabis protection to the state's discrimination law. Specifically, employers will be prohibited from discriminating against an employee or job applicant based on the person's use of cannabis off the job and away from the workplace. Employers may still conduct pre-employment drug testing and refuse to hire someone based on a valid pre-employment drug screening that does not screen for non-psychoactive cannabis metabolites. The new law also does not permit an employee to possess, be impaired by, or use cannabis on the job, or affect the rights or obligations of an employer to maintain a drug- and alcohol-free workplace. AB 2188 does not go into effect until January 1, 2024.

**Pay Scales, Pay Data** – As SB 1162 requires employers to make pay scale information available to job applicants and employees as well as expands California's pay data reporting requirements. Under the new law, employers must, upon request, provide a pay scale to an employee for the position the employee is working. Additionally, employers with 15 or more employees must include the pay scale information for a position in any job posting.

**Workplace Safety** – [SB 1044](#) prohibits an employer, in the event of an "emergency condition," as defined in the law, from taking or threatening adverse action against the employee for refusing to report to or leaving a workplace because the employee has a reasonable belief that the workplace is unsafe. The new law also prohibits an employer from preventing any employee from accessing their mobile device or other communications device to get emergency assistance, assess the safety of the situation, or communicate with someone to verify their safety.

**Privacy** – Many of the amendments made by the California Privacy Rights Act (CPRA) (formerly the California Consumer Privacy Act (CCPA)) take effect on January 1, 2023. The expiration of the CPRA's employment information exemption from most of the law's requirements will notably affect all covered employers. This means that effective January 1, 2023, CPRA-covered employers will have new obligations for employee and job applicant personal information, including notice and disclosure requirements, and new obligations for employees to view, access, correct, and delete their personal information. Covered employers should consult with their legal counsel to ensure they have compliant policies and procedures in place next year.

**Industry-Specific Measures** – California also passed new

requirements for call center employers. [AB 1601](#) requires an employer of customer service employees in a call center to follow the California Worker Adjustment and Retraining Act (Cal/WARN) requirements before relocating a call center to a foreign country. The law applies to call centers that employ or have employed within the preceding 12 months, 75 or more persons.



## PUERTO DEL SOL CHAPTER 38TH ANNUAL COASTAL CLEANUP DAY

*By Lynn Lam, Puerto del Sol Chapter*

The CWC Puerto Del Sol chapter had a great opportunity to join the 2022 Coastal Cleanup Day with I Love a Clean San Diego on Saturday, September 17th, 2022.

The Puerto del Sol CWC team numbered 20, including family members and guests.

We all got a chance to participate in the largest environmental clean-up event in San Diego County. By joining forces with I Love a Clean San Diego, Puerto del Sol CWC helped our local community remove trash, and helped protect our San Diego watersheds.

After checking in, our volunteers of all ages were given grab buckets and work gloves before walking along the site. By attending the event, we helped clean up one of over 75 site locations across San Diego County. The organizers say that more than 6,000 volunteers participated in picking up trash at beaches throughout California that day.

Volunteers collected all sorts of items on the beaches including cigarette butts, cans, bottle caps, glass, rubber items, and ropes. The common goal is to have litter-free beaches and stop pollution before it gets into storm drain systems. Since coastal cleanup started 37 years ago, organizers say more than 273,000 volunteers county-wide collected more than 5.5 million pounds of litter and debris. By helping pick up trash at beaches, volunteers directly improve the quality of life for all San Diegans and all coastal areas in California.

The Puerto del Sol group selected the De Anza Cove at Mission Bay, San Diego as our clean-up location. The location gathered more than 400 people including 7 sponsors' tents. There were many guest speakers including council member Jennifer Campbell. The event was from 9 am to 12 pm and I Love a Clean San Diego provided fruits and snacks for everyone in the



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morning. Our local chapter provided sodas, water, and snacks for our members.

After heading back just before noon, I Love a Clean San Diego surprised the volunteers with lunch including sandwiches and pizza. It was perfect since our members got to have lunch together and hang out. The weather was impeccable, and it was not too hot. The sponsors gave out bags, towels, and pens at their tables as a way of showing appreciation to the volunteers. Overall the event was great. Our members were happy and mentioned they will come back next year since they know it is a great event. Puerto Del Sol's goals were to reestablish networks and take this opportunity to contribute to the community. Our participation accomplished some of our goals and we hope to continue our contribution at future events.

**PUERTO DEL SOL WALKS FOR A CAUSE**

*By Jennifer Lucy, PDS Education Chair*

Breast cancer awareness month is every October and every year the American Cancer Society Making Strides Against Breast Cancer hosts a walk in Balboa Park, San Diego. October 16, 2022, was the 25th Anniversary of Making Strides in San Diego, presented by WAXIE. Making Strides events are a time to gather as a community to celebrate and honor breast cancer survivors, thrivers, and caregivers. Educating people about prevention and detection to reduce the risk of the disease and raising funds to help end breast cancer are the central components of the event.

Puerto Del Sol's team joined more than eight thousand walkers on a 2.7-mile route through beautiful Balboa Park. The morning was mild, but the air was filled with positivity and enthusiasm from the walkers, which comprised of breast cancer survivors, caregivers, families, company-sponsored teams, and many dogs. A variety of sponsored and homemade T-shirts, tutus, and other costumes worn by adults, children, babies in strollers, and pets invigorated the participants. Keeping in the spirit, our team adorned tutus and pink Minnie Mouse ear headbands.

During the opening ceremony, we learned that breast cancer is the second most prevalent type of cancer after Melanoma, the most serious type of skin cancer. In 2022, approximately 290,560 people will be diagnosed with breast cancer with another 51,400 diagnosed with ductal carcinoma in situ (DCIS). The American Cancer Society website has extensive information on the following topics: Cancer from A-Z, risk, prevention and screening, treatments and survivorship, programs and services, research, and ways to get involved.

The American Cancer Society (ACS) started Making Strides Against Breast Cancer walks to unite communities, companies, and individuals with a collective goal to end breast cancer. The difference with Making Strides fundraising is the holistic approach including innovative research, patient support, education, and prevention. ACS provides information about Hope Lodge facilities which offer a free place to stay and a supportive space to rest during treatment and Road to Recovery which connects

cancer patients in need of transportation to their treatment with volunteer drivers.

Our Puerto Del Sol team was excited to extend our support by attending the walk, strengthening relationships with our members, and encouraging the many donors who contributed to our team's fundraising. We were proud of the \$534 raised for this significant cause. We are looking forward to participating next year. Thank you to everyone who donated and to the walking team including Lynn Lam, her daughter, Tina Nguyen, Rosario Franco, Denette Dunn, Matt, and Jennifer Lucy.

If you are interested in learning more about the American Cancer Society (ACS), the resources available, and other ACS events, please visit [www.cancer.org](http://www.cancer.org).

**SILICON VALLEY CHAPTER****SAN JOSE VETERANS DAY PARADE 2022**

*By Fred Ruibal, Silicon Valley Chapter*

The Silicon Valley Chapter of CWC participated in San Jose's Veteran's Day Parade on Friday, November 11. It was a nice, but a little chilly fall day as the chapter honored our country's military veterans in service to our country no matter the situation.

Veterans Day traces its history in celebration of the ending of World War I. President Wilson called it Armistice Day at the time. The war ended on the eleventh month, on the eleventh day, at the eleventh hour in 1918. It was in 1954 that it was renamed Veteran's Day.

This year was extra special as this marked 20 years of the chapter's participation in the event. The San Jose Veterans Day parade is one of the biggest in the country. The East Bay chapter also participated, as they have done in years past. There were plenty of folks watching from the sidelines, waving flags, and wearing their service uniforms if they had served. Some folks even had American Revolutionary period uniforms and dress as well! If you are familiar with downtown San Jose, the parade starts at the SAP Center on Santa Clara St. and ends on San Carlos St. The chapter's participation in the event has turned into somewhat of a tradition, always being sure that we have a spot in the parade. If you are ever in the area on that day, please come out and show your support for our veterans!





# California Workforce Connection Annual Education Conference Registration Form

## May 5, 2023

Ontario Airport Hotel  
700 N. Haven Ave.  
Ontario, Ca 91764

Room reservations are \$129.00/\$139.00 plus tax for single/double.  
Hotel registration [LINK](#) before 4/3/2023 to get this rate.

Free shuttle from Ontario Airport and self-parking

**Register Early and Save! – Postmark your Registration by April 10, 2023**

*Lunch included in price.*

[Eventbrite Online Registration Link](#) Ends April 18, 2023 (Processing Fees Apply)

Early Registration Prices: ☐ Member \$65 ☐ Non-Member \$75 ☐ Retiree \$50 ☐ PI \$45 ☐ YEOP \$35

After April 3, 2023: ☐ Member \$75 ☐ Non-Member \$85 ☐ Retiree \$55 ☐ PI \$55 ☐ YEOP \$40

### 2023 CONFERENCE REGISTRATION FORM

Complete and mail this form (one form per person) with your check (payable to CWC) Attn: Yvette Quevedo, 319 S. Sentous Ave., West Covina, Ca 91792

Name \_\_\_\_\_

Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

E-mail: \_\_\_\_\_

Home Phone Number: \_\_\_\_\_ Work Phone Number: \_\_\_\_\_

Local Office Name and ARU #: \_\_\_\_\_

Are you a member? Yes No If yes which Chapter \_\_\_\_\_

Check Number: \_\_\_\_\_ Amount Enclosed \$ \_\_\_\_\_

Meal choices (Select one): Herb Roasted Chicken \_\_\_\_ Marinated Tri-tip Roast \_\_\_\_

Please indicate dietary restrictions: \_\_\_\_\_

**Registration Non-Refundable**

# ★ 2023 CWC EDUCATIONAL CONFERENCE ★

## *Embracing Change & Transformation*



## May 5, 2023

**8 a.m. – 5 p.m.**

Held at the  
Ontario Airport Hotel  
700 N. Haven Ave.  
Ontario, CA 91764



**Nancy Farias**  
EDD Director



**Tiana Sanchez**  
Motivational Speaker



**Guest Speaker**  
**To Be Announced**

### Early Registration Prices:

- Member: \$65
- Retirees: \$50
- Permanent Intermittent: \$45
- YEOP: \$35
- Non-Member: \$75

### After April 1, 2023:

- Member: \$75
- Retirees: \$55
- Permanent Intermittent: \$55
- YEOP: \$40
- Non-Member: \$85

### AWARDS LUNCHEON Noon - 2 p.m.

**Registration is Non-refundable**

**[Eventbrite Online Registration Link](#) Ends April 18, 2023 (Processing fees apply)**

For questions, contact: [caworkforceconnection@gmail.com](mailto:caworkforceconnection@gmail.com)

Or visit the CWC website for updates: [www.californiaworkforceconnection.org](http://www.californiaworkforceconnection.org)





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