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President's Message

Hello CWC members and friends,

Welcome to the New Year of CWC. We hope this message finds you well and that you are enjoying the summer. We are excited to announce that we have been re-elected as your CWC officers and chairs for the 2024 and 2025 fiscal year. We are honored and grateful for your trust and support, and we look forward to serving you and the CWC community.

As we enter a new year of CWC, we want to share with you our vision and goals for the upcoming year. Our focus is to foster a sense of belonging, connection, and empowerment among our members, and to provide opportunities for personal and professional growth, learning, and networking. We also want to celebrate the diversity, creativity, and achievements of our members, and to support each other in our endeavors. Some of the activities and events that we would like to continue or add during our term include:

- Recruitment for CWC membership, board members, and volunteers.
- A newsletter that will feature news, updates, tips, resources, and spotlight

stories of our members.

- Periodic messages sharing local and regional CWC sponsored events.
- A webinar or in person series that will cover topics such as leadership, communication, wellness, and career development.
- A recognition program that will acknowledge and reward the contributions and accomplishments of our members.

We hope that you will join us in these activities and events, and that you will find them valuable and enjoyable. We also welcome your feedback, suggestions, and ideas on how we can improve our services and programs, and how we can better meet your needs and expectations. Please feel free to reach out to us anytime via email or phone. We would love to hear from you.

To kick off the new year for CWC, we would like to invite you to our Summer Celebration in the Park, the theme is Summer Family Paint Party Spectacular! This event will be held at the Teamsters Local 63 private park in Rialto. The park is private and reserved for us and our friends to enjoy. We will provide food and drinks, as well as games and prizes. There is plenty of

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2024-2025

Inland Empire Chapter Board



John is currently the Office Manager for the Disability Insurance Branch (DIB), Riverside Customer Service Center (CSC). He became a member of the CWC when he started his state career as a DIPR and believes the CWC is an amazing member organization that provided him with upward mobility and career guidance. He's also grateful for the many people who come out and volunteered their time in the CWC whether it be for career guidance, community activities, or just having fun and socializing.



Margaret has been employed with the State for 14 years and currently works at the San Bernardino Unemployment Insurance (UI) Center as an EPM II. She enjoys teaching, mentoring, and giving back to others to empower them to reach their goals. "I realize that my personal goals align with the mission of CWC, and I enjoy being a part of a group of individuals that are invested in helping others."



Violeta has worked for the EDD for over 20 years. She is currently an Alternate Cluster Manager for the Riverside AJCC in the Workforce Services Branch (WSB). Her experience includes managerial roles in the Unemployment Insurance Branch (UIB) across Riverside, Redlands, San Bernardino, and the UI Branch Training Office. A lifelong member of the CWC, Violeta has served as the Communications and Management Liaison chair and is currently the Executive Office Manager for the State chapter. She is passionate about coaching, mentoring, and supporting continuous learning and professional development.

2024-2025

Inland Empire Chapter Board



**NICOLE PALOMINO
VETERANS COMMITTEE CHAIR**

Nicole Palomino is a mother of 4 boys and has been married to her best friend, Anthony, for 24 years. She has worked as an Employment Program Representative at UI Carnegie, ARU 857 for 24 years. Her passions include community outreach, ministry, and volunteer events. A CWC member for 22 years, Nicole supports upward mobility and active engagement. She volunteers with Ronald McDonald House, The Way Church Adopt-a-Block, Young Visionaries, San Bernardino City Mission, and her church's homeless ministry. Nicole is committed to making a positive impact in the community.



**MATOYA TERRELL
EDUCATION CHAIR**

Matoya Terrell is proud to serve as the Education Chair for California Workforce Connection (CWC) Inland Region. Her professional background is in management and data analysis. Matoya became a member of CWC, formerly IAWP, in 2009 and has enjoyed every event she has attended over the years. This year's objective is to provide CWC members with educational opportunities geared toward elevating quality of life and professional growth and development. She is always eager to hear thoughts and ideas on future trainings, encouraging everyone not to be a stranger.



**JOYCE OLAYINKA
TREASURER**

Joyce has been employed with the State for 11 years and currently works at the Riverside Unemployment Insurance (UI) Center as an EPM I. This will be her third term serving as chapter treasurer.

Presidents Message

FROM PAGE 1

shade, tables and benches, and a children's playground. One of the highlights of the picnic will be a paint canvas art session, by Party of Paint where you can unleash your inner artist and create your own masterpiece. This is an enjoyable and relaxing activity that will also help you develop your creativity and confidence will be offering canvas painting lessons for children and adults. This fun activity is led by an instructor, there is a cost for this activity, but CWC members will receive a discount, please see flyer for additional information and to RSVP.

The outing will be on Saturday, August 31, from 11:00 a.m. to 3:00 p.m. This is a great opportunity to meet and mingle with your fellow CWC members, officers, and chairs, and to have some fun and relaxation. All you need to bring is yourself and your enthusiasm. If you are interested in painting, we encourage you to sign up as soon as possible, as there are limited spots available.

We hope you will join us in making a positive impact by volunteering with us at the Ronald McDonald House in Loma Linda. This is an amazing place where children and families can stay close together while getting medical care at nearby hospitals. On October 5th, we will be volunteering from 10:00 a.m. to 2:00 p.m. to prepare lunch for the guests. The food will be provided by the chapter, but we need your help with the cooking and baking. This is a wonderful opportunity to show your compassion and generosity, and to connect with other CWC members and families in need. To sign up for this event, please see the flyer attached to this email. Spaces are limited, so please register as soon as possible.

We would also like to take this opportunity to thank Christopher Osier, Disability Insurance Specialist II, for volunteering his time and talent in creating some of the beautiful flyers for our events. Chris has a passion for graphic design and has generously shared his skills with us. We appreciate his creativity and professionalism, and we are grateful for his contribution to our chapter. Thank you, Chris, for making our flyers eye-catching and informative.

Thank you for being a part of the CWC family. We are looking forward to seeing you at our events and working with you in the new year. Together, we can make CWC a vibrant and supportive community of workplace professionals helping each other out.

Sincerely,
John Szeibert
IE CWC Chapter President

WELCOME ATIF KHAN IE CHAPTER SECRETARY



Atif Khan is currently a Disability Insurance Program Manager II (DIPM II) for the Disability Insurance Branch, at the Riverside Customer Service Center ARU 223. Atif began his career with the Employment Development Department (EDD) as an Unemployment Insurance Employment Program Representative. In 2013, he transferred to the Disability Insurance (DI) Program as a Disability Insurance Program Representative in the Long Beach DI Office, ARU 205. He then transferred to the North Los Angeles DI Office, ARU 218 in 2014 where he was a Program Integrity Single Point of Contact and Alternate Lead for his unit. He also became an Appeals Representative in 2017. Atif promoted to the Chino Hills DI office as a DIPM I in 2018. He has managed the determinations unit, worker's compensation, and overpayments.

State service has provided Atif many opportunities for developing leadership skills such as mentoring and coaching. Additionally, Atif has had opportunities from networking with colleagues, which has led to his professional development. Prior to working in the UI and DI Branches of EDD, Atif worked in the supermarket industry for over 20 years, 10 of which were in management. In the supermarket industry, Atif gained experience in hiring, training, scheduling, merchandising, bookkeeping, compliance and customer service.

Atif received his B.A. / B.S. in Political Science and History from Cal State University, Northridge. Atif's leadership style is leading by example, managing change and welcoming challenges and opportunities. He is a team player, committed to sharing his experiences and focusing on providing exemplary customer service. Atif grew up in the San Fernando Valley, in Southern California. During his spare time, Atif enjoys spending time with his family and traveling.

You Don't Need Permission to Add Value

By Violeta Velazquez



Melissa Stone
DIB, Deputy Director

On May 29, 2024, the Inland Empire chapter of the California Workforce Connection (CWC) had the privilege of hosting Disability Insurance Branch (DIB) Deputy Director, Melissa Stone who delivered a compelling presentation at the Riverside DI office titled "You Don't Need Permission to Add Value." This leadership talk aimed to inspire a culture of accountability and initiative. The Deputy Director was excited to share her insights on how individuals can contribute meaningfully to their teams and organizations without waiting for explicit instructions or permission.

The Goal: Cultivating a Culture of Accountability

The primary objective of the presentation was to encourage the development of a culture where team members hold themselves accountable, even when tasks are not solely their responsibility. She emphasized that accountability is key to

driving organizational success and fostering a supportive, dynamic work environment.

The Process: See, Assess, Act

The Deputy Director outlined a straightforward approach for adding value, summarized in three steps:

- 1. See an Opportunity:** Be observant and identify areas where improvements can be made, or value can be added.
- 2. Assess the Situation:** Evaluate the context, considering factors such as potential benefits, risks, and alignment with organizational goals.
- 3. Take Action:** Implement changes or propose solutions, even if they are small. Taking initiative helps drive progress and inspire others. This framework empowers individuals to act proactively and make a positive impact in their sphere of influence.

Key Insight: The Power of Individual Action

The Deputy Director stressed the importance of not waiting for "somebody" to do what "anybody" can do, especially when "everybody" knows what needs to be done, but "nobody" takes action. This powerful message highlights that change begins with individual actions and decisions.

Creating Culture Change, One Step at a Time: Culture change happens incrementally, through small actions that collectively lead to significant improvements. The Deputy Director encouraged attendees to focus on their sphere of influence, where they have the most control and can initiate change effectively.

Empowerment Without Permission: A key takeaway from the presentation is that employees don't need to ask permission to act within their sphere of influence. From their current positions, they can make a difference for customers and within their teams. Leadership exists at all

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You Don't Need Permission

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levels, and anyone can take the initiative to lead by example.

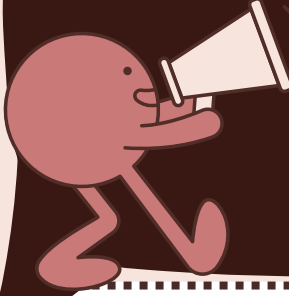
Everyday Leadership and Adding Value:

The Deputy Director concluded by emphasizing the concept of everyday leadership. Leadership is not confined to titles or positions; it is about taking ownership and contributing positively to the organization and community. She shared an inspiring video by Drew Dudley, illustrating how simple acts can add value and make a difference. The video can be accessed here: [Drew Dudley's Video on Adding Value](#)

The Deputy Director's presentation was a motivating call to action, encouraging all employees to take the initiative and add value without waiting for permission. By cultivating a culture of accountability and embracing individual leadership, we can create a more dynamic, successful, and empowering workplace. Together, we can make a significant impact and continue to support our organization's growth and success.

Accountability is key to driving organizational success and fostering a supportive, dynamic work environment.

CELEBRATING SUCCESS



JOIN US IN CONGRATULATING OUR CWC MEMBERS ON THEIR WELL-DESERVED ACHIEVEMENTS!

CONGRATULATIONS TO MATOYA TERRELL ON HER PROMOTION TO DISABILITY INSURANCE PROGRAM MANAGER I (DIPMI) AT THE CHINO HILLS DISABILITY OFFICE. MATOYA HAS SERVED 19 MONTHS WITH THE STATE CONCIL ON DEVELOPMENT DISABILITIES (SCDD). MATOYA PREVIOUSLY SERVED 12 YEARS WITH THE EMPLOYMENT DEVELOPMENT DEPARTMENT (EDD), STARTING AS A



Matoya Terrell

CUSTOMER SERVICE REPRESENTATIVE AND ADVANCING TO DISABILITY INSURANCE PROGRAM MANAGER I. SHE CONTINUES TO MENTOR INDIVIDUALS WITH DEVELOPMENTAL DISABILITIES ON WORKPLACE CORE VALUES AND LEADERSHIP.



Delia Hernandez-Gorospe

CONGRATULATIONS TO DELIA HERNANDEZ-GOROSPE WHO HAS TRANSFERRED FROM ARU 218-VAN NUYS TO ARU 222-CHINO HILLS AS A DISABILITY INSURANCE PROGRAM MANAGER I (DIPM I). DELIA BEGAN HER CAREER IN STATE SERVICE IN 2014 WITH WSB AS AN EMPLOYMENT PROGRAM REPRESENTATIVE (EPR) AT THE PACOIMA JOB SERVICE OFFICE.

IN 2016, DELIA JOINED DISABILITY INSURANCE BRANCH (DIB) AS A DISABILITY INSURANCE PROGRAM REPRESENTATIVE (DIPR). IN 2017, DELIA BECAME AN ON-THE-JOB-TRAINER (OJT) AND SERVED AS THE UNIT LEAD. IN 2022, DELIA PROMOTED TO HER CURRENT ROLE OF DIPM I. DELIA'S EXCEPTIONAL SERVICE TO CUSTOMERS AND DI HAS BEEN RECOGNIZED NUMEROUS TIMES. CURRENTLY, DELIA IS A BOARD MEMBER IN CWC'S LOS COMPADRES CHAPTER.

THE KARL E. BYBEE EDUCATIONAL GRANT BY: DR JAMES THOMAS CWC PRESIDENT

CWC members are encouraged to explore a \$750.00 Educational Grant available to provide financial assistance. This grant is designed to help members enhance their skills, expand their knowledge, and achieve their career goals. CWC has simple eligibility criteria:

- 1) Be a member in good standing for at least one year,**
- 2) May not be used for conventions, books, or college matriculation,**
- 3) Grants are awarded based on solvency of the fund,**
- 4) Grants reimbursement of \$750.00 is per fiscal year for allowable training cost, and**
- 5) Qualifying trainings need to be from accredited organizations and enhance your professional knowledge, expertise, and skills. You only need to take that course and pay for it, pass the course, fill out the application with supporting documentation. It is just that simple!**

Any questions can be emailed to: cwc.bybee@gmail.com. Visit CWC website: www.californiaworkforceconnection.org.

Beach Picnic Time!

You are cordially invited to join the California Workforce Connection Puerto Del Sol Chapter for the 20th Annual Beach Picnic at Mission Bay in San Diego!

**Join us for the 20th Annual Puerto Del Sol CWC Picnic at Mission Bay!
We'll spend August 17th together from 11 a.m. - 2 p.m.**

Let's enjoy some sunshine and crisp ocean air, take fun pics at the photo booth, listen to great music, eat snow cones and play some games (always optional).

Did we mention there will be tacos?

And, hot dogs and hamburgers, and all the fix-ins.

Come enjoy some sunshine with us!

Do you have ideas for fun games and group activities? We would like to hear from you! Please review the registration form and look for the volunteer questions.



CWC PUERTO DEL SOL BEACH PICNIC

[CLICK HERE TO REGISTER](#)

SAT. AUG. 17TH, 11 AM - 2 PM

Mission Bay - San Diego

"De Anza Cove"

Google Map Link:

[https://maps.app.goo.gl/boSj4xin6m
T6dhHAA](https://maps.app.goo.gl/boSj4xin6mT6dhHAA)



California
Workforce
Connection

EDUCATION ★ INNOVATION ★ OPPORTUNITY

CWC IE Chapter



SUMMER CELEBRATION

Saturday, August 31st, 2024 from 11am to 3pm

**at the Teamsters Local 68 private park
379 E Valley Blvd, Rialto, CA 92376**

**For Delicious Food, Refreshing Drinks,
Fun Activities, and Great Company**

**This event is open to all CWC IE Chapter members and their families, so
feel free to bring your friends and colleagues who are interested in
joining our chapter.**

**Please RSVP to any board member or CWC liaison by August 23rd, 2024
so we can plan accordingly**

We look forward to seeing you there!



CWC Inland Chapters Presents a **Live in Color** Summer Spectacular!

Saturday 31 | August

Teamsters local 63 Park
379 W. Valley Blvd. Rialto CA 92376

Food, Music, Games, Line Dancing, Crafts, Photo Ops, and Tons of Fun!

This event promises a day filled with fun, laughter and the joy of creation!

Enjoy an Instructor led paint session for \$35.00

*****CWC members only pay \$25.00 *****

Kids can enjoy a canvas paint session for \$15.00



(17 & under)



For more event information please email partyofpaint@yahoo.com

Secure your spot for the **Live in Color** Summer Spectacular by sending your RSVP to partyofpaint@yahoo.com by **6:00pm Wednesday, August 28th.**

Information about the event and payment options for paint sessions please email partyofpaint@yahoo.com . **See you there!**

Venue: non-alcohol-kid friendly,
accessible, outdoor, private, plenty of
shade, concrete tables/benches, grass
areas for personal lawn chairs and
blankets.

**Scan the QR code for CWC
membership information.**



Ronald McDonald Act Of Love

CWC will be serving families at the Ronald McDonald House and need donations to help offset the cost. Any amount is greatly appreciated

We will be serving 100 people

If you would like to help volunteer, please visit:

<https://rmhcsc.volunteerhub.com/>

(All volunteers will need to register at the link above)

When: October, 12th, 2024

10AM until 2PM

**If you would like to donate please contact:
Nicole Palomino Palomino6@yahoo.com**



Membership Application

New
 Update
 Renewal
 Cancellation

Date:

Mail application and payments to: **CWC Membership Coordinator**, P.O. Box 7858, Oxnard, CA 93031
 or email application to cwcworkforceconnection@gmail.com (mail payment, if applicable)

*Full Name:	First MI	Last	
*Local Chapter:		Telephone:	
*Personal email:			
*Address:			
*Employer:		*Location:	
*Job Title:		ARU#	*Bargaining Unit #:

*Type of Member	Annual Dues	*Payment Option
<input type="radio"/> Employment Development Department (EDD) Employee (Bargaining Unit 1 or 4)**	\$48.00	<input type="checkbox"/> Automatic Deduction (\$4.00) <input type="checkbox"/> Cash <input type="checkbox"/> Check *SSN:
<input checked="" type="checkbox"/> EDD Supervisor/Exempt Employee**+	\$0.00	*SSN:
<input checked="" type="radio"/> Other State Employee (Non-EDD)** <i>Refer to your Bargaining Unit Contract for possible reimbursement</i>	\$98.00	<input type="checkbox"/> Automatic Deduction (\$8.17) <input type="checkbox"/> Cash <input type="checkbox"/> Check *SSN:
<input checked="" type="checkbox"/> Partner (Non-EDD)	\$98.00	<input type="checkbox"/> Cash <input checked="" type="checkbox"/> Check
<input type="radio"/> EDD Student/Youth Assistant**	\$36.00	<input type="checkbox"/> Automatic Deduction (\$3.00) <input type="checkbox"/> Cash <input type="checkbox"/> Check *SSN:
<input checked="" type="checkbox"/> Retiree	\$36.00	<input type="checkbox"/> Cash <input type="checkbox"/> Check

I recognize that the processing of this form/payment may take 1-3 months. If I have selected the **Automatic Deduction** option, I hereby authorize the State Controller's Office (SCO) to automatically deduct from my salary each month the amount listed above and transmit, as designated, an amount for membership dues to the CWC; I understand that processing may take 2-3 pay periods. If I have selected the **cash or check** option, I hereby agree to be sent annual dues renewal invoices (**make check payable to: CWC**). I agree to provide my full social security number, which will be kept confidential. I certify that I am now a member of the CWC and allow the organization to establish, change, and/or cancel my deduction, as applicable. I understand that this authorization will remain in effect until I submit a written request to the CWC Membership Coordinator to terminate my membership and cancel any deduction, as appropriate. I also understand that the CWC organization does not issue refunds for unused dues or the months taken for processing.

***Signature:** _____ ***Date:** _____
Name of Recruiter (if applicable): _____

* Required
 ** If you do not wish to provide your Social Security Number (SSN), then you must pay the full membership dues for that type of member by cash or check.
 + For this membership type, if you do not wish to supply the SSN, then the amount due is \$98.00.