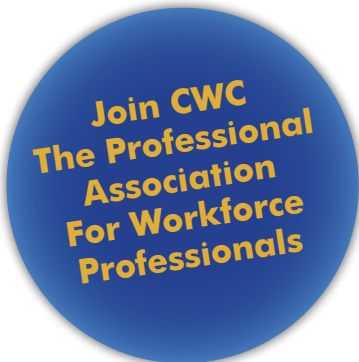


Cal-Liope



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MESSAGE FROM THE CALIFORNIA WORKFORCE CONNECTION **PRESIDENT**

By Dr. James Thomas, President, Silicon Valley member

Standing Together in the Face of Adversity

Our hearts go out to the families and communities affected by the devastating wildfires. The loss, uncertainty, and pain you are enduring are unimaginable, and we stand with you during this challenging time. May you find strength in each other, solace in the support of your loved ones, and hope in the resilience of the human spirit. To those who have lost their homes, cherished memories, or loved ones, please know you are not alone – our thoughts, prayers, and unwavering support are with you. Together, we will work toward healing, rebuilding, and rising stronger than before.

CWC's Commitment to Career Development and Leadership Excellence

At CWC, our primary focus is on career development

and exceptional educational training. We offer programs and opportunities designed to inspire leaders and equip them with the essential tools needed for professional growth and career advancement. The active involvement and shared expertise of our leaders strengthen our vision of success.

Annual Educational Conference on May 2, 2025

Save the date and mark your calendars for our annual educational conference. This event is a cornerstone of our mission to foster leadership and innovation.

Turning Challenges into Opportunities

Every challenge presents an opportunity to gain experience, grow, and move toward excellence. Each step forward holds the potential for upward mobility and serves as a vital steppingstone in your leadership journey. Your



PRESIDENT DR. JAMES THOMAS

unwavering commitment exemplifies the essence of true leadership development. Lead boldly, knowing that CWC believes in your abilities and limitless potential. Together, let us make this year one of transformative growth and groundbreaking innovation.

Karl E. Bybee Educational Grant: A Valuable Resource for Members

CWC members are encouraged to take advantage of the ****Karl E. Bybee Educational Grant****. This grant offers reimbursement for training costs, up to \$750

CONTINUED ON PAGE 2

Latest Updates on EDDNext Initiatives

By Dr. James Thomas, President, Silicon Valley member

PODCAST: RON HUGHES TALKS WITH BILL MAILE ABOUT EDDNEXT

“Following a panel discussion hosted by TechCA on June 18, EDDNext Project Director Ron Hughes spoke with host Bill Maile for the GovReport podcast. Here are some highlights from the conversation. You can also see a slide deck from the presentation [here](#).

Project Scope and Timeline

The EDDNext project is a five-year initiative with a budget of \$1.258 billion. Currently, 185 state employees are working on the project, with plans to scale down the workforce after its completion.

EDD has completed all major procurements for two years into the project except for the upcoming Integrated Claims Management System (ICMS).

It is not a single project but a collection of seven different projects aimed at comprehensive modernization. Among the recent procurements is AWS Connect for the contact center, which is expected to enhance customer service capabilities.

The project is designed with

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CALIFORNIA CHAPTER

President
DR. JAMES THOMAS

First Vice President
VERLETTA "VAL" MOELLER

Second Vice President
ARLENE BAUTISTA

Treasurer
PHIL DWYER

Past President
MELISSA LAURITZEN

Secretary
NANETTE BOWMAN

Membership Coordinator
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VIOLETA "VIOLET" VELAZQUEZ

District I Director
KIM WESLEY

District II Director
FRED RUIBAL

District III Director
ANGEL URBINA

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'S MESSAGE

FROM PAGE 1

per fiscal year, for eligible members. To qualify, you must:

- Be a CWC member in good standing for at least one year.
- Have completed training from an accredited facility within the fiscal year.

Don't miss this opportunity to invest in your professional development!

Stay Informed with *Cal-Liope* and CWC website

We hope our members enjoy

reading the *Cal-Liope*, which highlights activities and events from the Executive Board, District Directors, Chapter Presidents, and members. Each issue features valuable content, including:

- A message from the President
- Updates on the CWC website
- Retirement announcements
- Legislative updates

- Personal messages from members
- Highlights of activities across the state

For the latest information on upcoming events, Zoom presentations, new program developments, chapter calendars, and district events, visit the [CWC website](#). Staying connected through the website ensures you're always informed about what's happening across the state.

EDDNext INITIATIVES

FROM PAGE 1

a strong focus on user-centered design. A customer experience group has been formed, and advocacy groups are involved in all major decisions to ensure that the solutions meet public needs. Social media is actively used to communicate with the public about ongoing improvements and to gather feedback.

Pandemic-Induced Challenges

EDD faced unprecedented challenges during the pandemic as claims surged from 58,000 to 1 million per week. This massive increase exposed the limitations of the department's legacy technology. The legacy claims management system and communication tools were inadequate to handle the surge. There was a 2,000% increase in calls in one week, which the department struggled to manage.

Integrated Claims Management System

A Request for Proposal (RFP) for the Integrated Claims Management System (ICMS) will be released on August 15. This comprehensive part of EDDNext aims to streamline and modernize the claims process. A systems integrator contract is expected

to be awarded by June next year. The draft RFP, released earlier this year, resulted in 18 firms providing feedback that will be reflected in the final solicitation.

Collaboration and Integration

The project is collaborating with other state departments, including the Department of Motor Vehicles (DMV). One notable area of cooperation is the potential integration of digital IDs to enhance identity verification processes. EDD currently interfaces with over 200 other departments and entities that interact with various systems. EDDNext is also working with the Office of Data and Innovation (ODI) to enhance language access by offering services in multiple languages and simplifying public queries, streamlining processes, and responsibly integrating AI to improve service delivery and efficiency.

Some of the significant improvements include the introduction of a new claim's intake portal and a new identity-proofing solution that will cover 90% of customers. These advancements aim to make the claims process faster, more efficient, and more user-friendly.

Integration of Generative AI

A key component of EDDNext is the integration of generative AI (Gen AI) solutions to further enhance service delivery and operational efficiency. Gen AI will be used to streamline IT operations, improve the service desk and security operations, and provide advanced data analytics for better decision-making. Importantly, the use of AI will not result in job losses. Instead, it will support employees by handling complex analyses and research, allowing staff to focus on more critical tasks and decision-making processes.

Engaging with the EDDNext Team

The department maintains an open-door policy for vendors and conducts monthly vendor days to facilitate market research and solution demonstrations. They are gathering innovative ideas and technologies that can enhance the project. EDD is constantly updating processes and procedures.



LEGISLATIVE UPDATE

CALIFORNIA BOOSTS PAID FAMILY LEAVE AND DISABILITY BENEFITS TO RECORD LEVELS FOR NEW CLAIMS FILED IN 2025

By Mary Jane Van Loon Legislative Chair, East Bay Chapter

Gov. Newsom signed new bill into law SB 951

SB 951 will ensure every California worker can afford to care for their family and themselves during life's most important moments," said Senator Maria Elena Durazo, author of SB 951. "I applaud Governor Newsom for signing my bill into law, which will allow middle and low paid workers to receive up to 90 percent of their wages when out on leave. This change will benefit millions of workers who have contributed to the program during their careers. This bill, which I was proud to introduce, is part of the historic work California is doing to expand equitable access to paid leave."

"SB 951 will make a huge difference to California parents and caregivers who will now be able to afford to take the time to bond with their children, care for their family members, or to heal from their own serious health condition," said Jenya Cassidy, Director of the California Work & Family Coalition. "I'm really proud to have been part of the huge effort that made this possible. Now we need to spread the word to make sure everyone knows about it!"

"We are thrilled to see SB 951 go into effect," said Sharon Terman, Director of the Work & Family Program at Legal Aid at Work. "By raising benefit rates to 90 percent for low-paid workers, this landmark law makes Paid Family Leave and State Disability Insurance accessible to Californians with low incomes who previously could not afford to take a massive pay cut when dealing with a family medical crisis or welcoming a new child. Thanks to SB 951, millions more workers will be able to afford to take the leave they need to take care of themselves and their families, without having to risk their economic stability."

The increase in benefit rates to 90 percent will provide reprieve for the low-paid workers through Paid Family Leave and State Disability Insurance while on medical and/or family leave. The new bill will allow more workers to be able to take leave and to be able to do so financially.

INVENTING YOUR LIFE

"The Essence of Resilience"

By Rob Claudio, Orange Empire

As I write this column, I am still hearing updates on the news about the devastating fires that have caused catastrophic damage and loss in the Los Angeles area. I have watched countless images, videos, and testimonials on television and social media, each one highlighting the profound impact these events have had on so many families. It's heartbreaking to witness, and it brings back vivid memories of my own experience with wildfires many years ago.

At that time, my neighborhood was under evacuation orders due to wildfires that caused significant destruction. I remember sitting awake all night, glued to the television, with photo albums, insurance paperwork, some clothes, food, and a couple of toys for my Siamese cat, Diego, packed and ready to go. Thankfully, we were spared of any damage, but the days that followed were somber. Driving through my neighborhood, I saw firsthand the random destruction – homes reduced to ashes, lives upended. I even recall seeing Sam Champion from ABC News reporting from a corner in my neighborhood, which made the entire experience feel surreal.

These memories weigh heavily on me as I receive updates about the current fires. Amidst the sadness, I came across a quote from actor Keanu Reeves, who was speaking about resilience. He said, "Don't define yourself by what you lost, but by what you do with what's left." This resonated deeply with me, especially as I thought about the countless individuals who have faced similar catastrophes. How do they find the strength to get up the next day and take the first step toward recovery?

The scars from such experiences can last a lifetime, but what we learn from them becomes part of our life lessons – lessons we can one day

share with others.

Moving forward is

never easy, but it is often the only option we have after processing what has happened. When we look at the world today, it's not hard to find stories of people facing life-altering challenges. Yet, within these stories, there are always kernels of hope – stories of heroes who step up to help others in their time of need.

These individuals remind us that good people exist and that lending a hand can create transformative energy, often stronger than the destruction that caused the pain in the first place. In our own families, I'm sure we can all recall someone who exemplified this kind of generosity. For me, it was my grandmother. She didn't have much, but she was one of the most generous people I've ever known. If you visited her around mealtime, she always had enough food to share and would insist you eat before leaving. She carried change in her purse and never hesitated to give it to someone in need. Her kindness left a lasting impression on me.

I believe many of us don't have to look far to find examples of such generosity in our own families. As we process the hardships around us, it's important to remember that we have the power to decide how we pick up the pieces. My hope is that we all show the world what true resilience looks like as we recover from setbacks. In doing so, we become living examples for the next generation, who are watching and learning from us.

Finally, I want to extend my deepest gratitude to the first responders, firefighters, volunteers, and all those who put themselves in harm's way to help others. They are the true heroes and sheroes walking among us, reminding us of the power



ROB CLAUDIO

CONTINUED ON PAGE 4

RETIREE CORNER

By Nanette Bowman,
Orange Empire Member

Send Retiree Award nominations to me by March 16, 2025: cwcsecretary2023@gmail.com. The nomination recognizes continued outstanding commitment to CWC objectives following retirement. The nominee must have, at some point in time, retired from their employment position. The nominee's membership status must be retired during the 2024 calendar year and is required in both the year during which the activity occurred and the year in which the nomination was submitted. A major part of the activity/performance to be considered must have occurred during the calendar year prior to

the year in which the award is granted.

The nominee should have significant achievements in one or more of the following areas: advancing CWC objectives, education, membership, communication, non-dues income, mentoring, and/or community service. Contact me if you have any questions: 714-269-0612.

You are so welcome to send me ideas for articles or share what you are up to – you know my email: cwcsecretary2023@gmail.com.

Stay well and stay in touch.



NANETTE BOWMAN

CWC State Award Nominations Sought

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 15, 2025**, which is the extended date.

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

CONTINUED ON PAGE 5

Why New Year Resolutions Fail

WHAT YOU CAN DO TO MAKE YOURS SUCCESSFUL

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

If you are like me, you make New Year Resolutions, but they don't last for long. I often want to lose weight, reduce my sugar intake, organize my stuff and be kinder to others? All these are worthy efforts, but my efforts stop anywhere from a few days to several weeks but rarely last throughout the year.

Some reasons we don't keep our resolutions are:

- **Lack of Planning** – as the saying goes, "Fail to plan, plan to fail." Don't just wish something to happening but plan to get it done. Set goals, deadlines, and actions which you can measure your progress.

- **Setting Too Many Goals** – Don't give yourself too much to do. Prioritize what is most important and don't overwhelm yourself.

- **Realistic Goals** – Assess your goals for what you can realistically get done. Focus on

what you need do and you can sustain.

- **Lack of Accountability** – set some short-term goals for your resolution to measure success and provide encouragement as you proceed. Just don't set too many deadlines which will discourage you.

- **Self-Doubt and Being Too Critical of Yourself** – Learn from past efforts, don't dwell on past failures, and don't be too hard on yourself. Move on to meet your challenges.

- **Lack of Determination** – Keeping yourself motivated by little rewards to celebrate your progress. Don't let setbacks derail you, keep moving forward.

Remember not to make you efforts hinge on "All or Nothing" mentality. Look for the long game.

Plan, focus on one or two goals, be specific on how you measure progress, and celebrate victories.

INVENTING YOUR LIFE

FROM PAGE 3

of compassion and courage in the face of adversity.

*"The key to life is resilience...
We will always be knocked down.
It's the getting up that counts."*

– Dominique Browning

Remember to follow the blog at:

inventingyourlife.logspot.com

STATE AWARD NOMINATIONS SOUGHT FROM PAGE 4

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.

2024 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,

CWC

Annual Conference Friday, May 2, 2025

Scheduled Speakers:

EDD Director, Nancy Farias

EDD Liaison, Ruby Rojas

Lion Tamer, Carol Marzouk

Cyber Expert, Dr. Tobi West

Bybee Board Presentation

Ontario Airport Hotel & Conference Center

700 N. Haven Ave,
Ontario, CA 91764

[CWC Hotel Booking Link-Expires 3/31/25](#)



Awards Luncheon starts at Noon

For more details
Click the CWC website link below:

www.californiaworkforceconnection.org/conference



“Adopting to a Changing Landscape”



Register via Eventbrite Link:

[2025 CWC Conference](#)

Early Bird by March 31, 2025

\$65 for Members & Non-member \$75

Post marked **After March 31, 2025**

\$80 for Members & Non-members \$90

(a processing fee will be added)

Or by Check or Money order

payable to CWC with the completed form below:

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 (2024) and the year in which the nomination was submitted (2025).

Award nominations should be emailed to Arlene Bautista, caworkforcebc@gmail.com except for the following categories:

- **Retiree:** Nanette Bowman, Retiree Chair: cwcsecretary2023@gmail.com
- **Toll Trust:** Verletta (VAL) Moeller, Past Presidents Assn Chair: retire2k07@aol.com

“When life seems hard, the courageous do not lie down and accept defeat; instead, they are all the more determined to struggle for a better future.”

– Queen Elizabeth II, 2008

DISTRICT II NEWS

HOLIDAY LUNCHEON 2024

By Fred Ruibal, Silicon Valley Chapter

District II had its annual Holiday Luncheon on December 14 at Georgio’s Italian Food and Pizzeria in Milpitas. This annual event brings the local district chapters together to celebrate the holidays with food and camaraderie. This luncheon included a featured speaker, John Lang, who was the Economic Vitality Manager for the City of Mountain View. His presentation was titled, “Transformation Impacts of Artificial Intelligence on Jobs and Economy.”

The luncheon began with welcomes and introductions, although most of us are quite familiar with each other. Georgio’s Italian Food and Pizzeria is a local restaurant that is one of 4 Italian restaurants that fly under the Georgio banner. We frequent Georgio’s often for our events because they are very accommodating to our needs. Not to mention the delicious menu!

Mr. Lang’s presentation consisted of a slide show, accompanied by handouts for us to follow. The topic was Artificial Intelligence with respect to jobs and the economy. He started with presenting what he called three waves of AI, which he characterized as “Handcrafted Knowledge,” “Statistical Learning,” and “Contextual Reasoning.” He went to talk about the various aspects of AI and how in branches off in so many directions, including the types, components, robotics, natural learning processing, animated planning and scheduling.

John also told us the \$16.4 billion of venture capital invested in AI. He went on with an analysis of the impact of ChatGPT on Automation-Prone Jobs vs Manual Intensive Jobs, which saw a decrease in demand for automation prone jobs compared to manual intensive ones. John then went on to discuss academic research from job postings exposed to AI, various surveys concerning certain job sectors, and privacy concerns that people and industry have with respect to AI. Overall, Mr. Lang’s presentation was informative and interesting!

In addition to the great lunch we had after the presentation, the district then heard from the chapter presidents about what is happening in their chapters. The group was treated to door prizes for fun and novelty.

Our meeting then adjourned. It was a great get-together and a wonderful way to end the year. Happy New Year to everyone!

**DISTRICT II ANNUAL BOWLATHON:
A DAY OF FUN, COMPETITION, AND CHARITY**

*By Arlene Bautista, CWC State Chapter Vice President,
East Bay Chapter President*

The California Workforce Connection (CWC) District II held their annual Bowlathon on Saturday, January 18, 2025. The event took place at Earl Anthony’s Dublin Bowl in Dublin, California, bringing together members from the East Bay and Silicon Valley Chapters for a spirited competition.



FRED RUIBAL

This annual Bowlathon is a much-anticipated event in the CWC calendar, renowned for its lively atmosphere and enthusiastic participation. Members from both chapters come together not only to compete for the coveted trophy but also to support a noble cause.



TONYA SHILOH, EAST BAY 2ND VP (LEFT),
ARLENE BAUTISTA, EAST BAY LOCAL
CHAPTER PRESIDENT

The Bowlathon pits the East Bay and Silicon Valley Chapters against each other in a friendly yet intense competition. Each team strives to outperform the other with the aim of securing the trophy and claiming half of the event’s proceeds. This year, the East Bay team consisted of George Kawamata, Kenyatta Nathaniel, and Val Moeller. Val has been coming to the event from Southern California for several years and District II is so appreciative of her participation. The Silicon Valley team consisted of James Thomas, Paula Castro, and Shunlonda Nathaniel. The District is also appreciative of Kenyatta’s participation; she is Shunlonda’s sister.

What sets this event apart is its charitable aspect. The winning chapter, upon receiving their share of the proceeds, donates the funds to a deserving charity. This tradition underscores the CWC’s commitment to community service and support.

The CWC District II annual Bowlathon is more than just a bowling competition. It is a celebration of camaraderie, community spirit, and philanthropy, making it a highlight of the year for all involved. The event not only fosters friendly rivalry but also contributes to the greater good, reflecting the values and mission of the California Workforce Connection.

This year, the East Bay Chapter is the winning chapter. At this writing, the charity is to be determined.



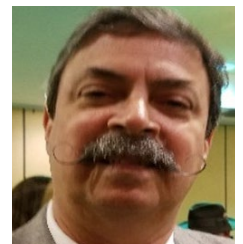
DISTRICT IV

**POLLY’S PIES
DISTRICT IV MEETING**

By Raymond Cabrera, Inland Empire

Last year I had an in-person District IV meeting that everyone enjoyed. There is something about having a meeting and being able to actually see the person to whom you are talking. So, this year I made the same plans for an in-person district meeting way back in October. It was set for Saturday, December 7, 2024, at Polly’s Pies in Tustin California. Eight of the local chapters were in attendance, including all three of the chapter presidents who drove their chapter to improved heights.

We ate a good brunch then dove right into the meeting. I presented an agenda with bullet points to help keep us on track. Each point brought discussions that furthered the cross



RAY CABRERA

CHAPTER NEWS CONTINUED ON PAGE 7

participation of team-building ideas.

I am grateful for the support and motivation that each of the members of District IV brings to the table. The kind of energy they bring to the organization is truly inspirational, making my job easier. I am looking forward to 2025 to see what new things are developed by each of the chapters.



INLAND EMPIRE CHAPTER

PROJECT CHEER: SPREADING HOLIDAY JOY THROUGH TOY GIVEAWAY

By Atif Khan, Secretary, Inland Empire Chapter

Project Cheer, a heartwarming initiative, hosts an annual toy giveaway every December. This year, the Inland Empire CWC chapter partnered with Project Cheer by requesting toy donations from offices and other entities across our region during their toy drive, which began in November.



DENISE LEONARD, FIRST LADY OF RELATIONSHIP COMMUNITY CHURCH; SHERILL WEATHERS, UIB; SECRET WINBUSH, UIB; DEBBIE & RON ESCARCEGA, UIB-RETIRED; JOHN SZEIBERT, DIB; AND ATIF KHAN

On December 18, 2024, Project Cheer distributed the toys collected by the IE CWC chapter offices at the Relationship Community Church. Several IE CWC board members attended the event to drop off last-minute donations, enjoying the festive atmosphere filled with music and holiday cheer.

Secret Winbush, the visionary behind Project Cheer, meticulously oversaw the event set up to ensure everything ran smoothly. The toy distribution process was both efficient and organized: vehicles entered the parking lot through a designated route, stopped at a check-in booth for pickup confirmation, and then proceeded to receive toys. The toys were pre-sorted by age group and beautifully bundled in holiday bags, ready to bring

smiles to children's faces.

The event's success was made possible by the dedication of numerous cheerful volunteers, who worked tirelessly to ensure everything went seamlessly. Live Love Dance, with DJ Ron (retired UIB manager), provided lively music that added to the festive ambiance. Additionally, community information booths and donated food items further enriched the experience for attendees. The perfect weather was the cherry on top, making the day even more delightful.

We extend our deepest gratitude to Project Cheer for their unwavering commitment to spreading holiday cheer and making a meaningful impact in our community. A special thank you to everyone who donated toys, volunteered their time, or contributed in any way to make this event a resounding success. We look forward to continuing this wonderful tradition in the years to come!



SILICON VALLEY CHAPTER

CWC PROMOTES CAREER DEVELOPMENT

By Dr. James Thomas

Your active participation in CWC will significantly enhance your professional profile by highlighting your expertise, leadership, and commitment to growth. You will have the opportunity to engage in upward professional growth, community service, given the opportunities to apply your skills, and enhance your ability to adapt and add value beyond your immediate workplace. Your involvement will highlight your initiative and passion as a leader. You will also expand your network techniques, gain insights into best practices, trends, and innovations.

Additionally, your participation can bring fresh ideas and perspectives, position you as a true leader, and a resource for driving change and innovation. Your leadership roles will show your ability to manage responsibilities at a higher level and make you a strong candidate for internal promotions. Aligning your external involvement with CWC you demonstrate ambition and the ability to Lead from where You stand!

Leadership Behaviors

By Val Moeller
1st Vice-President

Leadership is more than just guiding a team – it's about inspiring excellence, fostering accountability, and creating a vision that resonates in everyday actions. In this article, we explore the essential behaviors that define effective leadership:

from setting clear goals and empowering teams to coaching for peak performance. Discover how leaders can cultivate a culture of growth, integrity, and collaboration to drive organizational success and unlock the full potential of their teams.

Leadership and Visioning – Sets the standard for achieving excellence. Leaders incorporate the organization's vision and mission into everyday work activities. Leaders set goals

and expectations while encouraging leadership and initiative. Leaders demonstrate and promote individual accountability.

Leading Effectively – Set and communicate team goals. Inspire confidence in others by demonstrating personal integrity. Delegate and coordinate by motivating team to achieve results. Include team members in the decision-making process. Demonstrate initiative and competence.

Coaching for Peak Performance – Establish partnerships to achieve organizational goals. Create a learning environment that encourages growth and recognizes individual/group achievements. Give continuous feedback. Empower individuals and team members with the freedom to do what is needed and the knowledge to do it right. Provide the necessary resources for continuous learning.

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	Last		
*Local Chapter:	Select chapter you want to join	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 type="radio"/> EDD Supervisor/Exempt Employee**+	\$0.00	*SSN:
<input 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 type="radio"/> Partner (Non-EDD)	\$98.00	<input type="checkbox"/> Cash <input 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 type="radio"/> 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.