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## Nominations sought for State Office

Use the form on page 4 to nominate candidates for state offices.

# Cal-Liope

The MUSE with the NEWS

Chapter/International Association of Workforce Professionals

January/February 2007

Volume 52, Number 1

## State President's MESSAGE

The Holidays are over and I want to thank everyone for the many Holiday cards that I received. Thanks to all the chapters that sent me invitations to attend Holiday celebrations. I had so much fun at each and every one of them. I was sorry that there wasn't enough time to attend all of the invites. Time, weather, distance and especially traffic on our local freeways during the Holidays prevented me from attending some.

One of the events taking place in February is the retirement of an International Association of Workforce Professionals (IAWP) friend. I want to publicly thank that very special person, Marie Washington, that I met for the first time a little over five years ago and I feel like I have known her for a lifetime. It's people like her that make life fun and pleasant and worth getting up in the morning. She has given many years to IAWP and 27 years to the Employment Development Department (EDD), and she finally has decided that it was time for a little rest period. If you ask anyone, she darn well deserves it. She tells me that she will be attending International again this year.

IAWP is a professional association that provides the opportunity to make such good friends as well as focuses on providing its members with the tools to meet the challenges in our ever-changing work places. Because IAWP is concerned about you and your career we offer on-going training to



Ray Cabrera  
State Chapter President

prepare you for promotional exams as well as to improve your competency and proficiency on your job and in your life.

Presentations at our District and State Conferences and the annual International Conference not only educate but entertain those who attend. Our next State Conference will be May 4 & 5, 2007 at the Red Lion Inn in Sacramento and you will find information about the conference in this issue of the Cal-Liope.

In addition to education and training the association provides legislative advocacy and awareness. With the help of a Washington, D.C. liaison and our State Chapter Legislative Chairperson, Rob Claudio, IAWP keeps members informed of legislative bills and budgets affecting our workforce profession. Rob's column appears in this issue and you may get updates regularly on the California website at [www.iapesca.org](http://www.iapesca.org) and on the Interna-

See President on page 3

## Message from EDD Director Patrick Henning

Dear Fellow IAWP Members,

First, let me take this opportunity to wish a Happy and Healthy New Year to each of you and your families. By the time you receive and read this edition of the *Cal-Liope*, Arnold Schwarzenegger will have been sworn in for his second term as California's Governor, he will have given his annual State of the State Address to the Legislature, and the Governor will have presented the Administration's proposed State Budget for 2007-08.

As many of you may know, the State Budget process each year begins with the submission of the Governor's budget plan to the Legislature in early January. Upon this submission the Legislature, the Governor, and a myriad of stakeholders and constituency organizations will engage in a negotiation that occurs over several months until a final agreement is reached and the Legislature passes a budget bill which is then signed by the Governor. It is only then that

we actually know what our Department General Fund levels will be for the ensuing State Fiscal Year. Whatever the funding levels, the Department must be prepared to deliver programs and services within the funding levels that are eventually allocated.

The Governor's Budget for 2007-08 proposes a decrease of \$27.1 million to the Employment Development Department Job Service Program, with a corresponding transfer to the General Fund. In addition, federal funding continues to decline and Cost-of-Living (COLA) increases for staff in federally funded programs must be absorbed within existing federal allocations. As a result, the EDD must be prepared to respond to these circumstances in a thoughtful and deliberative manner.

I assure you that EDD management and I follow the State Budget process very closely in order to prudently manage our resources and responsibilities. Hopefully, by now you have had an oppor-

tunity to review the list of Questions and Answers developed by the Department in an effort to keep you informed. I have requested that the *Cal-Liope* editor reprints the list of Q & As below. These Q & As in no way respond to every question or inquiry of our staff and/or partners. I am committed to continuing to keep an open dialog with staff through posting various additional questions and answers periodically on Inside EDD.

Finally, let me take this opportunity to again express my sincere gratitude for all that you continue to do to provide the much needed services to our fellow Californians.

### 1. Is the Job Service Program being eliminated?

No. The Job Service Program is not being eliminated. However, due to the declining federal program funding, ongoing State budget deficits, unfunded Cost-of-Living (COLA) increases and increasing operating costs in

See Henning on page 8

## UI Innovations to Modernize Program

BY DEBORAH L. BRONOW, DEPUTY DIRECTOR, UNEMPLOYMENT INSURANCE BRANCH

The Employment Development Department (EDD) has a number of exciting and innovative projects underway to enhance the Unemployment Insurance (UI) program, including several automation projects to modernize the program. These projects will not only help us serve our customers better, but will provide greater workplace efficiencies and more opportunities for staff to learn new program functions. In addition, we are also updating our five-year business plan, which will provide direction for the future of the program.

Many of our automation efforts are long-term projects, but we have made significant progress and look

forward to these future enhancements. One of these projects is the Call Center Network Platform and Application Upgrade (CCNPAU) project, which will result in an upgrade of our call handling system. Currently, the UI program has six call centers throughout the state that handle claim filing and information calls from our customers. This upgrade will not only modernize our aging system; it will also increase our capacity to handle large call volumes by expanding the call handling system to all 14 of our primary sites. This will reduce call wait times for our customers as well as give staff the opportunity to learn new UI program functions. It is anticipated that the new call platform will be operational

in 2010.

In order to expand access options for our customers, the UI program will also implement the Continued Claims Redesign (CCR) project, a new process whereby customers may certify for UI benefits via telephone or the Internet. Currently, customers certify as to their continued eligibility for UI benefits via mailed paper forms, which is a labor-intensive process. This enhancement will be available to customers in 2011. This project will also replace our outdated payment system and provide new tools for fraud detection, such as verification of claimant address changes.

Another fraud prevention effort in progress is the New Employee Registry (NER)

See Innovations on page 5

### Calendar of Events

March 1, 2007	International Award Nominations Due
March 15, 2007	Cal-Liope Articles Due
May 3, 2007	Board of Directors Meeting
May 3-5, 2007	State Conference and Convention Red Lion Inn, Sacramento, CA
May 15, 2007	Cal-Liope Articles Due
June 3-7, 2007	94th International Conference Grove Hotel, Boise, Idaho



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## International Delegates Selected

The 2007 International Conference will be held June 3-7 at the Grove Hotel in Boise, Idaho. International Association of Workforce Professionals (IAWP) delegates and members from across the globe will convene to hear a myriad of presenters, celebrate the accomplishments of workforce professionals and learn solutions to everyday problems.

Based on chapter membership, California is entitled to 25 delegates at this conference/convention but all members are welcome and encouraged to attend. The "named delegates" for the California chapter are: Ray Cabrera, President; James Thomas, First Vice President; Pattie Espinosa, Second Vice President; Phil Dwyer, Treasurer; Janice Cedano, Mem-

bership Coordinator; Pat Thornton, Executive Office; Jeanne Wallace, Recording Secretary; Verletta Moeller, International District XV Director and International District XV Director-Elect; Faye King, District I Director; Mary Archer, District II Director; Jean Berry, District III Director; Stacey Baron-Blank, District IV Director; Ron Cross, Immediate Past

President. The "elected delegates" are District I – Anita Lowe, Michael Waller and Rhonda English, the alternate delegate is Virgie Cornelius; District II – B J Sims and Tom Sims, the alternates are Mary Upp and Ben Takesh'ta; District III – Audrey Baker, Rocio Lopez and Elaine Carraway; District IV – Nan Bowman, Alma Drier and Geneva Robinson.

## Cold Spell Brings a Chill to Workforce Funding

BY ROB CLAUDIO, STATE CHAPTER  
LEGISLATIVE CHAIRPERSON

Many of you have seen or heard by now the budget proposal by Governor Schwarzenegger that aims to decrease contingency monies to the Employment Development Department (EDD) by a substantial amount. Our Partners are as concerned as the majority of us in realizing that if the amounts proposed for cuts hold true to form, it will mean a lot less money for services in the near future. In the current scenario, the administration within the State seeks to balance a budget without having additional spending dilemmas that it cannot overcome in future budgets.

I find that we are no different than the rest of the country in this sense, as all of us in the Workforce Development arena are fighting to keep what little is left in the

system. While huge spending issues loom with the New Congress as they tackle spending for the War on Terror, on-going Natural Disasters, Health Care, Education, and Immigration, the task appears quite large. Having said that, I revert back to our State, where the latest arctic freeze has already affected many agricultural crops that will force higher prices all around when we go to the supermarket in the future. You may want to say that we are starting the New Year with many obstacles to overcome while solutions remain subdued and less notable. Well, I believe that our State and Country can recover from all of this and more.

The instances have been many when the outlook was bleak and few things seemed positive. The opportunity to rise to the occasion of facing

our challenges and seeing what can shape our future will soon be upon us.

A couple of years ago, the State had an insurmountable amount of debt that would have appeared never ending. Yet, within a couple of years a windfall of revenue and a hopeful outlook put away a lot of that prior economic skepticism. It may take a while longer and more strategizing with these dilemmas; however, I still believe that we will come through this with a great sense of achievement. With hard work and dedication people have overcome many things throughout the years. I am sure that in 2007 we will be calling our members to reach out to their elected officials soon and we will present a united voice of over 2500 members who as constituents will seek a better balance for funding

of our programs and services throughout their communities within the State. I am confident that our membership will once again make an impact as we try to navigate through this cool storm.

To all of the staff who are not yet members of the International Association of Workforce Professionals (IAWP), I ask you to look at the return on investment in our organization. We seek to educate and to provide you with the tools necessary to educate others about the important work that we do. With sustained leadership and a strong grass roots approach to impacting legislation, I hope that more of you join us as we embark on a continued journey that seeks to promote the important workforce development work that you accomplish on a daily basis.

## Meeting in Mexicali

BY LARRY LUDWIG, IAWP  
FOUNDATION BOARD MEMBER

On Monday, December 4, Mario Posado, Past California International Association of Workforce Professionals (IAWP) International Development Chairperson, Rocio Lopez, California IAWP International Development Chairperson and Larry Ludwig, IAWP Foundation Board Member and Past IAWP International Development Chairperson, traveled by car to Mexicali, Baja California, to meet with officers of the IAWP Mexico "Calafia" Chapter. Hosting the meeting were Chapter President Miguel Valenzuela Robles, Vice President Gabriela Lopez Tello and Treasurer Jose Luis Navarro. Gabriela and Jose Luis last attended the 2005 International Conference in Albuquerque, New Mexico.

This was an all day working session primarily to discuss the Calafia Chapter's educational program, including its participation in the Boise Conference in June, as well as activities within Chapter gatherings and individual member development in the Central Mexicali office



Larry, Miguel, Rocio, Gabriela and Mario meet in Mexicali.

of the Servicio Estatal de Empleo, State Employment Office known as the SEE, and the two local offices in Tijuana and Ensenada. SEE is part of the Secretario Del Trabajo y Prevision Social.

Also addressed was a reworking of the Chapter's Mission Statement, Honorary and International Associate Membership for IAWP members outside of Mexico, formal establishment of a Sister Chapter relationship with the California IAWP Chapter, placing a Mexico Chapter link in the California IAWP Chapter website, considering fund raising possibilities of US corporations and individuals donating monies through the IAPES Foundation, and exploring a job vacancy exchange—placing Mexican job vacancies in the EDD web site for Mexican

work-eligible employees for employment in Baja California and California vacancies on the SEE web site for USA work eligible employees.

Most of the meeting was conducted in the SEE office, followed by a working dinner at the China House restaurant. Mexicali is noted for its excellent Chinese cuisine.

**2007 EDD  
REUNION  
LUNCHEON**

**Annual Reunion  
Luncheon**

**May 17, 2007**

**11 a.m. ~ Cocktails**

**Noon ~ Lunch**

**Contact: Janice Walker:  
(916) 391-8978**

[Janice\\_walker@sbcglobal.net](mailto:Janice_walker@sbcglobal.net)

**New Limited  
Edition Chapter  
Pin Available for  
Purchase;  
Order Now**

Our 2006 Chapter Pin was designed by members Mary Archer and Emma Eheart. This pin is the first in a series of pins. There are less than 350 of the 1000 limited editions of this pin left.

The pin, which appears, may be purchased for \$3.

Send your money with your request for purchase to:

Pat Thornton  
Executive Office  
Manager  
11410 Gold Hill  
Court  
Gold River, CA 95670



# District III Annual Award Dinner Recognizes Job Performance

BY JEAN A. BERRY  
DISTRICT III DIRECTOR

In our continuing effort to recognize the outstanding job performances of our District III members, this annual affair was held on December 1, 2006, at Nat's Restaurant in Hawthorne. It was attended by over one hundred attendees.

Our award presenters were: Dennis Petrie, Deputy Director, Workforce Development Branch; Michael Dolphin, Job Service Division Chief, Los Angeles/Ventura; Ellen Greer and Willa Robinson, Regional Managers; Anjetta Venters-Bowles, Disability Insurance Southern Area Division Chief; Kevin Haygood and Peora Williams, Employment Development Administrators (EDA); Richard Brown, Unemployment Insurance Claims Processing Division Chief; Jan Fixico, EDA; Jean Umoh and Deborah LeFlore, EDAs; Ray Cabrera, International Association of Workforce Professionals State Chapter President.

Award winners and nominees: **(Winners are in bold print)**

Unemployment Insurance PCC Employee Performance Individual

- **Emmie Soo – LACC**
- Gabriela Avila-LACC
- Lucy Want – OCCC

UI PCC Group – Nominees

- LA Call Center Trainers - Enrique Garcia, Sabrina Chang and Marsha Robinson
- LA Call Center SSNV Training Team – Enrique Garcia, Cindy Hoffman and Hing Huang
- **Orange County Call Center Alternate Work Team for Rulings – Gloria Galarza -Martinez, Pauline Martinez, Mary Silva, Myrna Soltero, and Xuan Tang**

Unemployment Insurance PAC Employee Performance Individual – Nominees, UI PAC Specialty Assignments

- Rachel Moreno
- **Francisco Capitulo**

UI PAC Group – Nominees

- LA PAC Scheduling Team – Hector Galicia, Mark Fang and Abel Monreal
- **LA PAC Training Team – Hector Galicia, Robert Garcia Marilyn Muse, Tim McCauley and Frank Verduzco**

Job Service Employee Performance Individual

- Ramon Reyes
- **Andrea Royal, 1st Place**
- **Lupe Gonzalez, 2nd Place**
- Milena Recinos
- Herman Lavin
- Melody Gillingham

JS Group

- West LA – Darryl Fisher, Bruce Williams, Linda Carrier and Mary Alice Tureaud
- **Inglewood JS – Carrie Marks, Michael McCann, Mary Ball-Smith, Margaret Stawder, Mary Tureaud, Connie Johnson and Chaz Blackwell**

Disability Insurance Employee Performance Administrative Support

- **Virginia Henderson**

DI Determinations

- **Paula Coleman**
- Jacqueline Cole

DI Specialty

- **Luz Renteria**

Services to Veterans Individual

- **Clarence Hatcherson**

Special Award for Services to Veterans

- **Agustin Gomez**

Management - Employee Performance Individual

- First Level Manager - **Donna Plank – LACC**
- Second Level Managers - **Thao Nguyen – OCCC; Isela Sanaee – Long Beach DI**

Management Groups

- **LA DI – Rosemary Womack, Grace Hollis, Hoa Ly Wong, Ruth Parker, Eric Lin and Edna Carter**
- **JS – Carolyn Anderson, Phyllis Carr, Carol Frierson, Gina Galvan, Celia Guzman, Janet Tham and Cesar Valladares**

One Stop

- **City of Glendale & Verdugo Jobs Center (Glendale JS) – Haydee Serrano, Gloria Soderstedt, Nona Yegiazaryan, Susan Diaz, Nick Sarkissian and Karina Manuykan; City of Glendale Staff – Jose Garcia, Eric Valenzuela, Gail Jordan and Larby Ablough**

Award of Merit

- **Sheila Mitchell, 1st Place**
- **Norma Gallegos, 2nd Place**

Because of the vast geographical area within this District, a second awards dinner was held in the Oxnard/Ventura area. Here is the list of nominees and winners:

Award of Merit Group

- **Ventura Transitional Adjudication Center – Barbara Ciminera, Toni Dills, Sharon Lyons, Mary Jane Reid, Effie Rodriguez, Gustavo Ruelas, Pham Tamloan, Alicia Valdez and Carol Wilson.**

Award of Merit Individual

- **Jennie Munoz**

Services to Veterans

- **Robert Shiverdecker**

One Stop

- **Oxnard Job and Career Center – Ignacio Abeyta, Alex Amezcua, Erin Antrim, Juanita Arreguin-Ferrer, Maria Castillo, Sam Castillo, Maria Eidson, Antonio Flores, Vanessa Frank-Garcia, Fred Garcia, Blanca Hernandez, Cathie Jimenez, Candida Lucy, Blanca Martinez Luz, Jennie Munoz, Rebecca Navarro, Mary Navarro-Aldana, Olivia Obregon, JoAnn Olivares, Raul Ornelas, Natividad Ortega, Fran Owens, John Sanchez, Kathy Smith and Adolfo Zarate**

Employment Tax FACD Employee Performance

- **Robert Soriano**

UI Transitional Adjudication Center Employee Performance

- **Toni Dills**

## District III Health Club

BY SHEILA MITCHELL,  
DISTRICT III EDUCATION  
CHAIRPERSON

Every year the masses of people make New Year resolutions and invariable those resolutions include changes in their diet and the promotion of better health. This year District III is committed to assisting employees to improve the quality of their lives by offering a six-month program to promote good health among our employees. The district has established a health program entitled "Health is the First Wealth Club" that is open to all employees.

The mission statement is "To educate and encourage employees of the Employment Development Department to live a healthy life style and to improve the quality of their lives so that they are more happy and productive during working hours."

The club will consist of:

- Health videos
- Health information and knowledge
- Daily walks
- Weekly yoga sessions (breathing and stretching)

- Weekly smoothies
- Monthly activities
- Weight loss contest
- Tips for smokers to quit smoking

Guest speakers when appropriate

The first meeting was January 18, 2007 during the lunch hour. The club is free to join and is open to all employees in the office. Those who sign up for the weight loss contest will pay \$5 each month and \$1 will be charged for each pound gained while the contest is running. The weekly smoothies will cost \$1 to cover the cost of the fruit. Smokers who want to stop smoking are encouraged to drink tea instead of taking that smoking break. The cost of the Stop Smoking Tea will be \$1 per tea bag.

Sponsored by chapters: Cabrillo del Rio, Los Angeles, Los Compadres, Los Tres Condados and San Gabriel Valley. Several offices have already signed up to participate. If you want to be a part of this exciting adventure, please see your chapter president for more details.

## District IV News

BY STACEY BARON-BLANK, DISTRICT  
IV DIRECTOR

District IV held a Caucus/Meeting at the Riverside Call Center on Saturday, January 6, 2007.

The following members were elected as delegates to the International Convention scheduled for June 2007 in Idaho: Nanette Bowman, Orange Empire; Alma Drier, Inland Empire, Geneva Robinson, Puerto Del Sol.

Decisions were reached regarding two Old Business issues. Regarding a previously proposed Spring 2007 District IV Educational Day it was decided to no longer pursue this event. A suitable site was

not identified and time constraints prevent ample remaining planning time. It was decided instead to begin planning now for either a Fall 2007 or Spring 2008 Education Day. Other Old Business discussion included continued discussion of purchasing books from Ric Giardina of Spirit Employed, for a District IV lending library. Some chapters have already purchased some of these books. Stacey Baron-Blank, District IV director will be contacting Mr. Giardina regarding additional purchases.

Awards and Award Nominations were discussed as New Business. Chapters indicated

they are creating new categories for local chapter awards as allowed in operating procedures to supplement the International Award categories. Suggestions were made to include community partners such as EAC representatives or local college administrators to help judge award nominations.

Reminders were also stated regarding the impending award nomination deadlines for the State awards.

Final discussion related to preliminary exploration of potential District IV area sites for the 2008 State Education Conference and Convention.

## President

*Continued from page 1*

tional website at [www.iawponline.org](http://www.iawponline.org).

IAWP members are eligible for educational scholarships and grants at both the State and International levels to help advance their careers. But perhaps one of the most beneficial aspects of the association is the opportunity to meet with other workforce professional from throughout California at our District and State Conferences and to meet with workforce professionals from throughout the United States and many foreign countries at our International Conference which in 2007 will be June 3-7 at the Grove Hotel in Boise, Idaho.

In the following years we

will see an ever increasing number of "baby boomers" retiring. This will create some openings for advancement. As you know an organization as large as EDD needs to keep ahead of the trend to insure there is adequate, well trained individuals to fill some key positions. IAWP is in the same predicament. Like my friend Marie Washington and Michael Waller from Sacramento, who is also retiring in May of this year, we too need more membership so that we can train, educate and place in positions being vacated, both at the local chapter as well as at the State Chapter level.

As you are aware this issue of our IAWP California Chapter newsletter is being distributed

to all EDD employees. IAWP does this once a year during this time. I hope you will take a few minutes to read about our professional association and all the good things we do.

I also hope that as you read this issue of the Cal-Liope you will be considering all the benefits of membership in IAWP and decide to participate in your future by joining IAWP. You may use the coupon that appears in this newsletter, contact our Membership Chairperson, Jan Cedano, at [jcedano@cox.net](mailto:jcedano@cox.net), or by contacting any IAWP State officer listed on page 2 or contacting a local chapter president in your area.

I look forward to welcoming you to IAWP.

M\*G\*B\*

# 2007 State Educational Conference Set for May

BY JAN THOMPSON, STATE CONFERENCE CHAIRPERSON

The 2007 International Association of Workforce Professionals (IAWP) California Chapter will hold our annual Educational Conference on May 3-5, 2007 at the Red Lion Inn in Sacramento, California. *The flyer announcing this conference appears below.*

The conference committee has planned an outstanding program for this conference. We will start the conference with an Early Bird Reception with a Cinco de Mayo theme on Thursday evening, May 3. Patrick Henning, Director of the Employment Development Department (EDD) will open Friday morning, May 4,

welcoming attendees and presenting an update on EDD programs. Director Henning will be followed by presentations from the Sacramento Fire Department and the Sacramento Sheriffs Department on Disaster Preparedness. Some of the subjects they will be covering will be Neighborhood Preparedness, Developing a Home Preparedness Kit, Home Communication Plans, Home Evacuation Plans, Flood Preparation, Preparing for People with Disabilities, and Preparing Your Pets for Emergencies.

Achievements of IAWP members and EDD employees will be recognized at the

Annual Awards Luncheon, which is always a highlight of the conference. It is always rewarding to learn about the outstanding achievements of IAWP members and to honor them for their accomplishments.

Friday afternoon Ric Giardina will both entertain and enlighten attendees with his presentations "It Only Hurts When I Change" and "Sometimes It's Either/Or." While conference attendees are attending the afternoon there will also be a program for the retirees. This year's seminar will be "Health Issues That Impact Retirees" and "Traveling with Ease". Friday night is Candidates Night and the

Presidents Reception where attendees will have the opportunity to meet and talk with attendees from throughout California as well as the candidates for IAWP state chapter offices.

Saturday, May 5, begins with a breakfast followed by a panel of EDD Deputy Directors who have been invited to present updates on the programs in their respective areas of responsibility and will participate in a question and answer session following the presentation. While attendance of the Deputy Directors has not been confirmed the committee is hopeful that the panel will be able to attend since the

Deputy Directors Panel generated a great deal of interest and enthusiasm at the 2006 conference.

The conference will conclude with the election and installation of IAWP state chapter officers for the administrative year 2007-2008.

This conference offers you the opportunity to meet workforce professionals from other programs and other areas throughout EDD and California, to meet your administrators, as well as the opportunity to grow personally and professionally. Make your reservation for this conference now. See you in Sacramento in May!

## Nominations Open for State Offices

BY RON CROSS, NOMINATIONS CHAIRPERSON

California Chapter Officers will be elected at the State Educational Conference that will be held May 3-5, 2007 at the Red Lion Inn in Sacramento, CA. Nominations are now open for President, First Vice-President, Second Vice-President, Treasurer, Membership Coordinator, District Directors, International District XV Director-Elect, and Karl E. Bybee Board members.

Some offices require that the candidate meet specific criteria which you will find in the California State Chapter By-Laws and Operating Procedures available on the chapter website at [www.iawp-ca.org](http://www.iawp-ca.org). Please review the criteria and state on the nomination form the criteria you meet. You may also contact your Chapter President, District Director or a state officer for information on the criteria for state offices.

Nomination forms should be forwarded to Ron Cross as instructed on the form which appears in this issue of the *Cal-Liope*. I can also send you an electronic version if you prefer.

Please contact me at

### NOMINATION FORM FOR CALIFORNIA CHAPTER IAWP OFFICERS FOR 2006-2007

**Nominator:**

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

for the California State IAWP office of:

By \_\_\_\_\_

SIGNATURE OF NOMINATOR DATE

NOMINATOR'S CALIFORNIA CHAPTER NAME

**Nominee:**

I hereby accept the nomination for the office of:

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

By \_\_\_\_\_

SIGNATURE OF NOMINEE DATE

NOMINEE'S CALIFORNIA CHAPTER NAME

If the office to which you have been nominated requires eligibility criteria, please indicate how you meet that criteria on the bottom of this form.

Submit completed form to:

Ron Cross  
13240 Kayuga St., Victorville, CA 92395  
Email: [voyager777@aol.com](mailto:voyager777@aol.com) or [RCross1@edd.ca.gov](mailto:RCross1@edd.ca.gov)

Nominate candidates for President, First Vice-President, Second Vice-President, Treasurer, Membership Coordinator, International District XV Director Elect, District Directors I, II, III, or IV, or Karl E. Bybee Board Member.

Criteria Met: \_\_\_\_\_

[voyager777@aol.com](mailto:voyager777@aol.com) or [RCross1@edd.ca.gov](mailto:RCross1@edd.ca.gov). If you have any questions, do not hesitate to contact me via e-mail or phone at (760) 241-3692 (home) or (562) 529-6658 (office). I want to hear from YOU!



## California Chapter 2007 Educational Conference



## Challenges for Future Leaders

Friday May 4 and Saturday May 5, 2007

- 6 p.m. Thursday, May 3, Early Bird Networking
- 8 a.m. Friday, May 4, Patrick Henning, Director, Employment Development Department
- Disaster Preparedness Sacramento Sheriff's Dept., Sacramento Fire Dept.
- Annual State Awards Luncheon
- Friday Afternoon, May 4, Ric Giardina, Spirit Employed Company "It Only Hurts When I Change" & "Sometimes It's Either/Or"
- 7:45 a.m., Saturday, May 5, Breakfast with EDD Deputy Director Panel (Invited)
- California State Chapter Elections & Installation of Officers
- Closing at 12 noon

Red Lion Inn, 1401 Arden Way, Sacramento, CA 95815

**Reservations (916) 922-8041**

- Request IAWP Discount: \$84 per night single through quad
- Super Shuttle Available \$16 one way from Sacramento Int'l Airport to Hotel
- Cutoff date for the hotel is April 3, 2007

**"CHALLENGES FOR FUTURE LEADERS"**

**CONFERENCE REGISTRATION**

Complete and return this registration form (*one form per person*). Make checks payable to IAWP and mail to:

Vie Upton, IAWP California State Educational Conference  
4890 Tangerine Avenue, Sacramento, CA 95823

- Full Registration, \$55
- Retiree, \$40
- Early Bird Only, \$15
- Friday Only, \$40
- Saturday Only, \$25

Name \_\_\_\_\_

Address \_\_\_\_\_

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

Phone \_\_\_\_\_

Chapter \_\_\_\_\_ Amt Enclosed: \$ \_\_\_\_\_

Please indicate your choice of lunch plate for Friday's Awards Luncheon

- Cheddar Chive Chicken
- Pasta Primavera

## Collector's Pin Presented by Past Presidents Association

This pin was presented at the District XV Conference and is available at the Chapter

Executive Office:  
11410 Gold Hill Court  
Gold River, CA 95670

Price \$2





**IAWP 94th International Educational Conference**

Boise, Idaho • June 3-7, 2007

Registration Online at [www.iawponline.org](http://www.iawponline.org)

Attendee \_\_\_\_\_  
 For Name Badge \_\_\_\_\_  
 Chapter Affiliation \_\_\_\_\_  
 Organization/Title \_\_\_\_\_  
 Address \_\_\_\_\_  
 City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_  
 E-mail \_\_\_\_\_  
 Work Phone \_\_\_\_\_  
 Work Fax \_\_\_\_\_  
 Home Phone \_\_\_\_\_  
 Home Fax \_\_\_\_\_  
 In case of emergency contact:  
 Name \_\_\_\_\_  
 Work Phone \_\_\_\_\_  
 Home Phone \_\_\_\_\_  
 Check all that apply:  
 1st Time Attendee Member       Membership Recruiter  
 Chapter President       Past Intl. President  
 Speaker       Retiree  
 Special Needs (Vegetarian, wheelchair access) \_\_\_\_\_

**AIRLINE:** Official carrier for the conference is American Airlines  
 Phone: (800) 433-1790 • Code: A7767AK  
**HOTEL:** Make your hotel reservations with:  
**The Grove Hotel – Cutoff Date: May 11**  
 Phone: (208) 333-8000; (888) 961-5000;  
 IAWP Rates: \$99 (Single, Double, Triple, Quad)  
**Statehouse Inn – Cutoff Date: May 7**  
 Phone: (208) 342-4622; (800) 243-4622;  
 IAWP Rates: \$99 (Single), \$105 (Double, Triple, Quad)  
**Best Western Safari Motor Inn – Cutoff Date: May 13,**  
 Phone: (208) 344-6566; (800) 541-6556  
 IAWP Rates: \$85 (Single, Double, Triple, Quad)  
 Meeting Group: IAWP

Are you interested in being a workshop facilitator/moderator?  
 Yes     No  
 If marked "Yes," additional information will be sent to you via e-mail. Please be sure your e-mail address is supplied above.

**FULL CONFERENCE REGISTRATION FEE:**  
 Full Member:     Before May 11, \$325     After May 11, \$375  
 Retired Member:  Before May 11, \$325     After May 11, \$375  
 (Only Full Conference Retired Member package will include the Retiree Luncheon)  
 I will be attending the Retiree Luncheon     Yes     No  
 Non-Member     \$455

**PROGRAM ONLY:** (Meal tickets not included)  
 Entire conference program only \$250  
 Two day program only \$150  
 One day program only \$80  
 Past International Presidents' Luncheon, \$30  
 Please add \$3 to the IAWP scholarship funds

**IAPES FOUNDATION ALTERNATIVE:** (No credit card payments)  
 I would like to donate \$250 of the registration fee for the educational portion of the conference. I realize this portion of my registration fee will be tax-deductible for 2007. To take advantage of the tax deduction, I am enclosing two (2) checks; one made payable to the IAPES Foundation for \$250 and the other made payable to MGA Planning Services-IAWP for the balance of my full registration

TOTAL \$ \_\_\_\_\_  
 Payment (Must accompany registration form.)  
 MasterCard     VISA     Amex     Discover  
 Card Number \_\_\_\_\_ Exp. Date \_\_\_\_\_  
 Print Name (as on card) \_\_\_\_\_  
 Signature \_\_\_\_\_  
 Billing Address (City, State, Zip) \_\_\_\_\_

\* MGA Planning Services, Inc. will appear on your statement  
 Make checks payable in US funds to:  
 MGA Planning Services, Inc.-IAWP  
 Register by Mail /Fax: MGA Planning Services, Inc.-IAWP  
 P.O. Box 1321, San Marcos, TX 78667  
 Fax: (512) 878-2402

**Questions? Call IAWP/MGA Planning Services, Inc. (800) 936-1160**  
 • Registrations without full payment will be returned.  
 • Prices are U.S. dollars and payment must be made with U.S. funds.  
 • Conference badges and tickets will be distributed upon arrival and must be displayed for all program and social events.  
 • All cancellations must be made in writing. Eligible refund requests received before May 11, 2007, (including a \$50 cancellation processing fee) will be processed following the conference. After May 11, 2007, cancellations will be reviewed individually for eligibility of refund. Written emergency documentation by physician, supervisor, and/or other authorized personnel will be required.



**WIN BIG BUCKS PRIZE \$1,000**

Proceeds go to IAWP Delegate Fund to assist in defraying expenses of delegates attending the 94th International Conference in Boise, Idaho, June 3-7, 2007.

Raffle tickets can be purchased through your local IAWP Chapter President and IAWP members. Donation \$2 per ticket

**HURRY!  
 HURRY!  
 HURRY!  
 TIME TO GET  
 YOUR  
 IAWP  
 RAFFLE  
 TICKETS**

**DRAWING MAY 5  
 STATE CONFERENCE  
 SACRAMENTO**

**Innovations**

*Continued from page 1*

Benefit Crossmatch (NBC). Employers are required to report new employees in the NER within 20 days of hire. This project will conduct a crossmatch of this new employee wage data with UI benefit payment data. This will be a daily crossmatch rather than the quarterly process currently used. This process will help us detect those individuals who return to work and continue to collect UI. The new process will detect benefit overpayments much sooner than the current audit process, resulting in smaller overpayments that are easier to collect. Implementation is expected for later this year.

We are also working on a number of enhancements to improve work processes and make our applications more user-friendly for staff. For instance, the Web Based Claim Filing (WBCF) project will result in a new claim filing system for UI staff that will improve the quality of information collected during claim filing as well as reduce training time for newly hired staff. The new system also has fraud prevention components that will decrease improper UI payments. For instance, staff will be able to crossmatch the last employer address with our internal Tax Accounting System rather than relying on the claimant for that information.

The WBCF system will be implemented in phases over several years. However, we have completed some aspects of the project. The Social Security Administration crossmatch was implemented in July 2006. In this process, EDD receives real-time verification of claimant Social Security Numbers during claim filing to ensure that benefits are paid appropriately. When an unverified response is returned, the claim is put into our identity verification process. Another crossmatch fraud deterrent was also recently deployed in October 2006 to match claim

information with Department of Motor Vehicle records. As with Social Security verification, unverified responses are put into our identity verification process.

A precursor to the WBCF project is the Telephone Claim Filing (TCF) Script Macro, which will convert the current TCF script into a user friendly windows based environment with additional information for staff. The macro will assist staff by providing pertinent information from the existing claim filing script and guiding them through the claim filing process by transferring required information from the Single Client Database to various screens for easier use. In the near future, the macro will be tested at the Riverside Call Center and then implemented statewide later in 2007.

Another planned enhancement will replace the current UI scheduling system (UISS), which is used to schedule determination interviews with claimants when there is an issue on a UI claim. The upgraded system will automatically schedule determination interview appointments based on the interviewers' skills and availability and will reduce the need for manual staff intervention.

The Document Management Refresh and Consolidation (DMRC) project will improve and streamline current business processes by centralizing forms handling, replacing obsolete forms processing equipment, and reducing handling of paper forms. New mail opening equipment and scanners have been installed. In April 2006, the UI Branch's continued claim form (DE 4581) mail opening, scanning/imaging and data capture functions were consolidated with Tax Branch operations. The next step is processing payment exceptions electronically. Staff will be able to perform the exception processes by working off of electronic

images rather than hard copies. It is anticipated that this will be implemented in April 2007.

This project also positions the UI Branch for additional enhancements in the future, when other forms can be designed for imaging and electronic workflow, such as the notice to the last employer when a UI claim is filed (DE 1101C/Z). This also allows UI staff to learn new functions and paves the way for a multifunctional service environment where staff will have more experience in all program functions to better serve our customers.

In 2002, the UI Branch released an ambitious five-year business plan. Since that time, we have made significant progress towards meeting the plan goals, which focus on improving and expanding access to UI services and building staff and system capacity. Many of the automation enhancements discussed above stem from the business plan and play a vital role in the future direction of the program.

We are currently updating the business plan to reflect the program's direction for the next five years. One of the most important challenges we will face as a branch is the loss of knowledgeable and experienced staff as large numbers of employees throughout EDD are expected to retire in the next few years. This is an exciting opportunity for the branch to develop future leadership and look at different ways to recruit and retain staff to lead and support the UI program into the future.

None of these projects would be possible without the hard work and dedication of the UI Branch staff. Implementing these program enhancements while also providing direct services to millions of unemployed Californians is quite an accomplishment and I would like to commend staff for their ongoing efforts on behalf of the UI program.

## Goings On Around the State

### Silicon Valley Chapter Walks for Diabetes

BY FRED RUIBAL SILICON VALLEY CHAPTER PRESIDENT

On September 30, 2006 the Silicon Valley Chapter of the International Association of Workplace Professionals (IAWP) participated in "America Walks for Diabetes." This is an annual event, sponsored by the American Diabetes Association. This annual event is to create awareness of diabetes. Every 21 seconds a person is diagnosed with the disease, according to the American Diabetes Association (ADA).

Representing IAWP Silicon Valley for this year's walk was Marci Cunanan, Jan Baxter, Gloria Napuli,



**Silicon Valley Chapter Walks for Diabetes.**

and Fred Ruibal, who all work out of the Primary Adjudication Center in San Jose for the Employment Development Department and are all Employment Program Representatives for the Unemployment Insurance Division. The walk was held at the Guadalupe River Park and Gardens in San Jose, Cal-

fornia.

The money that was raised for the walk will go towards research, advocacy & public awareness, management, fund raising, and information regarding the disease, just to name a few of the places where the money collected goes, according the ADA.

### Orange Empire Chapter to Hold Awards Dinner March 16

BY NANETTE BOWMAN

On December 16 the Chapter Holiday Celebration was held at the Pirate's Dinner Adventure in Buena Park. This event was well attended by 41 adults and 8 children. Members qualified for a discount by contributing Campbell Soup Labels to benefit St. Jude's Ranch for Children. Nanette Bowman acted as coordinator for the group by arriving early to pick up headband and beads. She stood inside the pre-show area with her International Association of Workforce Professionals (IAWP) sign to distribute table assignments and favors. To the delight of Jorge Perez and all, his two daughters were selected to participate on stage with the professional entertainers. Maria Chuayusos's son was part of the British Solders toward the end of the show. Catherine Caldera's husband and brother also got into the action. Another attendee's comment was: "Swashbuckling swordplay, dynamic duels, and a perfect blend of action, adventure, comedy and romance and the opportunity to interact in the Pirate adventure, all with a delectable dining experience."

Yes, of course, this is what they have advertised as well, however, I have to agree, this event and experience was truly enjoyable. The food was extraordinary and the participation was excellent. This was an excellent 2006 IAWP Orange Empire Christmas party with a Buccaneer's flavor. It turned out to be a good alternative for the Boat Parade dinner party because it did rain that night.

Plans are underway for the annual Orange Empire Awards Dinner to be held at the Embassy Suites in Anaheim on March 16. Cost of the meal increased to \$26 inclusive. Members will pay \$20 with Orange Empire subsidizing the balance. Contact Nanette Bowman for reservations at (714) 269-0612. Board members are constantly challenged to negotiate affordable prices for these quarterly meetings. Orange Empire designed a Request for Proposal (RFP) form as a guide for first-time scouts.

We congratulate Jorge Perez on his new assignment as EPM I in the Santa Ana JS Office. Roberta Masek is the new EPM II assigned to manage Anaheim JS.

First Vice President

Catherine Caldera has listed IAWP on the website called [www.meetingsandmixers.com](http://www.meetingsandmixers.com). You are invited to access the California website on the Cal-Liope page to view the Orange Peel News. The January/February issue will announce the awards information and ask for nominations for our officers for 2007-2008.

Orange Empire extends a thank you to the office representatives who contribute so much to the communication of the organization: John Cook at Westminster Job Service, Dan McHenry at Santa Ana Job Service, Howard Lavoot and Priscilla Smith at the Orange County Call Center, Steve Drabek and Deidre Pontrelli at the Orange County Adjudication Center, Judy Haugen at Anaheim Job Service, Jean Stringer at Irvine Job Service, Julie Dandoy at Santa Ana DI, Jose Jauregui at SGV DI, Linda Cattalino at Anaheim Tax, Jeanne Wallace at Paramount BOPSD, and Rod Saisho at UI Claim Processing Division Office. Along with the officers they distribute material, collect payments, and act as the liaison to keep everyone informed.

### Inland Empire Chapter Training Exam

BY MARINA ROJAS, INLAND EMPIRE CHAPTER

On November 16, 2006 the Inland Empire Sub-Chapter welcomed Chris Gist to the Riverside Job Service One Stop office for a session in "Changes in the Exam Process." Chris enlightened the group of about 38 people about the new direction the State has taken in its promotional exam processes.

Shannon Froemming came all the way from Indio to hear Chris speak and ended up joining IAWP. Shannon said, "I found the training very interesting and informative, because Chris Gist not only gave us specifics about what the changes were going to be, but also gave examples to help us understand the differences in the exam processes; then he showed us how we can prepare ourselves."

"This training has strengthened my knowledge in interviewing skills with the

State of California," commented Shivani Gunjeet of the San Bernardino office. "Chris Gist is an experienced, innovative leader who dedicated his time to teach new strategies and perspectives to help our career growth. His expertise will strengthen not only all the trainees in that class, but also in the diversity of our UI Branch as we approach a future in multi-functional environments. I thank IAWP in organizing this informative class and I hope that we shall have more classes in the future that will enhance our skills."

Inland Empire was excited to have Chris as a guest speaker and certainly appreciated his effort to come "down south" and share the new exam processes with the people present. We are also looking forward to a second visit from Chris in the near future and hope to see more people take advantage of his training on this subject.

### Sacramento Chapter Update

BY MADHU GHUMAN, SACRAMENTO CHAPTER PRESIDENT

I want to take this opportunity to thank all of the members in the Insurance Accounting Division for their donations for the WIND organization.

Planned activities for February include focusing on the disabled community as February is slated as Disability Awareness Month. The speaker for our meeting who will address some of the many areas in assisting the disabled is Pat Wood who is the director of the Short Center South School.

March is designated as Retiree's Month for the chapter and topics to be discussed at our monthly meeting are American Association of Retired Persons (AARP) activities and

job fairs for seniors.

During the month of March nominations will take place for new officers; this action will take place on March 9, 2007.

In the month of April the Sacramento Chapter Awards Banquet will take place. The guest speakers will be Diane Ferrari, Region 3 Manager, Curtis Walker, EDA for the UI Call Center, and Darrin Mix, DI Manager. The dinner will be held at the Buggy Whip Restaurant, 2737 Fulton Ave, Sacramento.

In May the California Chapter Educational Conference (2007) will be held; it is entitled "Challenges for Future Leaders", the date is May 4-5, 2007 at the Red Lion Inn, 1401 Arden Way in Sacramento.

### Valle Del Oro Membership Alert

BY JEAN A. BERRY, DISTRICT III DIRECTOR

Attention members of the Valle Del Oro Chapter and employees in the greater Bakersfield area.

Numerous attempts have been made to ascertain your interest in re-activating the Valle Del Oro chapter. I have had some response; however, we need to know how we, at the State and District levels can provide services to you.

Presently, we are explor-

See *Valle De Oro* on page 7

#### IAWP DISTRICT III ASSESSMENT OF TRAINING NEEDS

heck all training that you would be interested in attending.

##### TYPE

- Luncheon Mini Training
- Evening - After work
- Saturday - 6-8 hrs.
- In conjunction with conferences
- OutService Training, if offered

Note: Please list any other interested timeframe, if not listed above.

##### TRAINING TOPICS

- Soft Skills
- Work Ethics
- Communication Skills
- Customer Service - Internal
- Customer Service - External

- Leadership Training
- Violence in the Workplace
- Diversity/Culture
- Workforce Promotional Development Program (WPDP)
- Presentation Skills
- Promotional - 1<sup>st</sup> Level Mgmnt
- Promotional - Upper Mgmnt
- Promotional - Clerical
- Interviewing Skills
- Financial Training
- Retirement Planning
- Red Cross/CPR
- Motivational Training
- Partners/EDD Cross-Training
- Computer Training - Word
- Computer Training - Excel
- Computer Training - Power Pt.

- Computer Training - Outlook
- Computer Training - Access
- Identity Theft & Fraud
- Difficult Conversations
- Conversational Spanish
- Change in Exam Process
- Health Club

Note: Please list other interested training topics.

##### GRANTS

• Karl E. Bybee - California Chapter: For educational courses, institutes, or activities directly related to professional advancement of members. More information available on chapter website.

• Logan S. Chambers - International: Individual scholarships are designed to provide finan-

cial assistance to IAWP members who wish to increase their knowledge, skills, and abilities in a course, or courses of study that pertains to employment and training or towards a degree program that relates to job performance and/or promotional possibilities.

More information available at: [www.iapesonline.org](http://www.iapesonline.org) go to Members Only.

Complete this form and send with your contact information to: Jean A. Berry District III Director, 16411 South Thorson Ave, East Rancho Dominguez, CA 90221; or request this form via e-mail by contacting me at [berrygemini@aol.com](mailto:berrygemini@aol.com).

# Goings On Around the State

## Los Compadres Chapter Works on a Community Projects; Appreciates Membership

### Donations to Emergency Shelters

BY NORMA GALLEGOS, LOS COMPADRES LOCAL OFFICE REPRESENTATIVE

The primary activity of the Emergency Winter Shelters is to assist the homeless to improve their individual or family circumstances. Winter shelters in Sylmar and Santa Clarita are opened each year from December 1st through March 15 and may be extended due to extreme cold weather. They provide shelter, food clothing, medical and mental services as well as assistance and referrals to other supportive services.

The shelters operate on a limited budget and can only survive with the support of volunteers and donations. In an effort to help our local shelter Los Compadres Chapter, in conjunction with the Sunshine Club of the Northeast San Fernando Valley Worksource Center in Pacoima, sponsored two fundraisers in the month of December 2006. A breakfast fundraiser was held on December 6 and a soup and salad bar lunch was held on Dec. 13, both at the Pacoima office. As a result of the fundraisers a total of \$295 was donated to the Santa Clarita Community Development Corp., the operators of the Sylmar Emergency Winter Shelter.

This is my second year as a volunteer at the shelters. I volunteer to work in the kitchen serving meals. I have had the opportunity to meet homeless people, from infants to the elderly. Each one is always grateful to receive a meal, a blanket or a warm smile.

Thank you Sunshine Club of the Northeast San Fernando Valley Worksource Center for inviting Los Compadres Chapter to join you in helping with this worthwhile cause.

### Caps to the Capital

BY NORMA GALLEGOS, LOS COMPADRES LOCAL OFFICE REPRESENTATIVE

Can crochet save a life? For the millions of babies who are born in poor countries, the answer is yes. Each year four million newborns in developing countries die within the first month of life – half of them within the first twenty-four hours of being born.

According to the Save the Children organization, simple low-cost measures – like putting a cap on a newborn's head to help keep it warm – can help save many of those lives. Save the Children has partnered with the Warm up America Foundation to launch Knitters and Crocheters for newborns: Caps to the Capital.

From the yarn donated by the Los Compadres Chapter, residents of Los Angeles Rescue Mission's Hope Gardens began crocheting caps. For their use, I downloaded free instructions for crocheting and knitting the caps. In December a total of 25 caps were donated to Caps to the Capital. I, along with Los Compadres President, Bettye Hicks, assisted in crocheting several caps.

In January, Save the Children will deliver the caps to the President in Washington, DC to demonstrate that Americans want to do more to save lives of newborns around the world. All caps will be delivered to newborns in countries where Save the Children works.

Los Compadres and residents of Hope Gardens are currently crocheting squares to create handmade afghan blankets for Warm up America. I will have more on this project in our next issue.

To donate yarn or make a donation, please contact me at (818) 890-9421.



Assemblyman Richard Alarcon and Director Patrick Henning.

### Membership Appreciation

BY BETTYE HICKS, LOS COMPADRES CHAPTER PRESIDENT

On December 7, 2006, the Los Compadres Chapter held a Membership Appreciation Dinner for its members, families and friends which included a toy and membership drive. We offered dinner at no cost to Los Compadres members. In order to increase membership, we offered a free dinner to new members completing a new membership application prior to or during the night of the dinner. Each person attending brought an unwrapped toy for The Gift of

Christmas Toy drive.

Our invited guests included Employment Development Department (EDD) Director, Patrick Henning, Assemblyman, Richard Alarcon, 39th District, and Employment Development Division Chief, Los Angeles/Ventura Job Service, Michael Dolphin.

Assemblyman, Richard Alarcon is the founder and creator of The Gift of Christmas Toy Drive; therefore, we donated the toys to his organization. The toys were distributed to various churches and organizations in the East San Fernando Valley for distribution to needy children.

## Los Compadres Chapter Congratulates Lili Galoussian

BY BETTYE HICKS, PRESIDENT LOS COMPADRES CHAPTER

We congratulate Lili on her appointment to the Employment Development Administrator position as the Regional Manager of the San Fernando/Antelope Valley and Oxnard Job Service offices.

During the past year Los Compadres Chapter sponsored several community and chapter activities including Foster Care,

Leukemia and Lymphoma Society, Save Lids to Save Lives, and fund raisers for the Emergency Winter Shelters. With the support of Lili and the staff in the offices we were very successful in these activities. Thank you, Lili, for allowing your staff to participate.

I am forever grateful to you for assisting me and the Los Compadres Chapter.

## Valle Del Oro

Continued from page 6

ing training for those of you who wish to promote, to improve your current skills, to plan your personal finances or to plan for your retirement. This training is available throughout the district and all of our chapters have taken advantage of this free training. It should be noted that all of our training sessions are available to members and non-members alike.

Our Employment Development Department Director, Patrick Henning, and Ray Cabrera, State Chapter President signed a proclamation at the International Dis-

trict XV Educational Conference in San Jose, this past October. The Director has exhibited his strong commitment to our chapter and if you do not have a copy of this proclamation, please let me know.

We definitely want to keep you as members and to help you benefit from your membership; therefore, please complete the Training Assessment Survey listed below or just e-mail me with your interest at [berrygemini@aol.com](mailto:berrygemini@aol.com).

We look forward to seeing you at our State Chapter Educational Conference, in Sacramento in May, 2007.

## Los Angeles Chapter Adopts 9th Street Elementary School

BY SHEILA MITCHELL, PRESIDENT LOS ANGELES CHAPTER

The Los Angeles Chapter of the International Association of Workforce Professionals (IAWP) and the Los Angeles Primary Adjudication Center (PAC) adopted 9th Street Elementary School for Christmas. According to the principal more than one half of the children who attend the school are classified as homeless under the federal "McKinney Homeless Act." With the help of the Los Angeles Disability Insurance Office, Los Angeles Call Center and the South Bay/Compton Job Service Office we donated six to seven large boxes of toys, school sup-

plies, and clothes to the neighborhood children on December 14, 2006.

Los Angeles PAC management team members Jean Umoh, Yolanda Barela, Jean Biddle, Clint Chou, Blanca Mercado, Sheila Mitchell, Olabisi Oyewo and Vahe Yeghiayan and staff members Sunni Alonzo, Nenita Albaracin, Percy Anderson, Melinda Campos, Imani Dunlap, Tommy Davis, Bitia Forootan, Robert Garcia, Henry Gomez, John Jasiunas, Paul Marcouiller, Tim McCauley, Madelyn McQueen-Whaley, Sarah Moskofian, Dina Nazarians, Carmen Rodriguez, Sharon

Plowden, Janet Rische, Viola Torres along with the Los Angeles IAWP Chapter purchased and donated over 500 sand timers to assist the children with their language, reading and math skills and lesson plans. The Principal, Pamela Hugh, was very excited and indicated that she would be meeting with all of the children's parents to educate the parents in the use of the sand timers. The above management team members, staff and offices should take a bow. Your donations were a hit with the children and the sand timers are a gift that will last a lifetime.

EDD Director, Henning spoke of his dedication to EDD and the International Association of Workforce Professionals (IAWP). Here are two important things that he said:

"I am here to encourage all my fellow EDD employees to join IAWP. It's a dynamic organization that will augment all our important training efforts."

"I will always want to be remembered as an EDD employee just like Jean Berry who is with us tonight, dedicated, sharp and compassionate. She's a GEM!"

Thanks to our Division Chief, Michael Dolphin, for his support. Mr. Dolphin is so well-liked and popular that he is invited to all holiday parties, IAWP Award dinners, Membership Appreciation dinners, etc. He attended our dinner on December 7th and on the evening of December 8th he attended 2 EDD holiday dinners. I heard him say as he left one of the dinners, "I will be in the gym for the next month." Mr. Dolphin, you are a real trooper and a gentleman. Thank you.

Members of our California IAWP Board of Directors were in attendance: Ray Cabrera, President. Jean Berry, District III Director and Val Moeller, International District XV Director.

Our Membership Appreciation Dinner was a complete success. We enrolled 13 new members and 2 transfers into the Los Compadres Chapter. Special thanks to our committee who made this a success: Sylvia Altamirano, Audrey Baker, Vinny Clarke, Norma Gallegos, and Siranush Murillo.

Thanks to all Los Compadres members, their families and friends for attending and enjoying the evening.

# Henning

*Continued from page 1*

the Job Service Program, the current level of staffing can not be supported on an ongoing basis.

The Department will continue to look for opportunities to reduce Operating Expenses and Equipment (OE&E) costs to mitigate any staffing reductions. We currently are looking to reduce facility costs by reevaluating and prioritizing the need for each Job Service office. This is consistent with proposed federal regulations that would require Job Service offices to operate as part of comprehensive One-Stop Career Centers.

**2. Would EDD have any layoffs if the proposal is adopted?**

No. At this time there would be no layoffs planned in the Department. The Department expects normal attrition to continue and there should be sufficient vacancies in other program areas that would allow for employees to be redirected into funded positions, if need be.

**3. Would non-tenured staff (e.g., Retired Annuitants, Student Assistants, Seasonal Clerks, Youth Aids, etc.) be separated?**

The Department values all staff experience. At this time, it is unknown how non-tenured staff would be affected. However, at this time, we do not anticipate that Student Assistants and Youth Aids working in the Job Service Program who provide services under the Youth Employment Opportunity Program would be affected.

**4. Would permanent intermittent hours be maintained at a 20 hours per week minimum?**

Permanent intermittent hours could be reduced due to the declining federal funding, ongoing State budget deficits and unfunded Cost-of-Living (COLA) increases and operating costs in the Job Service Program. Decisions on future use of permanent intermittent staff will be dependent on our Department's budget and workload needs.

The ability to work permanent intermittents, an important part of our workforce, is dependent upon workload and available funding. The Department will make every effort to balance both given the proposed reductions to the funding streams for the Job Service Program.

The Bargaining Units 1, 4, and 15 Memoranda of Understanding (MOU) require that a permanent intermittent employee receive at least 72

hours notice of a schedule change. It is anticipated that the Department would provide more notice than the minimum required under the MOUs should it become necessary to reduce permanent intermittent hours.

**5. Will the Job Service Employment Program Representative permanent intermittent conversion be affected by this proposed reduction?**

The conversion agreement between the Employment Development Department and the Service Employees International Union, Local 1000 negotiated and signed on October 30, 2006, is contingent upon the Department's workload and available budget for permanent full-time staff in the Job Service Program field divisions. The first phase of the permanent intermittent conversion (61 staff) is almost complete and the Department will reevaluate the financial feasibility of converting the remaining eligible and interested Job Service Program Employment Program Representatives permanent intermittent staff given the proposed funding reductions.

**6. If rank and file positions were reduced, would management positions also be reduced?**

Yes. There may be circumstances where rank and file, supervisory and managerial classifications would need to be reduced or reassigned to other Employment Development Department programs and/or classifications.

**7. Would Central Office positions or staff be affected?**

Yes, we anticipate that all Department entities currently supported by Job Service Program funding will share in the reduction. Specifically how Central Office positions and staff would be affected is unknown at this time; however, we expect cuts to come from direct-charged program positions, as well as from indirectly funded overhead positions. The Employment Development Department will attempt to mitigate reductions in both the field and Central Office operations through a number of administrative controls.

**8. Would mandatory reassignments of Job Service Program staff take place?**

It is unknown at this time. However, due to declining federal program funding, State budget deficits, unfunded Cost-of-Living (COLA) increases and increasing operating costs in federal programs, the Employment Development Department will not be able to support

the level of staffing that currently exists in the Job Service Program. Voluntary and/or mandatory reassignments may need to take place.

If mandatory reassignments of Job Service Program staff were necessary, would all Job Service field offices and staff be affected?

It is unknown at this time. As indicated above, due to declining federal program funding, State budget deficits, unfunded Cost-of-Living (COLA) increases and increasing operating costs in federal programs, the Employment Development Department will not be able to support the level of staffing that currently exists in the Job Service Program. Voluntary and/or mandatory reassignments may need to take place.

**10. Who do I contact to get answers to questions I may have regarding the reduction in Job Service Program funding and the potential affect on me?**

You may raise specific questions to your manager or supervisor. In addition, the Department will establish a Question and Answer e-mail address for you to submit your questions and receive timely responses. Additionally, various questions and answers will be posted periodically on Inside EDD for departmental employees.

**11. How would the proposed elimination of the Job Service Contingent Fund affect the Veterans Program?**

The proposed reduction includes the Contingent Fund for the Veterans Program. However, the Veterans Program, which helps unemployed veterans find jobs by providing counseling, job referrals, job search workshops, and job development with potential employers, is a priority for this Administration. To avoid any impact to the services currently being provided to California veterans, existing federal funds would be used to maintain the current level of Veterans Program services. Maintaining the Veterans Program at the present level will ensure veterans continue to receive priority in a full range of employment services, including case management and intensive services.

**12. How would the proposed elimination of the Job Service Contingent Fund affect the Re-employment Program?**

The Administration proposed and the Legislature approved one-time Contingent Fund monies in State

Fiscal Year (SFY) 2006-07 to provide in-person job search services to Unemployment Insurance (UI) claimants. This funding will end in June 2007. The Re-employment program is a specialized process that selects new UI claimants to ensure they understand and meet the UI work test requirements of being able and available for work, and actively seeking employment. The Re-employment Program includes one-on-one Personalized Job Search Assistance (PJSA) workshops for UI claimants that may no longer be provided. However, UI claimants seeking assistance in finding employment can still receive employment services in the One-Stop Career Centers as well as self-service via CalJOBS, the Department's Internet job search website.

**13. What is the other \$35 million reduction of "excess authority" that is in the Governor's Budget?**

Over the years, state spending authority in the Job Service budget was not incrementally reduced to reflect the actual funding received from the federal government. This resulted in the State Budget containing more authority to spend than grant funding actually being received from the federal Department of Labor.

This situation arose due a variety of factors including reduced federal funding and additional authority added to the budget for State employee cost of living salary increases, benefit increases and/or price increases that were not funded by the federal dollars. The Governor's Budget adjustment seeks to align the Job Service spending authority with the actual federal dollars we expect to receive.

There will be no staffing reduction associated with this federal funding adjustment.

**14. How many staff would the Contingent Fund dollars support and what is the impact of the unfunded cost of living salary increases for the federal programs?**

There would be 260.4 fewer PYs as the result of the redirection of the Contingent Fund to the General Fund in SFY 2007-08. Job seekers would still be able to access employment services at the One-Stop Career Centers throughout California. Job seekers also would be able to self-serve via CalJOBS, the Department's Internet job search website. The Department will continue to evaluate and prioritize funding for

critical employment services in the areas of the greatest need. In addition, the Department is in the process of estimating the reduction associated with the unfunded cost of living salary increases for the federal programs.

**15. Will these reductions be limited to the Job Service field offices?**

No. We anticipate that all Department entities currently supported by Job Service Program funding will share in the reduction. Specifically how Central Office positions and staff would be affected is unknown at this time; however, we expect cuts to come from direct-charged program positions, as well as from indirectly funded overhead positions. The Employment Development Department will attempt to mitigate reductions in both the field and Central Office operations through a number of administrative controls.

**16. Would other funds be used to backfill the loss of the Contingent Fund to the Job Service Program?**

The Department will evaluate service delivery priorities and the feasibility of using other funds as allowable under federal guidelines which require that all expenditures must be charged to the benefiting program.

**17. How long has this supplemental Contingent Fund been in the EDD budget for the Job Service Program?**

The Department first received a Contingent Fund supplement to the federal Job Service Program in SFY 1983-84. The original premise of the state supplement was to maintain a Job Service staffing level in California in light of escalating costs and federal funding not keeping pace.

**18. What does the federal Job Service budget look like for 2007-08?**

The final budget for next year is unknown at this time. We are currently operating the Job Service program under a Federal continuing resolution that maintains existing funding levels. There are some indications that Congress may continue these funding levels into next year; however, there is no final federal budget, and the President's proposed 2007 budget included a \$27 million reduction to the national Job Service budget. If Congress chooses instead to adopt the President's 2007 budget proposal, it is estimated that California's share of the reduction would be \$3 million. This figure has been calculated into the proposed SFY 2007-08 Governor's Budget.