

Cal-Liope

The MUSE with the NEWS

Chapter/International Association of Workforce Professionals

May / June 2005

Volume 50, Number 3

State President's MESSAGE

State Conference is over and a new administrative year is about to begin for the International Association of Workforce Professionals (IAWP) California State Chapter. The Conference held in Sunnyvale was put together by B.J. Sims, State Conference Chairperson and her committee. What a great job she did. She was assisted by her committee, Mary Archer, Nan Bowman, Brian Chu, Pattie Espinosa, Fred Ruibal, Terrele Schumake, Ken Schieck, Tom Sims, Ben Takesh'ta and James Thomas. Attendees to the Conference stated that the speakers were some of the most informative they have ever heard. Many thanks to B.J. and her committee for all their hard work. A special thanks to Nan Bowman for arranging the location and working with the Four Points Sheraton to provide outstanding accommodations for all attendees.

As the incumbent president for the California Chapter of IAWP I chose to run for another term. I made this decision because I see the opportunity to further the goals of IAWP and an opportunity to continue to strive for excellence as we prepare for our future.

During my current term as President I oversaw major changes in the Chapter's legal charter. Immediate Past Chairperson of the By Laws and Procedures Committee, Arnold Hamilton, and Immediate Past Executive Office Manager, Helen Davalos, completed the paper work with attorneys and the Secretary of State as required by the IAWP International office to make the changes which were completed in November 2004.

We now have additional



Ron Cross
State Chapter President

The District Directors and State Officers support your local chapters. We look forward to your participation in IAWP activities.

work to do on our State Chapter By-Laws and our Operating Procedures. This work has already begun. Sue Woodburn, By-Laws and Operating Procedures Chairperson, has her committee working now to bring recommendations to the Board of Directors.

Also, in 2004-05 we made initial steps toward reducing administrative costs. The Board approved changes in the Operating Procedures at the May 12, 2005 meeting to change the venue for the Board of Directors meetings. The changes will follow the

lead of the International utilizing conference calls instead of face to face meetings. During 2005-06 I will implement these changes which will reduce meeting costs.

During the coming year more coordination with EDD-U is needed to further the vision already launched by our Education Chairperson, Jean Berry. Some Local Chapters need to be reinvigorated. I will work with District Directors and Local Chapter Officers to meet IAWP's goals and objectives at the local level.

As president during 2005-06 I want to participate with you to bring together the heritage of IAPES with the prospects of IAWP. We can do it by striving towards excellence and preparing for tomorrow.

My theme for 2005-06 is "Excellence Today – Preparing for Tomorrow."

Your new State Board of Directors officers elected at State Convention are First Vice President Ray Cabrera, Second Vice President Pablo Flores-Romo, Treasurer Stacey Baron-Blank, and Membership Coordinator Jan Cedano. The Districts elected Directors for the coming year, District One, Pattie Espinosa, District Two, Mary Archer, District Three, Marie Washington, District Four, Idalee Bencomo.

The District Directors and State Officers support your local chapters. We look forward to your participation in IAWP activities.

The International Educational Conference in Albuquerque is June 5 through 9. California earned 29 delegates for this conference. Delegates were selected at District Caucuses in January 2005. Watch the *Cal-Liope* for the delegates' reports from the International Conference. The reports are informative and entertaining.

Thank you for your confidence in re-electing me to serve you in 2005/2006 administrative year. I will do my best to be worthy of your trust!

New Officers Elected at Annual Convention for 2005-2006 Administrative Year

BY VERLETTA (VAL) MOELLER
PAST STATE CHAPTER
PRESIDENT

Ron Cross was re-elected to a second term as State Chapter President. Ron has served as the treasurer for the Mt. Baldy/San Gorgonio (now the Inland Empire) Local Chapter for five years. He served as the District IV Director for three years before being elected to serve as the First Vice-President of the State Chapter. He served two years in this capacity before being elected President.

Elected to the First Vice-Presidential position was Ray Cabrera. This past year Ray served as the State Membership Chairperson. At the same time he is the Second Vice-President and Membership Chairperson of the Inland Empire Local Chapter. Ray has also been an active advocate of Veterans and is a member of the Veterans of Foreign Wars. He is involved with several other organizations such as Knights of Columbus, the Parent Teachers Association, the Achievement/Curriculum Advisory Council for Riverside Unified School District, and a School Site Council member. He has also prepared taxes for VITA (an IRS service for the underprivileged).

Pablo Flores-Romo was elected to serve as Second Vice-President of the State Chapter. Pablo has been an active member of the Puerto Del Sol Local Chapter. He served as the President of this chapter for the 2003-2004 administrative year. During that time he served on the State Educational Committee. At this time, he is serving as the International Relations Chairperson for the local chapter and has been

involved with the development and mentoring of the Baja, now named the Calafia, Chapter in Mexico.

Elected to a second term, as Treasurer was Stacey Baron-Blank. Stacey is an active member of the Puerto Del Sol Local Chapter and has served in the capacity of Education Chairperson, Awards Committee member, and Election Committee member. She has also served on the District IV Educational Conference and State Educational Conference Planning Committees. Prior to election as Treasurer last year, she served on the Karl E. Bybee Board for two years.

Serving her fourth year as Membership Coordinator is Janice Cedano, also a member of the Puerto Del Sol Local Chapter. Jan was on the cutting edge as she pioneered this position when it was created. She presently serves as the First Vice-President of the Puerto Del Sol Local Chapter and has served as Treasurer and President. She also conducts Business Writing for Promotional Readiness workshops and the Leadership Development Workshops.

Elected to serve on the Karl E. Bybee Board was Mary Navarro-Aldana who is finishing out her term as District IV Director. Mary is an active member of the Los Tres Condados Local Chapter and has served as Secretary, Vice-President and President at various times of the chapter. Mary served as the District IV Director for two years and was an active member of the Finance Committee in that capacity.

Representative members of the local chapters that See *New Officers* on page 3

Calendar of Events

June 4/9, 2005	92nd International Conference, New Mexico
June 1, 2005	New Administrative Year Begins
July 15, 2005	Articles Due for July/August <i>Cal-Liope</i>



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Chapter Donation to Commemorate Memorial Day

BY ERIC JOHNSTON
INLAND EMPIRE CHAPTER

To many, Memorial Day is a day to honor those Americans who have died while defending our country and our freedom. Throughout our nation, communities and organizations remember the sacrifices of our fallen citizens by celebrating Memorial Day with parades, ceremonies and other events.

One local organization that is committed to demonstrate the spirit of Memorial Day is the Riverside National Cemetery Support Committee, the RNCSC. While taxpayer funds provide the Cemetery grounds and its administrative and maintenance staff, the Cemetery Support Committee

depends on private, tax-deductible donations to organize and fund the ceremonies honoring veterans on Memorial Day and Veterans Day each year. The RNCSC also utilizes private funds to develop and establish Memorials on the Cemetery grounds for present and future generations to acknowledge veterans of past generations in lasting tribute to their efforts, successes and sacrifices. One of these Memorials, the Prisoner of War/Missing In Action (POW/MIA) Memorial, is the only National POW/MIA Memorial designated by the United States Congress, and will be dedicated on September 16, 2005.

While the Cemetery Sup-

port Committee plans and develops Ceremonies and Memorials, it does not overlook each service member who through his or her ultimate sacrifice is now no longer with us and leaves family members behind. In the Riverside National Cemetery alone, there are 25 casualties of the War on Terrorism now lying in humble, yet honored graves. So families can be assured the graves of their loved ones can be decorated with dignity, the Cemetery Support Committee provides cones in which flowers can be placed and stand over their loved ones' graves.

The Riverside National Cemetery Support Committee

proudly continues its mission to present ceremonies for people to gather and gain a deeper understanding of the spirit of Veterans Day and Memorial Day, establishes Memorials for visitors to know that freedom is not free, and provides families the means to honor the graves of their heroes with pride.

Many may never know how these and other activities and benefits are provided, but inquiry will find that the RNCSC funds all these needed activities. The Inland Empire Chapter of IAWP is proud to repeat its donation to the Riverside National Cemetery Support Committee for this admirable and worthy cause.

Another Year Closes

BY ROB CLAUDIO
LEGISLATIVE CHAIRPERSON

As we complete the end of our 2004-2005 administrative year, I would like to go over some special highlights that took place among our legislative activities through out the past year. None of them could have been accomplished without the dedication of our members throughout California, who pressed forward on issues that are at the core of what we do as workforce professionals. Our year went from stand still to fast forward, due to the elections and the many changes that took place after their completion. Here are a few of the items that come to mind:

- Our members took it upon themselves as a challenge to be active participants and worked on voting drives, to get more people to vote and educate some of those previously non-voting citizens on workforce development issues.
- Elected officials from throughout our communities

in California were sent letters and some were visited personally to put a face to the name of our IAWP organization.

- The California International Legislative Award package that was submitted for activities in 2004 contained one of the largest examples of outstanding legislative communication. We could have had a separate binder for this judging component.

- Letters received from key elected officials throughout California acknowledged the importance of our voice as constituents, as well as, members of IAWP.

- SB 293, was approved by the Senate Labor & Industrial Relations Committee and is now awaiting final Senate approval. The bill introduced by Senator Denise Ducheny of the San Diego area listed in the analyses of the bill, International Association of Workforce Professionals, San Gabriel Valley Chapter, for

See Legislation on page 3

Retiree Connections

BY AUDREY
STATE RETIREE CHAIRPERSON

Congratulation to our 2004 Retiree of the Year recipient, Bettye Hicks of the Los Compadres Chapter. Bettye retired from the Employment Development Department in 2002 after thirty-five years of service. After retirement, Bettye graciously agreed to serve as her local chapter president and continues to serve in that capacity. She has spear-headed the Los Compadres Chapter's fund-raising efforts on behalf of the Leukemia and Lymphoma Society, the March of Dimes Walk-A-Thon and the local Children's Fund.

In addition, Bettye recently signed on to serve as a trainer for District III's training sessions. As part of her nomination it was noted that Bettye never misses an opportunity to promote the benefits of

joining the International Association of Workforce Professionals (IAWP).

Congrats are in order for newly retired members Jan Strand and Bob Woodford. Bob continues to serve as the accountant for the California Chapter.

I leave soon for Albuquerque, New Mexico to attend the 92nd IAWP International Conference, where for the 2005-2006 administrative year I will humbly assume the duties of the International Retiree Chairperson. My sincere thanks to all of you for your continued support and encouragement during the last three years when I have been the Retiree Chairperson for the California Chapter.

Take care, Retirees.
And stay connectedæ...

Going the Extra Mile

Incarcerated veterans targeted for outreach efforts

BY DANIEL MCHENRY
STATE VETERANS CHAIRPERSON

The United States Department of Labor recently designated incarcerated Veterans as a new target group for out-reach efforts. In light of this recent Department of Labor mandate, Veterans Workforce Specialists Jack Okada and Daniel McHenry have collaborated with Craig Lea, Licensed Certified Social Worker with the Veterans Administration Forensic Outreach program, to develop a program of job search workshops and presentations about employment services and resources available to veterans.

Mr. Lea is involved in an outreach program with the County of Orange to provide transitional assistance workshops at the Theo Lacy and Musick Correctional Facilities. We are developing a comprehensive presentation of services and resources that may be available to veterans upon release from incarceration. It became apparent from our discussions that our two programs share common goals and can work together in a complementary manor to reach this often under served population.

In addition to our efforts to develop a program to provide transitional assistance to incarcerated veterans in Orange County, we have participated in a truly innovative and proactive program at the Federal Correctional Facility at Terminal Island. The Federal Correctional facility has been conducting a Mock Job Fair combined with a

formal program of job search workshops for the past few years. These workshops focus on writing a resume and cover letter and improving interview skills. As facilitators of the Mock Job Fair, Jack and I are able to work with the ex-offenders one-on-one providing an invaluable employment interview experience in addition to re-enforcing resume, cover letter and employment application critique. The Mock Job Fair program is an extremely effective program empowering ex-offenders to overcome many of the barriers present upon release on parole or formal probation when re-entering the labor market.

In designating incarcerated veterans as a targeted group for out-reach efforts the Department of Labor has focused valuable resources and energy on an often under served population. To break the cycle of recidivism and make affirmative changes in their lives, ex-offenders must re-integrate with their families and their communities. Entering the labor market and regaining the ability to earn a living and provide for themselves and their families is an essential step to a successful transition from incarceration to a purposeful and productive life in their community.

Veterans Workforce and Employment Specialists are in a unique and important position to go the extra mile to provide services to ex-offenders, who are veterans, a group who have honorably served their county in the past and can be productive and contributing members of their communities in the future.

New Officers

Continued from page 1

belong to each of California's four districts elect the District Directors in caucus at the state convention. Elected to serve as District Directors were:

- **Pattie Espinosa** – District I (Fresno, Joaquin, and Sacramento local chapters). This will be Pattie's fourth year as District Director and this past year she served as the Sacramento Local Chapter President at the same time. She has also served on local, state and international educational conference committees.

- **Mary Archer** – District II (East Bay, San Francisco, and Silicon Valley local chapters). Mary has served in this capacity previously for two years. Prior to that she was the Central Coast County, now Silicon Valley, Local Chapter President and then the San Francisco Local Chapter President for five years. She was also involved in fund raising for the Chinese Newcomers Organization. Additionally, she has served on district and state educational conference committees.

- **Marie Washington** – District III (Cabrillo Del Rio, Los Angeles, Los Compadres, San Gabriel Valley, and Valle de Oro local chapters). This is Marie's sixth year to serve in this capacity. She has also served as President, First Vice-President, and Second Vice-President of the Los Angeles Local Chapter. Additionally, she has served as the State Chapter Fund Raising Chairperson and on local, district and state educational conference committees.

- **Idalee Bencomo** – District IV (Imperial Valley, Inland Empire, Los Tres Condados*, Orange Empire, and Puerto Del Sol local chap-

ters). Idalee has served as Vice-President of the San Gabriel Local Chapter, Vice-President of the Inland Empire when she transferred her membership after her job relocated, and most recently at the Inland Empire Local Chapter President. Prior to her positions as an officer of a local chapter, Idalee served as the local office representative for several different offices.

Verletta Moeller was elected to serve again as the International District XV Director. Val will also continue to serve as the Past State Chapter President for California. Val served as State Chapter President for two years. Prior to her Presidency she served in the First and Second Vice-Presidential positions. She had served as District III Director for three years, Cabrillo Del Rio Local Chapter President for five terms, State Membership Chairperson for 1995-96, Program Co-Chairperson for the state District III & IV Educational Conference in 2001, and March of Dimes Chairperson for her local chapter and District III. She has also moderated workshops at the International Educational Conference in 2001, 2002, and 2003.

We are sure all of the officers will agree that it is a privilege and an honor to serve the membership of California. All those elected are committed to carrying their duties and look forward to hearing from the members. With the support and participation of the members these new officers will strive to provide excellent training and growth opportunities as we prepare for the challenges of tomorrow.

* A change in the districts was voted on and passed at the State Convention. The Los Tres Condados local chapter will become a member of District III effective July 1, 2005.

that were involved with this work. I now look forward to the new appointed chairperson and I wish he/she much success in this critical area so important to our membership.

On my behalf, I want to thank all the members of this Executive Board and previous Boards that I served with – special thanks to Nan Bowman, Val Moeller and Ron Cross – the Presidents that I had the privilege to serve with. Thanks to all of them who have made decisions that will assure that our organization continues to be viable and strong as we transition into the years ahead.

Legislation

Continued from page 2

their efforts in submitting letters in favor of the this bill, which will ensure that that employment services in California continue to be done by State employees within the One Stop system. Congratulations to the San Gabriel Valley Chapter and its members!

My hat is off to the members of this organization who persevered throughout this past year and I commend you for your accomplishments in the area of legislation. In looking back at my five years serving in this position, I have enjoyed all of the challenges that

2005 State Educational Conference and Convention

California Chapter Awards Luncheon Honors Dedication



Chapter Presidents proudly display their awards.

BY NANETTE BOWMAN, ORANGE EMPIRE CHAPTER

California Chapters and members received awards at the annual luncheon held at the Four Points Sheraton in Sunnyvale on Friday, May 13, 2005. President Ron Cross and Immediate Past President Verletta Moeller chaired the Awards Program as the winners accepted their trophies and beamed at the cameras. This is the time when the chapters, nominators, and nominees are acknowledged for all their dedication and hard work during the previous calendar year. Chapter Activities, Education, Legislation, Community Affairs and Most Improved Chapter Awards are based on the points accrued in the local chapter quarterly reports submitted during 2004. The criteria for individual and group nominations can be found at the California Chapter website www.iapes-ca.org/documents. It's not too soon to put the pen to paper or warm up your computer and start working on your nominations for 2005. The year is almost half over. The following winners were recognized at the Awards Luncheon:

Education Activities:

- *Small Chapter:* Los Tres Condados
- *Medium Chapter:* San Gabriel Valley
- *Large Chapter:* Orange Empire

Legislative Activities:

- *Small Chapter:* Los Tres Condados
- *Medium Chapter:* San Gabriel Valley
- *Large Chapter:* Orange Empire

Community Affairs:

- *Small Chapter:* Los Tres Condados
- *Medium Chapter:* Silicon Valley
- *Large Chapter:* Orange Empire

Chapter Activities:

- *1st Place, Small Chapter:* Los Tres Condados
- *2nd Place, Small Chapter:* Imperial Valley
- *1st Place, Medium Chapter:* San Gabriel Valley
- *2nd Place, Medium Chapter:* Silicon Valley
- *1st Place, Large Chapter:* Orange Empire
- *2nd Place, Large Chapter:* Puerto Del Sol

Most Improved Chapter:

- *Small Chapter:* Imperial Valley
- *Medium Chapter:* San Gabriel Valley
- *Large Chapter:* Puerto Del Sol

Media Awards:

- *Newsletter of the Year:* Orange Empire
- *Newsletter 2nd place:* Sacramento

Flyer of the Month

- *January:* Puerto Del Sol
- *February:* Los Compadres
- *March:* Sacramento
- *April:* Orange Empire
- *May:* Los Tres Condados
- *June:* Los Tres Condados
- *July:* Silicon Valley
- *August:* Orange Empire
- *September:* Sacramento
- *October:* Orange Empire
- *November:* Puerto Del Sol
- *December:* Los Tres Condados



"Val Moeller, Past State President, and Individual Citation Award winner Don Kirkpatrick, Tax Administrator and member of Los Compadres Chapter"



Flyer of the Month winners Jorge Perez, Orange Empire; Phil Dwyer, Puerto Del Sol; Rebecca Navarro, Los Tres Condados; Bettye Hicks, Los Compadres; Ken Schieck, Silicon Valley; and Pattie Espinosa, Sacramento.

Flyer of the Year:

- Los Tres Condados

Retiree of the Year:

- Bettye Hicks, Los Compadres

Specialized Customer Services:

- Phil Janes and Rhonda Skrob, Santa Ana GLAD Unit, Orange Empire

Citation Award Individual:

- Don Kirkpatrick, Los Compadres

Citation Award Group:

- Villages at Cabrillo, Cabrillo Del Rio

Veterans Award:

- Long Beach Career Center, Cabrillo Del Rio – Augusto Castillo, Richard Salinas, Paz Reyes, Al Lanier

Merit Award Individual:

- Celia Salas, Orange Empire

Merit Award Group:

- Los Angeles South Bay Job Service Supervisors, Cabrillo Del Rio – Eddie Purtuas, Diane Parker-Harris, Susan Peterson, Vivien Nguyen

Administrator Award:

- Michael Dolphin, Los Angeles

International Relations:

- Rocio Lopez, San Gabriel Valley

Employee Performance:

- Linda Garcia, Unemployment Insurance Management, Orange Empire
- Karen Nguyen, Unemployment Insurance

See Awards Luncheon on page 6

2005 State Educational Conference and Convention: "Changing Strategies for an Evolving Economy"

Keynote Speakers Offers Embracing Change for Growth

BY PAM KENNEY
SILICON VALLEY CHAPTER

Dean M. Herman, Ph.D. the keynote speaker, at the International Association of Workforce Professionals Educational Conference spoke about "Embracing Change as a Catalyst for Our Personal Growth."

He characterized change as evoking a sense of powerlessness, which manifests itself in fear, anger, and a sense of inadequacy or self-doubt. Some people move on and conquer these negative emotions, others do not.

Dr. Dean then went on to delineate a nine-step process which he invented and uses in his practice to counteract the negative emotions conjured up when change is introduced involuntarily.

His suggestions for combating the negatives of change

included but were not limited to:

- Consider change as a positive.
- Check in with your feelings; we grossly distort what is reality.
- Respond to the fear, anger or blame, and inadequacy emotions.

He provides a blueprint for working through these troubled areas

And finally: Identify your mission, be informed, develop your skills, take action, and evaluate your willingness.

By using positive and proactive assessments, Dr. Dean empowers his clients to steadfastly move through the powerfully emotional triggers which change evokes. He went on to say that he works with large corporations to

help them transition through work shifts, layoffs, and mergers, as well as individual workforce professionals on all levels, promoting paths of power and accomplishment in all whom he mentors.

Certainly how we see ourselves within the framework of our ever-changing workforce environment makes life's transitions either filled with "positive possibility, or negative emotions." The information Dr. Herman provided is certain to make maneuvering through life's transitions much less painful. To find out more about Herman Consulting, you may visit www.hermanconsulting.com.

We all thoroughly appreciated having his participation in our conference and enjoyed his speech.

Panel of Administrators Addresses State Conference

HIGHLIGHTS BY PATTIE ESPINOSA
SACRAMENTO CHAPTER

Attendees at the 2005 International Association of Workforce Professionals (IAWP) State Educational Conference held in May 2005 at the Four Points Sheraton in Sunnyvale, California were fortunate to hear updates from five Employment Development Department (EDD) administrators.

Haven Bays, Division Chief of the Business Operation and Support Services Division in the Administration Branch, brought the good news that by December 30, 2005 all of EDD's personal computers (PCs) will be replaced with new equipment. A total of 8,000 PCs will be changed out. He stated that San Diego has been completed, San Francisco is next in line, Sacramento and Los Angeles will be completed sometime in August, 2005. In addition, all of the employees' chairs will be replaced at the Call Centers. A total of 500 chairs will be replaced. Haven stated that the security of EDD employees is being looked at due to the open access in the Job Service offices and EDD employees stationed at partner sites.

Richard Curry, Chief of the Field Audit and Compliance Division in the Employment Tax Branch, reported that within the next 5 years 50% of the staff in the Tax Branch will reach retirement age. The Tax Branch will be looking at the infrastructure of how they do

business to ensure that they are prepared to meet the challenges presented by this staffing change. Richard also stated that this State Conference presented the best program he has experienced and he will go back to the Tax Branch and encourage Tax employees to attend future IAWP conferences.

Brenda Retzloff, Bay Area Regional Manager for the Disability Insurance Branch, told the attendees that the DI Branch now has a total of 1,300 staff statewide. Disability Insurance (DI) is currently hiring for 15 sites throughout California. To date DI has paid 125,000 Paid Family Leave (PFL) claims a total of \$250 million. The Branch is now working now on implementing State Disability Insurance (SDI) for state employees who are currently covered by the Non-Disability Insurance (NDI) program. SDI claims for state employees will start being paid in April, 2006. Brenda also shared that she will soon be retiring from the EDD.

Talbot Smith, Division Chief in the Unemployment Insurance Branch, stated that the future plans for UI is for the offices to become Multi-functional. Talbot stated that all staff will be trained to do all phases of UI work at larger sites. Unemployment is at a record low in California. The number of weeks claimed is the lowest in 9 years and new claims filed is the lowest it has been in 15 years. Talbot

shared the Reemployment and Eligibility Assessment pilot project will be starting in July, 2005, at four sites: East Oakland, Sacramento, Campbell and San Francisco (Turk and Franklin). The pilot will be operational from July, 2005 to December, 2005. The goal is to get customers back to work as soon as possible.

Chuck Steligo, Employment Development Administrator for the Bay Area in the Job Service Branch, shared that as of January, 2005, 189,000 jobs have been posted into CalJOBS. A total of 14,974 customers entered their resumes into the CalJOBS system and 65% of those customers found jobs with employers. Chuck shared that the Employment Program Manager I and Employment Program Manager II examinations will be given during the year 2005. He also stated that a number of Permanent Intermittent employees from the Job Service were promoted to full time positions as Disability Insurance Representatives in the Disability Insurance Branch. The Job Service Branch is hoping to have a stable year next year. The Branch is waiting for the decision on the Workforce Investment Act reauthorization. There are two versions of the reauthorization; one from the House of Representatives the other from the Senate. Chuck stated that the version that is adopted could change the way the Job Service does business.

CalPERS Presentation Provides Retirement Planning

BY BETTYE HICKS
LOS COMPADRES CHAPTER

At our International Association of Workforce Professionals California State Conference in Sunnyvale, May 12-14, 2005, we had the privilege of getting first hand information on retirement planning. A representative from CalPERS San Jose, California office provided a condensed version of the CalPERS Workshop. Attendees had the opportunity to learn how to calculate their individual retirement benefits based on our estimated age, the number of years of service at our planned retirement age and our estimated highest level of compensation.

Important CalPERS changes became effective January 2005:

- New telephone numbers at the Sacramento headquarters
- New information on Domestic Partners

If you need assistance, the best place to go for information about CalPERS benefits and membership issues is CalPERS on Line Web site at www.calpers.ca.gov.

You can also call the CalPERS Customer Contact Center toll free at (888) CalPERS (225-7377), which is staffed weekdays, 8 a.m. to 5 p.m. to assist CalPERS members and employers.

"Who Moved My Cheese?"

Diana Reid who is an Employment Program Manager I in the Riverside Call Center when she is not presenting the training "Who Moved My Cheese?" provided an innovative, entertaining session designed to help attendees take a fresh look at how to deal with the ever changing work environment in the Employment Development Department (EDD) as well as their personal lives. Her interactive session was presented not only to help listeners identify what is their "Cheese" at work and in life but how to proactively deal with adjusting to those changes that are bound to happen when that "Cheese" is moved! Whether you are a

"Hem," a "Haw," a "Sniff," or a "Scurry" those who see change as an opportunity and a possible improvement will fare best in our ever changing world or as "Haw" discovers, "You can believe that a change will harm you and resist it. Or you can believe finding New Cheese will help you, and embrace the change. It all depends on what you choose to believe."

Diana's training has been presented to EDD employee groups and to several local chapters of the International Association of Workforce Professionals and is based on the book *Who Moved My Cheese* by Spencer Johnson, M.D., with a forward written by Kenneth Blanchard.

Don Kirkpatrick on SUTA Dumping

BY MARY NAVARRO-ALDANA
LOS TRES CONDADOS CHAPTER

On May 13, 2005, Mr. Don Kirkpatrick, Tax Administrator and 2005 Citation Award winner, presented information to the attendees of the 2005 International Association of Workforce Professionals (IAWP) Educational Conference in Sunnyvale, California on SUTA dumping. SUTA, State Unemployment Tax Act, dumping, one of the biggest issues facing the Unemployment Insurance (UI) program, is a tax evasion scheme where shell companies are formed and creatively manipulated to obtain low UI tax rates. When a low rate is obtained, payroll from another entity with a high UI tax rate is shifted to the account with the lower rate. The entity with the higher rate is then

"dumped." Such abusive schemes leave other employers making up for the unpaid tax. SUTA dumping is also referred to as state unemployment tax avoidance and tax rate manipulation.

What Harm Does SUTA Dumping Cause

Under the experience rating system, employers pay unemployment taxes at rates commensurate with claims activities by their employees. Employers with high unemployment activity pay higher unemployment tax rates, and employers with lower activity pay less. Employers who engage in SUTA dumping, or other tax manipulation schemes, to avoid paying their fair share unfairly shift their costs to other employers.

Please see SUTA on page 6

2005 State Educational Conference and Convention: "Changing Strategies for an Evolving Economy"

Six Trends That Effect Today's Economy

BY AUDREY BAKER

Following the designated conference theme of "Changing Strategies for an Evolving Economy," Kim Walesh, Assistant Director of the Office of Economic Development for the City of San Jose, got the scheduled business panel off to a great start as she outlined for the conference attendees the following six key trends:

1 Increasing Focus on the Creative Economy:

These areas include systems and conceptual developments such as IPOD's and Blackberrys.

2 Increasing Emphasis on Small Business

Ms. Walsh emphasized that eighty percent of the new business growth in the San Jose area did not exist ten years ago. The East Bay is a prime example of growth in the area. Nationwide, new and small businesses average fifty percent of projected growth. Eight to ten percent are self employment ventures. California still ranks as the largest software driven economy, with an average of seventeen

employees in most small companies.

3 Global Business Models:

The global picture finds huge market opportunities as more and more companies attempt to locate their production facilities closer to established universities. These facilities, commonly referred to as "Lab-Lets" mostly average up to 80 employees. So, productivity remains global, while company leadership remains here. Sun Micro Systems is a good example of this global/Lab-Let model.

4 War for Talent:

There remains fierce competition for the thirty-five to forty-four age group. Up to twelve million individuals now fall into the age group. Active Baby Boomers definitely remain a force to be reckoned with.

5 Housing Trends:

Everyone agrees that this area must continue to allow greater flexibility. Individuals look for condo and high-rise developments that offer a

myriad of convenient personal and business services close by.

6 Continuing Creative Destruction:

Interestingly enough, out of the forty largest originally listed tech companies, only four still remain on that list. The nature of this economy is simply that as soon as a new product hits the market at least seventy-five percent of the company employees are busy working on the next product.

Having spent the majority of my career of thirty-plus years in the Employment Development Department delivering services to employers in the San Jose-Palo Alto tech corridor, I suddenly thought, with a smile, about a scene from the movie "Forrest Gump" as Kim Walesh was speaking. In the scene Forrest was describing a stock investment made on his behalf in a small fruit company. An enormous piece of fruit, with one precise, well placed big bite taken out of it, filled the entire screen.

Who would have thought...

Marketing Highest Priority

BY TERRELE SCHMAKE
SILICON VALLEY CHAPTER

The third speaker for the Business Panel that addressed the conference attendees at the International Association of Workforce Professional annual State Educational Conference was Angela Reid. Ms. Reid is the Vice President of the San Jose Silicon Valley Chamber of Commerce. The Chamber has a membership of 2400 business people in the San Jose area. She shared that in a recent survey, seventy-five percent of their members

believe that marketing is the highest priority for the Chamber services. Marketing is the key to attract both businesses and workers to the area.

In addition, she stated that it is essential for the Chamber to be aware of the composition of the businesses in their area and to pay particular attention to the small business owners since two out of every three jobs are created by small business. The Chamber and the small business owners are also aware of the housing

crisis in the San Jose area since the cost of housing is among the highest costs in California, which puts that cost among the highest in the United States and the wages paid by small businesses are not commensurate with the cost of housing in the area.

The San Jose Silicon Valley Chamber of Commerce is currently establishing more on-line reading for business self-help, including a business assessment and other practical business support tools.

Why We Need to Invest for Our Future

BY MARY ARCHER
SAN FRANCISCO CHAPTER

Gina Lopez indicated that State Farm has been in business for over eighty years. The company offers over ninety programs. Although their specialty is auto, home and life insurances, for the past forty years they have also offered investing services.

Linda Harrison from State Farm presented the financial planning seminar at the 2005 State Conference. Linda stated that we all need to improve savings for retirement and finds ways to do this. First we need to be educated and then motivated to save for our futures.

There are specific questions we need to ask ourselves:

1. How much money do we need when we retire?

2. Where will the money come from?

3. What is my amount of money we need for a comfortable retirement?

4. When did your financial advisor last review your financial situation and determine whether you are on track and saving enough for your future needs?

Recent United States Senate reports indicated that ninety percent of people over 65 do not have enough money to sustain their standard of living during retirement. Many have to sell their homes then move in with adult children or resort to assistance from limited welfare services.

Important things to help with your planning:

Evaluate where you are today. If you will not have the

same income for your retirement after factoring in inflation, what can you do?

You do need to know your number. Have a discussion to determine how much you will need. Attendees were advised to sit down with a financial advisor to see if they are on track?

There are specific ways to save. Make more of your current plan. If you qualify, invest in Roth IRA's since these grow well and are 100% tax deferred. They come out 100% tax free if drawn after age 55 and a lump sum is requested. You may contribute to Roth IRA if your adjusted combined income is less than \$193,000 per year. If you are not married then the level is \$150,000 adjusted gross income. The

Please see *Invest* on page 6

Dan Miranda Addresses Understanding the Customer

BY MARY ARCHER
SAN FRANCISCO CHAPTER

Dan Miranda stated that the evolution of his company, Landmark Protection, has evolved over the past eight to ten years. The infrastructure of the company has particularly changed since the events of 9-11. The importance of his company's work is to make customers businesses more secure, with fewer losses.

The key to his business is having the right people doing the right activity. Dan indicated that there are three ways for being effective in his business:

1. Customer input. Customers always have lots of information and this is his primary focus.

2. Determine what is the customer's headache, issue or problem: You may be able to save your customers money but you need to be in a position to ensure that you understand what they need for their own customers and business success.

3. Always be competitive for the best employees: There is a need to make sure that employees are excited about the challenges of the job and have a passion for the job.

Recently Dan met Craig, the founder of "Craig's list." Dan was intrigued to note that Craig's business card stated "Customer Service Representative & Founder." This local, flourishing business on the internet be-

came successful because of the founder's passion and the fact that Craig paid attention to the needs of his customers and he met those needs.

Dan indicated that he also looks at how his competitors are approaching the same market. Being a "we too" company is not enough, Companies must be demand driven. The best way to try to understand what the customer wants is to understand what they need for their customers. Again it is essential to have the right people doing the right thing.

The other part of this is your reputation as a business entity. Fairness all around and being consistently fair in the treatment of customers, coworkers and employees is a necessity. It is not necessary to be the most generous company, but it is necessary that you deliver what you have promised the customer. Establish credibility - by going to the person who can review the solutions and can determine what to do to meet your customers' needs. A successful company must be flexible as things must change and survival for the long term is based on this flexibility.

"Change creates stress but change is also an opportunity because every day is a second chance to do better" according to Dan Miranda.

Well Done State Conference Committee

BY B.J. SIMS, STATE CONFERENCE CHAIRPERSON

The time building up to a State Educational Conference is always stressful and anxious for the Chairperson, but the May 2005 Conference chairperson was given outstanding support and assistance from the committee members. I would like to take this opportunity to thank these fabulous people for their excellent contributions, efforts above and beyond the call and their much-appreciated good will.

Thank you for a job well done to the following: Mary Archer, Nan Bowman, Brian Chu, Pattie Epinosa, Fred Ruibal, Terrele Schumake, Ken Schieck, Tom Sims, Ben Takesh'ta, James Thomas.

You are the best!

California Chapter Pin now on sale

The California Executive Board commissioned a new pin for the California Chapter. The pin was sold for the first time at the Annual Statewide Conference in Newport Beach and was a great seller at the International Conference in North Carolina. A replica of the pin designed by Rob Claudio, Legislative Chairperson, is shown below. Pins are for sale for \$3. See your chapter president to purchase a pin or send your \$3 to the IAWP Chapter Office, 11410 Gold Hill Court, Gold River, CA 95670.



Goings On Around the State

Imperial Valley Pulls Together To Help Those In Need

BY CATHY VIZCARRA
IMPERIAL VALLEY CHAPTER

The day after Christmas, on December 26, 2004, a tidal wave created by the largest earthquake in four decades, decimated the land, livelihoods, and dreams of millions of people living along the coasts of several countries in the Indian Ocean. The local American Red Cross chapter, led by Director, Sylvia Elia Preciado, looked to the community to assist these tsunami victims and their families. Without hesitation, members of the International Association of Workforce Professionals (IAWP) Imperial Valley chapter came together and took a collection in order to donate what they could to alleviate some anxiety these people are surely experiencing. A check in the amount of \$100 was presented to the American Red Cross San Diego/Imperial Counties Chapter by the IAWP Imperial Valley Chapter 1st Vice President, Cathy Vizcarra. Ms. Pre-



Imperial Valley Chapter is recognized by the American Red Cross for contributions to the Tsunami relief fund.

ciado thanked the Imperial Valley IAWP for their donation and offered to speak to our organization in the future regarding the services and programs that the American Red Cross offers locally and internationally.

Long-Time IAWP Member Retires From EDD

BY CATHY VIZARRA
IMPERIAL VALLEY CHAPTER

After thirteen years of service with the State of Califor-

nia Employment Development Department (EDD), Ed Castillo-Rubio retired on March 11, 2005. Ed worked tirelessly as a Disabled Veterans Representative with the EDD in Imperial Valley. Mr. Rubio received numerous awards, certificates and commendations for his dedicated service to the veteran community, for improving and enhancing services to veterans and bringing awareness to the contributions, sacrifices and

Please see Imperial on page 8

Orange Empire Trains Various Computer Skills

SUBMITTED BY NANETTE BOWMAN

Kent Cook trained 21 members on various computer skills on Saturday, March 19, from 9 am to noon. President Jorge Perez coordinated the arrangements at the Orange County Adjudication Center and brought refreshments. The class may be repeated for those who missed it. The following thank you letter came from Leo J. Chapinski, Sr. of the OCCC:

4/11/05

To Mr. Jorge Perez "I would like to thank all those responsible for the Computer Training that was given by the Orange County Chapter of IAWP on 03/19/05 at the Anaheim UI Office. Thanks to my friend and co-worker, Howard

Lavoot, for informing me of this most important training. Special thanks to Mr. Kent Cook for his outstanding training session and great personality. The only negative aspect of the training was that it was not long enough to cover all of the items mentioned on the flyer. I made the trek from Oceanside for this valuable training. While I do believe I came away with a lot of important information, I would have been happy to have the class continue for 2 more hours so we could cover more items. I hope that we can have more computer training in the future, as I have very little formal training. Once again, my thanks and appreciation goes out to

all involved with making this possible".

Orange Empire elected officers for 2005-2006 are Jorge Perez, President; Priscilla Smith, First Vice-President; Jean Stringer, Second Vice-President; and Carol Gaves, Treasurer. The installation dinner will be on June 23 at the Jagerhaus Restaurant in Anaheim. The educational speaker is Consumer Credit Counseling. Contact Jorge Perez at 949-588-2815 for additional information. Arrangements are in process for a telephone techniques class at the Orange County Call Center, EPM I/DIPM I training, and additional Computer Training.

San Gabriel Valley Annual Fiesta Fundraiser Held

BY ROCIO LOPEZ, SAN GABRIEL VALLEY CHAPTER PRESIDENT

St Martha's Church of West Covina celebrates its annual May Day fiesta the first weekend of May. I have had the pleasure of participating in this great event for many, many years and every time I do I feel good about doing something for my community. I help get donations for the food stands and run the supply room. In return, I get to spend time with my friends from long ago. I love the people and have fun.

Money collected literally keeps the elementary school running. In my heart I believe that education comes first and kids need a good environment to grow and learn. I started volunteering because my three kids attended the

school, over 15 years ago, and I was required to donate my time or give my money to the school.

All three have graduated from St. Martha's and still I help every year. Supporting and being active in the community are important objectives of the International Association of Workforce Professionals, one objective I am happy to try to meet. I wouldn't miss these three days of fun for anything in the world!

San Gabriel Valley Activities

BY ROCIO LOPEZ, SAN GABRIEL VALLEY CHAPTER

The San Gabriel Valley Chapter takes pride in being active – donating goods and participating in different community activities such as the

tsunami disaster. Calls for help received a tremendous response from our members. On January 8 and 9, 2005 both Orange County's Leonor Reyes (SGV) and Los Angeles' Olga Quezada (LA PAC) delivered bags of clothing, shoes, medicine, blankets and food to the Sri Lankan Buddhist Temple. Also, Henry Holt (SGV) and Jose Rodriguez (unaffiliated) collected money at Orange County Call Center and sent the proceeds to the American Red Cross. Other ongoing programs include donations of school supplies for an Anaheim Shelter. It is great to know that the members of IAWP, no matter the chapter, respond to the needs of people throughout the world. Thank you IAWP members!



District Director Mary Aldana-Navarro, Chapter President Rebecca Navarro and a group of the active Los Tres Condados chapter members.

Los Tres Condados Active Chapter

BY MARY NAVARRO-ALDANA
DISTRICT IV DIRECTOR

Los Tres Condados (LTC) Chapter was recognized and honored at the International Association of Workforce Professionals State Educational Conference Awards Luncheon on May 13, 2005 in Sunnyvale, California.

LTC Chapter President Rebecca Navarro was amazed at the number of awards presented to our chapter. Although a small chapter, we currently have 82 members, down from about 109 two years ago, the few and proud are active!

Our chapter was presented with the following awards:

- Education Activities, Small Chapter
- Legislative Activities, Small Chapter
- Community Affairs, Small Chapter
- Chapter Activities (overall) , 1st Place – Small Chapter
- Administrator Award: Tim Dransart
- Media Awards: Flyer of the Month: May, June and December
- Flyer of the Year

Congratulations to all of the members of the Los Tres Condados chapter for all of your hard work throughout the year!

Quarterly Meeting a Success

BY MARY NAVARRO-ALDANA
DISTRICT IV DIRECTOR

Los Tres Condados Chapter held its Quarterly Meeting and Training session at the New China Buffet in Ventura, California on April 7. Those who did not attend missed a wonderful evening of great food, camaraderie, and training.

Sacramento Chapter's Award Dinner

BY DOLLIE HAMILTON
SACRAMENTO CHAPTER

The Sacramento's Chapter of the International Association of Workforce Professionals (IAWP) held their annual Award's Dinner on Wednesday, April 6 at the Golden Tee Restaurant. The affair was well attended by IAWP members and their families representing Disability Insurance, Unemployment Insurance, and the Job Service Branches of the Employment Development Department. Jack Pad-

Rebecca Navarro, Los Tres Condados Chapter President, updated us on upcoming IAWP events and shared information about the organization and changes. She also shared information on the recent activities IAWP members have been involved in, including the monthly food fundraisers for March of Dimes and local charities, and upcoming educational conferences.

The keynote speaker and trainer for the evening was Ms. Dolores Miller, EDD retiree. She gave us a down to earth summary of her experiences in planning her retirement and all of her experiences in the past few years as a retiree. She showed us how our CalPERS retirement is calculated, and how an annuity works. She also gave us some hints on how to save, and how to get out of debt, so that we can have a worry free retirement. We received an excellent workbook "Out of Hock & Out of Debt," geared to help us open our eyes as to why we got into debt, how to get our finances under control, how to free up the cash we need to pay our bills on time, where to get the money to send in more than just the minimum payment, and so much more. Dolores did a wonderful job – everyone left wanting more!

Some of the twenty-two people who attended stayed to take a picture with their IAWP Los Tres Condados T-shirt. If you don't have your T-shirt yet, you can still get one by calling Rebecca Navarro, 805-382-8151 ext. 223, or 805-382-8610.

Please see Sacramento on page 8

Important Member Survey Change in Cal-Liope Mailing

The Board of Directors of the California Chapter of the International Association of Workforce Professionals (IAWP) is currently considering ways to reduce the costs of operating the state chapter business. One cost reduction could be to save the cost of printing and mailing this newsletter, the *Cal-Liope*. With today's technology we could send you the *Cal-Liope* by e-mail in a PDF file that you could open using Adobe Acrobat. To determine the true cost savings we need your input. Please complete the survey below and mail it to: Pat Thornton, 11410 Gold Hill Court, Gold River, CA 95670.

If you prefer to send your

responses to the questions above by e-mail, please include the information requested and send the answers to thornton956@msn.com.

We will be compiling your responses to determine the feasibility of sending the *Cal-Liope* by e-mail and report our conclusions to you in the next issue of the newsletter. If we determine to send the newsletter by e-mail we will need time to compile e-mail addresses for the membership and require that you update your e-mail address with the chapter office.

Thank you for your input and your interest in helping to reduce the chapter operating costs.

Cal-Liope Mailing Survey

Please complete the survey below and mail it to:
Pat Thornton, 11410 Gold Hill Court
Gold River, CA 95670
or email your responses to: thornton956@msn.com:

Name _____

Chapter _____

I would like to receive the *Cal-Liope* by e-mail at my home:

Yes No

I would like to receive a printed and mailed copy in addition to e-mail:

Yes No

My home/personal e-mail address is _____

California Chapter of IAPES Web site offers more options

The California Chapter web site is expanding. Go to www.iapes-ca.org to see our Masthead and all documents and information will soon be attached to the Masthead. In the meantime go to www.iapes-ca.org/documents and here is what you will see. Open the pages and learn more about the International Association of Workforce Professionals and your California chapter.

Index of documents:

Name	Last modified	Size
Parent Directory	31-Jan-2005 20:55	
Bybeeapplication#1.pdf	30-Dec-2004 23:20	20k
Bybeeapplication#2.pdf	30-Dec-2004 23:14	37k
IAPESApplication1a.pdf	21-Mar-2004 22:13	77k
IAWP Awards 2004.pdf	25-Oct-2004 18:25	568k
IAWP Raffle Poster.pdf	10-Nov-2004 00:17	226k
IAWPBrochureDraft102..>	30-Aug-2004 21:57	147k
IAWPStationary.doc	30-Aug-2004 21:57	36k
iapesInfoBrochure2a.pdf	21-Mar-2004 22:30	127k

MOVING?

Be sure to let the California Chapter Office know when you move. If we do not have your correct address, the CAL-LIOPE is returned to the Chapter Office. EACH RETURNED CAL-LIOPE COSTS 70¢. THIS IS NOT THE MOST EFFECTIVE USE OF YOUR DUES MONEYS. Complete this form so that you receive CAL-LIOPE and other news from the State Chapter and your local Chapter.

Name _____

Old Address _____

Old City _____ State _____ Zip _____

New Address _____

New City _____ State _____ Zip _____

Did you change work locations? _____ if so: _____

New office/MIC # _____

Bargaining Unit _____

Send to: Membership Coordinator, Jan Cedano
10523 Moorpark St., Spring Valley, CA 91978

Goings On Around the State

Los Compadres March of Dimes Walk Surpasses Goal

BY NORMA GALLEGOS
LOS COMPADRES CHAPTER

On April 28, 2005, Los Compadres Chapter and the Worksource California Northeast San Fernando Valley Center/EDD concluded a very successful March of Dimes Walk-America Campaign. The team goal was set at \$1,000.

Fundraising started in February with the sale of Beanie Bears, Easter beanie bunnies,

chicks, and lambs and happy flowers, Easter gift basket raffles and continued through April with wearing Blue Jeans for Babies on Fridays, a Chili dog sale, breakfast burrito sale, all you can eat salad bar lunch and a dimes collection.

In addition to Los Compadres Chapter and Northeast San Fernando Valley Center, our team consisted of Canoga Park Worksource Center and

Antelope Valley Worksource Center in Lancaster.

Bettye Hicks, Los Compadres Chapter President sends a great BIG "Thanks" to all staff and Los Compadres members at Canoga Park, Lancaster and Pacoima Worksource Centers for participating in the March of Dimes Walk-America 2005. The grand total raised was \$1,323.40.

Sacramento

Continued from page 7

Northern Division and Darrin Mix, Manager Sacramento Disability Insurance Call Center. The Awards Program commenced right after dinner with the presentation of awards. The awardees were as follows: President's Discretionary Awards went to Chuck Whitchurch, Leslie Lai, Roger Brewer and Michael De Mornet of Disability Insurance. Employee Performance Awards – Dollie Olandria, Insurance Accounting Divi-

sion and Group Merit Award to Sonya Smith, Colleen Janatpour, Debbie Smith, Dollie Hamilton, Eva Rios, Janice Brown, Kim Nguyen, Martha Escobedo, Mary Harris, Raylene Switzer, Tish Nunez, and Carol Hammond of the Sacramento Job Service Office. A special award was presented to President Pattie Espinosa, as President of the Sacramento Chapter, for her dedication to IAWP and her hard work both as President of the Local Chapter and as District 1 Director.

Pattie was re-elected for a second term as president of the Sacramento Chapter.

The evening ended with the presentation of appreciation gifts to Northern Job Service Division Chief Jack Padley and Disability Insurance Chief for Field Operations Anjetta Venters-Bowles. Three gift baskets were raffled and won by Chuck Whitchurch, Metsey Bryant, and Roger Brewer of Disability Insurance.

Imperial Valley

Continued from page 7

needs of the veteran population. In 2002, Mr. Rubio received the State of California Superior Accomplishment Award for his outstanding contributions made to improve the lives of veterans in Imperial County.

Edward has consistently enhanced veteran services by performing outreach activities to remote, rural areas of Imperial County, establishing a communication network with community leaders in every city and township. He gave presentations to service clubs, community organizations and

partner agencies. He also initiated public recognition and coordination of special festivities that honor groups such as Women in Military History and the 442nd Regimental Combat Team, a famous all Japanese-American combat unit of WWII. He received the 2003 "Man of the Year" award from the Center for Family Solutions, recognizing his contribution to fellow veterans and the community.

Ed has been a member of the IAWP almost as long as he has been an employee of the EDD. He served on the 2004-2005 Board of the IAWP Imperial Valley Chapter as Ser-

geant-At-Arms and is continuing his membership of the IAWP while in retirement. The IAWP Imperial Valley Chapter President, Norma Kastner Jauregui, presented Mr. Rubio with a Certificate of Appreciation upon his retirement in recognition of his service and contribution to the International Association of Workforce Professionals and his exemplary efforts to promote the mission and goals of the organization. Ms Jauregui, EDD Manager, also presented Ed with a special gift in honor of his years of service with the EDD.

IAWP APPLICATION

Annual dues are \$90 for all members except Retirees, which is \$32. If you are a supervisory employee your dues are paid directly to IAWP by EDD. Bargaining Unit 1, 2 and 4 employees receive \$50 of their dues paid directly by EDD. Permanent Intermittent and Permanent employees can send a check for \$40 or have \$3.33 deducted from their pay monthly. All Unit 15 employees may either send a check for \$90 or have \$7.50 deducted from their pay monthly.

IN ORDER TO RECEIVE REIMBURSEMENT, ALL INFORMATION MUST BE COMPLETED

Last _____ First _____ MI _____

Chapter _____ Recruiter's Name _____

Address _____ City _____ State _____ Zip _____

Social Security Number _____ Male Female

Agency/Office # _____ Date of Birth _____

Bargaining Unit _____

Employment Designation [Tax, ES, UI, LMI, DI, etc.] _____

I hereby authorize the State Controller to deduct from my salary and transmit membership dues to the California Chapter of the International Association of Workforce Professionals (IAWP). This authorization will remain in effect until cancelled by IAWP representative, on my authorization.

Signature _____ Date _____

Send to: Membership Coordinator, Jan Cedano
10523 Moorpark St., Spring Valley, CA 91978