



# THE INTERCOM

Newsletter of the California Retired  
County Employees Association (CRCEA)

July 2017

[www.crcea.org](http://www.crcea.org)

Issue #3-2017



## PRESIDENT'S MESSAGE

Where is the time going? I got a note from Virginia saying that it is time for another publication already. Thank goodness for the reminder.

Now I don't mean for this message to be political, so I will just make a generalized statement. What the heck are those legislators in Sacramento doing up there? I guess I could ask the exact same question about the folks in Washington DC. The news reports on the television, on the radio, and in the print media are just loaded with the battles between Republicans and Democrats; between California and the federal government. Then it seems that some group wants to file some sort of suit over something somebody has done. Is this the state of politics going forward? I would hope that the

people we send to Sacramento, or to Washington, would look at various issues and debate the merits in the best interests of the people of the state/nation, not what's in the best interests of a political party or agenda. But then, maybe I have too much of my head in the clouds and want something different – or I don't understand today's politics.

So much for my rant.

In my constant review of pension issues across the country, I note that the pressure is on just about everywhere. The so-called "pension crisis" appears to be a topic in most every state. Some areas are taking actions to make modifications that are true attempts to deal with the issue that are less detrimental to employees than other areas that just want to eliminate pensions.

Here in California Senator John Moorlach from Orange County submitted several bills in the legislature to make more restrictions in the retirement laws and/or make

the type of pensions we enjoy a thing of the past. But, it seems that some logical thinking in this area has started to prevail and most of the negative impact bills are currently held in committee(s). But (yes another but), I am certain that the pension issue will not disappear from the legislative arena right away. Outside influences will continue to keep it alive. Look at the groups in the Marin and Contra Costa areas as an example.

Add to that the judicial issues that are working through that process. Both sides of the argument are saying that review by the Supreme Court could have some sort of lasting impact on our pension systems into the future. For now, all we can do is wait and see. Then the 2018 election process will be here and who knows what sort of potential initiatives or proposals will be presented for that.

We continue to keep our eyes and ears open to what is, or is not, going on. The earlier we know about some-

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thing, the sooner we can research it to see its impact and what (if anything) we should be doing.

Another great conference in Ventura in April. Ventura's host committee did a great job in presenting a program that covered many different aspects. Great information coming from Ventura County's supervisor who gave us hope that there are elected representatives with good thoughts for employees and retirees, and the respect and recognition that both groups deserve. The interaction among the delegates on numerous levels is always an important aspect of the conference. That is one of the reasons we all come together for these meetings.

Speaking of conferences, I want to shout out my thank you to those delegates who are working on the issues relative to making our conferences better. CRCEA Vice-President Mike Sloan has put together a working group of people to address the frequency, duration, locations, and other factors of making our conferences the most productive for all attendees. You can anticipate another set of discussions at our next conference in Emeryville.

Alameda County is gearing up for the October event. October is not that far away,

and their committee has been working tirelessly to put together another productive CRCEA Conference.

I will be traveling to meet with the Tulare County group in August. TCREA President Kevin Mizner invited me to speak with them at the quarterly luncheon. I welcome the opportunity to meet with any organization and interact with the members in order to give them a good feeling about being involved with CRCEA.

Now here is the "boiler plate" that I seem to always include. CRCEA continues to reach out for Affiliates. Those are businesses that provide services to retirees or otherwise support public employees and retirees that we can approach to be affiliates of CRCEA. All of our affiliates believe that they have something of benefit for your members, and the local associations will be looking at each of them to evaluate at the local level. You can check on the basic information on each at our website under the Affiliate tab. If you have a question on their service/product do not hesitate to give them a call in order to see if that affiliate can be of benefit to your association. As always, if

anyone has any idea or potential affiliate that would be of benefit to CRCEA and its members, give Mike Sloan, or any Executive Committee member, the information and we will follow up.

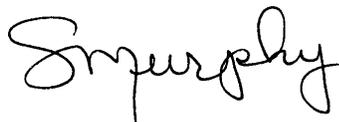
CRCEA is the only organization looking out for the retirees of '37 Act counties on the state level. The past few months are generally high retirement months in our counties. If any of you know any retirees who are retiring and are not signed up to be members of your local retiree association, talk with them and encourage them to join. Only through numbers do we have strength and only through our strength can we obtain success.

As this issue of *The Intercom* goes to press, we are coming up on the time when we should all come together for a single moment of solidarity and remembering. July 4<sup>th</sup> we celebrate the independence of the United States. At that same time, as we meet with family and friends for a BBQ or ???, let's not forget that this is a day to remember that this country is still one of the best in the world. Okay, I know I started out bashing our elected officials, but I have to admit that the good ole USA is going to be okay.

I wish each and every member the absolute best. Re-

member each other; respect each other; and let's have a civil debate on the issues with the intent of finding solutions that are equitable for all.

Until next time.....



SKIP MURPHY, President

PS: This issue contains a few photos taken at the April conference. Others are posted on REAVC website: <http://reavc.org/photos>

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### **MEMBERSHIP AND MARKETING**

#### **The Importance of Recruiting Associate Members by Rhonda Bieseimer**

Associate Members, while defined differently from county to county, are typically active employees who will receive their pension benefits through your Retirement Association.

Associate Members can usually participate in all activities offered to retired members, except that they cannot vote, nor hold office, on Association Boards or Committees.

The benefit to recruiting active employees is that they

become familiar with, and invested in, your Association. CRCEA Counties who recruit Associate Members find that, upon retirement, most of these "early" members continue membership as active members. Most counties will not withhold dues from active employee's paychecks, so they are usually required to pay the full years dues each January.

There are a few ways in which Associations can engage active employees. One is that if you are permitted to participate in your county's Pre-Retirement Seminars, or other events they may hold for active employees relating to benefits, you can talk with those in attendance about the benefits of joining – even if they are still employed. Be sure to have "Associate Applications" on hand for them to complete and sign. One enticement that can be used that costs your Association nothing is to offer each person joining during the event free dues for a few months. Another selling point I like to use is to remind them that in joining your County Association, they are automatically members of CRCEA, thus getting the benefit of membership in two organizations for the price of one! Of course, you'll need to

give them some information about CRCEA as well as your own Association.

If you are interested in receiving an example that I have put together for our Pre-Retirement Seminar presentations, please contact me at [rhonrob@att.net](mailto:rhonrob@att.net).

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#### **8 Tips on Managing Medications for the Busy Senior**

Managing medications is always difficult, but it can be especially challenging as you age. Recent studies show two out of five older adults take five or more prescription medications.

Prescription drugs are an essential component to senior healthcare, but not all seniors follow the instructions correctly. According to government estimates, up to 58 percent of seniors make a mistake when taking their prescription and 26 percent of those mistakes could have fatal consequences.

It's vitally important to develop a functional, effective system for managing medications. It will preserve your health and keep you safe.

Here are eight tips to help:

**Maintain an Active File**

You know those pamphlets you receive from the pharmacy every time you pick up your medicine? They're not fun to read, but you must review the directions, the potential side effects, and the warnings about other drug interactions. After you've scanned the information, place the papers in a file.

You should also create a full list of the names of all medications you currently take, including vitamins and herbal supplements. Attach this list to the front of the file and bring it with you to every doctor appointment.

**Stay with One Pharmacy**

It's easier for pharmacists to caution you against specific drug interactions when they know all of the medications you take. Try to collect your prescriptions at one pharmacy to add this extra level of protection and make sure you're receiving the proper dosage based on your full medication history.

**Schedule Doses in Advance**

Take the time to separate your medications into pill boxes for the entire week. If you are supposed to take

certain medications in the morning and some at night, use two different pill boxes that are color-coded according to the time of day.

**Stick to a Daily Routine**

Taking your medications should be a part of your daily routine. Just like you brush your teeth right after waking, incorporate your prescriptions into your day by taking them right before your nightly television show, or right after you wash the breakfast dishes.

**Use a Checklist**

Put a checklist on your refrigerator and create a copy for your purse or wallet. The checklist should include the names of all of your medications, what time of day you're supposed to take it, and any specific instructions for each pill. If you forget the details, you won't have to go look up the information in your medication file – you can just check your list.

**Set Alarms**

Use your watch, cell phone, or alarm clock to help remind you when it's time to take your prescriptions. You could also purchase a medical alert device to help with reminders.

**Monitor Your Reactions**

When you're adding a new

medication to your daily regimen, check in with your doctor about how you're feeling. Take note if you feel extra drowsy, lose your appetite, or notice any other unusual symptoms.

**Call for Refills Early**

Don't wait until your prescription runs out to head to the pharmacy. If they're out of the drug too, you may have to wait a few days for a refill. Avoid this risk by calling a few days ahead of time so you have uninterrupted prescription coverage.

Article reprinted with permission - My Senior Health Plan.

*My Senior Health Plan is a service that works exclusively with Medicare-eligible individuals to ensure that they are not paying too much for health insurance premiums. This Medicare insurance counseling is available free for CRCEA members.*

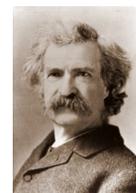
Call 1-800-243-0260

or

visit [www.myseniorhealthplan.com/crcea](http://www.myseniorhealthplan.com/crcea) to see how much you could save on your premiums!

**“Compassion is language the deaf can hear and the blind can see.”**

**~Mark Twain~**





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Ann and Don Gregory



Sue and Chuck Thornhill



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Carlos and Bruni Gonzalez



Mike and Valerie Barnhart



Linda Robinson, Doug Storm,  
Ilene Barcenas



Jacqueline Walther-Parnell  
and Bill Parnell



Mark Brickley, Nancy Settle

**ROUNDTABLE DISCUSSION REGARDING CONFERENCE CHANGES  
Ventura Conference April 25 and 26  
by Mike Sloan, CRCEA Vice President and Conference Chair**

The CRCEA Conference Committee met in Merced on March 27 to discuss questions and concerns which have been presented to the Executive Committee and the Board of Directors for discussion at the Roundtable segment at the Spring 2017 Conference.

The first question was “Does CRCEA need to have two conferences each year”? The answer is yes. CRCEA’s By-Laws, Article III, Section 1, state **“CRCEA’s Board of Directors’ meetings shall be not less than two per year with the last meeting in the calendar year being the annual meeting and the other(s) being the regular meeting(s). All meetings shall be conducted as a convention-type meeting.”**

This is not to say that the bylaws cannot be changed, but that process would take some time. Also, as noted above, there is a requirement to conduct said meetings in a “convention type” setting. In the Conference Committee’s view, this means training sessions, as well as the required Business Meeting on the last day. Wikipedia gives a definition of a convention as “a gathering of individuals who meet at an arranged place and time in order to discuss or engage in some common interest”.

After a certain amount of discussion, a vote was taken of the delegates present, via a show of hands, regarding whether they would rather stay with the current format or change to a two day format. The results were slightly in favor of keeping the current format.

During the Roundtable discussion in Ventura, there was considerable input regarding whether hosting associations should return to the format of beginning the conferences in the early afternoon of the first day. This would be as opposed to beginning early in the morning on Monday (the first day). The general consensus was that this arrangement would save considerable expense to those associations who would be close enough to drive to the conference on the morning of the first day, and thus save one night’s lodging expense and food.

There was also discussion regarding whether we could change to a two day format which would save even more money, and be less of a financial drain on the host county. In making this type of change, the host county could also forego the banquet, door prizes, and entertainment which are major expenses to the hosting venue.

Another reason to use the afternoon start format is that it would eliminate the need for so many speakers which can be somewhat daunting when trying to book quality speakers and pertinent subjects.

Along the lines to the format, there was also considerable discussion regarding whether it would be advantageous to change from a Monday – Wednesday format to a Friday – Sunday format. While in many of the “resort” cities, this might be more expensive, in other parts of the state, Monday through Friday are when the hotels are the busiest with business clien-

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tele. For this reason, the ability to be flexible in choosing conference dates could be extremely important.

Following the discussion regarding timing, there was additional thought given to changing the dates that the conference were held to make it more accommodating to the hotel, and thus they may be more willing to negotiate a better price during a slack period for them. This could include the possibility of having the conference in March, April, or May in the spring, and September, October, or early November for the fall conference.

Continuing along the lines of trimming expenses, there was also a goodly amount of discussion regarding counties partnering with each other to present a joint conference and share the expenses. While this is currently done with several member counties, there are several others who could definitely benefit from holding a joint conference.

The issue of possibly holding regional conferences was discussed. The purpose behind this idea would be to have the state split into two sections – North and South. (The Conference Committee came up with a possible split of ten counties in the North and ten in the south. Fresno would be the dividing line and would be included in the south.)

While this arrangement could be possible, and would allow at region to contract on a multi-year contract with a hotel, there would need to be a phenomenal amount of cooperation among the counties in each group. Ideas for location for regional conferences were suggested as Sacramento in the north and Orange County in the south, since both have convenient airports and a good choice of hotels. Some of the logistics in assigning responsibilities and cost sharing could be a real nightmare with this type of arrangement.

A show of hands for support of the regional conference idea, and the results were pretty overwhelming that most would prefer to keep the conference planning the way it is currently.

There was additional discussion regarding how CRCEA can generate additional funding to assist the host county in paying for the conferences. One delegate thought CRCEA was missing a golden opportunity by not having more affiliates who would sponsor the conferences. Her argument was that we should look at the SACRS model for hosting conferences. However, it was apparent that there was a misunderstanding between the facts that our local counties had budgets of 15 to 20 thousand versus SACRS whose budget this year was a million dollars.

A further discussion evolved into the need to make sure our affiliates were allowed to be more inclusive and thus make the value of belonging to CRCEA a much better investment. There also needs to be a more relaxed attitude about the affiliates being able to sell their company to the membership at the conferences. This is why they are an affiliate, and we need to promote this ability if we expect to keep them.

Seed money provided by CRCEA seemed to be an area of high interest, and there also seems to be a misunderstanding of the purpose of the seed money. Currently CRCEA will

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provide \$1,000 to the next hosting association to cover upfront expenses such as the deposit required by the hotel to hold the contract.

This fee has always been considered a loan to the hosting association, and was expected to be returned at the end of the conference, unless the association suffered a major loss. Under these circumstances, CRCEA has waived the requirement to return the seed money.

Also, a recent hosting association questioned whether they should be required to return the Association Fees which are charged to each attending Delegates. This fee is collected by CRCEA to offset some of the cost of printing the roster, the Association Reports, the conference program, the goody bags, badges, and the seed money, if not returned.

There was also considerable discussion regarding raising the attendee fee, and the vast majority of those involved in the discussion felt the fee should be raised to as much as \$100 per attendee.

Additionally, along the lines of raising fees and cutting costs, the topic of the banquet and associated costs was also a subject to great interest. Due to the high cost of renting the hotel's meeting space if certain food and beverage amounts are not met, eliminating the banquet could actually cost the host association more money than having it.

It was noted that Contra Costa charged \$50 for their banquet, which is exactly what the hotel charged for the food. However, there was still an additional 30% which had to be paid for taxes, tips, and service charges. That meant that each meal actually generated a loss of \$15 for an overall loss of about \$1,200. However, if you contrast this with the \$2,000 to \$3,000 fee normally charged for the meeting rooms, it could be considered a bargain. This issue should be considered when contracting with a hotel to determine which chain might be willing to offer the best deal.

Monetary losses will be shouldered by the hosting association and careful preplanning of the event should lessen, if not eliminate, the possibility of this being a problem. Further, continued efforts to cut costs and raise revenue should help to keep this from being an issue.

Increasing the size of the Conference Committee to ten members did not seem to generate much interest due to the lack of interest in a "regional" conference.

All of the above ideas and recommendation will be included in a new Conference Manual update which will be available later this year.

**SUMMARY OF ROUNDTABLE DISCUSSION (for easy reference):**

**DO WE HAVE TO HAVE TWO CONFERENCES EACH YEAR?** Yes, unless the By-Laws are changed.

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**DO WE HAVE TO USE A “CONFERENCE TYPE” FORMAT FOR CONFERENCES?** Yes, unless the By-Laws are changed.

**SHOULD THE START TIME OF THE CONFERENCES BE CHANGED TO START ON THE AFTERNOON OF THE FIRST DAY?** The general consensus was that the afternoon start time could save some nearby associations one extra day of hotel and food expenses. Those persons attending from a considerable distance away would still have to travel the day before the conference.

**SHOULD THE CONFERENCES BE SHORTER IN LENGTH?** The length of the conference is not dictated by the By-Laws, and this can be changed to suit the needs of CRCEA and the individual hosting association. However, the general consensus of this roundtable discussion was that we should leave the current format in place. That is, 1 ½ days of training and the business meeting over the course of three days.

**SHOULD REGIONAL CONFERENCES BE CONSIDERED (one hosted by the northern half of the state and one hosted by the southern half)?** This idea was not particularly well received by the attending delegates. The logistics for this type of conference would be difficult at best. There was also the question of how would such a conference be funded. How would you determine how much an association the size of RELAC contributed in comparison with ICARE? There is also the issue of coordinating the volunteers who would do the actual work.

**SHOULD ALL CONFERENCES BE HELD IN THE SAME LOCATION?** This idea was pretty much shot down since it could only make sense if the regional format was used. While there were a lot of good ideas about how this would help cut the cost of the hotel, the down side was that the attendees would not be able to experience the diverse locations of the various hosting counties as we do now.

**SHOULD JOINT CONFERENCES BE CONSIDERED?** Since there are several counties which currently hold joint conferences which have been successful in the past, i.e., Mendocino and Sonoma and Stanislaus and Merced, the general consensus was to encourage this cooperation between counties for the general good.

**COULD THE TIME OF THE CONFERENCE (MONTHS AND DATES) BE CHANGED?** The By-Laws state the conferences must be held within seven months of the last one which give considerable flexibility for when the conference can be held. This flexibility should give the hosting county more bargaining power with hotels if they are able to allow the hotel to dictate which dates would be most advantageous to them. Holding the conference in March, April, or May in the spring or September, October, or early November should make planning and booking hotels easier.

**COULD THE DAYS THE CONFERENCE IS HELD BE CHANGED, I.E., FRIDAY, SATURDAY AND SUNDAY VERSUS MONDAY, TUESDAY, OR WEDNESDAY?** Again, the gen-

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eral feeling of the delegates was that this should be a decision for the hosting county. If the county is located in a area where weekend rates are less than weekdays, this would be a big advantage in securing the best rate for a hotel.

**SHOULD THE BANQUET, ENTERTAINMENT, AND PRIZE RAFFLES BE ELIMINATED?**

Since many of the hosting counties are feeling the pinch of the cost of the food and meeting space in hotels these days, most are looking for ways to cut expenses. While the banquet is not a prerequisite for the conference, many felt that it has become tradition and should be maintained. However, that being said, other ideas were offered for ways to cut the cost.

An alternative might be to have an additional Hospitality Time with more substantial appetizers, very similar to what is provide on Monday nights currently. Most attendees agree that they will often not have dinner after the Monday night hospitality, so this might be an option which could be sponsored by one of CRCEA's affiliates.

One idea regarding the prize raffle would be to have each association bring a raffle prize. This is an excellent idea, but would only provide 20 prizes at most for 65 to 80 participants

**CONFERENCE FUNDING** – Considerable time was given to this issue, and the general consensus was that each association should have knowledge of when they will be expected to host a conference, and should prepare in advance by setting aside funds for this purpose. There was also considerable time spent discussing how much effort is put into soliciting donations and sponsor support.

This is a very subjective area, and while some associations have members who have the personal skills for raising money, others do not. Because one host association does not raise very much money in donations, does not mean they did not give sufficient effort in this area.

CRCEA provides each host county with \$1,000 in seed money to cover initial expenses such as the hotel deposit upon their request. There was a lot of input on the subject of raising this advance to \$2,000, and the Executive Committee was in agreement that if there was a need for extra funding, the host county should submit a second request for the additional \$1,000. There was also an explanation that these funds are not a gift and should be considered a loan to assist with hosting the conference. Each county must make a concerted effort to return these funds after the completion of the conference. If the county sustains a loss in revenue to the degree returning all of the funds would cause detriment to the county's budget, the county should formally request a waiver regarding the return of said funds.

Also, there appears to be some confusion within some of the county associations as to just what CRCEA can provide. CRCEA's budget and funds are less than most of the large counties, and to the surprise of some, CRCEA does not have a staff to assist with many of the previously described issues.

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There was also considerable discussion about raising the conference fee from \$45 to as much as \$100 per attendee. It was pointed out that \$45 for a three day conference is ludicrous, and is completely out of step with other non-profit groups who put on conferences.

Each delegate should return to their association's BOD to determine amount of the increase and return for a vote in October. While the \$100 fee would be extremely helpful to the hosting association, it could be a real burden on a county that would like to send four or five representatives.

The Executive Committee can discuss any raise which could be applied to the upcoming conference in Alameda County.

**WHAT IS CRCEA'S LEGAL RESPONSIBILITY FOR CONFERENCE PROBLEMS OR MONETARY LOSSES?** CRCEA maintains an umbrella insurance policy to cover issues such as personal injury at a conference which will supplement the host county's own insurance, along with that provided by the hotel. However, unforeseen monetary losses suffered by the hosting county cannot be covered by CRCEA. CRCEA can only provide additional planning assistance in an effort to help eliminate any possibility of unforeseen expenses which could be devastating to a host association.

**SHOULD THE CONFERENCE COMMITTEE BE EXPANDED TO 10 MEMBERS?** There was a general consensus that there would be no advantage to have a committee this large, and the decision was made to maintain the committee at its current membership level.

**SHOULD THERE BE A RENEWED FOCUS ON LIMITING SPEAKERS TO RETIREMENT BASICS AND SIMILAR ISSUES?** In every conference survey, there will always be one or two persons who demand that we return to the original purpose of CRCEA, which is protecting the benefits of retirees, and not spend so much time on local "fluff".

When this issue was presented to the delegates, they overwhelmingly stated that the presentations by people who give insight into the hosting county's local attractions are not only helpful, but extremely interesting. Some at this roundtable pointed to the presentation by the National Parks Service regarding the Channel Islands. This was great information for those who wanted to experience some of the local flavor while visiting the area.

Of course, there still needs to be a focus on our intended purpose, but it should not be the only focus. This would make the conferences pretty boring, and we would probably lose attendees if that were the case.



**HEALTH CARE**

**Caring for loved one?  
Seek help, and care for  
yourself, too  
by Emily Bazar**

Michael Sloss' mother was diagnosed with dementia about five years ago, and his father a year after that. Sloss and his brother care for both of their parents, ages 83 and 85, whose personalities have been transformed by the decline in their mental and physical health.

The brothers wrestle with their parents' memory loss, anger and delusions. They nurse them when they're sick and help them bathe. And they lift their father into and out of bed.

"Mostly, it's been rough," says Sloss, 60, of South Pasadena. "But we have been blessed with a lot of support."

The brothers first sought help from their family's church, which offered a respite when their parents attended Bible study and fellowship for a few years after their diagnoses. But that ended when the elder couple's physical ailments made it too difficult to get them to and from services.

The brothers found the USC Family Caregiver Support Center, which has connected them with support groups, caregiver classes and services that have given them breaks from caregiving.

The USC organization is one of 11 nonprofit Caregiver Resource Centers across California that serve about 14,000 families a year. Their aim is to offer low-cost or free services, regardless of income, to people caring for someone 18 or older.

Their offerings include stressbusting activities like yoga and meditation; legal and financial consultations; and tips on how to choose a home health agency, talk to doctors or manage behavior.

"This was designed to help everyone, including middle-income families," says Donna Benton, director of the USC center.

A 2015 report by the AARP Public Policy Institute and the National Alliance for Caregiving found that roughly 43.5 million adults in the United States had provided unpaid care to an adult or child in the prior year.

The need is expected to increase as baby boomers age and become caregivers for loved ones or require care for themselves, says Amy Goyer, AARP's family and caregiving expert. "As our health care improves, people live longer, but they tend to live longer with chronic illnesses or conditions," she says.

There also will be a declining number of caregivers for those in need, because Americans are having fewer children and family structures are changing, Goyer adds.

Simply put, caregiving is hard, it may get harder, and it often leads to emotional, physical and financial hardship.

"People tend to think it's something temporary ... like a sprint, and then it turns into a marathon," Benton says.

"And then you have all the wrong coping tools. Then you burn out."

Goyer cares for her father, who is 93 and has Alzheimer's disease. Caring for a loved one with Alzheimer's or dementia adds an extra burden because of its intensity, she says. "It's

caregiving on steroids because of the constancy of it.”

Help is available, much of it for free. But the network of resources is like a “puzzle you put together,” Goyer says, so be prepared to make multiple calls and queries to different organizations.

Start with the Caregiver Resource Centers. Find out which one serves your county by visiting [bit.ly/CACaregiver](http://bit.ly/CACaregiver) or calling the USC center at 800-540-4442 to be transferred to the right location.

A staff member will work with you to determine what you need.

“We’re there as a comprehensive, one-stop center,” Benton says. “If you have someone who helps you cut through the red tape, it can save you hours and days of aggravation.”

Goyer suggests reaching out to your local Area Agency on Aging, which can also connect you with resources. Visit [Elder-Care.gov](http://Elder-Care.gov) and enter your ZIP code to find local contact information.

When you call, request a personalized assessment of your situation, Goyer recommends.

“Always ask them, ‘What support do you have for caregivers?’ The person you’re caring for might be eligible for chore services or housekeeping or respite care,” which can give you a break from caregiving, she says. “In some cases, if their income qualifies them for Medicaid, they might be able to get home health aides.”

The Family Caregiver Alliance, a national group based in San Francisco, can link you to support, most of it free. Visit [caregiver.org](http://caregiver.org) and click on the “FCA CareJourney” tab to fill out the online survey.

After you receive personalized suggestions, you can follow up with a staff member online or by phone (800-445-8106), says Executive Director Kathleen Kelly.

The alliance, which has been helping caregivers for nearly 40 years, says its clients frequently ask how they can better care for their loved ones, where they can find emotional support for themselves and whether they can get paid for the care they are already providing, since many of them had to quit their jobs, Kelly says.

Their needs change over time. “We’re a place that

people can come back to,” she says. “We deal with people over the long term.”

If you’re interested in doing more digging:

- Visit [aarp.org/caregiving](http://aarp.org/caregiving), where you can find help in multiple languages, free online webinars and resource guides.
- Contact disease-specific organizations such as the Alzheimer’s Association or the American Cancer Society; or Leeza’s Care Connection, which offers resources and information for caregivers: ([LeezasCareConnection.org](http://LeezasCareConnection.org)).
- Reach out to friends, family members and neighbors, and your place of worship, if you have one. Hospitals often have social workers who can help connect you to services.

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Lillian and Sandy Teague



Zandra Cholmondeley,  
Annette Paladino



Dawn Dana, Maryellen Benedetto

### **Easy Bar Cookies from a Cake Mix**

- 1/2 cup butter
- 1/2 cup packed brown sugar
- 1/4 cup water
- 2 eggs
- 1 (regular size) white cake mix
- 1 cup chopped walnuts
- 2 cups chocolate chips

Preheat oven to 350°. Grease a 9"x13" baking pan.

In a large bowl, cream together the butter and sugar until light and fluffy. Mix in water and eggs, then stir in cake mix. Finally stir in nuts and chocolate chips. Spread in pan.

Bake 30 minutes in preheated oven. Do not over bake as bars will harden after being taken from the oven. Cool completely before cutting.

This recipe lends itself to myriad variations. Instead of white cake mix, use chocolate, spice, or yellow. Substitute dried cranberries, other nuts, butterscotch pieces, etc.

Enjoy!



Tom Potter, Virginia Adams



Skip Murphy, Nancy Settle



Jim Crow, Tom McEachern



*“The old believe everything,  
the middle-age suspect every-  
thing, the young know every-  
thing.”*

~~Oscar Wilde

### CRCEA Conferences

Fall 2017  
Alameda (REAC)

Spring 2017  
Santa Barbara (RESBC)

Fall 2018  
Marin (MCARE)

Spring 2019  
San Diego (RESDC)

Fall 2019  
Sonoma/Mendocino  
(SCARE/AMCRE)

Spring 2020  
Tulare (TCREA)

Fall 2020  
Stanislaus/Merced  
(RESCO/REMCO)

**WE HOPE YOU WILL BE  
ABLE TO JOIN US FOR  
GREAT INFORMATION,  
NETWORKING, AND, OR  
COURSE, FUN!**

### LET'S TRY SOMETHING NEW

Share with us!

Many of us worked for years with people who not only were our colleagues, but also became our friends. With retirement sometimes also came loss of contact with those friends. With that in mind, I'd like to invite members to share brief stories of what they have been doing since retirement, trips they have taken, provide family updates, or perhaps share additional studies, volunteering, or jobs that may now occupy part of your retirement years.

What have you been up to?

It would be nice to hear from you! Who knows, perhaps this may facilitate renewal of old friendships. It will no doubt showcase the diversity of CRCEA!

Please contact Virginia Adams at:  
[intercomdistribution.com](http://intercomdistribution.com) if you wish to submit a few words for an upcoming issue.



### DID YOU KNOW?

- > Melons, bananas, and other tough skinned fruits, should be washed even though one does not eat the outside. This helps remove bacteria and pesticides that could get into the fruit when cut.
- > Plastic bar soap holders for travel make wonderful cases for most small digital cameras.
- > A plastic cereal canister can make a perfect trashcan for your car.
- > If you break the glass container for your blender, most can be replaced by a Mason jar. Simply screw the base with blade onto the top of the jar. Size, of course, must be a match.



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