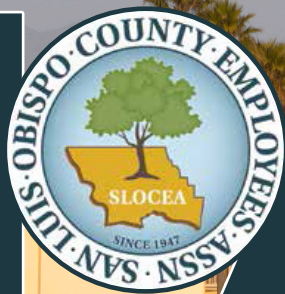


THE COUNTY

BLADE



VOLUME 40, NO. 10

OCTOBER 2025

TENTATIVE AGREEMENT REACHED WITH THE COUNTY WHAT COMES NEXT?

ANNUAL GENERAL MEMBERSHIP MEETING

See Page 9 On How To RSVP



**SLOCEA STAFF
SPOTLIGHT:
CARRIE
MCGRATH**

**WHY WE
NEED MORE
STEWARDS IN
THE WORKPLACE**



SLOCEA BOARD OF DIRECTORS

— SLOCEA MISSION STATEMENT —

The mission of the San Luis Obispo County Employees' Association is to advocate for fair compensation, safe working conditions, affordable healthcare, and a secure retirement for our members, who provide vital services to the public.

EXECUTIVE OFFICERS

Nate Larsen

PRESIDENT

Dept. of Social Services, Seat 1

Norma Domingo

VICE PRESIDENT

Public Health, Seat 2

Kathleen Curtis-Ames

SECRETARY/TREASURER

Sheriff-Coroner's Office, Seat 3

B.U. #1 PUBLIC SERVICES UNIT

Jeannette Rivera

Behavioral Health, Seat 5

Mark McCullough

Dept. of Social Services, Seat 6

VACANT

Seat 7

Ryan Barney

Veteran's Services, Seat 8

Chelsea Hendron

Public Services, Seat 9

B.U. #2 TRADES, CRAFTS & SERVICES UNIT

Vincent Corcoran

Public Works, Seat 10

Ben Franco

Airports, Seat 11

B.U. #5 SUPERVISORY UNIT

Tim Faes

Parks, Seat 12

B.U. #13 CLERICAL UNIT

Crissie Danley

Sheriff-Coroner's Office, Seat 13

Arlene Hernandez-Tapia

Behavioral Health, Seat 14

COURT SUPERVISORY UNIT

VACANT

Seat 15

LOS OSOS CSD

Carol Gilmer

LOCSD, Seat 16

AT LARGE

VACANT

Seat 17

VACANT

Seat 18

VACANT

Seat 19

THE COUNTY BLADE

SLOCEA

**San Luis Obispo County
Employees' Association**

1035 Walnut

San Luis Obispo, CA 93401

Phone 805-543-2021

E-mail: INFO@SLOCEA.ORG

WWW.SLOCEA.ORG

OFFICERS

Nate Larsen

President

Norma Domingo

Vice President

Kathleen Curtis-Ames

Secretary/Treasurer

STAFF

Emily Landis

Executive Director

Theresa Schultz

Senior Labor

Representative

Brooke Daphne

Labor Representative II

Jennifer Tate

Labor Representative I

Carrie McGrath

Labor Representative I

Briana Dickey

Office Administrator



**HAVE A QUESTION?
CALL SLOCEA
805-543-2021**

The opinions expressed in **The County Blade** do not necessarily reflect the official opinion of the **San Luis Obispo County Employees' Association** unless so specified.

For advertising information, please call Tana Pigeon at 951-686-7575.

The County Blade is published digitally monthly, distributed to the SLOCEA membership through the website, email, and social media.

Cover Image: Pismo Beach at sunset.
Photo Credit: MattGush via iStock by Getty Images.

2025 SLOCEA Negotiating Team



Dennis Hayes—Chief Spokesperson and SLOCEA General Counsel

Paige Chretien—SLOCEA Counsel

Emily Landis—Executive Director

Theresa Schultz—Senior Labor Representative

Brooke Daphne—Labor Representative II



Big Unit: Public Services, Supervisory & Clerical NEGOTIATING TEAM

Trades, Crafts & Services NEGOTIATING TEAM

- President: Nate Larsen, Employment Services Supervisor, DSS
- Vice President: Norma Domingo, Account Tech, Public Health
- At-Large Seat: Kyle Whelan, Civil Engineering Technician III, Public Works
- BU 01: Elizabeth Kavanaugh, Planner III, Community Parks
- BU 05: Thomas Arnold, Supervising Social Services Investigator, DSS
- BU 13: Kathleen Curtis-Ames, Legal Clerk III, Sheriff's Office

- Kevin Sulitz—Park Ranger I, Regional Parks
- Mike Johnson—Water Systems Worker III, Public works
- Jim Hutchinson—Facility Maintenance Mechanic III, Public Works
- Ricardo Camacho—Public Works Leadworker, Public Works

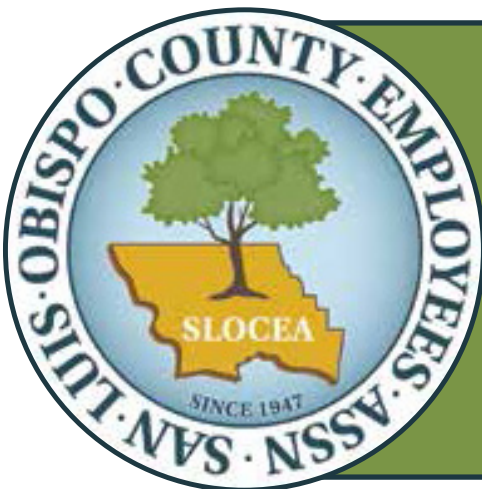
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SLOCEA



**HAVE A QUESTION?
CALL SLOCEA
805-543-2021**

Tentative Agreement Reached With The County

What Comes Next?

Emily Landis,
Executive Director



The past few months have been busy ones for SLOCEA, with negotiations for our County bargaining units as well as our unit at the Superior Court of San Luis Obispo.

COUNTY OF SAN LUIS OBISPO

We are also pleased to announce that after months of dedicated bargaining, your SLOCEA Negotiating Team has reached a **tentative agreement (TA)** with the County of San Luis Obispo. This marks a critical step forward in securing fair wages, benefits, and working conditions for our members. While we are proud of the progress reflected in this agreement, the process is not yet complete. Final adoption requires **member ratification** and **approval by the County Board of Supervisors**, and your participation in the next steps is essential.

WHAT A TENTATIVE AGREEMENT MEANS

A tentative agreement is exactly what it sounds like - it is tentative until the members have had the chance to review it and vote. The TA represents the best outcome achievable through bargaining at the table with the County. Now, the decision moves to you, the membership, who hold the ultimate authority to accept or reject it. This is one of the most

powerful rights you exercise as union members - your ability to determine the terms of your own employment.

BALLOTS AND RATIFICATION

In the coming days, you will receive a ballot with the full details of the tentative agreement. We encourage every member to take the time to **read the materials carefully, ask questions, and make your voice heard through your vote**. The ratification process is straightforward:

- Ballots will be distributed by mail late next week.
- Voting will remain open until October 20, 2025.
- Ballots will be counted immediately following the close of voting, with results announced to the membership shortly thereafter.
- A simple majority vote from those participating is required for ratification. If the TA is ratified, it moves forward to the County Board of Supervisors for final approval. If the TA is not ratified, negotiations may return to the table.

BOARD OF SUPERVISORS APPROVAL

After ratification by members, the tentative agreement will be presented to the **San Luis Obispo County Board of Supervisors** for their



approval. This is a procedural step, but it is required for the agreement to become official. Once approved, the provisions of the agreement will go into effect according to the timelines outlined in the TA.

TRANSPARENCY AND MEMBER INPUT

Throughout this process, we remain committed to transparency and open communication. Members will continue to receive updates via email and on the members-only portal. We encourage you to reach out to your Negotiating Team or contact the SLOCEA office with any questions. **Your informed participation ensures that the ratification process reflects the collective will of the membership.**

GRATITUDE FOR THE NEGOTIATING TEAM

None of this progress would have been possible without the tireless efforts of your **SLOCEA Negotiating Team**. For months, they have sat across the table from County representatives, pressing for fair treatment, stronger protections, and meaningful improvements for everyone. Negotiations are often long, technical, and frequently frustrating, but our team brought commitment, skill, and solidarity into every session.

We extend our heartfelt thanks to the members of the team for the

countless hours they invested on behalf of their coworkers. Their hard work is a testament to what it means to be part of a union—standing together and fighting for one another.

MOVING FORWARD TOGETHER

This is an important moment for SLOCEA. While not every bargaining objective was achieved in this cycle, the SLOCEA Negotiating Team is proud of the tentative agreement that was reached. Now, it is in your hands. By participating in the ratification process, you are shaping the future of your wages, benefits, and working conditions.

We encourage you to stay engaged, talk with your colleagues, and make sure your ballot is counted. Together, we can ensure that the voices of public employees in San Luis Obispo County remain strong and united. On behalf of SLOCEA's leadership and staff, thank you for your continued support, involvement, and solidarity.

Tentative Agreement With The Superior Court Ratified!

SLOCEA and the Superior Court reached a tentative agreement for a one-year contract on September 19, 2025. We are pleased to report that the TA was ratified by the members of Unit 19, and they will begin to see these enhanced benefits beginning October 1, 2025. Thank you to our Unit Representative Amy Howell for her dedication and commitment to this process!

Why We Need More Stewards In The Workplace

Theresa Schultz,
Senior Labor
Representative



As SLOCEA's Senior Labor Representative, I serve as the staff liaison over the Steward Committee, a very important committee of members that plays a vital role in the union. Stewards are the bridge between members and SLOCEA staff, and they are essential in keeping SLOCEA strong, visible, and effective in departments and workplaces throughout the County.

A Steward is often the first point of contact for members who have questions, need support, or want to better understand their rights under the Memorandum of Understanding (MOU). Whether it's answering a quick workplace question or attending a meeting and sharing important updates, Stewards play a vital role in making sure members feel informed and supported. They are the eyes and ears of our union at the worksite, ensuring that members have someone to turn to quickly when issues arise.

Contract negotiations is a time when having strong communication between the union and our membership is more critical than ever. Stewards help ensure that members know what's happening at the bargaining table and how they can show support for the bargaining team and process. The stronger our network of Stewards, the stronger our collective voice is during negotiations.

That's one reason we are actively recruiting more Stewards. While some worksites have well-established Steward representation, some



departments don't have anyone serving in this vital role. If your workplace doesn't currently have a Steward, we encourage you to consider stepping forward. Even if you're unsure, becoming a Steward is a great way to learn more about SLOCEA, strengthen your connection with your coworkers, and gain skills that will benefit you professionally.

To be appointed to the Steward Committee, you must be a SLOCEA member for at least one year and obtain signatures of support from your co-workers. Once appointed by our Board of Directors, you'll join our team that meets virtually on the second Thursday of every other month from 12:00 to 1:00 p.m. These meetings are designed to keep Stewards informed, connected, and supported, while being mindful of busy work schedules. The meetings give Stewards the chance to hear union updates, discuss workplace issues, share strategies, and learn more about the rights of public employees. It's also a great opportunity to build relationships with SLOCEA staff and fellow members across different

departments and job classifications.

You don't need to have prior experience to serve as a Steward—just a willingness to learn and a commitment to supporting your fellow members. SLOCEA provides training, resources, and ongoing guidance. Many of our Stewards have developed leadership, communication, and problem-solving skills that have carried over into them serving SLOCEA in even greater leadership roles.

BECOME A STEWARD

If you are interested in becoming a Steward or simply want to learn more about what the role entails, contact me directly at tschultz@slocea.org or by calling our office at 805-543-2021. I can discuss with you the responsibilities, commitment, training, and the many ways you can contribute to making SLOCEA a stronger, more unified and formidable union.

Together, we are stronger!

COLLABORATING TO FORM A UNIFIED, WELL-INFORMED, AND ACTIVELY ENGAGED MEMBERSHIP!

Listed by Department

AIRPORT

Ben Franco

BU 02 - San Luis
Obispo Airport
Airports Maintenance
Worker

ANIMAL SERVICES

Crystal Cullen

BU 01 - San Luis Obispo
Animal Control Officer

ASSESSOR

Miranda Donaldson

BU 01 - San Luis Obispo
Appraiser II

Chelsea Hendron

BU 01 - San Luis Obispo
Geographic Information
Systems Analyst II

BEHAVIORAL HEALTH

Megan Beardsley

BU 05 - Paso Robles
Drug & Alcohol Services
Program Supervisor

Janet Soto

BU 01 - Arroyo Grande
Youth Services
Behavioral Health
Clinician II

CLERK-RECORDER

Lucia Maceri

BU 01 - San Luis Obispo
Clerk-Recorder Assistant II

COUNTY COUNSEL

Renee Cooper

BU 13 - San Luis Obispo
Administrative Assistant III

DISTRICT ATTORNEY

Beth Raub

BU 05 - San Luis Obispo
Victim Witness Supervisor

INFORMATION TECHNOLOGY

Allen Dailey

BU 01 - San Luis Obispo
Geographic Information
Systems Analyst III

LIBRARY

Chelsea Cutler

BU 01 - San Luis Obispo
Library Associate III

Kate McMillen

BU 01 - Arroyo Grande
Librarian

PARKS

Kevin Sulitz

BU 02 - Salinas District
Park Ranger I

PLANNING AND BUILDING

Angela Garcia

BU 01 - San Luis Obispo
Building Plans Examiner I

PROBATION

Esther Santiago

BU 13 - San Luis Obispo
Departmental Personnel
Technician

PUBLIC HEALTH

Norma Domingo

BU 13 - San Luis Obispo
Accounting Technician

Elizabeth Farrington

BU 01 - San Luis Obispo
Public Health
Microbiologist I

PUBLIC WORKS

Vincent Corcoran

BU 02 - Los Osos
Wastewater Systems
Worker II

Mitch Wallravin

BU 05 - San Luis Obispo
Supervising Custodian

SHERIFF-CORONER

Kathleen Curtis-Ames

BU 13 - Templeton
Sub-Station
Legal Clerk III

Crissie Danley

BU 13 - Records
& Warrants
Legal Clerk II

SOCIAL SERVICES

Obed Elenes

BU 01- San Luis Obispo
Employment Resource
Specialist II

Heather Griffin

BU 01- Arroyo Grande
Employment Resource
Specialist III

Freddy Hernandez

BU 01- San Luis Obispo
Program Review Specialist

Nate Larsen

BU 05 - Paso Robles
Employment Services
Supervisor

Mark McCullough

BU 01 - Nipomo
Employment Resource
Specialist III

Thomas McGarvey

BU 05 - Arroyo Grande
Employment Services
Supervisor

IF YOU ARE LOOKING FOR A WAY TO GET INVOLVED WITH SLOCEA, CONSIDER BECOMING A STEWARD

ELIGIBILITY: You must be a SLOCEA member for at least one year.

As a Steward you will:

- Gain a deeper understanding of your rights as a public employee.
- Learn how to be an advocate and source of information in your workplace.

*To learn more, please contact Theresa Schultz at
tschultz@slocea.org or 805-543-2021.*



SLOCEA STAFF SPOTLIGHT

By **Briana Dickey,**

Office

Administrator



SLOCEA is proud to welcome

Carrie McGrath to our staff team. Many of our members already know Carrie from her time serving as a SLOCEA steward, as well as on the SLOCEA Board of Directors, where she was recognized for her inquisitive nature, thoughtful questions, and commitment to making informed decisions. Now, Carrie is bringing that same dedication and energy into her new role supporting our members directly.

Carrie comes to SLOCEA after more than 21 years with the County, where she worked at the Department of Social Services. She began her career as an Employment Resource Specialist (ERS I) and worked her way up to ERS IV, before



Carrie's devotion to County employees and to the community they serve is truly inspiring. Her creativity and passion for building stronger member engagement, combined with her steady and thoughtful approach in moments of crisis, make her an invaluable part of our team



Carrie McGrath



Carrie McGrath

becoming a CalWORKS Program Review Specialist. In that position, she ensured county policies and procedures remain aligned with state regulations and provided training to staff.

Some of her most meaningful work was with CalWORKS Housing Support and Bringing Families Home programs, where she helped connect families to housing. For Carrie, the most rewarding moments were that even in a behind-the-scenes role she played a part in helping families secure housing.

"Affordable housing is such a major issue in our county. When you can help a family who has been homeless for years, or children who have never had a home, it's incredibly special to see them finally get a place of their own," Carrie shared.

Carrie deeply valued the team she worked with at Social Services. With a personal desire to continue growing and learning new skills, she was drawn to the opportunity at SLOCEA, where she is eager to put her passion for advocacy and member service

into practice.

Since joining the staff, Carrie has been especially impressed by the negotiations process.

"I had read about negotiations before, but you don't truly appreciate the work until you see it firsthand. It is hard while reading portal posts to truly realize all the effort that goes into securing those gains. I now have a whole new appreciation for the work of past and present negotiation teams," she said.

Carrie is excited to advocate for members, support stewards, and connect with worksites across the county. She credits Senior Labor Representative, Theresa Schultz for her "learn by doing" mentorship, which has given her the confidence to jump right in.

Outside of work, Carrie enjoys reading, baking, and even makes her own vanilla extract using beans sourced from around the world. She explained that it is a process that takes patience and time. She also enjoys catching up on shows, going to local comedy shows, and spending time with her family, but her number one hobby is being a grandmother to her two-year-old granddaughter.

"Carrie's devotion to County employees and to the community they serve is truly inspiring. Her creativity and passion for building stronger member engagement, combined with her steady and thoughtful approach in moments of crisis, make her an invaluable part of our team," said Emily Landis, SLOCEA Executive Director.

With her experience, energy, and heart for service, Carrie is already proving to be a natural fit within SLOCEA. We look forward to seeing all the ways she will continue to support and strengthen our union family.

ANNUAL GENERAL MEMBERSHIP MEETING



**OCTOBER
15**

5:30 pm

**SLO Vets Hall
801 Grand Ave
SLO**

JOIN US FOR

- ✓ The Annual Union Report
- ✓ Discussion of Current Negotiations with the County & Court
- ✓ Meeting of the Board of Directors
- ✓ Food & Refreshments
- ✓ Prizes
... and MORE!



SCAN HERE

RSVP TODAY!

SLOCEA
805-543-2021
Info@slocea.org





HUMAN RESOURCES

Learning & Development Center Newsletter

October 2025

LDC IS OFFERING SUPERVISOR ROADMAP TO SUCCESS MEETINGS

New to supervision or just need a refresher on the tools and resources available to you? [Click here to sign up for a Supervisor Roadmap to Success meeting!](#)

AVAILABLE CLASSES

CLICK THE LINKS BELOW TO ENROLL IN UPCOMING CLASSES

- Red Cross Adult and Pediatric First Aid/CPR/AED - October 7th - 9:30am-12:00pm
- Red Cross Adult and Pediatric First Aid/CPR/AED - October 7th - 1:00pm-3:30pm
- New Employee Orientation - October 8th - 9:00am-4:30pm
- Verbal Judo - October 16th - 1:00pm-3:00pm
- Learning Roundtable - Time Management Hacks for Professionals- October 23rd - 1:00pm-3:00pm
- Supervisor Essentials - October 28th - 12:30pm-4:30pm
- Onboarding for Supervisors - November 6th - 1:00pm-3:00pm

Tools and Resources

Micro-Learnings

- [Leading Remotely](#)
- [Conflict](#)
- [Decision Making](#)
- [Emotional Intelligence](#)
- [Feedback](#)
- [Leader as Coach](#)

DISC VS. STRENGTHS - WHAT MAKES THEM DIFFERENT

DISC

- **Focus:** Behavior and communication styles.
- **Measures:** How people act and respond to their environment.
- **Model:** Four primary dimensions — Dominance, Influence, Steadiness, Conscientiousness.
- **Purpose:** Improves communication, teamwork, and conflict resolution.
- **Application:** Helps people understand their outward style and how they are perceived.

Discover your Strengths

- **Focus:** Natural talents and internal motivators.
- **Measures:** What people do best and how they naturally think, feel, and behave.
- **Model:** 34 talent themes grouped into 4 domains — Executing, Influencing, Relationship Building, Strategic Thinking.
- **Purpose:** Develops individuals by maximizing strengths rather than fixing weaknesses.
- **Application:** Helps people grow in roles, build confidence, and create strength-based teams.

Open Enrollment

October 3-22, 2025!

County Benefits Team

Open Enrollment is your once-a-year opportunity to make benefit changes for the new plan year, effective January 1, 2026.

REMINDERS

During Open Enrollment, you can:

- Change medical and/or dental plan
- Waive County medical insurance with Proof of Other Group Coverage
- Add or remove dependents from medical, dental, and vision plans
- Add, drop, increase, or decrease ancillary coverages
- Elect a tax savings account
- Update mobile phone, email, and address

If you do not take action during Open Enrollment, your current benefits will automatically roll over, except waiving medical coverage or funding a tax savings account.

If you waive County medical coverage, you must upload Proof of Other Group Coverage in BenXcel.net. Review your MOU for Proof of Other Group Coverage eligibility and requirements for waiving County medical insurance.

HOW TO ENROLL

To complete your 2026 Open Enrollment, login at BenXcel.net. Visit our webpage for the single-sign-on link, slocounty.ca.gov/oe.

UPCOMING EVENTS

We have several events throughout October to support you during the Open Enrollment season.



WEBINARS

Join your Benefits Team for a variety of topics this Open Enrollment.

Accolade Webinar – October 6

at 12:00 PM: We'll provide a brief overview of the Accolade app and the services Accolade can provide during Open Enrollment.

Digibi Health Webinar – October 7,

22 & November 6: The County is excited to introduce Digibi Health, a weight and diabetes management benefit. Join one of the four webinar events to learn more about this benefit.

Navitus PBM Webinar – October

7 & 27: Beginning January 1, 2026, Navitus will be the Pharmacy Benefit Manager for all health plans, replacing Express Scripts. Sign up for a webinar to learn more about this change.

BENXCEL WORKSHOPS

October 14 & 20

If you need support enrolling in your benefits, stop by the Kimball Computer Lab.

The Benefits Team will be available to help with enrolling in the BenXcel

system, uploading documents, and downloading confirmation statements.

Reserve your appointment here!

Kimball Computer Lab is located at 1144 Monterey Street, Suite C in SLO.

ID CARDS

ID cards are issued for medical and pharmacy.

Blue Shield of California: You will receive a Blue Shield ID card if you are enrolling in a medical plan for the first time or changing to a new medical plan. ID cards are issued only in the name of the subscriber and mailed in the second week of December.

Navitus Pharmacy Benefit

Manager: All medically enrolled employees will receive a welcome packet from Navitus pharmacy including a pharmacy ID card.

RESOURCES

Additional Open Enrollment information, such as 2026 cafeteria and premiums, are available at: slocounty.ca.gov/oe.

October Meeting Discusses County Healthcare Plans

Vita Miller,
SLOCREA Vice-
President



Hello. As I write this we are five days from the end of summer, 2025.

Being a retiree, one season melds into another hardly noticed as I go about my normal activities. Not one who enjoys heat, I welcome news today that the central coast is due to receive the remnants of Tropical Storm Mario as early as this evening with chances of thunderstorms, rain and high winds bringing relief from the parched dry landscape we endured all summer.

ANNUAL PICNIC

SLOCREA hosted our annual picnic in July at El Chorro Regional Park. This is always a fun event with lots of good food while catching up with friends from our past employment. The weather was pleasant with lively discussions.

OCTOBER 7 MEETING

Open enrollment for County healthcare plans arrives soon and we have invited Esmeralda Parker, Benefits Analyst at SLO County Human Resources, to be the speaker at our next meeting, October 7, 2025 at the Elks Lodge in San Luis Obispo.

This topic is important to retirees who receive their healthcare insurance through the county. Esmeralda will speak about changes in the county Health and Prescription plans for the coming year.

Having been personally, intimately involved with the healthcare system



these past several months, I became very familiar with the importance of the subject.

My husband was hospitalized for nearly two months in two different facilities so Medicare and our secondary plan insurance coverage were dealt with and utilized more than ever before. We are fortunate to have very good coverage, but the threat of long term care loomed and those costs are not included. Thankfully he is currently recovering well at home; not many people can afford convalescent care out of pocket.

DIFFERENCES IN PEACE

I finish this with thoughts of our present human condition overall in the country. These are troubling times for many politically and economically.

The 2025 Global Peace index notes that peacefulness has declined for the sixth consecutive year. Here in the U.S. we are fortunate to have a wide variety of both social and economic views to face these challenges, but too frequently the exchange of those ideas comes with unpleasant and troublesome results.

As a friend said, we are conceived

as a nation "under law" where open discourse is enshrined in the very first amendment to the U.S. Constitution.

My hope is that we can resolve differences with meaningful discussions and respect for each other. Violence is never the answer. Peace.

Happy Fall Season to all!

Vita Miller
Los Osos, CA

ABOUT SLOCREA

Everyone who receives a pension from Pension Trust is eligible to join. First year is free, then dues are \$15.00 per year or \$40.00 for 3 years. Such a deal!

We are an all volunteer organization. Each year we have 3 lunch meetings with a speaker, one holiday luncheon with entertainment, and one BBQ/potluck picnic (outdoors).

www.slocra.org



SEPTEMBER'S FIND FEATHERS WINNERS!



1. Darla Budge -Public Services
2. Jene Railsback -Behavioral Health
3. Rosalind Willis -Library
4. Daniel Liddell -Sheriff-Coroner
5. Ruby Iriarte-Vega -Dept Social Services

DOWNTOWN SLO

Member Discounts

- WOODSTOCKS PIZZA - 15% OFF
- SEEDS - 10% OFF
- WETZEL PRETZELS - 15% OFF

HELP US EXPAND OUR LIST OF DISCOUNTS
FOR SLOCEA MEMBERS AND COUNTY
EMPLOYEES!

IF YOU KNOW OF ANY BUSINESSES OFFERING
DISCOUNTS OR SPECIAL DEALS FOR OUR
MEMBERS, WE'D LOVE TO HEAR ABOUT THEM!

EMAIL US AT
INFO@SLOCEA.ORG

THANK YOU FOR HELPING
US GROW OUR LIST!

Labor Representation Report

SLOCEA MONTHLY REPORT

For the period August 16, 2025 – September 15, 2025

MEETINGS AND BUSINESS

- Held a SLOCEA Board of Directors meeting
- Held a semi-monthly Steward Committee meeting
- Participated in a Working Assembly of Government Employees' monthly meeting
- Consulted with SLOCEA's General Counsel on various labor matters

LABOR REPRESENTATION REPORT

137 Total member consults for the month which represents 58 different members that SLOCEA assisted. Of the 58 members assisted:

- 35 Member issues that were case related
- 23 Members with various other matters or inquiries

Case Matters:

- 9 New cases opened
- 17 Cases that were resolved and closed
- 14 Ongoing cases from previous month(s)
- 19 Current cases open and active

MEET AND CONFER MATTERS (COUNTY)

Supervising Administrative Clerk Classification Study: County-wide

CONTRACT NEGOTIATIONS (SLO COUNTY)

MOUs (Memorandum of Understanding) also known as the contracts for the Big Unit (Public Services, Supervisory and Clerical Units) and the Trades, Crafts & Services Unit expired on June 30, 2025. Negotiations sessions for successor MOUs were held between the SLOCEA Negotiating Teams and the County on the following dates:

CASES OPENED AND CLOSED BY ISSUE

CASE TYPES OPENED THIS MONTH	Opened	Closed	On-going
Appeals			2
ADA Accommodation/LOA	1	4	5
Pre-Grievance/Grievance	2	5	
Investigations		1	1
Discipline: Formal Action	2	3	1
Discipline: Informal Action	2	1	1
Performance Evaluation			2
Promotion/Classification	2	3	2
TOTALS	9	17	14

- Session 1: April 21
 - Session 2: May 5
 - Session 3: May 19
 - Session 4: June 13
 - Session 5: June 23
 - Session 6: July 1
 - Session 7: July 16
 - Session 8: July 28
 - Session 9: August 7
 - Session 10: September 8
 - Session 11: September 15
 - Session 12: September 25
- A Tentative Agreement was reached by the parties during Session #12 on September 25, 2025.

over elimination of Supervising Correctional Technician positions and assigning supervisory duties to Correctional Technicians.

- PERB issued a complaint against County which is currently being held in abeyance, pending settlement between the parties

February 2025: SHERIFF DEPT

- SLOCEA filed a charge against the County's for interfering with an employee's protected rights and for retaliation against an employee.
- PERB issued a Complaint against the County on July 9, 2025
- **SLOCEA and the County reached a FAVORABLE SETTLEMENT for the employee and the PERB charge was withdrawn by SLOCEA.**

March 2025: SHERIFF DEPT -

- SLOCEA filed an unfair practice charge against the County citing the Sheriff's elimination of the 3-11 p.m. shift for Correctional Technicians that was tied to a 5% evening differential.
- The County filed their position statement on May 8, 2025
- PERB issued a Complaint against the County on August 15, 2025
- PERB is currently seeking to schedule an informal conference for the parties

CONTRACT NEGOTIATIONS (SUPERIOR COURT)

SLOCEA and the Superior Court reached a Tentative Agreement for a successor MOU on September 19, 2025, following five bargaining sessions. Ballots were sent out to Unit 19 members and the Tentative Agreement was approved and ratified.

ACTIVE PERB (PUBLIC EMPLOYMENT RELATIONS BOARD) MATTERS

April 2024: SHERIFF DEPT – SLOCEA filed a charge against the County's failure to meet and confer

Service Anniversaries & New Members

The following County, Courts and LOCSD employees will reach a significant service anniversary during the month of OCTOBER. We list those employees who have reached their 5th, 10th, 15th and higher years of employment. These anniversaries represent the hire date of our members, not time in service accumulation.

Congratulations to these employees for their years of service!

OCTOBER SERVICE ANNIVERSARIES

First Name	Last Name	Department	Years Of Service	First Name	Last Name	Department	Years Of Service
David	Jones	Parks	36	Mayra	Garcia	Dept of Social Services	18
Erika	Torres-Contreras	Public Health	27	Karina	Mora	Dept of Social Services	18
Frank	Asuncion	LOCSD	26	Monique	Matta	Library	17
Pamela	Coffey	District Attorney	25	Maria	Buenrostro	Dept of Social Services	15
Kathleen	Saffell	Library	25	Thomas	Arnold	Dept of Social Services	15
John	Soderlund	Dept Social Services	24	Ryan	Richmond	Aud-Cont-Treas-Tax	15
Jim	Tinker	Public Works	24	Frances	Contreras	Probation	10
Hilda	Trigueros	Dept of Social Services	24	Rosie	Armendariz	Behavioral Health	10
Elva	Magallon	Public Health	24	Anne	Harris	Behavioral Health	10
Alice	Henderson de Rodriguez	Dept of Social Services	24	Thomas	Donlon	Agricultural Commissioner	10
Angela	Vasta	Public Health	24	Erin	Roberts	Behavioral Health	10
Michelle	Freeman	Planning & Building	23	Michelle	Anderson	Sheriff-Coroner	10
John	Rogers	Information Technology Dept	22	Emanuel	Ramos	Public Works	5
Shannon	Negrete	Clerk-Recorder	20	Angelina	McKee	Assessor	5
Michael	Blakely	Public Works	20	Jonathan	Chapman	Public Works	5
Jason	Boardman	Central Services	20	Elaine	Hubble	Dept of Social Services	5
Steven	Jones	Public Works	20	Natalie	Angelo	Public Health	5
Matthew	Thompson	Dept of Social Services	20	Kelley	Boadway	Assessor	5
Raymond	Bailey	Dept of Social Services	19	Jessica	Hall	Planning & Building Dept	5
Bernabe	Rubio	Public Health	19	Christopher	Jaeger	Assessor	5
Teresa	Johnson	Dept of Social Services	18	Jennifer	Castaneda	District Attorney	5
Angela	Spannbauer	Assessor	18	Kelsi	Elliott	Public Health	5

WELCOME NEW MEMBERS

Name	Department	Name	Department
Mel Graham	Agricultural	Jessica Johnson-Portley	Department Social Services
Mary Carlson	Animal Services	Brianna Zuniga	Department Social Services
Hayden Lawless	Behavioral Health	Rajvir Singh	Department Social Services
James Hummel	Central Services	Ranvir Singh	Department Social Services
Adrian Carrillo	Central Services	Heactor Sanchez-Campirano	Department Social Services
Tania Carpena	Department Social Services	Paloma Hernandez Basulto	Department Social Services
Reyna Montoya	Department Social Services	Allen Fois	Parks
Evan Estabrook	Department Social Services	Christian Chan	Public Health
Sally Bidleman	Department Social Services	Karen Walsh	Sherrif-Coroner
Jeanette Antoine	Department Social Services	Tehlor Berry	Sherrif-Coroner
Nancy Toledo	Department Social Services		

ASSOCIATION COMMITTEES

SLOCEA Board of Directors

- Executive Committee
- Personnel Committee
- Finance Committee
- Bylaws Committee
- Members Benefit Committee
- Academic Scholarship Committee
- Summer Childcare Committee
- SLOCEA Political Action Committee (SLO PAC)
- Steward Committee
- County Healthcare Committee: Four Bargaining Unit Delegates
- Strike Committee

HAPPY BIRTHDAY TO YOU OCTOBER BIRTHDAYS!

First Name Last Name	Birthday	First Name Last Name	Birthday	First Name Last Name	Birthday
Sean Ptaszenski	10/01	Caiti-Jane Dolores	10/11	Ryan Minetti	10/22
George Jackson	10/01	Hartley Hall	10/11	Linda Levin-Baptista	10/22
Angelina McKee	10/02	Melissa Perez	10/11	Ariel Farrior	10/23
Araceli Ramirez	10/02	Audrey Johnson	10/11	Victoria Pulma-Zimmerman	10/23
Anthony Girolo	10/02	Joshua Naylor	10/12	Gabriel Granados	10/23
Ashley Arzola	10/02	Evan Estabrook	10/12	Jennifer Davidge	10/24
Jacob Hudson	10/02	Stephen Ewers	10/12	Catherine Cooper	10/24
Crystal Kirkland	10/02	Skyler Fleming	10/13	Cindy Duerksen	10/24
Celeste Ward	10/03	Haley Luna	10/14	Katie Mitchel	10/24
Elizabeth McKenzie	10/03	Elva Magallon	10/14	Leslie Rowell	10/24
Ricky Hill	10/03	Barbara Bowden	10/14	Brooke Parker	10/24
Cristina Solomon	10/03	Jesse Glazier	10/14	Hudson Housley	10/24
Antoinette Borraccino	10/03	Taylor Foxen-Davis	10/14	Leticia Ramirez	10/25
Kayla Kerrigan	10/03	Jeffrey Salisbury	10/15	Margarita Ibarra	10/25
Teresa Solis	10/03	Ruby Iriarte Vega	10/15	Denise Cirisan	10/26
Pamela Coffey	10/04	Kristina Paramore	10/15	Iris Martin	10/26
James Wilber	10/04	Monique Nelson	10/16	Tommie Lehar	10/26
Nancy Toledo	10/04	Melody Hanshew	10/16	Lucien Gamache	10/27
Laura Beltran	10/04	Tina Phipps	10/16	Danielle Holmes	10/27
Diane Mann	10/04	Ranvir Singh	10/17	Mohamed Fahmy	10/27
Scott Curtis	10/04	Jennifer Johnston	10/17	Bernabe Rubio	10/27
Maria Medina	10/04	Rosalind Willis	10/17	Zachary Hubbard	10/28
Anna Houston	10/05	Jacob Bond	10/17	Tanner Arellanes	10/28
Ryan Roth	10/05	Kathleen Cochran	10/18	Sonja Delcid	10/28
Claudia Perez	10/05	Elizabeth Raub	10/18	Watanapron Willis	10/28
Yessenia Mora	10/05	Kevin Zarate Camacho	10/18	Michael McHaney	10/29
Santos Rincon	10/06	Sandra Yerena	10/18	James Tomac	10/29
Divina Diaz	10/06	Victor Sellinger	10/18	Lauren Solis	10/29
Kevin Goodman	10/07	Kevin Selman	10/18	Sarah Miller	10/29
Shannon Fissori	10/07	Jacob Smith	10/18	Jennifer Summerell	10/30
Vanessa Gutierrez	10/07	Fernando Alamillo	10/19	Aracely Maldonado	10/30
Julio Ramirez	10/07	Rebecca Higbee	10/19	Dawn Tabin	10/30
Vincent Custodio	10/07	Isabella Hagwood	10/20	Thomas Donlon	10/30
Alma Calzada	10/07	Jocelyn Zacapa	10/20	Rosa Flores	10/30
Coleen Buckley	10/07	Juana Gomez Reyes	10/20	Jose Cervantes Hidalgo	10/30
Hilda Trigueros	10/08	Kylie Hulsmann	10/20	Joseph Sparling-Gomez	10/31
Antonio Ruiz Murillo	10/08	Noemi Mariscal	10/21	Jackson Luepke	10/31
Mahsa Maraghechi	10/08	Kevin Maxwell	10/21	Jorge Robles Garibay	10/31
Lydia Aguayo	10/08	Kendra Scott	10/21	If your birth date is not listed above it is because we do not have it in our database. Please help us keep our records up to date by contacting us at 805-543-2021.	
Adrian Torres	10/09	Jesus Cardenas Magana	10/21		
Nancy Sutherland	10/09	Frances Contreras	10/22		
Alissa Esenarro	10/09	Karen McCoy	10/22		
Kimberly Douglass	10/10	Brian Samaniego	10/22		
Mikayla Anderson	10/11	Elaine Hubble	10/22		

DON'T MISS THESE MEETINGS!

SLOCEA Board of Directors Meeting

Wednesday, October 15, 2025 following the GENERAL MEMBERSHIP MEETING

SLO County Board of Supervisors Meetings

All meetings are conducted in person at the BOS Chambers. Watch online by going to the County's home page and clicking "Watch Live Video".
Tuesday, October 7, 2025 @ 9:00 AM
Tuesday, October 21, 2025 @ 9:00 AM

SLOCREA Meetings

Tuesday, October 7, 2025 – Contact SLOCREA for more information

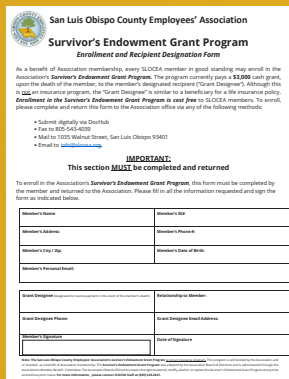
SLO County Pension Trust Board Of Trustees Meeting

Monday, October 22, 2025 @ 9:30am in BOS Chambers



IMPORTANT INFORMATION & LINKS TO KNOW

Survivor's Endowment Grant



San Luis Obispo County Employees' Association
Survivor's Endowment Grant Program
Enrollment and Recipient Designation Form

As a benefit of Association membership, every SLOCEA member in good standing may enroll in the Association's Survivor's Endowment Grant Program. The program currently pays a \$2,000 cash grant, upon the death of the member, to the member's designated recipient ("Grant Designee"). Although this is an insurance program, the "Grant Designee" is similar to a beneficiary for a life insurance policy. Enrollment in the Survivor's Endowment Grant Program is **not** free to SLOCEA members. To enroll, please complete and return this form to the Association office via any of the following methods:

- Submit digitally via DocuSign
- Fax to 805-543-4020
- Mail to 1035 Walnut Street, San Luis Obispo 93401
- Email to info@slocea.org

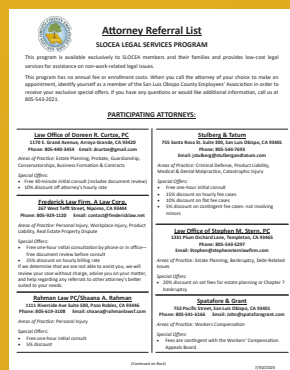
IMPORTANT:
This section **MUST** be completed and returned

To enroll in the Association's Survivor's Endowment Grant Program, this form must be completed by the member and returned to the Association. Please fill in all of the information requested and sign the form as indicated below.

Member's Name	Member's Job
Member's Address	Member's Phone
Member's City/Zip	Member's Date of Birth
Member's Email Address	
Grant Designee (Name and complete address of the person you wish to designate as the recipient of the grant)	Relationship to Member
Grant Designee Phone	Grant Designee Email Address
Member's Signature	Date of Signature

Click here to download the form

Attorney Referral List SLOCEA Legal Services Program



Attorney Referral List
SLOCEA LEGAL SERVICES PROGRAM

This program is available exclusively to SLOCEA members and their families and provides low-cost legal services for assistance on non-work-related legal issues.

This program has no annual fee or enrollment cost. When you call the attorney of your choice to make an appointment, identify yourself as a member of the San Luis Obispo County Employees' Association in order to receive your exclusive special offer. If you have any questions or need the additional information, call us at 805-543-2021.

PARTICIPATING ATTORNEYS:

Law Office of Doreen B. Curtis, PC 2075 Santa Barbara Avenue, Suite 100, San Luis Obispo, CA 93401 Phone: 805-543-4044 Email: dcurtis@dbcurtis.com Areas of Practice: Estate Planning, Trusts, Guardianship, Consumer Affairs, Business Formation & Contracts Special Offer: • One 45-minute initial consult (includes document review) • 10% discount on all other hourly fees • Free document review (within 48 hours) • Free one-hour initial consultation by phone or in-office • Free document review (within 48 hours) • 20% discount on hourly billing rate • An experienced attorney will take the time to assist you, we will review your case and advise you on the best course of action and help in negotiating any referrals to other attorneys' before we begin our work.	Stallberg & Tatum 720 Santa Barbara Avenue, Suite 100, San Luis Obispo, CA 93401 Phone: 805-543-4044 Email: info@stallbergandtatum.com Areas of Practice: General Business, Product Liability, Medical & General Malpractice, Construction Law Special Offer: • Free one-hour initial consult • 10% discount on hourly fees • 10% discount on flat fee cases • No discount on out-of-pocket costs not involving attorneys
Law Office of Stephen M. Stone, PC 1117 First Street, Suite 200, San Luis Obispo, CA 93401 Phone: 805-543-4047 Email: stephen@stephenstone.com Areas of Practice: Estate Planning, Real Estate, Debt Collection Special Offer: • 20% discount on out-of-pocket costs not involving attorneys	Law Office of Stephanie A. Rubin 1000 Santa Barbara Avenue, Suite 100, San Luis Obispo, CA 93401 Phone: 805-543-4044 Email: info@stephanierubin.com Areas of Practice: General Business, Product Liability, Real Estate Property Disputes Special Offer: • Free one-hour initial consult • 10% discount on all other hourly fees • Free document review (within 48 hours)

Click here to download the list

Wild At Work

SLOCEA members have access to discounts at major amusement parks in California, attractions in San Diego and the San Francisco Bay Area, car rentals, hotels, motels, campgrounds and more through Wild at Work.

Click here to register and get discounts

YOUR RIGHT TO REPRESENTATION

- If you are called in to a meeting with management, you have the **RIGHT** to know the subject of the meeting.
- If you **reasonably believe** the meeting could lead to discipline, you have the **RIGHT** to representation by SLOCEA. **You must ask for that right.** Management **DOES** not have to offer it to you.
- You have the **RIGHT** to consultation with your SLOCEA representative before the meeting.

When in doubt, call your SLOCEA representative at 805-543-2021.



SLOCEA

805-543-2021 • www.slocea.org
1035 Walnut St., San Luis Obispo, 93401

