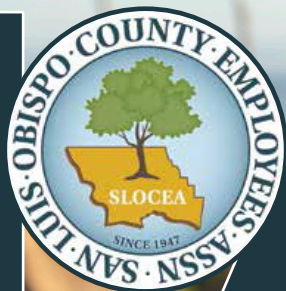


THE COUNTY

BLADE



VOLUME 40, NO. 11

NOVEMBER 2025

TENTATIVE AGREEMENT RATIFIED

WELCOME BACK

FROM VACATION

FEATHERS!

FIND FEATHERS!



SLOCEA's mascot, **FEATHERS**, enjoyed her time away last month so much that she brought back gifts for five additional people this month!

Feathers is hidden somewhere in this month's edition of The County Blade! Be one of the **FIRST TEN** to email in and win a **GIFT CARD**!

Email **INFO@SLOCEA.ORG** with the page number where you found Feathers for a chance to win!



**GETTING TO KNOW
THE DEPARTMENT
OF AGRICULTURE/
WEIGHTS AND
MEASURES**

**RIDING OFF
INTO THE
SUNSET**

**WHEN
WASHINGTON SHUTS
DOWN, CALIFORNIA
STEPS UP**

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

VACANT

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: Flowers frame the coastal cliffs of Pismo Beach.
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

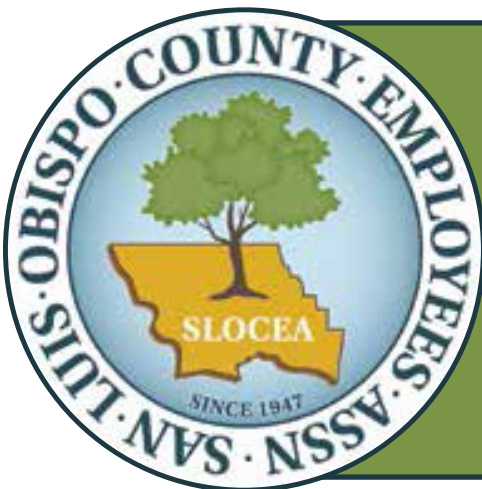
**Did You Know We're
On Social Media?
Follow Us Here!**



your_slocea



SLOCEA



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

Tentative Agreement Ratified: Wage Increases, Pension Rollbacks, And New Benefits On the Way

Emily Landis,
Executive Director



We are pleased to announce that members of both the Big Unit and Trades Unit have voted to ratify the Tentative Agreement (TA) with the County of San Luis Obispo. This agreement reflects months of negotiations and member engagement, and it delivers meaningful economic gains without concessions to core rights or protections.

The agreement will now be placed on the Board of Supervisors agenda for November 4, 2025. Upon Board adoption, members can expect to see the first financial impacts reflected in the November 26 paycheck.

YEAR ONE FINANCIAL IMPACTS – WHAT TO EXPECT

The first year of the three-year agreement (effective **July 1, 2025** – **June 30, 2028**) includes immediate enhancements:

- **3% Cost of Living Adjustment (COLA)** effective the pay period including October 1, 2025
- **Equity Adjustments**, applied to specific classifications identified as needing market adjustments
- **Pension Cost Relief** – The 0.80% pension rate increase that

employees absorbed in July 2025 will be reversed, restoring take-home pay. In addition, Tier 3 employees will see a 1% reduction to their pension contribution rate, increasing net earnings. Additionally, employees will have no pension contribution increases for the full three years of the agreement.

- **Wellness Reimbursement Benefit** – A new \$300 per year reimbursement program will be implemented, supporting employee wellness expenses such as fitness, health programs, or related qualifying costs

- **Increases to Uniform and Boot allowances** – for applicable classifications, both uniform and boot allowances will each increase by \$100/year.

These improvements will begin appearing on employees' November 26 paycheck, including the retro pay for the pay period including October 1, 2025 and forward.

Effective January 1, 2026, the following increases to Cafeteria Contributions will also go into effect (this includes the baseline increase and the new cost-sharing model adjustments):



- Employee Only: Total of \$954/month (no cost sharing until 2027)
- Employee + 1: \$1,399/month plus cost sharing for a total of \$1,567
- Employee + 2 or more: \$1,727/month plus cost sharing for a total of \$1,934

LOOKING AHEAD – SCHEDULED IMPROVEMENTS IN YEARS TWO AND THREE

The MOU also secures guaranteed future earnings growth for both bargaining units:

EFFECTIVE JULY 1, 2026

A new Step 7 will be added to the salary schedule. Employees whose most recent evaluation is overall successful and who have been at step 6 for a minimum of 1 year on July 1, 2026, will be

advanced to Step 7.

Employees not immediately eligible for the new step will receive a one-time payment of \$3,600

EFFECTIVE JULY 1, 2027

3% COLA will be implemented

These future gains ensure continued progression and protect members from wage stagnation, especially in an increasingly competitive labor market and an uncertain economy.

NO TAKEAWAYS — KEY PROTECTIONS PRESERVED

Throughout negotiations, SLOCEA maintained firm opposition to concessions or takeaways. The final agreement reflects that commitment. Core contract rights remain fully intact, and several non-economic wins were secured, including:

- New provisions covering supervisor

training, telework, grievance rights for temporary employees, and the opportunity to provide feedback on the current hearing process and present ideas for improvements.

- Joint Civil Service Labor-Management Committee commitments, ensuring member voice in work-place issues.

NEXT STEPS FOR MEMBERS

- November 4 – Board of Supervisors Meeting and Approval
- November 26 – First paycheck showing wage and equity adjustments, plus pension rollback

We strongly encourage members to review their paystubs after the November 26 payroll. If any discrepancies appear, SLOCEA is ready to assist in verifying correct implementation.

THANK YOU TO OUR NEGOTIATING TEAM AND MEMBER COMMUNITY

This MOU is a direct result of unity, persistence, and smart pressure at the table. Your feedback through surveys, rallies and meetings, and ratification votes guided our priorities and strengthened our position.

We extend a sincere thank you to the SLOCEA Negotiating Team, whose preparation and resolve ensured that wage equity, pension relief, and economic stability remained at the forefront of every discussion. Together, we reached an agreement that provides security and ongoing protections for our members, and highlights the power of unionized employees in the workplace.



Riding Off Into The Sunset

Theresa Schultz,
Senior Labor
Representative



The day has finally arrived when I can share that this is my final article for *The County Blade*, as I am preparing to ride off into the sunset of retirement on November 26th!

As SLOCEA's Senior Labor Representative, I reflect back to September 2011, when I was hired as a Field Representative by then General Manager Kimm Daniels. While I brought decades of private sector experience in management, employee development and training, and human resources, I had no prior experience working for a labor union or with government agencies. Yet the principles of union advocacy and involvement in the labor movement were not new to me.

My family's union roots run deep, stretching back to the Colorado coal mines of the 1920s, when my grandfather helped organize coal miners in a union to improve wages and provide safer working conditions. In the mid-1970s

I got a job working for
Vons

and became a proud member of the Retail Clerks Union Local 1440 and even participated in the 1975 supermarket strike. Over the years, my family has made significant contributions to various labor unions representing the industries of aircraft, aerospace, software engineering, carpentry, and trades. Building on that legacy, I made a promise to bring that same passion and dedication to my work and to devote myself fully to serving our members, when I joined SLOCEA's staff.

A major turning point for me and SLOCEA came in 2014 with the arrival of Pat McNamara as General Manager. Under Pat's strong and steady leadership, SLOCEA made significant improvements in organization, structure, and strategic focus. I learned so much under his guidance.

“

During my 14 years with SLOCEA, I've had the privilege of connecting with more than 1,300 members through nearly 9,000 individual contacts.

”

His knowledge, professionalism, and vision helped elevate SLOCEA into a more effective, respected, and member-centered organization. I will always be grateful for the opportunity I had to learn and grow under his direction.

I must admit, it's been quite a wild ride! During my 14 years with SLOCEA, I've had the privilege of connecting with more than 1,300 members through nearly 9,000 individual contacts. Over that time, I've handled more than 600 cases, including more than 200 that involved helping members navigate the challenges of investigations and disciplinary actions. Serving as an advocate, a sounding board, and a voice for our members has truly been

the most fulfilling and meaningful part of my career.

Of course, there have been some unforgettable moments along the way. In 2018, we experienced the first time that tentative agreements were not ratified by SLOCEA members, resulting in County employees going on strike, a historic and defining moment for SLOCEA. Then came 2020, when the COVID-19 pandemic turned our world upside down and kept the SLOCEA office busier than ever. Through it all, our members showed incredible resilience, commitment, and compassion in continuing to serve the public during those uncertain times. Our members' dedication to the public and the communities they serve has always inspired me and been a constant reminder of the essential and vital work done by public employees, and why SLOCEA's advocacy on their behalf has deeply mattered to me.

Today, SLOCEA continues to thrive under the capable leadership of Executive Director Emily Landis. Emily has brought fresh direction, innovative ideas, and a renewed energy that ensures SLOCEA's future is resilient and bright. Our team of talented staff is also stronger than ever. Labor Representative Brooke Daphne has grown into an outstanding advocate and protégé, whose talent, hard work, empathy, and integrity I deeply admire. Office Administrator Briana Dickey's exceptional organizational skills and administrative abilities keep our office running seamlessly, while our newer Labor Representatives, Jennifer Tate

and Carrie McGrath, continue to impress me with their sharp minds, strong work ethic, and remarkable ability to learn quickly while taking initiative. I leave knowing that our members are in the best of hands.

I also want to extend my heartfelt thanks to those that have served or are currently serving on SLOCEA's Board of Directors, Steward Committee, and Negotiating Teams. Your commitment and dedication have made a difference in this organization and working alongside each of you has been a great benefit.

As I turn the page to a new chapter, I look forward to a refreshing and rejuvenating retirement, spending more time with my husband, family, and friends. I look forward to more gardening and hiking, and lots of home improvement projects. I want to learn to paint, become more fluent in Spanish, and travel throughout our country's beautiful Southwest. I plan to

spend more time in Maui and at Lake Nacimiento and to enjoy my life as if on a never-ending vacation, where I might even lose track of what day of the week it is!

Thank you to my SLOCEA family! It has been my extreme honor and privilege to serve you for 14 incredible years!

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

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 Mitchell

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 - Paso Robles
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.*

When Washington Shuts Down, California Steps Up

How AB 288 Helps Workers and Unions

Brooke Daphne,
*Labor
Representative II*



When it comes to protecting workers' rights to organize, bargain collectively, or challenge unfair treatment, California has just taken a big step forward. In September, Governor Gavin Newsom signed Assembly Bill 288 (AB 288) into law, giving the state a new tool to help when federal oversight isn't getting the job done.

FILLING THE FEDERAL GAP

Normally, the National Labor Relations Board (NLRB) handles most private-sector union issues like representation elections and unfair labor practice complaints. But over the years, workers and unions have grown frustrated with the NLRB's long delays and political gridlock.

AB 288 creates a back-up system. When the NLRB is unable to act due to a lack of a quorum, a high number of cases, or a federal government shutdown, California's Public Employment Relations Board (PERB) can take over.

Beginning January 1, 2026, PERB will now be able to investigate complaints, certify unions, and impose penalties on employers who break the law. The bill also sets up an enforcement fund paid for by fines and rolls out the new authority in stages, starting with serious cases like employers refusing to recognize or bargain with unions.

“

AB 288 highlights California's growing commitment to fair treatment and timely resolution of labor issues for all employees.

”

THE SHUTDOWN MAKES IT REAL

If this all sounds abstract, the current federal government shutdown shows exactly why the law matters. Since the federal shutdown started in early October, hearings, investigations, and representation elections for the NLRB are largely on hold, with only a skeleton crew handling emergency situations. For workers who have filed complaints or are trying to form a union, that means no progress until the shutdown ends. For many, it could take months just to get a hearing scheduled again.

AB 288 was written for moments like this. It ensures that California workers aren't left waiting while federal politics grind to a halt. Instead, the state can step in and keep cases moving even during national gridlock.

CHALLENGES AHEAD

Like any major reform, AB 288 will face challenges. Legal action is expected after the NLRB filed a lawsuit against New York State in September to prohibit it from implementing a similar statute. It's likely, however, that those lawsuits will only be filed once the government reopens.

Additionally, implementation will take time. PERB must expand staffing and resources to handle more cases and clarify when its jurisdiction kicks in. and because the rollout will happen in stages, it may take a year or two before all types of cases are fully covered.

Regardless, even with these hurdles, the message is clear: California is not waiting for Washington to protect its workers.

WHY IT MATTERS

AB 288 highlights California's growing commitment to fair treatment and timely resolution of labor issues for all employees. It shows the state's willingness to strengthen oversight and could inspire similar improvements in both private and public-sector labor relations.

By empowering California's own labor board to act when the NLRB cannot, the state has ensured that every worker has a path to justice, even when Washington goes dark. For union members and advocates, the message couldn't be clearer: our rights don't shut down just because Congress does.

To all who served,



**WE ARE
THANKFUL
FOR YOUR
SERVICE**

Happy Veterans Day

WE WILL BE CLOSED
TUESDAY, NOVEMBER 11TH

Getting To Know The Department Of Agriculture/Weights And Measures

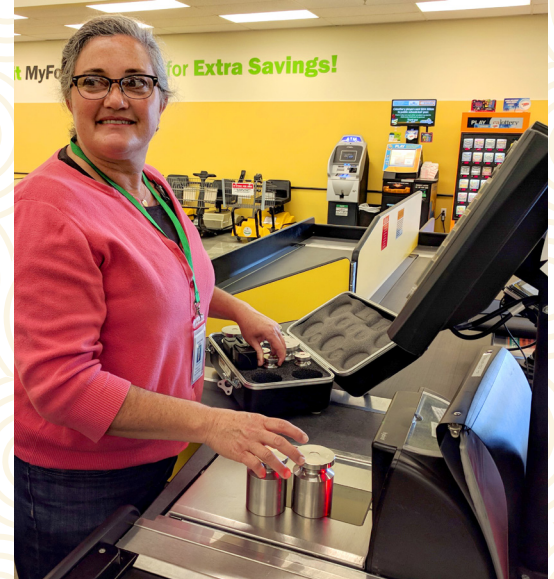
Carrie McGrath & Jennifer Tate,
Labor Representatives I

If you've ever wondered who makes sure that your pound of lunch meat from the deli counter actually weighs a pound, or that the gas pump is giving you every drop you pay for, you can thank the Department of Agriculture / Weights and Measures.

This month, Carrie and I had the pleasure of chatting with Margherita Lebsack, an Ag/Weights & Measures Inspector III, who gave us a fascinating look at how her department serves the community of San Luis Obispo County.

Margherita explained that the department's work spans everything from checking for invasive pests in nursery stock and floral shipments to confirming proper pesticide use and making sure that the scales, gas pumps, and grocery store pricing systems we rely on every day are fair and accurate. This area, weights and measures, is her personal passion.

She verifies package weights, product labeling, and pricing accuracy throughout the county. "When people purchase a pound of ham at the deli counter, they can be sure they are actually getting a pound," she says. Her team also responds to consumer complaints and inspects everything from water vending machines to gas pumps.



(Left) Margherita testing a Primo water dispenser, and (right) testing a scale at the grocery store.

Sometimes they may uncover issues like mislabeled package weights or pumps that dispense less fuel than they say. They've even caught and reported a few card-skimming devices while inspecting gas pumps.

Even over the phone, you can tell Margherita lights up when she talks about her work and her coworkers. "We have a really great work ethic as a whole and a high standard that we hold ourselves to and the department holds us to," she said.

Her journey into the field began with a background in chemistry and a lot of study time navigating California's detailed agricultural codes and consumer-protection laws. To become fully licensed, inspectors must pass **eight** state exams issued by the California Department of Food and Agriculture: five on the agricultural side and

three on the weights-and-measures side of the department.

At its heart, the Department of Agriculture / Weights and Measures exists to protect both consumers and agriculture by ensuring fairness in commerce and safety in our food supply. Whether ensuring pesticides are used safely, inspecting nursery shipments for pests, or verifying prices at retailers, their work quietly keeps San Luis Obispo County safe, fair, and thriving.

When asked what she most wants people to understand about her department, Margherita said, "I feel we truly serve our community. That is the focus. Good management and good folks. I'm really happy."

Thank you, Margherita, for sharing your passion with us. Check in next month for another department highlight!



GENERAL MEMBERSHIP MEETING RECAP

On October 15th, SLOCEA held its annual General Membership Meeting at the SLO Vets Hall, with nearly 100 members in attendance! Members heard updates on the important work being done to protect and strengthen the rights of County employees and celebrate another successful year for your union.

SLOCEA presented the annual report including the number of members assisted over the year, cases resolved, member benefit program activities, meet and confer issues, and negotiations.

Attendees also stocked up on SLOCEA swag, purchased T-shirts to show their union pride, and joined in our always popular raffle giveaway. Four lucky members took home prizes, with the grand prize winner walking away with a brand-new 55" Smart TV!

A huge thank-you to everyone who attended and continues to keep SLOCEA strong and united. Your engagement and support make all the difference.

TOGETHER, WE ARE SLOCEA STRONG!



A Simple Way To Care For The People Who Care About You

Katie Girardi,
Executive Director,
San Luis Obispo
County Pension
Trust (SLOCPT)



Your pension benefits are designed to provide lifelong income. They could also provide important protection for your loved ones. Keeping your beneficiary information up to date ensures those protections go exactly where you intend.

WHY IT MATTERS

As life moves forward, new beginnings, endings, and everything in between, the people you intend to receive your benefits can change, too. If SLOCPT doesn't have a current beneficiary designation on file, CA law requires that we pay any death benefit according to the most recent valid designation on file. If no beneficiary designation is on file, the death benefit is paid to your estate, which could mean extra time and paperwork for your loved ones.

It is also worth noting that your SLOCPT beneficiary designation is separate from the forms you may have completed for other County benefits, such as life insurance or deferred compensation. Each benefit has its own rules, and your SLOCPT beneficiary designation must be filed directly with us to be valid.

TYPES OF BENEFITS PAYABLE TO BENEFICIARIES

The amount and benefit your designated beneficiary may receive depend on your membership status with SLOCPT at the time of death.



It is also worth noting that your SLOCPT beneficiary designation is separate from the forms you may have completed for other County benefits, such as life insurance or deferred compensation.



- **If you are an active Member and not yet eligible to retire:**

Your beneficiary will receive a lump sum payment of your accumulated contributions plus interest, along with an additional amount equal to up to 18 months of salary, depending on your total Pension Trust Service Credits.

- **If you are an active Member and eligible to retire:**

Your surviving spouse or registered domestic partner may choose between the lump-sum payment described above or a continuing lifetime monthly pension as if you had retired the day before your death and selected the 100% continuance option.

- **If you are a Reserve Participant (no longer working for the County but not yet retired):**

Your beneficiary will receive a refund of your accumulated contributions plus interest.

- **If you are a Retired Participant:** Your designated beneficiary is entitled to the \$1,000 lump-sum

death benefit or, if you elected a continuance option at retirement, the continuing monthly benefit defined under that option.

HOW TO REVIEW OR UPDATE YOUR DESIGNATION

You can view your current beneficiaries through your online account, MemberDirect, at Members.slocpt.org

If you need to make a change, contact our office to request a new Beneficiary Designation Form. Because of the financial significance of these benefits, we require an original signature to process updates.

Taking a few minutes to confirm or update your beneficiary information is one of the simplest, most meaningful steps you can take to protect the people who matter most.

If you're unsure who's currently listed or would like help reviewing your options, please contact the SLOCPT office.

QUESTIONS?

For questions regarding your pension, please call us at 805-781-5465 or email us at slocpt@co.slo.ca.us. Many of your questions may be answered by logging in to MemberDirect!





HUMAN RESOURCES

Learning & Development Center Newsletter
November 2025

CONGRATULATIONS S.T.A.R.T. GRADUATES



AVAILABLE CLASSES

CLICK THE LINKS BELOW TO ENROLL IN UPCOMING CLASSES

- Onboarding for Supervisors - November 6th - 1:00pm-3:00pm
- New Employee Orientation - November 12th - 9:00am-4:30pm
- Learning Roundtable - Leading with Gratitude: Appreciating Others in Meaningful Ways- November 18th - 10:00am-12:00pm
- DISC - November 20th - 1:00pm-4:00pm

Tools and Resources

Micro-Learnings

- [Leading High Performing Teams](#)
- [Meeting Facilitation Skills](#)
- [Performance Management](#)
- [Trust](#)
- [Working Remotely](#)

Webinars

[EAP Webinar - Gratitude - November 18th - 1:00pm](#)

LDC IS OFFERING STRENGTHS COACHING

CLICK HERE FOR MORE
INFORMATION AND TO
SIGN UP!



Navitus – Your New Pharmacy Benefit Manager

County Benefits Team

Starting January 2026, County Employees will enjoy a refreshed pharmacy benefit through Navitus Health Solutions, a mission-driven Pharmacy Benefit Manager (PBM) focused on making medication more affordable for those who need it.

NAVITUS WORKS FOR YOU!

As your new PBM, Navitus will:

- Negotiate with drug manufacturers for the best pricing
- Work with local and national pharmacies to reduce out-of-pocket costs
- Maintain a clinically sound formulary (list of covered medications) that balances effectiveness, safety, and affordability

A COMPREHENSIVE FORMULARY

Navitus maintains a Formulary, which is a list of prescription drugs covered by the plan. The current Navitus Formulary (drug list), can be found [here](#).

Medications are also grouped into tiers:

- Tier 1: Generic Drugs
- Tier 2: Preferred Brand Drugs
- Tier 3: Non-Preferred Brand Drugs
- Tier 4: Specialty drugs

Note: Certain medications may require prior authorization, step therapy, or quantity limits to ensure



safe and cost-effective use.

Specialty drugs will be filled through Lumicera Specialty Pharmacy Program, and designated by “LMSP” on the Formulary list.

PERSONALIZED MEMBER SUPPORT

Navitus has a specialized Clinical Engagement Center (CEC) and Client Advocate Team provide personalized assistance throughout this transition. You will receive a welcome letter this December along with your new Navitus Pharmacy ID card. If you have questions about your coverage, Navitus’ pharmacy team can help guide you through the next steps.

NAVITUS PBM MEMBER PORTAL

Launching January 2026, members have access to the Navitus Member Portal and mobile App where you can check drug coverage, pricing, locate nearby in-network pharmacies, review medication history and potential drug interactions, access personalized savings tips, and care resources.

MAIL DELIVERY PROGRAM

Navitus has partnered with Costco Home Delivery Pharmacy. You will receive up to a 90-day supply of prescriptions delivered right to your door with free standard shipping. Refills are easy to order online, by phone, or by mail. A Costco membership is not required!

KEY RESOURCES

24/7 Customer Care: (855) 847-1035

Costco Mail Order Pharmacy: (800) 607-6861

Lumicera Specialty Pharmacy: (855) 847-3553

Client Advocate Team: ClientAdvocate@navitus.com

Formulary: <https://benefitplans.navitus.com/nvpsm>

Help Us Advocate For You

Brian Reynolds,
SLOCREA President



As you think about retirement some day (we will all do it), please consider joining SLOCREA, San Luis Obispo County Retired Employees' Association.

We offer many benefits to retirees, such as: Four membership meetings per year with great fellowship, good food, and interesting speakers; answers to member questions; and advocacy. Here is an example of our advocacy:

Have you ever wondered about what happens to your County health coverage when your County employee spouse passes and you become the surviving spouse? Well, when the County contracted with PERS, automatic coverage of a surviving spouse in the County health plan was required.

Those days are gone. Now, the language in the MOU goes something like this: "A surviving spouse may be eligible for coverage under the County health plan." "May" not "shall." As far as we are aware, no surviving spouse has yet to be denied health insurance coverage, but who knows what the future might bring?

These are uncertain times, with major cuts and changes coming to programs like Medicaid, maybe even Medicare. Wouldn't you and your spouse like "may" to become "shall?" If this issue matters to you, please let SLOCREA and SLOCEA know about your concern.

As 2025 President of SLOCREA, I have asked SLOCEA Executive Director Emily Landis to join our group and to advocate for this improvement. Making the change will not cost any more money or make any other changes to the status quo. What's not to like?

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.slocrea.org



November 20th Name Your PC Day

*Hey, Why not? Computers are important companions
in your daily life!*

SLOCEA staff shares their computers nick-names

COMPU-tater

The Land Of A
Million Tabs

Motherboard of Dragons

Bureaucratic Assistance & Research Device

The Free City of BraavOS



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 September 16, 2025 – October 15, 2025

MEETINGS AND BUSINESS

- Held a SLOCEA Board of Directors meeting
- Held our Annual General Membership Meeting
- Participated in a Working Assembly of Government Employees' monthly meeting
- Consulted with SLOCEA's General Counsel on various labor matters

LABOR REPRESENTATION REPORT

109 Total member consults for the month which represents 53 different members that SLOCEA assisted.

Of the 53 members assisted:

- 20 Member issues that were case related
- 33 Members with various other matters or inquiries

CONTRACT NEGOTIATIONS (SLO COUNTY)

On September 25, 2025, SLOCEA and the County reached tentative agreements for successor MOUs for the Big Unit and the Trades unit. Ratification ballots were mailed out to SLOCEA members in their respective bargaining units. Ballots were counted on October 24, 2025, and the tentative agreements were ratified (approved).

CASES OPENED AND CLOSED BY ISSUE

CASE TYPES OPENED THIS MONTH	Opened	Closed	On-going
Appeals		1	1
ADA Accommodation/LOA	1	2	4
Pre-Grievance/Grievance			1
Investigations	1		1
Discipline: Formal Action		1	
Discipline: Informal Action		1	2
Performance Evaluation			2
Promotion/Classification		1	2
Interpersonal	1		
Consults	2	1	
TOTALS	5	7	13

ACTIVE PERB (PUBLIC EMPLOYMENT RELATIONS BOARD) MATTERS

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

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
- SLOCEA and the County participated in an informal PERB mediation conference on October 24, 2025 and are scheduled to meet again on November 14 and 17.

**Did You Know We're
On Social Media?
Follow Us Here!**



your_slocea



SLOCEA

Period October 1, 2024 – September 30, 2025

MEMBER CONSULTATIONS

- 1546 Total member consults for the year
- 350 Total number of members assisted
- 992 Members with case related issues
- 553 Members with various other matters or inquiries

CASE MATTERS

- 92 New cases opened
- 95 Case that were resolved and closed
- 2 Ongoing cases from previous year

CASE TYPES FOR THE YEAR	Opened	Closed	Carried from previous year
Appeals	3	2	1
ADA Accommodation/LOA/FMLA	13	14	1
Pre-Grievance/Grievance	14	16	
Investigations	12	12	
Discipline: Formal Action	11	14	
Discipline: Informal Action	14	12	
Performance Evaluation	7	6	
Promotion/Classification	5	3	
Workplace Interpersonal Matters	2	3	
MOU/CSC Enforcement	10	12	
Layoff	1	1	
TOTALS	92	95	2

YOUR CONTRIBUTIONS ARE WELCOME!

Would you like to submit a feature article, commemoration, or member recognition article for publication in the County Blade? The County Blade welcomes contributions from members!

Guidelines

- Articles must be in MS Word format.
- 600 words or less.
- Content must comply with SLOCEA's editorial policy as determined by the Communications Committee. Submission of an article is no guarantee of publication.

Email to: info@slocea.org

Mail or hand deliver to:

The County Blade, 1035 Walnut Street, San Luis Obispo, CA 93401



Print deadline is the second Friday of every month for the following month edition.



**WE WILL BE
CLOSED**

FOR



THANKSGIVING

**THE OFFICE WILL BE CLOSED THURSDAY AND FRIDAY.
WE WILL REOPEN MONDAY, DECEMBER 1ST**



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 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 (Must be a legal resident of California)	Relationship to Member
Grant Designee Phone	Grant Designee Email Address
Member's Signature	Date of Signature

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 costs. 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 1075 E. Santa Barbara Avenue, Suite 100, Santa Barbara, CA 93101 Phone: 805-468-4848 Email: dcurtis@dbcurtis.com Areas of Practice: Estate Planning, Wills, Guardianship, Conservatorship, Business Formation & Contracts Special Offer: • One 45-minute initial consult (includes document review) • 10% discount on all other hourly fees • Free 1-hour initial consultation by phone or in-office	Stallberg & Tatum 710 Santa Barbara, San Luis Obispo, CA 93401 Phone: 805-544-9416 Email: info@stallbergandtatum.com Areas of Practice: General Business, Product Liability, Medical & Dental Malpractice, Construction Law Special Offer: • Free one-hour initial consult • 10% discount on hourly fees • 10% discount on flat fee cases • No retained fee obligation for cases not involving litigation
Law Office of Stephen M. Steen, PC 1117 First Street, Suite 200, San Luis Obispo, CA 93401 Phone: 805-544-6287 Email: stephen@stephenmsteens.com Areas of Practice: Estate Planning, Real Estate, Bankruptcy, Debt Relief Special Offer: • 20% discount on all fees for estate planning or Chapter 7 bankruptcy	Law Office of Stephanie A. Rubin 1000 E. Santa Barbara Avenue, Suite 100, Santa Barbara, CA 93101 Phone: 805-428-5288 Email: stephanie@stephanierubin.com Areas of Practice: Real Estate, Personal Injury, Product Liability, Real Estate Property Disputes Special Offer: • Free one-hour initial consultation by phone or in-office • 20% discount on hourly billing rate • Free document review and advice on legal issues to assist you, we will review your case and advise you on the next steps and help you understand any referrals to other attorneys' before we begin our work.
Law Office of David M. Hines, PC 1000 E. Santa Barbara Avenue, Suite 100, Santa Barbara, CA 93101 Phone: 805-428-5288 Email: david@stephanierubin.com Areas of Practice: Real Estate, Personal Injury, Product Liability, Real Estate Property Disputes Special Offer: • Free one-hour initial consult • 10% discount	Law Office of Stephanie A. Rubin 1000 E. Santa Barbara Avenue, Suite 100, Santa Barbara, CA 93101 Phone: 805-428-5288 Email: stephanie@stephanierubin.com Areas of Practice: Real Estate, Personal Injury, Product Liability, Real Estate Property Disputes Special Offer: • Free one-hour initial consult • 10% discount

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 download the form

Click here to download the list

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

Service Anniversaries & New Members

The following County, Courts and LOCSD employees will reach a significant service anniversary during the month of NOVEMBER. 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!

NOVEMBER SERVICE ANNIVERSARIES

First Name	Last Name	Department	Years Of Service	First Name	Last Name	Department	Years Of Service
Dana	Olivares	Public Works ISF	35	Michelle	Archer	Behavioral Health	15
Linda	Standifer	Department of Social Services	32	Mallory	Vanoli	Public Health Department	10
Carol	Pedraita	Department of Social Services	29	Kellie	Mercer	District Attorney	10
Nora	Kelly	Public Health Department	28	Apurva	Dandekar	Department of Social Services	10
Anita	Wilcox	Probation Department	25	Patricia	Rios	Public Health Department	5
Rebecca	Waddell	Sheriff-Coroner	25	Dustin	Bragg	Department of Social Services	5
Maria	Hanna	Sheriff-Coroner	25	Michelle	Lyon	Agricultural Commissioner	5
Sean	Myers	Behavioral Health	25	Daisy	Ramirez	Public Health Department	5
Margarita	Medina	Public Health Department	24	Kelly	Michels	Department of Social Services	5
Taryn	Jamison	Assessor	22	Garrett	Frice	Public Health Department	5
Kimberly	McCord	Department of Social Services	21	Thomas	McGarvey	Department of Social Services	5
Soraya	Horne	Department of Social Services	19	Joshuah	Salmeron	Behavioral Health	5
Barbara	Bowden	Public Works ISF	19	Jose	Lozano	Department of Social Services	5
Daniel	Koury	Public Works ISF	18	Howard	Vega Olvera	Department of Social Services	5
Norma	Domingo	Public Health Department	18	Brian	Whetsler	Public Health Department	5
Kelley	Traughber	District Attorney	16	Nicole	Ellis	Planning & Building Department	5

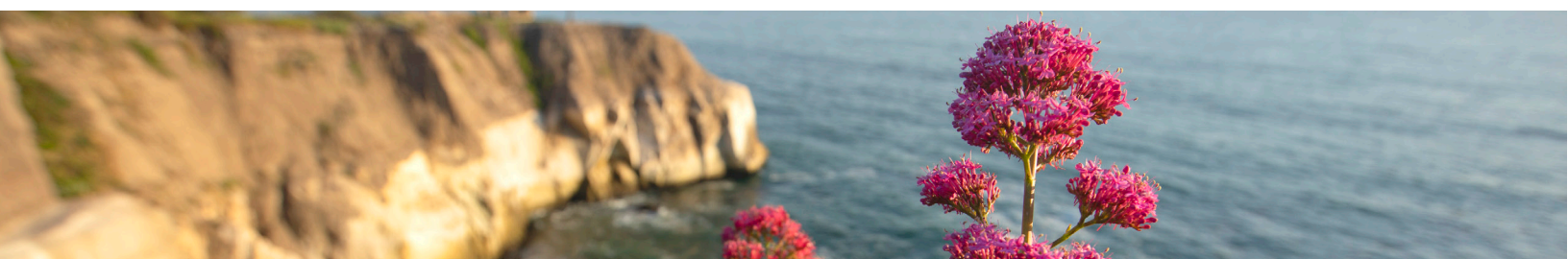
WELCOME NEW MEMBERS

Name	Department	Name	Department
Eric Valencia	Airports	Heinrich di Santo	Agricultural Commissioner
Eduardo Cristerna	Dept Social Services	Jennifer Cruz	Dept Social Services
Yesenia Camarillo	Health Agency	Linda Holland	Public Health
Juan Gonzalez	Public Works	Maria Onato	Agricultural Commissioner
Kyle Aparicio	Public Works	Melissa Statton	Public Health
Brooke Holt	Assessor	Victor Sixto	Dept Social Services
Cassandra Williamson	Public Health		

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 NOVEMBER BIRTHDAYS!

First Name Last Name	Birthday	First Name Last Name	Birthday	First Name Last Name	Birthday
Manuel Silva	11/01	Sonia Valencia Munoz	11/09	Jeremiah Damery	11/20
Karrie Burke	11/01	Vanessa Lopez	11/10	Anna Zailik	11/20
Nicola Glanville	11/01	Kristina Evans	11/11	Larkin Daly	11/20
Miriam Lopez Ordonez	11/01	Amanda Briley	11/11	Jerry Trotter	11/21
Max Korth	11/01	Abigail Cebreros	11/11	Craig Duprey	11/21
Jessica Dell	11/01	Randall Delisle	11/12	Jaclyn Paulsen	11/21
Sara Gomez	11/01	Kelly Fitzgerald	11/12	Melody Alvarez	11/22
Ismael Hernandez	11/01	Danielle Warren	11/12	Eddie Hernandez	11/22
Karen Locker	11/02	Andrew Edmonds	11/12	Amanda Keath	11/22
Jenae Davis	11/02	Justin Negrete	11/12	Brianna Axsom	11/22
Jeanette Johnson	11/03	Shannon Sinclair	11/13	Karina Ponce	11/23
Evelyn Damm	11/03	Rajvir Singh	11/13	Richard Simpson	11/24
Cynthia Todd	11/03	Dorothy Gruett	11/14	Eric Rounds	11/25
Amy Trejo	11/03	Jed Depew	11/14	Margaret Kensinger-Klopper	11/25
Hannah Berna	11/03	Matthew Seay	11/14	Mallory Vanoli	11/25
Annie Buchser	11/03	Clinton Requa	11/14	Kenneth Hutchinson	11/26
Christian Chan	11/03	Brodie Chenoweth	11/14	Walter Burgess	11/26
Leticia Palafox	11/04	Maureen Urbancic	11/14	Sylvia Bravo	11/26
Garrett Kilimnik	11/04	Steven Jones	11/15	Joann Hyatt	11/26
Melissa Statton	11/04	Shannon Jensen Best	11/15	Patrice Cass	11/27
Kristin Atnip	11/05	Joshua Tyler	11/15	Juan Gutierrez	11/27
Michelle Archer	11/05	Megan Beardsley	11/15	Tristani Gutierrez	11/27
Christina Mendes	11/05	Rebecca Castillo	11/15	Vivien Cheung	11/27
Jesus Ramos	11/05	Doris Venturini	11/16	Christy Louder	11/28
Adrian Candido	11/05	Hilda Mora	11/16	Emilio Andrade	11/28
Hayden Johnson	11/05	Clint Stover	11/16	Jasmin Ledezma	11/28
Margarita Alita	11/06	Mark Krist	11/16	Christopher Rico	11/28
Denis Brewer	11/06	Vincent Peinado	11/16	Stephen Powell	11/29
Maria Woodworth	11/06	Robert Staniec	11/18	Glendy Satterwhite	11/29
Marissa Barenchi	11/06	Jennifer Kioski	11/18	Jennifer Finocchio	11/30
Liliana Vazquez	11/07	Jamila Brown	11/18	Reanna Mazuka	11/30
Maria Cristina Arevalo	11/07	Vianna Mongeur	11/18	Brendan Clark	11/30
Alexxus Payne	11/07	Margarita Mejorado	11/18	Alejandra Celio	11/30
Annamarie Wagner	11/07	Victoria Banuelos	11/18		
Bart Estrada	11/08	Kathleen Curtis-Ames	11/19		
Allison Kokonas	11/09	Steven Maule	11/19		
Claudia Perez	11/09	Grecia Nunez	11/19		
Alessia Wallace	11/09	Gabriela Ugalde	11/19		
Garret McElveny	11/09	Ivan Llamas	11/19		

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.

DON'T MISS THESE MEETINGS!

SLOCEA Board of Directors Meeting
Wednesday,
November 19, 2025
@ 5:45 PM. Contact
the SLOCEA office
for the zoom link.

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, November 4, 2025 @ 9:00 AM
Tuesday, November 18, 2025 @ 9:00 AM

SLOCREA Meetings
Tuesday, December 2
@ noon at the Madonna
Inn- Contact SLOCREA
for more information

SLO County Pension Trust Board Of Trustees Meeting
Non-meeting month



