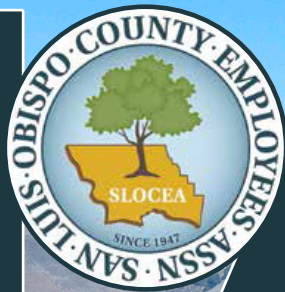


THE COUNTY

BLADE



VOLUME 40, NO. 12

DECEMBER 2025

A YEAR OF TRANSITION AND PROGRESS AT SLOCEA

FIND FEATHERS!



SLOCEA's mascot, **FEATHERS**, is hidden somewhere in this month's edition of The County Blade!

The **FIRST FIVE** SLOCEA members to find Feathers win a **\$5 STARBUCKS GIFT CARD!**

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



**SLOCEA
WELCOMES FOUR
NEW STEWARDS**

**DEPARTMENT HIGHLIGHT:
VETERANS
SERVICES OFFICE**

**THE SLOCEA
OFFICE HAS
MOVED TO 605
SANTA ROSA ST**

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



SLOCEA

**San Luis Obispo County
Employees' Association**

605 Santa Rosa St.

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

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.

WE MOVED!



605 SANTA ROSA STREET, SLO
*** JUST RIGHT NEXT DOOR! ***

To accommodate growth and member engagement, we
have moved to a larger office

Please join us on

January 28th 4:30pm – 6:30pm
for a SLOCEA Open House

**Come see the new office, enjoy
refreshments and raffle items!**

A Year Of Transition And Progress At SLOCEA

Emily Landis,
Executive Director



As 2025 comes to a close, it's important to reflect on the path we've traveled together this year. For our members, for our staff, and for the Association as a whole, this has been a year marked by major change, hard-earned wins, and continued dedication to the mission that has guided SLOCEA for nearly eighty years: improving the lives of public employees in San Luis Obispo County.

COLLECTIVE BARGAINING: STRONG AGREEMENTS IN AN UNPREDICTABLE TIME

This year's bargaining cycle brought some of the most complex negotiations we have seen in recent memory. Members of both the Big Unit and the Trades Unit ratified new Memoranda of Understanding (MOUs) that secure wage increases, pension cost protections, and critical investments in health care contributions at a time when affordability challenges are hitting households across our country.

These agreements were negotiated during a financial year marked by volatility: rising living costs and statewide budget uncertainty that created anxiety across multiple public sectors, on top of significant budget shortfalls at the county level. These conditions have real impacts on our members and the communities you serve. The long-term economic picture continues to shift, and many

public agencies are navigating tighter margins and less predictability than they have had in the past.

Against that backdrop, the MOUs secured this year provide stability and meaningful financial improvements for over 1,500 County employees. While not every bargaining goal was reached, the overall agreement provides protection for our members facing uncertain future economic conditions. Member participation in surveys, bargaining meetings, worksite conversations, and ultimately the ratification process directly shaped these outcomes. Your involvement strengthened our position at the table and kept our priorities focused where they needed to be.

GROWTH AND CHANGE WITHIN OUR ORGANIZATION

Internally, 2025 has been a year of important transitions as well. Our team welcomed new staff, settled into new roles, and continued building a team designed to serve members more effectively. SLOCEA's operations have grown significantly over the last decade, and our staffing model continues to evolve

“The MOUs secured this year provide stability and meaningful financial improvements for over 1,500 County employees.

with it. This year we invested in training, updated internal processes, and improved procedures across every department—from member representation to communications, accounting, and administration.

One of the most visible changes is our recent office move. After 20 years at our previous location, SLOCEA has relocated to a larger, more functional space right next door at **605 Santa Rosa Street**. The move is designed to improve member access, provide additional meeting spaces, including a permanent home for our Board of Directors, and support the growing needs of both staff and the Association. While the transition is close in distance, it represents a major step forward in creating a more efficient, welcoming, member-centered office environment. We look forward to opening the doors and welcoming you into the new space in early 2026 at our Open House!

HONORING THE CAREER AND LEGACY OF THERESA SCHULTZ

The end of this year also marks a bittersweet milestone for SLOCEA. After more than fourteen years of service with our organization,

Senior Labor Representative

Theresa Schultz has retired as of the end of November.

Theresa's impact on SLOCEA is immeasurable. She has led our Steward Committee for 14 years and has been the backbone of member representation across the county. Many of our current stewards and board leaders first stepped into union service because Theresa personally encouraged, trained, or mentored them. She also carried an enormous workload with unwavering energy, conducting countless site visits across departments, often entirely on her own, and showing up wherever members needed her most.

Her leadership and institutional knowledge were pivotal during major moments in our history, including the

Association's first labor strike in 2018. Theresa's dedication, her ability to stay calm under pressure, and her unwavering commitment to each SLOCEA member have shaped this organization in lasting ways. As she begins her well-earned retirement, we extend our gratitude and appreciation for the legacy she leaves behind.

LOOKING AHEAD TO 2026

While 2025 brought its share of challenges, it also underscored the strength and resilience of our members and our union. Public employees continue to carry out the essential work that keeps San Luis Obispo County running—often without fanfare and under difficult circumstances. Your professionalism,

compassion, and dedication remain the foundation of everything SLOCEA advocates for.

In 2026, we will continue modernizing our operations, expanding member engagement, strengthening our labor representation team, and preparing strategically for future bargaining cycles. We are committed to transparency, accessibility, and serving you with integrity and focus.

Thank you for your involvement, your trust, and the work you do every day for our community. As we close out the year, we look forward to what we can build together in the year ahead.

In solidarity,

Emily Landis

SLOCEA Executive Director

WE WISH YOU AND
YOUR FAMILY A
**MERRY
CHRISTMAS**
AND
A HAPPY NEW YEAR

❄️ ❄️ ❄️
THE SLOCEA OFFICE
WILL BE CLOSED
DECEMBER 24 & 25
&
JANUARY 1, 2026

We are happy to welcome Rita,
Savannah, Emma, and Sam!

SLOCEA Welcomes Four New Stewards

Brooke Daphne,
*Labor
Representative II*



SLOCEA is
pleased to
introduce

four newly
appointed Stewards who have
stepped forward to strengthen
representation, enhance
communication, and support
employees across multiple
departments. Each brings valuable
experience, professionalism, and
dedication to their new role, and are
excited to join SLOCEA's Steward
Committee.

RITA VILLASENOR,
*EMPLOYMENT RESOURCE
SPECIALIST III, PASO ROBLES
DEPARTMENT OF SOCIAL
SERVICES*

Rita is a new Steward serving in
the Paso DSS office alongside fellow
Steward and SLOCEA President,
Nate Larsen. Having worked for
the County for eight years, Rita
specializes in eligibility for MediCal
and CalFresh assistance programs.
She is well known and well regarded
in her office and is committed to
enhancing communication between
the union and employees. Her
coworkers know her as thoughtful
and kind and we know she will make
an excellent advocate for her peers in
the Paso office!



Rita Villaseñor



Savannah Donovan

SAVANNAH DONNOVAN,
*BEHAVIORAL HEALTH
SPECIALIST II, PASO ROBLES
DRUG AND ALCOHOL SERVICES*

Savannah has been with SLO
County for two years and is currently
working in the AB109 unit, providing



Emma Sturm

mental health services to former
inmates following their release.
Savannah liaises with several
different County departments and
leads group therapy with a caseload
of around 30 clients. She aims to help
bridge the gap between line staff and



Sam Cvetovac

management and to serve as a line
of communication between SLOCEA
and its members. She has been a
stellar advocate for employees and
will be a valuable addition to the
Steward Committee!

We are happy to welcome Rita, Savannah, Emma, and Sam!

EMMA STURM, *BEHAVIORAL HEALTH CLINICIAN II, ATASCADERO BEHAVIORAL HEALTH*

Emma became motivated to become a Steward after attending SLOCEA's General Membership Meeting in October. Having previously been a union member with another employer, Emma understands the importance of representation and is driven by a sincere commitment to support her colleagues. As SLOCEA's first Steward in the Atascadero Behavioral Health clinic, Emma aims to improve working conditions for healthcare workers and remind

employees of the support available to them through the union and through each other. She is enthusiastic about contributing to her worksite in this new role, as are we!

SAM CVETOVAC, *BEHAVIORAL HEALTH CLINICIAN II, ARROYO GRANDE CLINIC*

Sam will be stepping into her Steward role at the Arroyo Grande clinic following the departure of former Steward Megan Beardsley. With one and a half years of service to the County providing group and individual therapy, Sam brings both professional expertise and a personal appreciation for union

values, having been raised in a union household. She and her coworkers saw the significant impact Megan's support made, and Sam is happy to be stepping into that role. As a Steward, Sam hopes to open an avenue of dialogue for employees to pass on their feedback as well as be a source of information and support. Sam feels that it is a special privilege to serve the members in her unit, and we are very glad to have her!

Having Sam, Emma, and Savannah represent Behavioral Health, a department that has long been underrepresented, makes the addition of three new Stewards especially meaningful.

BECOME A STEWARD

If you are interested in becoming a Steward, please contact Labor Representatives Brooke Daphne or Carrie McGrath at bdaphne@slocea.org or cmcgrath@slocea.org

Getting Ready to retire from the County? Make sure your PEHP is ready too.

As you wrap up your County career, don't forget about your Post Employment Health Plan. If you're in a SLOCEA-represented unit, those monthly \$50 contributions from the County have been adding up over the years! When you retire, your PEHP is available to help you cover medical costs like premiums, prescriptions, glasses and more.

A few quick steps now can make things much easier later!

- Double-check your name and contact info on file with Nationwide
- Set up your online account so you can access your funds.
- Hold onto receipts for eligible expenses.

You've earned this benefit - make sure you're ready to use it!

Click to see the [County's webpage](#) for more information!

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

Sam Cvetovac

BU 01 - Arroyo Grande
Adult Services
Behavioral Health
Clinician II

Savannah Donovan

BU 01 - Paso Robles
- Drug & Alcohol
Behavioral Health
Specialist II

Janet Soto

BU 01 - Arroyo Grande
Youth Services
Behavioral Health
Clinician II

Emma Sturm

BU 01 - Atascadero
Adult 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

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

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

Rita Villaseñor

BU 01 - Paso Robles
Employment Resource
Specialist III

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 Labor Representatives Brooke Daphne or
Carrie McGrath at bdaphne@slocea.org or cmcgrath@slocea.org*

December 15
NATIONAL

CAT HERDER DAY



**CELEBRATING THOSE
WHO DO THE IMPOSSIBLE!**

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!

Veterans Services Office

From Serving Our Country To Serving San Luis Obispo County

**Carrie McGrath &
Jennifer Tate,**
*Labor
Representatives I*



For many veterans—and the dependents and survivors who stand beside them—navigating the maze of veteran benefits can feel daunting. That’s where the San Luis Obispo County Veterans Services Office (VSO) steps in. As a dedicated local resource, the VSO exists to make accessing benefits clearer, easier, and more personal. Their mission is simple yet profound: ensure that those who have served our country receive the support, advocacy, and care they earned.

At the heart of the VSO are its Veterans Service Representatives (VSRs)—accredited, highly trained representatives who understand the complexities of the VA system and stand ready to guide veterans through it. Unlike federal Veterans Affairs employees, VSRs work directly for the county, offering local, accessible support tailored to each veteran’s unique needs.

We recently had the opportunity to meet with Ryan Barney, a VSR II and proud Navy Veteran. Ryan brings firsthand experience, empathy, and a deep commitment to serving fellow veterans. His favorite part of the job? “Helping veterans get what they need—and getting to know them.”



Ryan Barney, a Veterans Services Representative II and proud Navy Veteran.

Ryan’s dedication extends well beyond office walls. In one memorable case, he assisted a former San Luis Obispo County veteran now living in the Netherlands, helping him navigate the VA system from overseas. The gentleman reached out to the San Luis Obispo office because of their reputation of service. It is just one example of how Ryan and his colleagues consistently go above and beyond. VSR III Yvette Mason’s office wall is signed by all the Veteran’s she has personally

helped! It’s very moving to see so many names.

With a small but mighty team, the VSO made a remarkable impact last year by helping secure more than \$14 million in benefit payments for local veterans. Ryan is deeply proud of the advocacy, persistence, and compassion that he and his fellow VSRs bring to the veterans of San Luis Obispo County every day.

Here are just a few of the resources the VSO help applicants obtain:

- Survivor’s Pension



- Veteran's Pension
- Veterans Burial Allowance and Burial in a VA National Cemetery, including eligibility determinations.
- CalVet College Tuition Fee Waiver
- Assistance applying for VA Healthcare
- Benefits by Disability Rating
- Requesting Military Service Records
- Discharge Upgrades or Corrections

The VSO also hosts an on-site food pantry for Veterans and their families who are facing food insecurity. Please contact the VSO office if you would like to contribute to this pantry.

From the newly discharged to long-retired service members, the VSO is committed to ensuring every veteran and their family receives the benefits they have earned—and the respect they deserve. Thank you, VSO staff, for your service to our country and your continued Service to the Veterans of San Luis Obispo County!

From the newly discharged to long-retired service members, the VSO is committed to ensuring every veteran and their family receives the benefits they have earned—and the respect they deserve.



Dealing With Information Overload In A Fast-Changing World

Brian Reynolds,
SLOCREA President



My academic background is in psychology. I was, and am, particularly fascinated by what's called "cognitive psychology." This is a fancy way to describe how we, as human beings, process information. As a librarian for 40+ years, I learned how to match people and information... to try and carefully understand what a person was looking for and match that search with just the right amount and level of information.

Furthermore, as librarians, we didn't just strive to give a person a "fish," but, as much as possible, to teach that person to



catch their own "fish." Now we call that concept "information literacy." A person who is information literate knows how to seek and find answers to questions in a variety of media: print, audio, video, e-technologies, and the knowledge

experts keep in their heads but is not recorded elsewhere.

This is an important but underrated challenge: In a fast-changing world, how do we receive, process, and use information that will benefit us? One has to start with assumptions, for example:

- Each and every day we are confronted with way too much information, hundreds of times more than our ancestors had to cope with. Information overload is an understatement.
- We interpret and prioritize information in a variety of ways, some of them quite irrational.

common methods are "outcome bias," and "heuristics." The first implies we predict an outcome that is not necessarily realistic, but what we subconsciously hope for. The second elevates "the way we have always done it" to a preferred method of dealing with new problems in old ways.

- Much of the information we find online is biased and/or false. Who would have guessed it? How does one separate the good stuff from the bad?

Some solutions: Reduce your daily intake of news. When an online item stirs your emotions, try to corroborate what you are reading with alternative sources or viewpoints. Read a good book or magazine because reading print is an antidote to the "brain rot" conveyed by too much screen time. Spend as much time as you can, as often as you can, interacting directly with your environment...including enjoying nature, a beloved pet, a good friend.

You will be glad you did!



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

End Of The Year Reminders

County Benefits Team

Open Enrollment has ended and as you prepare for the new year, be sure to review your benefit elections, schedule any upcoming medical appointments, and check important updates to help you start the year off right!

CONFIRMATION STATEMENT

If you made changes during Open Enrollment and haven't reviewed your Confirmation Statement, login to BenXcel and download a copy!

The statement displays your 2026 benefits as "future elections." If you spot an administrative error, email hrbenefits@co.slo.ca.us to correct before the end of the year.

For help accessing your Confirmation Statement, [review our webpage](#).

TAX SAVINGS ACCOUNTS

Don't forget to spend your 2025 FSA funds! Only \$660 from your 2025 Healthcare FSA will roll over to the 2026 plan year. Any monies above \$660 will be forfeited! If you are looking to spend excess funds, consider visiting the [online FSA Store](#) before December 31, 2025.

For Dependent Care FSA, remember there is no rollover! You must pay dependent care expenses before the end of the year and submit claims for expenses by March 15, 2026.

EVIDENCE OF INSURABILITY

If you signed up for Voya Life Insurance or increased your coverage, you must complete the Evidence of Insurability (EOI) form and submit it to Voya before December 31, 2025. Visit our [webpage](#) for the [EOI Form](#) and [instructions](#) on how to complete it.



Don't forget to spend your 2025 FSA funds! Only \$660 from your 2025 Healthcare FSA will roll over to the 2026 plan year.



This form must be submitted directly to Voya for approval. You will not be covered under Voya Life Insurance or deducted for it until your EOI is officially approved.

NAVITUS PHARMACY UPDATE

Beginning January 1, 2026, Navitus will become the County's new Pharmacy Benefits Manager. Here are a few key details:

You will receive a new ID card in December, to present to your pharmacy starting January 1, 2026.

If you are taking a medication that requires Prior Authorization, your doctor will need to submit a new authorization under the Navitus pharmacy benefit.

Express Scripts ID cards should no longer be used in the new year.

If you have questions, contact Navitus at 1-855-847-1035.

SCHEDULE PREVENTATIVE VISITS

With the end of the year approaching, now is the time to schedule your annual physical and preventative health screenings as appointments often book months in advance. Annual examinations may include important screenings such as blood panels and cancer detection tests. Don't forget to schedule your regular dental and eye exams too!

Hoping to get a medical appointment quickly? Consider going to your Employee Health Clinic (EHC) located at 1485 Kansas Street in San Luis Obispo. Appointments can be scheduled at www.slo.clinic or by phone, (805) 754-2037. Learn more about the clinic on the [County EHC webpage](#).

UPDATING BENEFICIARIES

Reviewing and updating your beneficiaries annually is an important step in keeping your family financially protected. Watch this [video](#) to learn what to review each year to ensure your information stays up to date.





HUMAN RESOURCES

Learning & Development Center Newsletter
December Blade 2025

CONGRATULATIONS FOUNDATIONS IN EXCELLENCE GRADUATES



AVAILABLE CLASSES

CLICK THE LINKS BELOW TO ENROLL IN UPCOMING CLASSES

- Strengths 2.0 - December 2nd - 9:00am-12:00pm
- New Employee Orientation - December 10th - 9:00am-4:30pm
- Learning Roundtable - Managing Up, Down, and Across- December 18th - 1:00pm-3:00pm

Introducing the Onboarding Toolkit!

Are you a supervisor who is welcoming a new employee? Visit this toolkit for templates, checklists, and more information.



LDC IS OFFERING STRENGTHS COACHING

CLICK HERE FOR MORE
INFORMATION AND TO
SIGN UP!





NOVEMBER'S FIND FEATHERS WINNERS!



1. Daniel Grims - Fleet Services
2. Cindy Todd - DSS
3. Jocelyne Gonzalez Perez - DSS
4. Ezmeralda Cantu - Public Health
5. Monica Marchetti - Library
6. Eric Tolle - Planning
7. Charisse Peterson - DSS
8. Jeff Salsburg - Airports
9. Carla Wade - Planning
10. Rita Villasenor - DSS

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.

Labor Representation Report

SLOCEA MONTHLY REPORT

For the period October 16, 2025 – November 16, 2025

MEETINGS AND BUSINESS

- Held a SLOCEA Board of Directors meeting
- Held a semi-monthly Steward Committee meeting
- Held a Member Benefit Committee meeting
- Participated in the Working Assembly of Government Employees' (WAGE) semi-annual conference
- Consulted with SLOCEA's General Counsel on various labor matters

LABOR REPRESENTATION REPORT

139 Total member consults for the month which represents 57 different members that SLOCEA assisted.

Of the 57 members assisted:

- 25 Member issues that were case related
- 32 Members with various other matters or inquiries

Case Matters:

- 11 New cases opened
- 8 Case that were resolved and closed
- 10 Ongoing cases from previous month(s)
- 19 Current cases open and active

CASES OPENED AND CLOSED BY ISSUE

CASE TYPES OPENED THIS MONTH	Opened	Closed	On-going
Appeals	1	1	
ADA Accommodation/LOA			5
Pre-Grievance/Grievance			
Investigations	4	1	1
Discipline: Formal Action	1		
Discipline: Informal Action	1		2
Performance Evaluation	1	2	
Promotion/Classification	2	2	1
TOTALS	11	8	10

MEET AND CONFER MATTERS (COUNTY)

Supervising Administrative Clerk Classification Study: County-wide

CONTRACT NEGOTIATIONS (SLO COUNTY)

The tentative agreements for successor MOUs for the Big Unit and Trades Unit were ratified by the membership on October 24, 2025 and approved by the SLO County Board of Supervisors on November 4, 2025.

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 parties met at two informal conferences on October 24 and November 14, 2025 and negotiated a settlement agreement for impacted employees.

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



your_slocea



SLOCEA

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 1055 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: 805-488-8884 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 rates • Free 1-hour initial consultation by phone or in-office	Stallberg & Tatum 720 Santa Rosa St., Suite 100, San Luis Obispo, CA 93401 Phone: 805-544-5454 Email: info@slocea.org Areas of Practice: General Business, Product Liability, Medical & General Malpractice, Construction Law Special Offer: • One 45-minute initial consult • Free one-hour initial consult • 10% discount on hourly fee rates • 10% discount on flat fee rates • No retained or contingency fee cases not involving minors
Law Office of Stephen M. Stone, PC 1117 First Street, Suite 100, San Luis Obispo, CA 93401 Phone: 805-544-6287 Email: stephen@stephenstone.com Areas of Practice: Estate Planning, Real Estate, Bankruptcy, Debt Relief Special Offer: • One 45-minute initial consult • Free one-hour initial consult • 10% discount on hourly fee rates • 10% discount on flat fee rates • No retained or contingency fee cases not involving minors	Law Office of Stephanie A. Rubin 1075 E. Santa Barbara Avenue, Suite 100, Santa Barbara, CA 93101 Phone: 805-488-8884 Email: stephanie@dbcurtis.com Areas of Practice: General Business, Product Liability, Medical & General Malpractice, Construction Law Special Offer: • One 45-minute initial consult • Free one-hour initial consult • 10% discount on all other hourly rates

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
605 Santa Rosa 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 DECEMBER. 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!

DECEMBER SERVICE ANNIVERSARIES

First Name	Last Name	Department	Years Of Service	First Name	Last Name	Department	Years Of Service
Joe	Moreno	Public Works	40	Martha	Diaz	Department of Social Services	20
Faith	Zenker	Public Works	35	Jill	Anderson	Behavioral Health	19
Michael	Tabares	Public Works	31	Melissa	Wilson	Department of Social Services	19
Tom	Lachapelle	Behavioral Health	28	Robert	Clark	Probation Department	15
Anna-Marie	Hernandez	Superior Court	28	Ricardo	Lopez	Behavioral Health	15
Todd	Vargues	Department of Social Services	27	Kimberly	Seaman	Behavioral Health	15
William	Wilkerson	Community Parks	24	Bonnie	Richan	Library	10
Amy	Howell	Superior Court	23	Carrie	Zuur	Public Health Department	10
Sonia	Hurtado	Community Parks	22	Melissa	Hamann	Agricultural Commissioner	10
Margarita	Ibarra	Department of Social Services	22	Jordan	Garbayo	Planning Department	10
Liberty	Amundson	Public Health Department	22	Anthony	Benavidez	Behavioral Health	5
Maria	Ruiz	Department of Social Services	20	Richard	Molloy	Behavioral Health	5

WELCOME NEW MEMBERS

Name	Department	Name	Department
Preseley Bodenshot	Dept Social Services	Maricela Garcia Serrano	Library
Jeff Booth	Sheriff-Coroner	Kendall Hipes	Health Agency
Nicole Missamore	UC Copperative	Amber Miller	Health Agency
Caityln Crook	Human Resources	Caroline Fink	Health Agency
Katherine Treacy	Health Agency	Gwendolyn Garcia	Dept Social Services
Nathan Lafferty	Assessor	Jonathan Maule	Health Agency
Rayleen Lopez	Dept Social Services	Laura Phillips	Dept Social Services
Andrew Souza	Assessor	Oliva Ziegler	Dept Social Services
Megan Stinnett	Assessor	Larissa Galindo Minjares	Assessor
Christine Cowan	Health Agency	Ryan Larson	Dept Social Services
Wendy Fertschneider	Health Agency		

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 **DECEMBER BIRTHDAYS!**

First Name Last Name	Birthday	First Name Last Name	Birthday	First Name Last Name	Birthday
Sarah Sartain	12/01	Jessica Mondragon	12/12	Annette Rushing	12/24
Nadia Pelayo	12/01	Betty Sandoval	12/12	Eric Guy	12/24
Angela Garcia	12/02	Brandon Covarrubias	12/13	Kelly Wilson	12/24
Amelia Rutiz	12/02	Madeleine Wittenberg	12/13	Bobbi Avery	12/25
Laura Ottrando	12/02	Rico Rose	12/13	Stacy Milne	12/25
Gabriela Flores	12/02	Karissa Juarez	12/13	Nicholas Collins	12/25
Steven Kinsey	12/02	Jarrett Bussacco	12/14	Elizabeth Moreno	12/25
Elaine Petrik	12/03	Jennifer Monge	12/14	Danilyn Wilson	12/26
Ashleigh Bean	12/03	Daniel Mann	12/15	Monica Benson	12/26
Melissa Lintner	12/04	Oscar Palma	12/15	Timothy Siler	12/26
Noemi Cortez	12/04	Jennifer Cavazos	12/15	Nathaniel Pall	12/26
Vanessa Larson	12/04	Sandra Hernandez	12/15	Jacqueline Kinsey	12/26
Beatriz Hurtado	12/04	Jose Pena	12/15	Brittney Coronado	12/27
Gretchen Grant	12/05	Ryan Wemple	12/15	Andrea Whiteford	12/27
Carrie Zuur	12/05	Shaila Richards	12/16	Ryan Hodges	12/27
Taryn Jamison	12/06	Wilfred Brooks	12/16	Kelsey Hurst	12/27
Veronica Ortiz	12/06	Seth Rosa	12/16	Martha Diaz	12/27
Daisy McCormack	12/06	Michael Milby	12/16	Hayden Lawless	12/27
Susan Eckes	12/06	Patrick Simas	12/16	David Eto	12/28
Victor Sixto	12/06	Erika Granado	12/17	Seth Colebrook	12/28
Katya Goodman	12/07	Jerry Ferguson	12/17	Holly Phipps	12/28
Rebecca Lugo	12/07	Lee Thompson	12/18	Allison Mount	12/28
Rebecca Drake	12/07	Anneliese Kindem	12/18	Holly Rickard	12/28
Gloria Lopez	12/08	Lillian Jensen	12/18	Cassandra Carnevali	12/28
Dawn Gardner	12/08	Elvia Mansera	12/18	Ronald Chilcott	12/29
Jorge Torres	12/08	Elizabeth Castillo	12/18	Jonathan McKelvie	12/29
Kristie Rothstein	12/08	Katherine Perry	12/18	Vanessa Allen	12/29
Elizabeth Schmidt	12/08	Stephanie Oliva	12/19	Adrianne Dazo	12/29
Lori Hoke	12/08	Jessica Mariano	12/19	Nicole Turner	12/29
Johnny Carmain	12/08	Anthony Trujillo	12/19	Sonia Hurtado	12/29
Justin Ko	12/08	Wendi Wells	12/19	Alyssa Coronado-Leal	12/29
Halie Sanchez	12/09	Lucia Martinez	12/19	Angela Spannbauser	12/30
Barry Fehlman	12/09	Susan Poteet	12/19	Kelly Chester	12/30
Jessica Macrae	12/09	U Jeromy Caldera	12/19	Jennifer Knox	12/30
Ashley Romero	12/09	Michael Schacherer	12/19	Alexis Thompson	12/30
Jessica Moreno	12/10	Diane Standley	12/20	Currie Bailey-Carmon	12/30
Harry Holden	12/10	Rogelio Ayon	12/20	Lorena Garcia-Alfaro	12/31
Jakob Carrion	12/10	Dulce Ramirez	12/20	Jeanette Antoine	12/31
Jason Tamiso	12/10	Katherine Flores	12/20	Jessica Ladd	12/31
Sheri Thompson	12/10	Inez Gonzales	12/20	Tancredi Brebes	12/31
Neri Diaz	12/11	Shawnita Onwuma	12/21	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.	
Lupe Tapia Villasenor	12/11	Jacob Talbert	12/21		
Marie Mohapp	12/11	Jason Pall	12/22		
Heather Griffin	12/11	Brian McLean	12/22		
Andrea Nevares	12/11	Maria Bautista	12/22		

DON'T MISS THESE MEETINGS!

SLOCEA Board of Directors Meeting

December is a non-meeting month.

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, December 9,
2025 @ 9:00 AM

Tuesday, December 16,
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

Monday, December
8 @ 9:30 AM,
BOS Chambers



