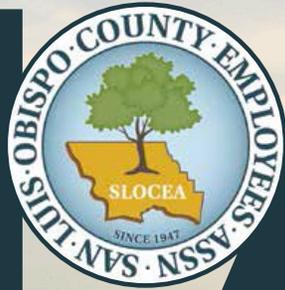


THE COUNTY

BLADE



VOLUME 37, NO. 2

FEBRUARY, 2022

2022 NEGOTIATING COMMITTEES AND TEAMS SELECTED



**CARRUM HEALTH:
SURGERY HAS
NEVER BEEN
SIMPLER**

**HEALTH CARE
FACILITIES
BOOSTER
REQUIREMENTS**

**PLANNING TO
RETIRE? PLAN TO
JOIN SLOCREA**

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

Erin Stich
PRESIDENT

District Attorney, Seat 1

Emily Landis
VICE PRESIDENT

Dept. of Social Services, Seat 2

Teresa Collins
SECRETARY/TREASURER
Superior Court, Seat 3

B.U. #1 PUBLIC SERVICES UNIT

Gina Pinto
Behavioral Health, Seat 5

VACANT
Seat 6

Kelly Michel
Assessor, Seat 7

Amber Trigueros
Behavioral Health, Seat 8

Joe Ferra
Behavioral Health, Seat 9

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

Tim Faes
Parks, Seat 10

Brodie Chenoweth
Public Works, Seat 11

B.U. #5 SUPERVISORY UNIT

Michael Badalamenti
Library, Seat 12

B.U. #13 CLERICAL UNIT

VACANT
Seat 13

Norma Domingo
Public Health, Seat 14

COURT SUPERVISORY UNIT

VACANT
Seat 15

LOS OSOS CSD

Carol Gilmer
LOCSD, Seat 16

AT LARGE

Michelle Lowe
Dept. of Social Services, Seat 17

Nate Larsen
Dept. of Social Services, Seat 18

Julia Richardson
Behavioral Health, Seat 19

THE COUNTY BLADE

SLOCEA San Luis Obispo County Employees' Association

1035 Walnut
San Luis Obispo, CA 93401

Phone 805-543-2021

Fax: 805-543-4039

E-mail: INFO@SLOCEA.ORG

WWW.SLOCEA.ORG

OFFICERS

Erin Stich
President

Emily Landis
Vice President

Teresa Collins
Secretary/Treasurer

STAFF

Pat McNamara
General Manager

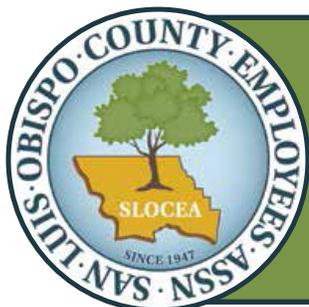
Theresa Schultz
**Senior Labor
Representative**

Brooke Daphne
Administrative Assistant

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.



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

2022 Negotiating Committees And Teams Selected

Pat McNamara,
General Manager



With several of our labor agreements scheduled to expire on June 30, 2022,

the process of preparing to return to the collective bargaining table is once again underway. The process for selecting the 2022 Negotiating Committees kicked off on November 17, 2021, when the Association Board of Directors (Board) adopted a schedule for the selection process.

In accordance with the Board's schedule the nomination period opened December 1, 2021, and

- Unit 5 (Supervisory)
- Michael Walton – Bargaining Unit 5 (Supervisory)
- Association President and Vice President, Erin Stich (Bargaining Unit 13) and Emily Landis (Bargaining Unit 1) make up the remainder of the Big Unit Negotiating Committee.

I would also like to thank the following nominees who will be serving on the Bargaining Unit 2 (“Trades, Crafts, and Services” or “Trades”) Negotiating Committee:

- Tim Faes
- Kenneth (Jim) Hutchinson
- Michael Johnson
- Robert St. Cyr
- Kevin Sulitz

Except for Michael Walton, the

congratulate and thank Carol Gilmer and Ehan Good who will be serving on the 2022 Los Osos Community Services District (Miscellaneous Bargaining) Unit Negotiating Committee.

As our preparations continue to move forward, all SLOCEA members can also expect to receive a **Pre-Negotiation Survey** from the Association over the next few weeks. This survey is the best way for members to communicate their goals and objectives for the bargaining cycle to their respective Negotiating Teams. Once received, please complete, and return the survey without delay.

Additionally, for members that have not yet registered on the



the process of preparing to return to the collective bargaining table is once again underway.



closed December 10, 2021. Since there were no contested seats at the close of the nomination period, no election process was necessary.

I would like to thank and congratulate the following nominees who successfully won seats on the “Big Unit” Negotiating Committee, for the 2022 negotiating cycle:

- Jeremiah Damery – Bargaining Unit 1 (Public Services)
- Chris Summers – Bargaining

above-named members will also be serving on their respective Negotiating Teams (Mr. Walton will serve as alternate for the Supervisory Unit). The Negotiating Teams will go to the negotiating tables on behalf of their respective bargaining groups. SLOCEA General Counsel, Mr. Dennis Hayes, will be serving as lead negotiator during the current bargaining cycle.

And finally, I would like to

Association's website portal, now is a good time to so. The portal will be the best way to stay current on the latest developments at the bargaining table, once the collective bargaining process has commenced. To register, you may go to www.SLOCEA.org and click on the “Member Portal” icon. For assistance with this process, feel free to contact SLOCEA staff at 805-543-2021.

God Bless!

New Employment Laws For The New Year

Public Sector Edition

Dennis Hayes,
General Counsel



Along with our New Year's celebrations, a host of labor laws will take effect in 2022, most of them resulting in increased job protections and better working conditions for California's workforce. Some of the most important updates are listed below. All of the following labor laws take effect January 1 unless otherwise noted:

1. COVID-19 NOTICE REQUIREMENT 48 HOURS (AB 654).

Effective October 5 and updating AB 685, employers must give notice of a COVID-19 outbreak to the applicable local public health agency within the later of 48 hours or one business day. Additionally, notification of COVID-19 related benefits must be provided to all employees who were "on the premises at the same worksite as the qualifying individual within the infectious period", which is a different (and easier) method of determination than under the previous bill. If the employer has multiple locations, worksite means the location of the qualified individual. The new bill also narrows who must be notified of the disinfection and cleaning plans to a similarly-worded group. Cal/OSHA "shall" issue a citation for violation of notification requirements.

2. CA FAMILY RIGHTS ACT EXPANDED TO INCLUDE "PARENT-IN-LAW" (AB 1033/AB 1578).

The current California Family Rights Act (CFRA) gives employees the right to take unpaid job-protected leave for up to 12 weeks in a 12-month period to care for themselves, bond with a new child, or care for a family member with a serious medical condition. Family members include children, parents, grandparents, grandchildren, siblings, spouses or domestic partners. In the new year, the scope of family members for whom employees can take job-protected leave will be expanded to include "parent-in-law." CFRA applies to employers with 5 or more employees. AB 1578 extends the CFRA to public sector employees as well.

3. "SILENT NO MORE" SETTLEMENT AGREEMENTS (SB 331).

This law expands the restrictions on the use of non-disclosure agreements (NDAs) in separation agreements, including severance and settlement agreements. Existing law already prohibited NDAs in matters involving sexual assault, sexual harassment, or sex discrimination. The new law also prohibits NDAs which prevent "disclosure of factual information regarding specific acts" that relate to any form of harassment, discrimination or retaliation as to any protected ground. Such confidentiality provisions must include language substantially similar to the following:

"Nothing in this agreement prevents you from discussing or disclosing information about unlawful acts in the workplace, such as harassment or discrimination or any other conduct that you have reason to believe is unlawful." Similarly, an employer may not condition a raise, bonus, employment, or continued employment on an employee's signing of release as to a claim or right; or require an employee to sign a non-disparagement agreement preventing disclosure about such acts. The settlement amount may still remain confidential. Finally, the employee must be given a minimum of five business days to consult with an attorney regarding the agreement before signing it, although the employee may sign before that time, as long as the decision to do so is knowing, voluntary, and not the result of fraud, misrepresentation or threats by the employer to withdraw the offer.

4. WAGE THEFT POTENTIALLY A FELONY (AB 1003).

This law expands liability for wage violations to a criminal felony. Employer may be held criminally liable for "grand theft" in cases of intentional theft of wages more than \$950 from any single employee or \$2,350 from two or more employees. This crime requires intent, and wages include "wages, gratuities, benefits, or other compensation." The taking must be by unlawful means and with the knowledge that such amounts are due the employee under the law.

CONTINUES ON NEXT PAGE

5. TWO NEW HEALTH AND SAFETY VIOLATIONS (SB 606).

This law expands the authority of Cal/OSHA to two new workplace health and safety violations, “enterprise-wide” violations and “egregious” violations. If an employer has multiple locations, this law creates a rebuttable presumption that the violation is enterprise-wide in cases where (1) there is a written policy or procedure that violates Cal/OSHA rules or the Health and Safety Code or (2) there is evidence of a pattern or practice of the same violation at more than one of the worksites. If the employer fails to rebut this presumption, Cal/OSHA may issue an enterprise-wide citation for abatement of the violation, which would apply to all worksites in the enterprise, and not just where the violation was found. An enterprise-wide violation would be subject to the same penalties as willful and repeated violations. An “egregious” violation is one where Cal/OSHA believes that an employer has willfully and egregiously violated a Cal/OSHA rule. There is a list of multiple ways that an employer may commit

an egregious violation, including intentional violations, making no reasonable effort to eliminate known violations, violations resulting in high rates of worker injury or illness, an extensive history of prior violations, among others. Each employee exposed is a separate and distinct egregious violation. A determination that there has been an egregious violation remains in effect for 5 years. This law further authorizes Cal/OSHA to issue subpoenas for lack of response, and to seek injunctive relief to restrain operations, if certain criteria are met.

6. MINIMUM WAGE.

Although not new legislation, in 2022 the state minimum wage will increase to \$14.00 per hour for employers with 25 or fewer employees, and \$15.00 per hour for employers with 26 or more employees. LAB 1182.12

7. NOTICE POSTINGS MAY ALSO BE SENT VIA EMAIL (SB 657).

The employer’s obligation to physically post certain notices in the workplace continues, but the

employer may also email the notice as an attached document directly to employees.

8. SB 807—PERSONNEL RECORDS RETENTION AND PROCEDURAL CHANGES TO DFEH ENFORCEMENT.

When a complaint is filed with DFEH for discrimination, the time for complainants to file their own civil actions under those provisions is now to be tolled until either the DFEH files a civil action or one year after the FEHA issues written notice to the complainant that it has closed its investigation and elected not to file a civil action. The bill would apply this tolling retroactively, but would specify that the provisions are not intended to revive claims that have already lapsed.

Hayes, Ortega & Sanchez is a labor law firm that represents private and public sector unions and their members throughout California. This article is meant to provide summary information only and should not be construed as legal advice. Please consult an attorney for a legal opinion regarding specific application of any factual scenario to the new legislation described above.

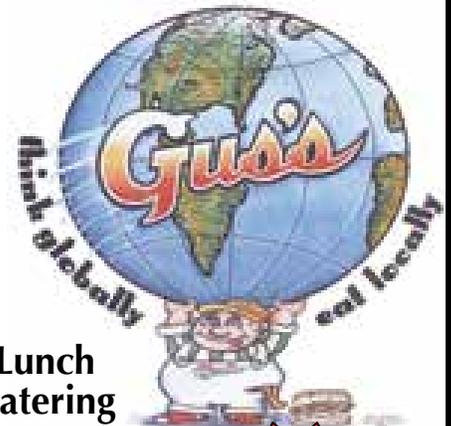
Soups Prepared Daily

Hungry for real food?

Come to Gus's for a quick, healthy bite to eat.

Award Winning Sandwiches!

*Enjoy the
Sunshine on
Our Patio!*



Lunch
Catering

Want it right now? Call ahead! Delivery M-F 10-2

phone: 543-8684 | 1638 Osos Street | San Luis Obispo

*Free
Delivery!*

Health Care Facilities Booster Requirements

THERESA SCHULTZ,
*Senior Labor
Representative*



While the COVID-19 pandemic remains a significant challenge, the recent emergence of the highly contagious Omicron variant has caused a rapid and considerable surge of confirmed COVID cases among SLO County residents. On January 18th, SLO County Public Health reported 1,565 new cases of COVID-19 over a four-day period, putting the County’s 14-day daily average at an all-time high.

Consequently, the California Department of Public Health (CDPH) recently updated their August 5, 2021 vaccination order for health care workers and note on their website, “Based on the emergence of Omicron, additional statewide facility-directed measures are necessary to ensure we maintain adequate staffing levels within our healthcare delivery system. Accordingly, making boosters mandatory and additional testing of workers eligible for boosters who are not yet boosted are necessary at this critical time.”

The CDPH vaccination order update for health care workers went into effect on December 22, 2021. It requires booster-eligible workers to receive their booster by February 1, 2022, or within 15 days of becoming

eligible for a booster if they are not eligible as of February 1, 2022. The order applies to the same County Behavioral Health and Public Health facilities and positions from the original order.

The CDPH order specifically states: “This includes workers serving in



“

It requires booster-eligible workers to receive their booster by February 1, 2022, or within 15 days of becoming eligible for a booster if they are not eligible as of February 1, 2022

”

health care or other health care settings who have the potential for direct or indirect exposure to patients or SARS-CoV-2 airborne aerosols. This would include workers, who may not be directly employed by the facility, but who are providing care on site at one of the covered facilities, as well as persons not directly involved in delivering health care, but who could be exposed to infectious agents that can be transmitted in the health care setting (e.g., clerical, dietary, environmental services, laundry, security, engineering and facilities management, administrative, billing,

and volunteer personnel).”

However, the order does allow for two exemptions whereby employees may be excused from vaccination. One exception is for a worker declining vaccination based on their sincerely held religious beliefs. The other exception is a worker who has a qualifying medical reason(s) for not receiving the COVID-19 vaccine/booster. Under these two circumstances employees are required to be tested weekly. Testing is not an alternative for vaccination/booster unless the employee has an approved medical or religious exemption.

THE SLOCEA OFFICE WILL BE CLOSED FRIDAY, FEBRUARY 11, & MONDAY, FEBRUARY 21, 2022 FOR PRESIDENT’S DAY





SLOCEA Academic Scholarship

Is there a certificate or degree required for you to take that next step forward in your career with the County? Do you have an immediate member of your family that will be enrolling in school this Fall? Have you considered applying for the SLOCEA academic scholarship? You should! Don't let the financial burden stop you from achieving your goals. In an effort to assist new and continuing students with their academic planning and success, SLOCEA will be awarding up to \$5,000 in academic scholarships. The SLOCEA Board of Directors will award scholarships to applicants demonstrating the best overall performance in academic achievement, community service, and school activities.

Scholarship Guidelines:

A student may not receive more than one SLOCEA Sponsored Academic Scholarship Award in any one academic year. **Scholarships are limited to two awards per eligible applicant for the duration of membership of the qualifying SLOCEA member.** All scholarships awarded will be payable to the student's scholarship fund set up at the school of their choice.

Academic Scholarships Will Be Based On:

- Academic Achievement
- Community Service
- School Activities (clubs, sports teams, student government, leadership, etc.) Continuing and/or returning students will be given separate consideration in this category.

Minimum Requirements:

- Open to SLOCEA members and their immediate family.
- Must be a citizen of the United States or a permanent legal resident.
- Must enroll in a program as a regular student seeking a degree or certificate.
- First-time freshman and continuing students must have a minimum cumulative GPA of 3.0 or higher. The SLOCEA Scholarship Review Committee will recognize academic performance and determine ranking based on, but not limited to, the grade point average results.

Application Process:

Submit to SLOCEA's business office **NO LATER THAN APRIL 15, 2022** the following items:

Application Form: available at SLOCEA's business office or can be downloaded from SLOCEA's web site at www.slocea.org on the home page and the "Benefits" page.

One-page essay describing your community service and academic/vocational goal.

Copy of High School or College transcripts (Academic transcripts showing general education pattern from all previous high school or college(s) you have attended).

Two letters of reference addressed to "Scholarship Committee," from a teacher, community service leader and/or person from work, field or major.

APPLICATIONS AND REQUIREMENTS MAY BE SUBMITTED BY:

USPS mail to: SLOCEA Scholarship Committee, 1035 Walnut Street, San Luis Obispo, CA 93401.

Email: bdaphne@slocea.org

Interoffice mail: SLOCEA Attn: SLOCEA Scholarship Committee

**SLOCEA must receive your application no later than 5:00 p.m. on April 15, 2022.
Good Luck!!**

Planning to Retire?

Plan to join SLOCREA: SLO County Retired Employees' Association!

Miki Gillman,
SLOCREA
President



Check out our website at www.slocrea.org. We have links to many organizations important to Seniors, people considering retiring, &/or people needing info for aging relatives. Please let us know of any other links you'd like to see on our website.

Also on our website we have a brochure containing a new member application. We are an all-volunteer organization for everyone who receives a pension from SLO County Pension Trust. Everyone. Including DROPpers! Yes, if you are in DROP, you are qualified right now to join SLOCREA! Divorced and widowed spouses are also qualified to join. We are pleased that many new retirees are indeed getting application forms from our website.

JANUARY 2022 SHOUT OUT

Our January 2022 shout out goes to every county employee who spends a lot of time sitting at a desk or in meetings, working on a computer, sitting in &/or driving a car, &/or talking on the phone. It's good to get up and stretch and walk around every now and then.

NEW MEMBERSHIP RATE OPTIONS

We are pleased that our new membership rate options are a big hit. Newly retired people get their first year's membership free. Renewal rates are \$15.00 per year or \$40.00 for 3 years.

IN-PERSON MEETINGS SURVEY

We are currently taking a survey of our members regarding returning to in-person meetings. So far our members are not feeling ready to return to in-door luncheons. It looks as though we'll be sticking with Zoom meetings until the weather becomes more conducive for outdoor gatherings.

FACILITATING A GOOD RETIREMENT

By now I'm sure you've noticed that my general focus in these articles is what you can do now (it's never too early to start) to help facilitate a good retirement: to be healthy financially, physically, and socially. If you have aging parents, hopefully some of what is offered here can help you with that also.

Lately I have been thinking about some of the celebrities who passed away late last year and some who are still very active in their eighties

and nineties. I am writing this on the 100th anniversary of Betty White's birth. So many of us are disappointed she passed just a few weeks short of her landmark birthday. Nevertheless, she certainly lived a very full life, working at what she loved for most of it. Stephen Sondheim was 94 when he passed last year ~ still working on a new musical he hoped would be performed this year.

Clint Eastwood and Jane Fonda at 91 and 84, respectively, are still very active in their chosen passions. These are just some examples of people living long, well-lived lives.

I mention Jane Fonda because a quote of hers is trending:

"We're still living with the old paradigm of age as an arch. That's the old metaphor: You're born, you peak at midlife and decline into decrepitude... A more appropriate metaphor for aging is a staircase. The upward ascension of the human spirit, bringing us into wisdom, wholeness and authenticity."

I'm also aware she has gained a lot of attention over the years with her exercise videos. I always thought those were over the top, so please don't think I expect anyone to do those when I encourage exercising! My hope is that you'll each choose whatever works best for you!

People exercise for many different reasons. Perhaps the best reasons are: it feels good (all those endorphins), it relieves stress, it clears your head and helps you focus on all the important things you have to focus on, it improves sleep, it can



NEXT SLOCREA GENERAL ZOOM MEETING

Monday March 14, 2022.
Time and topic to be determined.

NEXT SLOCREA BOARD ZOOM MEETING

Monday February, 2022.
Time to be determined.

CONTINUES ON NEXT PAGE

help you maintain a healthy weight, it's good for the brain, it's good for your overall health (as long as you don't overdo it). It can be meditative. I find that it even helps me eat healthier foods.

Please check with your doctor before embarking on an exercise routine, especially if you haven't been exercising already. Please recognize that each of us has unique needs and capacities.

Bicycling and Cycling are good aerobic exercises. They strengthen your legs, as well as your core. Bicycling is great for balance and one's back. But bicycling outdoors can be dangerous, so please be very

careful, especially since cars are much quieter than they used to be a few decades ago and drivers are not looking out for bicyclists. Cycling on a machine is much safer, although you lose the fresh air benefit.

Dancing? Is that really exercise?? Yes! Slow, ballroom dancing probably isn't aerobic, but it moves you and your muscles in all directions, which is good for flexibility and maintaining your ability to continue moving. Most other types of dancing are aerobic: square dancing, cha-cha, Jazzercise, Zumba. Dancing strengthens our muscles. We can do it with other people or by ourselves. It does not require an abundance of equipment.

Research is showing that learning new dance moves enhances brain health. Besides, when we dance, we have fun and may not even notice we are exercising.

Disc Golf and Ball Golf offer social opportunities as well as exercise. The main exercise benefit is from walking the course. The stroke can help one's flexibility and strengthen muscles. Playing golf requires good balance and calm focus. The other important benefit is the fresh air. It's supposed to reduce stress, too, but Ball Golf sometimes creates stress, I hear. Disc Golf is much less expensive than Ball Golf and tons of fun. It's one of the 3 fastest growing sports in the US, along with Dragon Boating and Pickle Ball. Disc Golf is a sport the whole family can do together. There are 4 public courses in SLO County and 2 in Santa Maria.

Dragon Boating? What's that? It's an outdoor team sport which can be done recreationally or competitively. It offers HIIT: High Intensity Intermittent Training, so it is super good for you, if you are medically and physically able to do it. Dragon boating is a full body exercise done while sitting, yet it works many, many different muscles and offers an incredible upper body workout. Go to ccdba.org to find out more.

Gardening: Yes, gardening counts as exercise! It's on a par with walking, as far as moderate-to-strenuous goes. It works the large muscles of the body, plus hands and fingers. Working with soil ~ touching soil ~ is very healthy for us. Plus the products of gardening are uplifting, whether they be flowers, shrubs, trees, or fruits and vegetables to eat.

These are just some of the myriad of exercises to choose from. We'll be discussing others in future articles, as well as other topics.

FREE WI-FI WHILE YOU WAIT

ASE

SMOG CHECK
INSPECTION & REPAIR STATION

Beach Front
AUTO & SMOG

STAR Certified
TEST & REPAIR STATION

- Smog Inspection
- Diagnostics & Repair
- Brakes
- Tune Ups
- Air Conditioning
- Alignments
- Check Engine Light
- Gross Polluters
- Tires
- Converters
- Exhaust Systems
- Mufflers

SMOG CHECK
1996 and Newer
\$35.00 + \$8.25 SMOG CERTIFICATE
NEED OIL & LIGHT FLUIDS - NOT VALID WITH ANY OTHER OFFER
Beach Front Auto • 489-0485

FREE BRAKE INSPECTION
NEED OIL & LIGHT FLUIDS - NOT VALID WITH ANY OTHER OFFER
Beach Front Auto • 489-0485

4 WHEEL ALIGNMENT
\$69.99
NEED OIL & LIGHT FLUIDS - NOT VALID WITH ANY OTHER OFFER
Beach Front Auto • 489-0485

BONUS COUPON
\$10 OFF Services Over \$100
\$20 OFF Services Over \$200
\$30 OFF Services Over \$300
NEED OIL & LIGHT FLUIDS - NOT VALID WITH ANY OTHER OFFER
Beach Front Auto • 489-0485

PRICE QUALITY SERVICE

VISIT US IN OUR NEW LOCATION

1210 Pike Ln., Oceano
(On the corner of 13th and Pike Ln.)
489-0485
MON - FRI 8AM - 5PM

The opinions expressed in this article are solely those of its author and are subject to change without notice.

Carrum Health

Surgery Has Never Been Simpler

KATHRYN CURRAN,
*County Human
Resources Department*



When it comes to surgery, you want to ensure you are getting the best care possible. If you're looking to schedule an upcoming surgery, make sure you utilize your employer-sponsored benefits and explore Carrum Health.

Carrum Health is a surgery benefit that provides access to hand-picked surgeons that have 90% lower complications, 80% fewer readmissions, and perform four times as many surgeries as other Californian surgeons. Through Carrum Health, you have exclusive access to Centers of Excellence for over 80 qualified surgeries, and a care concierge team that guides you through each step. These facilities and doctors provide an improved patient experience, high quality of care, and zero or minimal out-of-pocket costs for surgeries and consultations.



The absolute best care

Our doctors have more experience performing your procedure and lower complication rates than 90% of providers.



A seamless experience

Our team does all of the planning, preparation, and paperwork so you can focus on what matters – your health.



Your costs are covered

Your employer covers all or most of the medical and travel costs so you won't worry about surprise bills.*

Covered procedures include: shoulder, elbow, wrist/hand, hip, knee, ankle/foot, spine, bariatric, cardiac, pain management and more!

Active employees, early retirees, and their dependents on Anthem plans are eligible for this program.

**VISIT [CARRUM.ME/PRISM](https://www.carrumhealth.com/prism)
OR CALL 1-888-855-7806
TO GET STARTED.**



**Did you know we're
on social media?**

Follow us here!



[your_slocea](https://www.instagram.com/your_slocea)



[SLOCEA](https://www.facebook.com/SLOCEA)



[@Your_SLOCEA](https://twitter.com/Your_SLOCEA)

Reciprocity Between Retirement Systems

Carl Nelson,
Executive Director
San Luis Obispo
County Pension
Trust (SLOCPT)



The traditional view of public sector employee pensions is that of “lifers” who work for one agency for 30 years and then retire. This is not always the case, as the average age of SLO County employees is 44 years. The average service for those employees is about 9 years. So, not everyone starts working for SLO County in their early 20s and stays for 30+ years.

What about SLO County employees who came from another California public sector agency or will work for one after leaving this job? At another public agency, you are likely to be part of a Defined Benefit pension system and covered under CalPERS (the State, 36 counties and many municipalities) or an agency with their own system (21 other Counties and some municipalities). Can you link those retirement systems together to enhance your pension benefits? Yes, via **Reciprocity**.

Reciprocity: An agreement between SLOCPT (an independent retirement system) and CalPERS that provides a type of portability of retirement benefits among reciprocal systems. SLOCPT currently has hundreds of Members who have established reciprocity with other California systems. Reciprocity can be “incoming” from a retirement system at a prior job. Or Reciprocity can be “outgoing” between SLOCPT and the retirement system for your next job.

“ Reciprocity can increase your pension benefit when you change jobs and retirement systems within California, so be sure to apply as soon as you start a new job.

Advantages of Reciprocity:

When applying for reciprocity with your retirement system (it’s not automatic):

- Service credits in the reciprocal systems are counted toward vesting.
- Contribution rates for incoming reciprocal members may be lower because SLOCPT has age-at-entry employee contribution rates that increase the older you are when hired. Reciprocity may lower the age-basis for your contributions based on membership with that system.
- Most importantly, **at retirement the highest salaries earned under the various reciprocal systems are used by all systems to calculate the final salary component of the pension formula.**

Separate Pensions: There is no transfer of assets or service credit between retirement systems when reciprocity is established. Reciprocal Members will receive pensions from each retirement system in which they were members.

Reciprocity Requirements: To establish reciprocity with another eligible California public sector retirement system:

- Maximum 6-month break-in-service between retirement systems.
- No overlapping service between the two systems (don’t start your new job while running out accrued vacation from the last job).
- Must leave your contributions on-deposit with the reciprocal system to maintain your right to a pension from that system.
- You must apply for Reciprocity with each retirement system. Call SLOCPT at 805/781-5465 if you think you are eligible.
- Reciprocal Members must retire concurrently from all reciprocal systems.

Reciprocity can increase your pension benefit when you change jobs and retirement systems within California, so be sure to apply as soon as you start a new job.

Carl Nelson, CFA
Executive Director and Chief
Investment Officer
San Luis Obispo County
Pension Trust
805/781-5465
www.SLOCPT.org



Sylvia Bridge

Whether you are buying a new or used vehicle, refinancing or making plans to renovate, Sylvia can help you get started. Sylvia will tailor options for low down payments, loan terms and the best rates in town. Contact Sylvia today and she'll use her knowledge and expertise to partner with you every step of the way.

Need Financial Flexibility after the Holidays? A **Signature Loan** or a **Line of Credit** from **SLO Credit Union** can help with

- Travel
- Large Purchases
- Debt Consolidation

We offer:

- Low Interest Rates
- Online Application
- No Annual Fee



**5.75%
OAC***
Apply online
or call us
for more
information

*OAC means on approved credit. Your actual rates and term may vary and is based on your creditworthiness and your credit score. All loans are subject to approval, conditions and some restrictions may apply.



SLO Credit Union
1220 Osos Street, SLO
(805)543-5839 • slocu.com

U.S. - Momentum Slows Amid Pandemic Wave

KEVIN TEIXEIRA



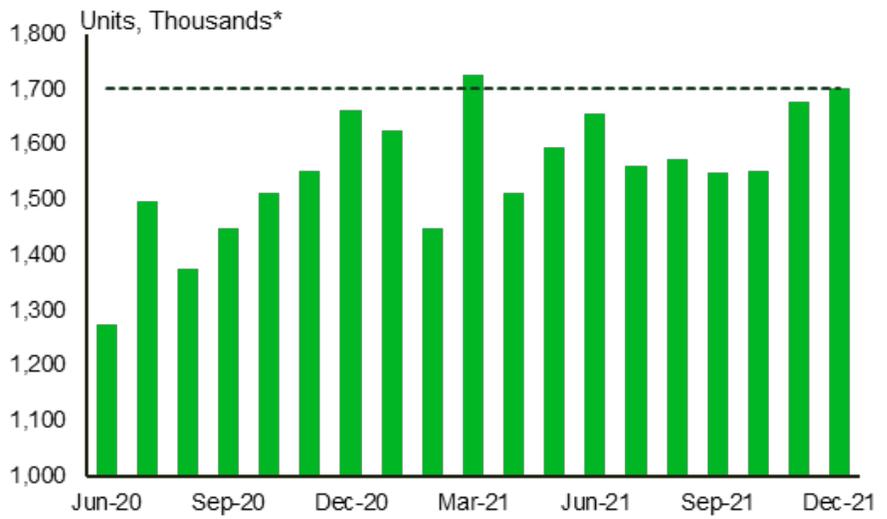
This article is provided by TD Ameritrade Institutional for the week of January 21, 2022. Article by Andrew Hencic, Senior Economist.

This week's data releases showed some slowing in U.S. economic momentum through the winter months. In line with last week's reported pullback in retail sales, existing home sales took a tumble in December. The soft patch looks to have continued at the start of the year, with both the Empire State and Philadelphia Fed manufacturing surveys weakening to multi-month lows in January.

Fortunately, it wasn't all bad news as housing starts exceeded expectations, hitting their highest level in nine months in December. The virus-induced demand slowdown is likely to prove temporary, and the supply side of the economy is still playing catch up. The Federal Reserve is likely to signal as much at its meeting next week, setting the stage for policy rate liftoff at its following meeting in March ([link](#)).

First up, the good news. Wednesday's release of December's housing starts data showed homebuilders are adding supply to a market in dire need of it (Chart 1). Starts rose to 1.7 million units (annualized) in December, a 1.7% increase over the prior month. The gain built on upward revisions of 49k units in the prior two months. The improvement was entirely in the multifamily segment, which posted a

Chart 1: Housing Starts Near Post-pandemic Highs



*Seasonally adjusted annual rate.
Source: Census Bureau, TD Economics.

“

The virus-induced demand slowdown is likely to prove temporary, and the supply side of the economy is still playing catch up.

”

51k unit increase (+10.6% m/m), while the single-family segment pulled back 27k units (-2.6% m/m). As starts perked up, so did permitting activity. Permits were up 9.1% for the month, rising to 1.9 million – the highest reading since July 2020. As with starts, this was mostly a multi-family story as permitting in the segment rose 21.9%, dwarfing the 2.0% lift in the single-family segment.

Homebuyers, on the other

hand, showed some hesitancy in December. Existing home sales fell 4.6%, undershooting the market consensus for a 0.5% pull back. Surging Covid cases and a lack of inventory explain the setback. At the current pace of sales there exists only 1.8 months' supply of homes – half the 3.9 months' average in the three years before the pandemic.

CONTINUES ON NEXT PAGE

This is an extraordinarily tight housing market, and with demand still strong it's no surprise that the median transacted price again registered double-digit year-over-year gains – accelerating to 15.8% from 14% in November. The sharp rise in prices has worsened affordability. Higher interest rates will exacerbate this challenge and are likely to slow demand growth over the next year. The silver lining is that higher prices and higher carrying costs should lead to more supply in both the existing and new market, helping to rebalance the market.

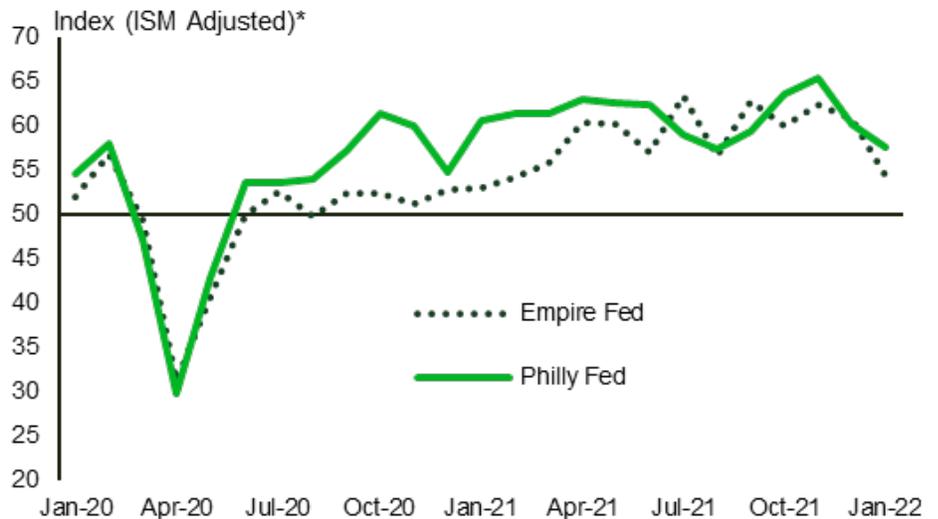
Finally, softening economic conditions were reflected in the Empire State and Philadelphia Fed Manufacturing surveys in January. On an ISM adjusted basis, both pulled back for the month registering 54.4 and 57.6, respectively. While readings above 50 imply the expansion continued in January, the Empire state index is now at its lowest level since January of last year, while its counterpart out of Philadelphia is now at its lowest level since August.

That said, this week's data reflect a temporary blip in the path of the recovery. The Fed will remain focused on the broader trends – strong growth and persistent shortages – as they start the rate hiking cycle in the coming months.

DISCLAIMER

This report is provided by TD Economics. It is for informational and educational purposes only as of the date of writing, and may not be appropriate for other purposes. The views and opinions expressed may change at any time based on market or other conditions and may not come to pass. This material is not intended to be relied upon as investment advice or recommendations, does not constitute a solicitation to buy or sell securities and should not be considered specific legal, investment or tax advice. The report does not provide material information about the business and affairs of TD Bank Group and the members of TD Economics are

Chart 2: Fed Manufacturing Surveys Show Deceleration in Growth



*>50 indicates expansion.
Source: FRB New York, FRB Philadelphia, Haver Analytics Calculation, TD Economics.



This week's data reflect a temporary blip in the path of the recovery



not spokespersons for TD Bank Group with respect to its business and affairs. The information contained in this report has been drawn from sources believed to be reliable, but is not guaranteed to be accurate or complete. This report contains economic analysis and views, including about future economic and financial markets performance. These are

based on certain assumptions and other factors, and are subject to inherent risks and uncertainties. The actual outcome may be materially different. The Toronto-Dominion Bank and its affiliates and related entities that comprise the TD Bank Group are not liable for any errors or omissions in the information, analysis or views contained in this report, or for any loss or damage suffered.

Kevin Teixeira is an Investment Adviser Representative with Teixeira Wealth Management LLC, offering investment advisory services in the state of CA. These services are strictly intended for individuals residing in the specific state(s) referenced. Any information provided in this article is for informational and educational purposes only and is not an investment recommendation of any kind.

EMAIL ME TODAY
at kevin@teixeiracapital.com to request your complimentary meeting.

FEEL FREE TO VISIT OUR COMPANY WEBSITE AT
www.teixeiracapital.com to view more information about our company.

I LOOK FORWARD TO HEARING FROM YOU TODAY. THANK YOU.

Clear Clutter For A Cozy Casa

Brooke Daphne,
Administrative
Assistant



Is your house so messy you can never find what you're looking for? Are you late for work because you can never find your car keys or your cell phone? These simple tips will help you stay organized and save yourself some time (and a few headaches).

KEEP THINGS IN A PLACE THAT MAKES SENSE

Put your keys in a dish by the front door when you come home. Putting them in the same place every day keeps you from having to look for them all over the house. You can also put things you need to take with you by the front door- outgoing mail, purse, or library books that need to be returned. You'll save yourself a lot of time and grief in the morning if you're not running around trying to gather what you need for the day.

STRAIGHTEN UP AS YOU GO

Pick up the newspaper and put in the recycle bin instead of leaving it on the coffee table. Put your dishes directly in the dishwasher when you're done eating instead of putting them in the sink or on the counter. Tidy up your bedroom every night before you go to bed. Putting your clothes away or in the hamper when you're done wearing them keeps them from piling up on furniture, or worse – the floor.

FINISH ONE PROJECT BEFORE STARTING ANOTHER

I have a friend who started to update his bathroom, never finished the project and is now working on his kitchen. His house is in a constant

state of confusion; keeping him from completing projects because it's become so overwhelming. It's best to see one project to completion – clean up and all – before starting in on a new one.

KEEP YOUR BATHROOM TIDY

Wipe up the sink and countertop after you wash your face or shave and put your toiletries away. Doing a few small things as you go keeps your bathroom looking cleaner, and in case unexpected guests stop by, you won't be embarrassed by the mess if they ask to use your restroom.

ORGANIZE YOUR CLOSET

If your closet is filled to capacity, it's hard to see what you have to wear. Instead of squeezing everything in to make it fit, keep out-of-season clothes in a spare bedroom or hallway closet. Keeping your shoes on a shoe rack keeps them organized

and off the floor (I found some inexpensive ones on Amazon that are marvelous). Routinely go through your closet and donate any clothes that no longer fit or that you haven't worn in a while. My rule of thumb is if the entire season for that type of clothing passes and I haven't worn it, it goes to Goodwill. And when you do need to go shopping for new clothes, head right back to the Goodwill and see what they have on the racks. Second-hand clothing shopping is easy on your wallet and even easier on the environment.

As we get closer to spring, prepare yourself for some easier spring cleaning by implementing a few of these easy tips into your everyday routine. A de-cluttered and clean house provides you with a healthy environment, an enjoyable space, and a quiet, peaceful mind.



This is no way to live. Clear the clutter by cleaning as you go.

Labor Representation Report

For the period December 16, 2021 – January 15, 2022

MEETINGS AND BUSINESS

- Held a bi-monthly Steward meeting
- Held a Member Benefit Committee meeting
- Attended Civil Service Commission meeting
- Seated Members to the Negotiating Committees and Teams
- Consulted with SLOCEA's General Counsel on various labor matters

REPRESENTATION REPORT

- 64 Total member consultations: Represents 42 different members in 14 different departments
- 13 Members with case consultations
- 29 Members with various consultations
- 21 Cases carried over from previous period
- 06 New cases opened
- 03 Cases resolved and closed
- 13 Overall cases handled the past month
- 26 Cases currently active

MEMBER CONSULTATIONS AND REPRESENTATION

- 12 COVID related issues
- 8 MOU/CSC/County Code matters
- 5 Investigations conducted
- 4 Medical Leave/ADA/Work Comp matters
- 2 Workplace matters
- 1 Formal disciplinary issue
- 1 Informal disciplinary issue
- 9 Miscellaneous matters

DON'T MISS THESE MEETINGS!



SLOCEA Board of Directors Meeting:

Wednesday, February 16, 2022 @ 5:45 p.m. Meeting will likely be held via Zoom. Contact the SLOCEA office at 805-543-2021 for meeting link.

SLO County Board of Supervisors Meetings

All BOS meetings are being conducted in person. You may watch live online by going to the County's home page and clicking "Watch Live Video".

Tuesday, February 1, 2022 @ 9:00 AM

Tuesday, February 15, 2022 @ 9:00 AM

SLOCREA Meetings

SLOCREA Board Meeting – Monday, February 8, 2022 @ 1:30 PM via Zoom

SLOCREA General Meeting – Monday, March 14, 2022 @ 12:00 PM via Zoom

Subject to change – Please email slocrea@slocrea.org for additional information.

SLO County Pension Trust Board of Trustees Meeting

Monday, February 28, 2022 @ 9:30 AM – Meeting will be held virtually. Contact Pension Trust at 805-781-5000 for meeting details.

Steward Roster

Working together to build a UNITED, INFORMED and INVOLVED membership!

The purpose of the Steward Program is to promote open channels of communication between employees and SLOCEA.

The presence of active and effective Stewards at work-site locations increases member participation, helps to educate and

inform the membership and creates a united coalition working to foster improved benefits for its members.

Listed by Department

ASSESSOR

Kelly Michel

BU 01 - San Luis Obispo
Appraiser I

BEHAVIORAL HEALTH

Joe Ferra

BU 01 - SLO Health Campus
Behavioral Health Clinician III

Robert Ortega

BU 01 - Atascadero
Behavioral Health Worker III

Amber Trigueros

BU 01 - San Luis Obispo
Behavioral Health Clinician III

CHILD SUPPORT SERVICES

Lori Roberts

BU 01 - San Luis Obispo
Child Support Specialist II

DISTRICT ATTORNEY

Erin Stich

BU 13 - San Luis Obispo
Administrative Assistant III

LIBRARY

Michael Badalamenti

BU 05 - San Luis Obispo
Senior Library Associate

Margaret Kensinger-Klopfer

BU 05 - Arroyo Grande &
San Luis Obispo
Coordinating Librarian

PARKS

Kevin Sulitz

BU 02 - Salinas District
Park Ranger I

PLANNING & BUILDING

Kevin Method

BU 01 - Atascadero
Building Inspector I

PUBLIC WORKS

Jim Emley

BU 02 - San Luis Obispo
Custodian

Leann Siebert

BU 02 - Santa Margarita
Water Systems Worker I

Brian Uder

BU 01 - San Luis Obispo
Engineer IV

SHERIFF-CORONER

Kathleen Curtis-Ames

BU 13 - Los Osos Sub-Station
Legal Clerk

Chris Li

BU 13 - County Jail
Correctional Technician II

SOCIAL SERVICES

Heather Griffin

BU 01 - Arroyo Grande
Employment Resource
Specialist III

Emily Landis

BU 01 - San Luis Obispo
Program Review Specialist

Nate Larsen

BU 01 - San Luis Obispo
Employment Resource Specialist IV

Michelle Lowe

BU 05 - Atascadero
Employment Services Supervisor

Mark McCullough

BU 01 - Nipomo
Employment Resource Specialist III

SUPERIOR COURT

Teresa Collins

BU 19 - San Luis Obispo
Courtroom Operations Supervisor

HAPPY BIRTHDAY TO YOU FEBRUARY BIRTHDAYS!

First Name	Last Name	Birthday
Allen	Maul	02/01
Justine	Lowry	02/01
Kermit	Spears	02/01
Lee	Hicks	02/01
Nathan	Claud	02/01
Nicola	Love	02/01
Norma	Domingo	02/01
Rosa	Fernandez	02/01
Jessica	Johnson	02/02
Mackenzie	Lawrie	02/02
Adriana	Salazar	02/03
Alice	Henderson	02/03
Angela	Schroeder	02/03
Carmina	Garcia	02/03
Claire	Mcnamara	02/03
Daniel	Ambriz	02/03
Brent	Kitagawa	02/04
Cecilia	Hernandez	02/04
Dolores	Rincon	02/04
Kerri	Pino	02/04
Kevin	Farrell	02/04
Marie	Bussacco	02/04
Roberta	Zimmerman	02/04
Shane	Ostafin	02/04
Amber	Griley	02/05
Blanca	Salguero	02/05
Lee	Penn	02/05
Melissa	Ramos	02/05
Regina	Lang	02/05
Lesa	Gofourth	02/06
Micaela	Anthony	02/06
Angela	Kasprzak	02/07
Daisy	Ramirez	02/07
Roy	Hall	02/07
Stephen	Carroll	02/07
Edward	Griley	02/08
Juan	Daguio	02/08
Marisol	Hinojosa	02/08
Chandra	Calloway	02/09
Katlynn	Beatty	02/09
Kenn	Burt	02/09
Michael	Axelrod	02/09
Derek	Carnes	02/10
Miguel	Cruz	02/10
Barbara	Hillier	02/11
Dana	Olivares	02/11
Kathleen	Saffell	02/11
Timothy	Jennings	02/11
Ashley	Totah	02/12
Brianna	Biberston	02/12
Evelyn	Schnadarle	02/12
Garrett	Foster	02/12
Jessica	Wright	02/12
Jessica	Ramos	02/12
Kenneth	Castro	02/12
Edward	Reading	02/13
Elizabeth	Kavanaugh	02/13
Jennifer	Woodward	02/13
Joshua	Garza	02/13
Nicole	Ellis	02/13
Thomas	Werner	02/13
Andre	Guerrero	02/14
Kyle	Whelan	02/14
Sarah	Anderson	02/14
Savannah	Silva	02/14
Catalina	Ambriz	02/15
Deborah	Medrano	02/15
Julianne	Schmidt	02/15
Kristina	Stohr	02/15
Michelle	Rodkey	02/15
Thomas	Arnold	02/15
Heather	Zickuhr	02/16
Michelle	Lowe	02/16
Aurora	Arevalo	02/17
Joshuah	Salmeron	02/17
Maxine	Barrios	02/17
Kimberly	McCord	02/19
Leisa	Marrs	02/19
Monica	Hollenbeck	02/19
Amanda	Servin	02/20
Holly	Pesenti-Prieto	02/20
Jasmine	Leon	02/20
Michelle	Freeman	02/20
Pedro	Murguia	02/20
Ronald	Breshears	02/20
Stephanie	Aguiar	02/20
Tanya	Sandroff	02/20
Barbara	Bridge	02/21
Bettina	Wise	02/22
Erika	Torres-Contreras	02/22
Kellie	Hernandez	02/23
Kenneth	Kolegraff	02/23
Nancy-Ann	Jambor	02/23
Ashley	Hain	02/24
Debra	Korkowski	02/24
Emanuel	Ramos	02/24
Felipe	Gonzalez	02/24
Hermelinda	Munoz	02/24
Candice	Newsum	02/25
Christina	Wheeler	02/25
Danielle	Gonzalez	02/25
Else Mai	Curry	02/25
Gregory	Llamas	02/25
Joshua	Gonzales	02/25
Linda	Wolff	02/25
Rachel	McSpadden	02/25
Rebecca	Tarver	02/25
Hines	Hines	02/25
Bryan	Golston	02/26
Joyce	Bolivar	02/26
Joe	Moreno	02/27
Judy	Baker	02/27
Maria	Flores	02/27
Ashley	Lira	02/28
Charles	Alexanian	02/28
Jessica	Yates	02/28
Rhonda	Lovelady	02/28
Stephanie	Preciado	02/28
Thomas	Upton	02/28
Margaret	Schiller	02/29

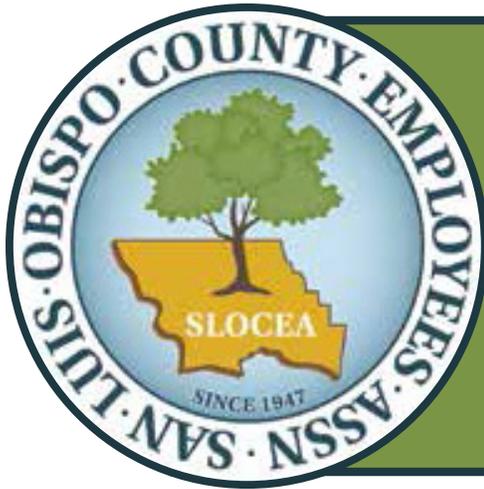
**Correction to the January
edition of the Blade: January
Birthdays - Dawn Glove 1/19**

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.

WELCOME NEW MEMBERS

Name	Department
Benjamin Blair	Assessor
Robin Mason	County HR
Michael Grotte	Health Agency
Maria Gonzalez	Probation
Corissa Burnett	Public Works





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

Do Your Trees Need Attention?



**PARADISE
TREE SERVICE**

"Another Day in Paradise"

**Call
Now!**



SERVICING:

- Nipomo • Arroyo Grande
- Santa Maria • Shell Beach
- Oceano • Orcutt • Avila
- Grover Beach • Pismo Beach

Certified Arborist #WE-10606A
Commercial General Liability Insured
CA State Contractors
License #679167

DON'T LET THIS HAPPEN TO YOU!



WE DO IT RIGHT THE FIRST TIME!

Don't Wait Until It's Too Late!
Fast • Efficient • Affordable

- ★ TREE TRIMMING ★ TREE CHIPPING
- ★ TREE REMOVAL ★ DEEP ROOT FEEDING
- ★ STUMP GRINDING ★ 75 FT BUCKET TRUCK
- ★ **Certified Arborist**

FREE ESTIMATES • CALL NOW!

805-598-3500

PARADISE TREESERVICES.COM



Service Anniversaries

The following county, courts and locsd employees will reach a significant service anniversary during the month of JANUARY. 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!

FEBRUARY ANNIVERSARIES

First Name	Last Name	Department	Years Of Service	First Name	Last Name	Department	Years Of Service
Daniel	Del Rio	Planning Department	5	Erica	Mora	Department of Social Services	17
Daniel	Grimes	Fleet Services ISF	5	Margaret	Kensinger-Klopfer	Library	17
Debbie	White	Behavioral Health	5	Sahara	Zubia	Department of Social Services	17
Julie	Heriford	Behavioral Health	5	Carrie	McGrath	Department of Social Services	18
Kelly	Michel	Assessor	5	Dorothy	Irwin	Department of Social Services	18
Valerie	Naccarati	Public Health Department	5	Jennifer	Love	District Attorney	19
Christina	Menghrajani	Behavioral Health	10	Deborah	Loomis	Department of Social Services	20
Debra	Korkowski	Department of Social Services	10	Betty	Bautista	Department of Social Services	21
Felipe	Gonzalez	Department of Social Services	10	Brian	Wallravin	Public Works ISF	22
Harmeet	Brar	Behavioral Health	10	Cara	Taylor	Agricultural Commissioner	22
Jarrett	Bussacco	Department of Social Services	10	James	Hopper	Department of Social Services	22
Rachel	McSpadden	Behavioral Health	10	Kerry	Brown	Planning Department	22
	Tarver			Kymberly	Kusko	Department of Social Services	22
Yesenia	Mora	Behavioral Health	10	Sheila	Hall	Assessor	23
Leslie	Jones	SLO County Child Support Servi	15	Charles	Riha	Planning Department	25
Jill	Coomer	Planning Department	16	Laurie	Gutierrez	Department of Social Services	28
Terri	Medzyk	Planning Department	16	Mark	Tabares	Public Works ISF	30
				Leisa	Marrs	Sheriff-Coroner	41



