THE COUNTY BLADE

VOLUME 41, NO. 5

MAY 2026

NOT IN A BARGAINING UNIT?

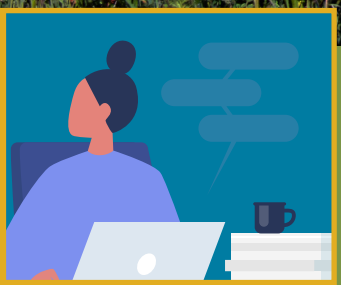
YOU STILL HAVE A PLACE AT SLOCEA

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 JAMBA JUICE GIFT CARD**!

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



COMMUNICATION IS KEY TO PROTECT PERFORMANCE FROM EVER-INCREASING WORKLOAD

LOS OSOS COMMUNITY SERVICES DISTRICT NEGOTIATIONS UPDATE

YOU'RE A UNION MEMBER NOW WHAT?

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

Tim Faes
SECRETARY/TREASURER
Supervisory, Seat 3

B.U. #1 PUBLIC SERVICES UNIT

Jeannette Rivera
Behavioral Health, Seat 5

Mark McCullough
Dept. of Social Services, Seat 6

Miranda Donaldson
Assessor's Office, 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

VACANT
Seat 11

B.U. #5 SUPERVISORY UNIT

Bonnie Richan
Library, 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

Lucia Maceri
Clerk-Recorder, Seat 17

Ben Franco
Airports, Seat 18

VACANT
Seat 19

HAVE A QUESTION?
CALL SLOCEA
805-543-2021

Cover Image: Wildflowers carpet the valley at Carrizo Plain National Monument.
Photo Credit: kojihirano via iStock by Getty Images.

THE COUNTY BLADE

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

Tim Faes
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

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.

The 2026 Summer Childcare Reimbursement Program

Camp

Daycare

Sports

Recreation

LEARN MORE!

APPLICATION DEADLINE: JUNE 30

How It Works

- Submit an application to the SLOCEA office **before June 30th**
- Select **your choice** of qualifying childcare program
- **Enroll your child** and pay the fees
- Submit a **Claim Form** with your **original receipt**
- **Receive reimbursement** for a portion of your costs!*

*Subject to full program guidelines.

Eligibility Requirements

- Open to County employees in **Bargaining Units 01, 02, 05, 11, & 13**
- **Must be a permanent employee** working a minimum of 20 hours/week
- Children **under 14** enrolled in a qualifying program
- 2025 gross annual family income **below $150,000**

Full program guidelines can be found on SLOCEA's website, SLOCEA.org
..or scan the QR code!

Questions? Call today!

805-543-2021 | bdickey@slocea.org

SLOCEA.org

Not In A Bargaining Unit?

You Still Have A Place At SLOCEA

Emily Landis,
Executive Director

Not every County employee is part of a represented bargaining unit, but that doesn't mean you have to navigate your workplace alone.

SLOCEA offers **Associate Membership** for unrepresented employees who want access to support, resources, and a stronger connection to their workplace community. If you're not currently represented by a union or association, this option was built with you in mind.

> "Associate Membership isn't symbolic—it's practical. It's about having a place to turn when questions come up, when something doesn't feel right at work, or when you want to better understand your rights and options."

WHY EMPLOYEES ARE CHOOSING TO JOIN

Associate Membership isn't symbolic, it's practical.

It's about having a place to turn when questions come up, when something doesn't feel right at work, or when you want to better understand your rights and options.

Here's what that looks like in practice:

REAL SUPPORT WHEN YOU NEED IT

Associate Members have access to confidential labor relations guidance and support. Whether you're dealing with a workplace issue, navigating a difficult conversation, or just need clarity, you're not on your own. That can include help understanding workplace policies, preparing for meetings with management, or talking through options before taking next steps.

ACCESS TO PROGRAMS AND FINANCIAL SUPPORT

Associate Members are eligible for SLOCEA's member programs, which may include assistance during times of personal hardship, scholarship opportunities, and other financial support programs designed to invest back into members and their families.

SUPPLEMENTAL INSURANCE AND FINANCIAL PROTECTION OPTIONS

Through SLOCEA's partnership with AMBA, Associate Members have access to a range of voluntary supplemental insurance plans—such as life, long-term care, hospital indemnity, and other coverage options. These plans can help fill gaps and provide additional financial security for you and your family.

MEMBER DISCOUNTS AND EVERYDAY SAVINGS

Associate Members also have access to a member discount platform offering savings on travel, entertainment, shopping, and more. It's a simple way to stretch your dollars further and see tangible day-to-day value from membership.

PROFESSIONAL GUIDANCE AND ADVOCACY INSIGHT

Even outside of formal bargaining, there is real value in having access to experienced labor professionals who understand public sector workplaces. Associate Members gain insight into how workplace issues are typically handled, what standards apply, and how to advocate effectively for themselves.

CONNECTION TO A LARGER COMMUNITY

SLOCEA is a network of public employees across departments and classifications. Associate Members are part of that network—invited to events, site visits, and conversations that impact the workplace. That connection creates opportunities to learn, share experiences, and build relationships across the organization.

Staying Informed

Members receive regular updates on workplace trends, policy changes, and issues affecting County employees—so you're not left guessing about what's happening around you or how decisions may impact your role.

A MEMBERSHIP MODEL DESIGNED TO BE FAIR

Associate Members are part of the same dues structure used across SLOCEA, designed with equity in mind.

Dues are **1% of biweekly earnings**, with a **maximum cap of $90 per month**. That means contributions scale with income—ensuring that membership remains accessible while maintaining the strength of the organization.

It's a structure built on the idea that everyone contributes fairly, and everyone benefits from a stronger, more connected membership.

WHAT ASSOCIATE MEMBERSHIP IS—AND ISN'T

Transparency matters, especially when it comes to representation.

Associate Members are not part of a SLOCEA-represented bargaining unit. That means:

- SLOCEA does not negotiate contracts on your behalf
- You are not covered under a SLOCEA MOU
- You do not vote on bargaining agreements or strike actions

This structure reflects California's public sector labor framework under the Meyers-Milias-Brown Act. But outside of formal bargaining, there is still meaningful value, and that's where Associate Membership comes in.

This membership was previously referred to as "Unrepresented Membership," which often caused confusion. The name **Associate Membership** better reflects what it actually is: a way to access support, resources, and connection, without needing to be in a bargaining unit.

TAKE THE NEXT STEP

If you've ever wished you had someone to call with a workplace question, a place to get clear information, or a stronger connection to others doing the same work—this is your opportunity to change that.

Joining is simple, and it only takes a few minutes.

Complete a membership form online and submit it to the SLOCEA office. We will pass it on to the County to set up your dues deduction and ensure your profile is updated in our system. That's all you need to start accessing the full range of benefits available to Associate Members!

If you're not sure whether you're eligible or want to learn more, reach out to the SLOCEA office, we're happy to walk you through it.

Don't wait until you need support to wish you had it. Join now and have it when it matters.

YOU BELONG HERE

There's a place for you at SLOCEA

You don't need to be an expert.
You don't need endless free time.
You just need to care.

At SLOCEA, involvement looks different for everyone, and every contribution matters!

START WHERE YOU ARE

- No experience required
- Training & support included
- Flexible ways to get involved
- Real people. Real impact.

WHY GET INVOLVED?

- To support coworkers
- To learn new skills
- To help shape decisions
- To be part of something bigger

CURIOUS? LET'S TALK

Reaching out doesn't commit you to anything. It just opens the door.

Your voice matters - and there's a place for you here.

Los Osos Community Services District Negotiations Update

By Brooke Daphne
Labor Representative II

We are pleased to share an important update regarding negotiations for our members in the Miscellaneous Bargaining Unit at the Los Osos Community Services District (LOCSD).

Following productive negotiations, SLOCEA and LOCSD reached a tentative agreement on April 9, 2026, in the form of a Side Letter Agreement that extends the current Memorandum of Understanding (MOU) through June 30, 2027, with additional economic benefit improvements.

We are happy to report that this tentative agreement has since been ratified by our membership. Thank you to all members who participated in the voting process and made their voices heard.

NEXT STEPS

The agreement will now move forward to the LOCSD Board of Directors for final consideration. The Board is scheduled to vote on approval of the agreement at its meeting on May 7th. If approved, the terms of the agreement will take effect beginning July 1, 2026.

LEARN MORE

Full details of the tentative agreement and the new Side Letter Agreement are available on our Members-Only Portal for members of the Los Osos Community Services District Misc Unit.

AGREEMENT HIGHLIGHTS

Key provisions of the tentative agreement include:

- A 3.2% Cost of Living Adjustment (COLA) effective July 1, 2026
- An increase to the cafeteria cash-out for employees opting out of District-sponsored medical plans for a total of $750 per month
- An increase to the annual boot allowance to $325

These improvements reflect the continued advocacy of your bargaining team and the input provided by members throughout the process. We would like to extend a special thank you to bargaining unit representatives Carol Gilmer and Mitchell Rick for their dedication, insight, and commitment at the negotiating table.

HAVE A QUESTION?
CALL SLOCEA
805-543-2021

Steward Roster

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

Listed by Department

AIRPORT

Ben Franco
BU 01 - San Luis Obispo Airport
Airport Operations Specialist

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

Rosa Flores
BU 01- San Luis Obispo
Library Associate III

Kate Mitchell
BU 01 - Arroyo Grande
Librarian

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

Kelsey Quetsch
BU 01- San Luis Obispo
Environmental Health Specialist I

SHERIFF-CORONER

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 - San Luis Obispo
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

ELIGIBILTY: 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 Brooke Daphne or Carrie McGrath at **info@slocea.org** *or 805-543-2021.*

Communication Is Key To Protect Performance From Ever-Increasing Workload

Jennifer Tate,
Labor Representative I

In many workplaces, performance concerns do not begin with a lack of effort. More often, they develop when competing demands, shifting priorities, and limited time begins to exceed what one person can reasonably complete.

In these situations, the difference between a manageable workload and a performance issue is often not the work itself, but how and when it's communicated.

An employee may be assigned multiple tasks with overlapping timelines. Each task is reasonable on its own, but together they compete for time and attention. The employee works through them, prioritizes based on individual judgment, and adjusts as new assignments arise. This approach is often based on an assumption that managing workload independently is the expectation.

However, that assumption can create risk. Without visibility to competing demands, supervisors may not be aware that priorities are in conflict or that timelines are no longer realistic.

Over time, deadlines may slip or the quality of work may decline. From the employee's perspective, they are working continuously and doing what they can to keep up. From the supervisor's perspective, the work is not being completed as expected, and the reasons for that gap may not be clear.

In the absence of communication, silence is often interpreted as capacity. Work continues to be assigned based on the assumption that existing responsibilities are manageable.

This is where avoidable performance issues often begin. The issue is not effort, but that workload and competing demands are not visible until they begin to affect results. By the time concerns are raised, the conversation has often shifted from planning and coordination to questions about performance.

Preventing this requires early and clear communication about workload and priorities.

The following are some ways that these concerns can be communicated:

RAISE THE ISSUE EARLY

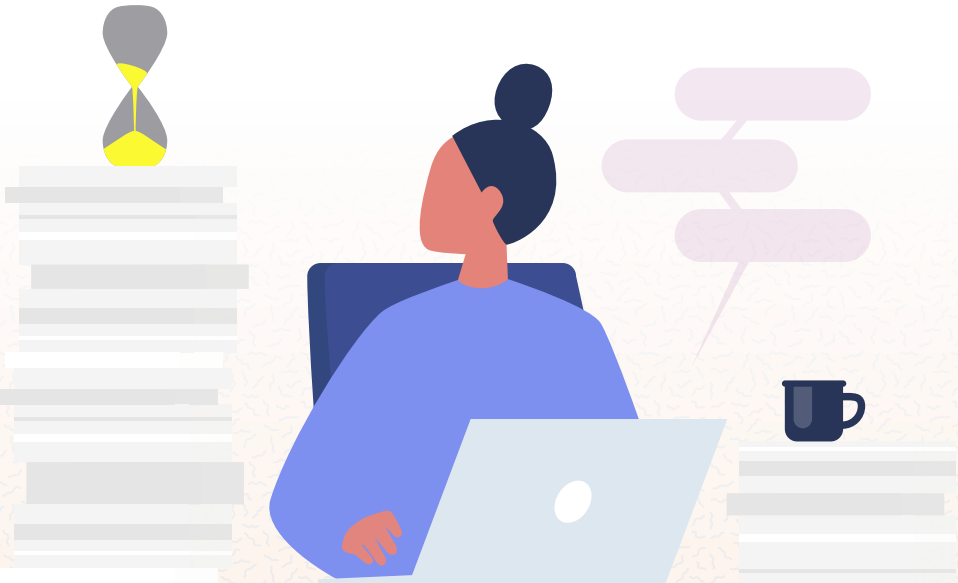
Be proactive. Communicate as soon as conflicts become apparent. Early notice allows for adjustments before deadlines are impacted.

OUTLINE CURRENT WORKLOAD

Briefly identify what you are working on and the relevant deadlines. Including routine responsibilities, such as counter coverage or phone support, helps making competing demands visible.

STATE CONSTRAINTS CLEARLY

Identify where conflicts exist, what tasks require concentrated time, and how long assignments and tasks typically take. This helps clarify the scope of the conflict.



FOCUS ON FEASIBLE OUTCOMES

Frame the discussion around what can be reasonably accomplished within the available time. This keeps the conversation centered on solutions rather than limitations.

REQUEST DIRECTION ON PRIORITIES

As for guidance on what should take precedence. This ensures that decisions about workload reflect organizational priorities rather than individual assumptions.

CONFIRM EXPECTATIONS

Follow up after the discussion to ensure that priorities, timelines, and expectations are clearly understood.

Raising concerns early creates an opportunity for adjustment, including reprioritization, clarification, and support before work is impacted. It allows supervisors to make informed decisions about how work is assigned and completed, rather than reacting after outcomes have already been affected.

This approach also helps ensure that expectations are based on actual capacity. When workload and competing demands are visible, supervisors can align priorities more effectively and employees have clearer direction on where to focus their time.

When that communication does not occur, supervisors are left to rely on visible outcomes alone. In that context, missed deadlines or reduced quality may be interpreted as a performance issue, even when the underlying cause is workload.

The goal is not to escalate every challenge, but to make workload visible early enough for meaningful adjustments to occur. Clear communication supports better alignment, reduces misunderstandings, and helps prevent avoidable performance concerns from developing in the first place.

You're A Union Member
Now What?

Carrie McGrath,
Labor Representative I

The most important thing to know about your union is that YOU are the union. A union is only as strong, effective and powerful as the members who participate in its operation and activities.

You can best exercise that power by being informed, involved and active in your union.

Every member can take simple steps to make SLOCEA a more powerful and effective vehicle for advancing your interests and the interests of your colleagues.

> "When contracts come up for renegotiation members can submit proposals to be considered for inclusion in the negotiation. This is your opportunity to propose changes or new ideas to improve your workplace."

THESE STEPS INCLUDE:

READ YOUR MOU AND KEEP IT HANDY

Your MOU (Memorandum of Understanding) defines your rights and benefits at work and represents the focus of your union's activity.

SUBMIT IDEAS FOR FUTURE CONTRACTS

When contracts come up for renegotiation members can submit proposals to be considered for inclusion in the negotiation. This is your opportunity to propose changes or new ideas to improve your workplace.

GO TO YOUR UNION LEADERSHIP IF YOU HAVE A QUESTION

If you are unclear about what the MOU says, or what your union is doing to address an issue contact SLOCEA and ask.

ATTEND MEETINGS

Members are welcome to attend the monthly Board of Directors meeting. If you are a Steward attend the bi-monthly meeting to hear the latest happenings.

READ THE BLADE, E-MAILS, ETC.

Our monthly newsletter provides timely member information on contract updates, member benefits, and ongoing issues. Review this material so you know what is going on and share this information with other employees. Watch for the E-Mail blasts. These usually include time sensitive information or a call to action.

BECOME A STEWARD OR BOARD OF DIRECTOR

Does your office have a Steward? If not, become a Steward to share SLOCEA happenings and information with your office. It only requires 1 hour of time, 6 times a month. Stewards are the boots on the ground for office support and promotes open channels of communication between SLOCEA and employees. Joining as a director gives you a direct voice in decisions regarding SLOCEA processes and actions. The time commitment is also minimal. Call us today to get more information.

PARTICIPATE IN THE ACTIVITIES OF THE BARGAINING UNIT

As SLOCEA works on your behalf, it will engage in a number of activities, including member surveys, if needed, strike votes and even strikes. The success of all these activities depends on broad participation by the membership. When SLOCEA requests engagement in an activity, participate. Remember the Union is you.

BE POLITICALLY INFORMED AND INVOLVED

Stay tuned to county issues affecting the county budget and proposals. Develop and maintain a relationship with your county Board of Supervisors by e-mails and phone calls. Vote for county leaders who are supportive of unions and the labor movement.

Again, YOU are the union and by engaging in some or all of these activities you can guarantee that the union is successful in representing your interests.

Deciphering And Digesting Online Information

Brian Reynolds,
SLOCREA President

The times we live in are very strange and, I hope, will not long endure: wars, violence, fear…you get the idea. A bit of good news is that the media paints the world in darker colors than necessary because it makes them more money. People are hard-wired to pay more attention to fearful things than hopeful things. So, especially in a world where we get most of our information from online sources, "bad" news will predominate. My suggestion is to watch the news sparingly and focus on upbeat, positive topics. Another good way to react is to be courteous and kind in your everyday lives. Acting this way is a great antidote to negativity.

At a recent meeting of my Rotary Club, we had a presentation by a Cal Poly professor on how to decipher online information. Some of her suggestions included: If a story "moves" you emotionally, look for corroboration. It may or may not be truthful, but your emotions being triggered can be a warning sign. Find and use nonpartisan and fact-checkng news sources. Examples include: Reuters, Associated Press, Snopes, and several others. Consult and promote local news as much as possible. This helps us in so many ways, from promoting local issues to reducing interest rates on consumer loans and even construction costs. Why? When more people are knowledgeable about local issues and their own role in civic life, useful ideas are promoted and uncertainty reduced. Both of these outcomes promote the quality of life and lower costs of living. Remember: While social media is the main "news" source for almost half the population, very few social media posts are authoritative…they are merely the opinions (unverified) of strangers.

Much of what affects our daily lives is not under our control. That being said, so much is: We can be kind, courageous, and courteous in our daily lives. When we have an angry thought and are tempted to share it, we must pause before we act. When we are upset, "reply all" is a key we shouldn't press on your computer keyboard! Finally, as some of you consider retirement, please think about joining your friends and colleagues as members of SLOCREA. We are an organization that cares about the welfare of our members and we show it.

> "Much of what affects our daily lives is not under our control. That being said, so much is: We can be kind, courageous, and courteous in our daily lives."

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

Mental Health Matters

Because You Deserve More Good Days

County Benefits Team

May is Mental Health month and investing in your mental health is an essential foundation for everything else you do. When you prioritize your internal well-being, you gain the clarity and resilience needed to show up as the most authentic, capable version of yourself.

To help you on this journey toward more good days, we offer a variety of resources tailored to your unique needs.

ANTHEM EAP

Anthem's Employee Assistance Program (EAP) is available to all County employees, along with their dependents and household members. This program offers a range of confidential support services, including five (5) free counseling sessions per year with a local licensed therapist. Visit: **www.anthemeap.com**

Company code: PRISM

ACCOLADE CARE

Accolade Care is a telehealth service available to employees and dependents enrolled in a County health plan. Virtual mental health visits are available with a $0 copay for all health plans. Visit: **member.accolade.com**

HEADSPACE

Headspace is available to employees and eligible dependents (ages 13+) enrolled in a County health plan. This benefit offers support across a range of needs, from everyday stress management to navigating more challenging life events. Services include self-guided mindfulness exercises, message-based coaching, virtual therapy, and psychiatric care, all available with a $0 copay.

Visit: **https://work.headspace.com/slo/member-enroll**

Member ID format: 000012345

LIVE MENTAL HEALTH EVENTS

ACCOLADE & HEADSPACE: REVIEW YOUR MENTAL HEALTH BENEFITS!

Date: Wednesday, May 6
Time: 12:00 PM – 12:45 PM
Register Here

HEADSPACE LIVE EVENT: NAVIGATING BURNOUT LIVE MEDITATION

Date: Thursday, May 7
Time: 9:00 AM
Register Here

HEADSPACE WORKSHOP: BEYOND BURNOUT: HIT RESET AND RECLAIM YOUR ENERGY

Date: Thursday, May 14
Time: 9:00 AM
Register Here

EAP COURSE: MAXIMIZING YOUR BRAIN'S POTENTIAL!

Date: Tuesday, May 19
Time: 10:00 AM
Register Here

HUMAN RESOURCES

Learning & Development Center Newsletter
May Blade 2026

CONGRATULATIONS FOUNDATIONS IN EXCELLENCE GRADUATES

AVAILABLE CLASSES

CLICK THE LINKS BELOW TO ENROLL IN UPCOMING CLASSES

- Verbal Judo - May 5th - 9:00am-11:00am
- Onboarding for Supervisors - May 6th - 1:00pm-3:30pm
- Red Cross Adult and Pediatric First Aid/CPR/AED - May 8th - 9:30am-12:00pm
- Red Cross Adult and Pediatric First Aid/CPR/AED - May 8th - 1:00pm-3:30pm
- New Employee Orientation - May 13th - 9:00am-4:30pm
- Learning Roundtable - Listening like a Leader - May 14th - 1:00pm-3:00pm
- DISC Training - May 20th - 1:00pm-4:00pm

Webinars

EAP Webinar - Maximizing your brains potential - May 19th - 10:00am

Tools and Resources

In case you need a refresh!

- Mentorship Toolkit
- New Employee Toolkit
- Onboarding for Supervisors Toolkit
- Strengths Toolkit
- Supervisor Toolkit
- Training Liaisons Toolkit

IT IS NOW OFFERING COPILOT CHAT TRAINING!

THIS TOOL IS AVAILABLE TO ALL AND PROTECTS OUR COUNTY INFORMATION BETTER THAN OTHER AI TOOLS

WHAT TO EXPECT:

BUILDS AWARENESS OF WHAT COPILOT CHAT IS AND WHAT IS POSSIBLE
FOCUSES SPECIFICALLY ON GOVERNMENT USE CASES TO HELP OUR TEAMS
STARTS WITH BRIEF INTRODUCTIONS, THEN ALLOWS EMPLOYEES TO "CHOOSE THEIR OWN ADVENTURE" BASED ON THEIR INTERESTS AND NEEDS

ENROLL TODAY!

SLOCEA Site Visits!

DSS Atascadero, Morro Bay, Nipomo, & Vet Services

- Raffle prizes & a chance to win a **55" smart TV!**
- **Ask questions** & discuss **important matters** impacting your department.
- **Learn more** about representation and the **benefits of membership.**
- Learn how **YOU can get involved!**

RAFFLE PRIZE WINNERS! (T to B)

Jessica Mondragon

Kelly Zeller

Jenne Nicket

Rebecca Lugo

Sandra Yarena

HAVE LUNCH

MEET YOUR REPS

ASK QUESTIONS

SLOCEA SITE VISIT

QUARTERLY RAFFLE WINNER!

Congratulations

Eloiza Aramburo

FROM

Dept Social Services

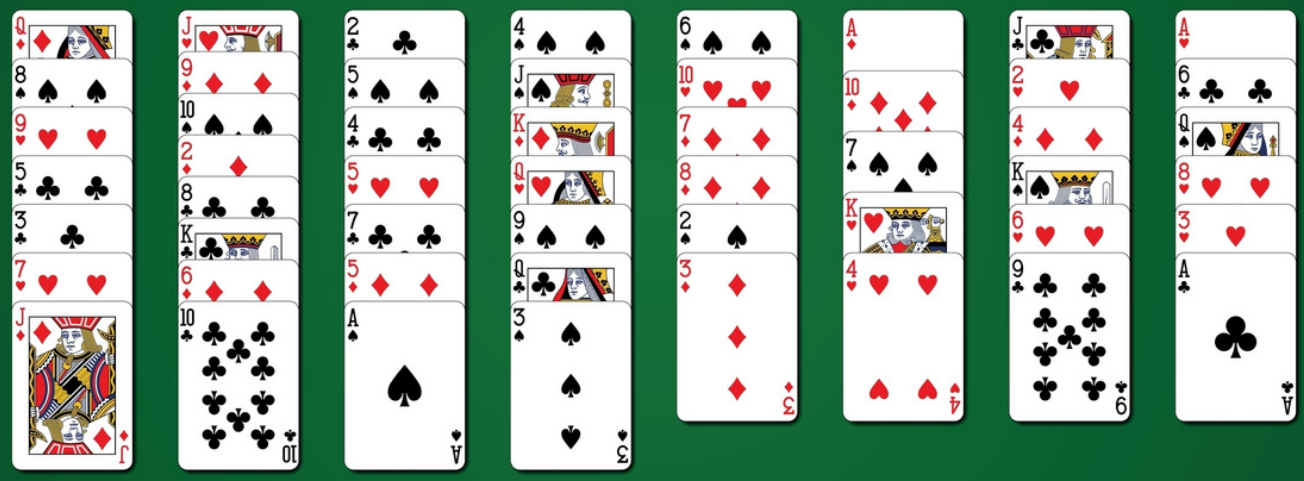
who won a...

55" TCL SMART TV

If you'd like SLOCEA to visit your worksite next, contact our office at

805-543-2021 or info@slocea.org

to schedule a Site Visit today!



National Solitaire Day - May 22nd

April's Find Feathers Winners!

1. Melissa Rodriguez - Probation Dept
2. Daniel Grimes- Fleet Services
3. Garret McElveny - Public Works
4. Heather Griffin – Dept Social Services
5. Jene Railsback - Behavioral Health

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 **$3,000** cash grant, upon the death of the member, to the member's designated recipient ("Grant Designee"). Although this is not 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 cost 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 DocHub
- Fax to 805-543-4039
- Mail to 1035 Walnut Street, San Luis Obispo 93401
- Email to info@slocea.org

IMPORTANT:

This section MUST be completed and returned

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

Member's Name:	**Member's SS#:**
Member's Address:	**Member's Phone#:**
Member's City / Zip:	**Member's Date of Birth:**
Member's Personal Email:	

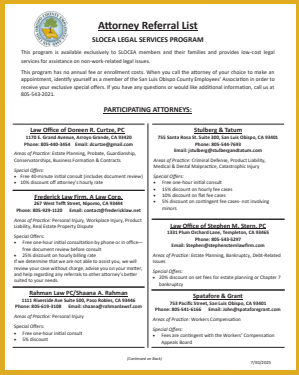
Grant Designee (designated to receive payment in the event of the member's death)	**Relationship to Member:**
Grant Designee Phone:	**Grant Designee Email Address:**
Member's Signature:	**Date of Signature**

Note: The San Luis Obispo County Employees' Association is not an insurance company. This program is not limited by the provisions and requirements of an insurance company. It is **discretionary and not guaranteed**. The Association reserves the right to modify, suspend or discontinue such a discretionary benefit program and Association Member Benefit Committee. The Association reserves the right to amend or modify, and/or replace the Survivor's Endowment Grant Program at any time and for any cause. **For more information, please contact SLOCEA Staff at (805) 543-2021**

Click here to download the form

Attorney Referral List

SLOCEA Legal Services Program



Attorney Referral List

SLOCEA LEGAL SERVICES PROGRAM

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

This program has no annual fee or enrollment 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 offers. If you have any questions or would like additional information, call us at 805-543-2021.

PARTICIPATING ATTORNEYS:

Law Office of Doneen R. Curtze, PC
1170 E. Grand Avenue, Arroyo Grande, CA 93420
Phone: 805-489-3454 Email: dcurtze@gmail.com

Areas of Practice: Estate Planning, Probate, Guardianship, Conservatorships, Business Formation & Contracts

Special Offers:
- Free 30-minute initial consult (includes document review)
- 10% discount off attorney's hourly rate

Frederick Law Firm, A Law Corp.
267 West Tefft Street, Nipomo, CA 93444
Phone: 805-929-1120 Email: contact@fredericklaw.net

Areas of Practice: Personal Injury, Workplace Injury, Product Liability, Real Estate Property Dispute

Special Offers:
- Free one-hour initial consultation by phone or in office—
- Free document review before consult
- 10% discount on hourly fee cases

If we determine that we are not able to assist you, we will review your case without charge, advise you on your matter, and help regarding any referrals to other attorney's better suited to your needs.

Rahman Law PC/Shaana A. Rahman
1171 Riverside Ave Suite 500, Paso Robles, CA 93446
Phone: 805-619-9108 Email: shaana@rahmanlawpf.com

Areas of Practice: Personal Injury

Special Offers:
- Free one-hour initial consult
- 5% discount

Stulberg & Tatum
755 Santa Rosa St. Suite 300, San Luis Obispo, CA 93401
Phone: 805-546-9693
Email: jtatum@stulbergandtatum.com

Areas of Practice: Criminal Defense, Product Liability, Medical & Dental Malpractice, Catastrophic Injury

Special Offers:
- Free one-hour initial consult
- 15% discount on hourly fee cases
- 10% discount on flat fee cases
- 5% discount on contingent fee cases- not involving minors

Law Office of Stephen M. Stern, PC
1101 Main Orchard Lane, Templeton, CA 93465
Phone: 805-543-5297
Email: Stephen@stephensternlawfirm.com

Areas of Practice: Estate Planning, Bankruptcy, Debt-Related Issues

Special Offers:
- 20% discount on set fees for estate planning or Chapter 7 bankruptcy

Spatafore & Grant
753 Pacific Street, San Luis Obispo, CA 93401
Phone: 805-541-6166 Email: John@spataforegrant.com

Areas of Practice: Workers Compensation

Special Offers:
- Fees are contingent with the Workers' Compensation Appeals Board

(Continued on Back)

7/10/2025

Click here to download the list

AMBA Discounts

As a SLOCEA member, enjoy exclusive discounts on travel, electronics, household items, entertainment & dining, and more!

Click here to get started!

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

GUIDE TO YOUR SLOCEA MEMBER BENEFITS

Long-Term Care

A Long-Term Care insurance policy can ease the financial burden on your loved ones helping to protect your life savings and reduce the stress on your spouse and children.

Cancer, Heart, and Stroke Insurance

Benefits paid directly to you. You select the benefit level that best suits your needs.

Emergency Air and Ground Transportation

Medical Access & Service Advantage (MASA®) provides plans for lifesaving emergency transportation services. Services are paid in full, with no deductibles, co-pays, or dollar limits.

Tax-Deferred Asset Protection

Tax-deferred accumulation of interest for qualified or non-qualified funds with the ability to participate in market gains. No underwriting required.

Medicare Solutions

Medicare Supplement plans not only help pay for additional eligible expenses not paid by Original Medicare, they provide the freedom for you to use your own physician, specialist, and medical facility. Not connected with or endorsed by the U.S. Government or the Federal Medicare Program.

Whole Life

With no premium increases, or reduced coverage due to age or health once issued, this policy can help protect your family from the high cost of final expenses.

Hospital Indemnity

A supplemental hospital indemnity insurance policy could be a smart financial decision for other hospital expenses including extended hospital stays, emergency room visits, ambulance transportation and more.

GET YOUR BENEFITS NOW!

With San Luis Obispo County Employees Association (SLOCEA), you have access to exceptional member benefits. Are you wondering if certain benefits are right for you?
Contact us for a free benefits review!

866.619.6463 | myAMBAbenefits.info/SLOCEA

CA Insurance License #0I96562
In CA d/b/a Association Member Benefits & Insurance Agency

YOUR INSIGHT TO SAVINGS

POWERED BY PASSPORT® CORPORATE

myAMBAdiscounts

THOUSANDS OF SAVINGS OPPORTUNITIES!

WYNDHAM HOTEL GROUP · SKECHERS · Sam's CLUB · Whirlpool · Disney Parks · Hertz · KOHL'S

myAMBAdiscounts

myAMBAdiscounts gives membership even more value. Explore thousands of savings opportunities in dining, event tickets, clothes, health, travel & many other discounts nationwide.

ADDITIONAL MEMBER DISCOUNTS:

Start Hearing, Inc.

Start Hearing, Inc. offers members a complete hearing evaluation, warranty on digital technology aids in any style, loss and damage protection, and batteries with a complete benefit package.

For more information or to schedule an appointment, contact us at 888.200.5701 or visit us online at www.starthearing.com/partners/amba.

Legal Services

Protect yourself and your family with a legal services plan. Like many people, you may need legal assistance sooner rather than later. You'll want a lawyer you can trust at the right price. Members can access a nationwide network of attorneys for a low monthly cost with no copays, deductibles, or claim forms. https://legalplan.metlife.com/amba

Identity & Fraud Protection

Our world continues to become increasingly connected to the Internet. While this can be incredibly convenient, it also puts some things that matter most to you at risk, such as your identity, money and assets, family, reputation, and privacy. That's where ID Protection comes in. An all-in-one digital safety net for you and your whole family includes credit monitoring, military-grade encryption, and insurance protection to help cover any eligible losses and fees due to ID theft and fraud. https://offer.aura.com/amba

Proliability

Inclusive and affordable professional liability coverage for different professions in the medical, educational, and business fields brought to you by Proliability, powered by AMBA proliability.com

BENEFITS MADE AVAILABLE THROUGH

AMBA

Some benefits not available in all states. Association membership required to obtain benefits. Some associations have made a special benefits website available to their members. Register at myAMBAbenefits.info.

Updated 03/2026

Service Anniversaries & New Members

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

MAY SERVICE ANNIVERSARIES

First Name	Last Name	Department	Years Of Service
Juan	Fonseca	Department of Social Services	30
Johnny	Carmain	Facilities Management	29
Helena	Van Dahlen	Sheriff-Coroner	28
Maria	Lerma	Department of Social Services	26
Kerri	Cuellar	Department of Social Services	26
Teresa	Irwin	Department of Social Services	26
Joyce	Bolivar	Public Health Department	26
Lee	Hoyrup	ITD	26
Melissa	Viles	Central Services	26
Barry	Fehlman	Public Works	25
Michael	Hedrick	Department of Social Services	25
Danilyn	Wilson	Department of Social Services	24
Michelle	Rodkey	Assessor	24
Sandra	Jimenez	Department of Social Services	24
Stefanie	Keller	Department of Social Services	24
Maria	Clements	Department of Social Services	24
Maria	Trujillo	Probation Department	22
Anthony	Buenrostro	Department of Social Services	21
Angela	Schroeder	Department of Social Services	21
Kelly	Wilson	District Attorney	21
Steven	Kinsey	Library	21
Miles	Tuinstra	Regional Parks	20
Bret	Bowers	Library	20
Abel	Najera	Public Works	20
Charles	Alexanian	Probation Department	19
Laura	Ottrando	Behavioral Health	19
Susanna	Hernandez	Department of Social Services	19
Kevin	Sulitz	Parks	18
Lenny	Cridebring	Parks	18
Jeffrey	Mahin	Facilities Management	18
Nancy	Sierra	Library	18
Leah	Lisy	Department of Social Services	16
Liliana	Vazquez	Department of Social Services	16
Danielle	Ruedas	Public Works	16
Eva	Wilson	Department of Social Services	15
Amy	Parker	Department of Social Services	15
Shannon	Fissori	Department of Social Services	15
Timothy	Siler	DSS Homeless & Affordable Hous	15
Carmen	Lopez	Department of Social Services	15
Rebecca	Rayner	Department of Social Services	15
Kayla	Kerrigan	Department of Social Services	15
Erin	Stich	District Attorney	15
Marie	Bussacco	Department of Social Services	15
Elizabeth	Blokker	Department of Social Services	15
Leann	Eddy	Department of Social Services	10
Kelly	Zeller	Veterans Services	10
Amy	Webster	Clerk-Recorder	10
Robert	Beard	Public Works	10
Thomas	Van	Behavioral Health	10
Maria	Medina	Facilities Management	10
Sonja	Delcid	County Counsel	5
Ryan	Barney	Veterans Services	5
Andre	Foster-Hopkins	Facilities Management	5
John	Henry	ITD	5
Elizabeth	Moreno	Planning Department	5

WELCOME NEW MEMBERS

Name	Department
Carlos Ortega	Agricultural Commissioner
Joella Holmes	Assessor
Christina Peay	Assessor
Amy Salas	Clerk-Recorder
Nancy Welts	Clerk-Recorder
Melinda Herbert	Dept Social Services
Cristina Gonzalez Calderon	Dept Social Services
Jazmin Colores Garcia	Dept Social Services
Leah Horne	Health Agency
Danielle Evans	Health Agency
Nayona Pena	Health Agency
Lauryn Mankarios	Health Agency
Ruben Garcia	Health Agency
Ahtziri Rosas	Library
Anika Clements	Planning Dept
Mary Janowicz	Public Works
Sophia Godinez	Public Works
Stacia Roseberry	Sheriff-Coroner
Megan Azevedo	Sheriff-Coroner
Shelby Lloyd	Sheriff-Coroner
Natalie Quinteros	Sheriff-Coroner
Mikayla Adams	Sheriff-Coroner

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 MAY BIRTHDAYS!

First Name	Last Name	Birthday
Berenice	Andrade	05/01
Bert	Hall	05/01
Maria	Masullo	05/01
Robyn	Yakush	05/01
Angela	Viles	05/02
Soraya	Horne	05/02
Nicholas	Burgnon	05/02
Enrique	Santano	05/02
Jason	Hooson	05/03
Jeffery	San Nicolas	05/03
Seth	Romera	05/03
Kurtis	Schleininger	05/03
Bryan	Ray	05/04
Michael	Pennon	05/04
Tommy	Miner	05/04
Andrea	Solis	05/04
David	Tracey	05/05
Garo	Gagliano	05/05
Lauren	Lederer	05/06
Michelle	Anderson	05/06
Elizabeth	Bolivar-Cristerna	05/07
Kathleen	Burns	05/07
Elena	Cox	05/07
Dustin	Bragg	05/08
Rita	Holland	05/08
John	Oles	05/08
Jennifer	Love	05/08
Michelle	Turner	05/08
Michael	Montero	05/09
Jordan	Soares	05/09
Alyssa	Vardas	05/10
Michael	Badalamenti	05/10
Daniel	Koury	05/11
Rosie	Armendariz	05/11
Ralph	Quintana	05/11
Andy	Lyman	05/11
Li Shan	Siong	05/11
Angeleen	Barlogio	05/11
Mariah	Perez	05/11
Alexander	Moreno	05/11
Ruby	Remigio	05/11
Joshua	Porter	05/12
David	Brinson	05/12
Richard	Brown	05/12
Teresa	Marquez	05/12
Joshua	Vasquez	05/13
Cindy	Nicolds	05/13
Oscar	Perdomo Martinon	05/13
Janeyva	Mendoza Ramirez	05/13
Eloiza	Basinger	05/14
Kim	Macario	05/14
Matthew	Blythe	05/14
Iakovos	Zarifis	05/14
Wendy	Fertschneider	05/15
Rhonda	Earing	05/15
Jayme	Barragar	05/15
Julie	Mack	05/15
Ian	Landreth	05/16
Angela	Atwell	05/16
Timothy	McMahan	05/16
Ernest	Lowry	05/16
James	Meyer	05/16
Leah	Lisy	05/17
Michelle	Lyon	05/17
Dillon	Sly	05/17
Desiree	Burton	05/18
Laura	Orellana	05/18
Betty	Bautista	05/18
Robert	Dias	05/18
Nicole	Demaree	05/18
David	Perry	05/19
Daniel	Rodriguez	05/19
Cara	LaJoie	05/19
Elizabeth	Blokker	05/19
Kelsey Marie	Quetsch	05/20
Rumel	Florentino	05/20
Dora	Cardiel	05/21
Jay	Hebrard	05/21
Christian	Slater	05/21
David	Spiegel	05/21
Brooke	Rivera	05/22
Noni	Todd	05/22
Rocio	Varela	05/22
Maria	Trujillo	05/22
Rebecca	Appling	05/23
Griffin	Encinas	05/23
Alexandra	Bernal	05/24
Kelly	Zeller	05/24
Julio	Vazquez	05/24
Kaylee	Fagundes	05/25
Annette	Alvarez	05/25
Joseph	Ruffoni	05/26
Karina	Mora	05/26
Bret	Bowers	05/26
Lisa	Diego	05/26
Charlene	Arthur	05/26
Ivette	Brown	05/27
Brittany	Omundson	05/27
Tabitha	Vega	05/27
Rebecca	Waddell	05/27
Victoria	Escamilla	05/27
James	Cooper	05/27
Christian	Wolff	05/27
Barbara	Hurtado	05/27
Logan	Burdick	05/28
Cassandra	Williamson	05/28
Jose	Camacho	05/29
Christopher	Tabacchi	05/29
Dorothy	Irwin	05/30
Melissa	Rasmussen	05/30
Maria	Prado	05/30
Dina	Ganotisi	05/30
Irma	Olson	05/30
Gregory	Fisher	05/30
Jon	Hayes	05/31
Harold	Clutter	05/31
Sandra	Jimenez	05/31

If your birth date is not listed above it is because we do not have it in our database. Please help us keep our records up to date by contacting us at 805-543-2021.

DON'T MISS THESE MEETINGS!

SLOCEA Board of Directors Meeting
Wednesday, May 20, 2026 @ 5:45pm. Contact the SLOCEA office for the Zoom link.

SLO County Board of Supervisors Meetings
All meetings are conducted in person at the BOS Chambers. Watch online by going to the County's home page and clicking "Watch Live Video".
Tuesday, May 5, 2026 @ 9:00 AM
Tuesday, May 19, 2026 @ 9:00 AM

SLOCREA Meetings
May 5, 2026 @ 12noon at the Madonna Inn.

SLO County Pension Trust Board Of Trustees Meeting
May 18, 2026 @ 9:30am in the BOS Chambers

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SLOCEA

SINCE 1947