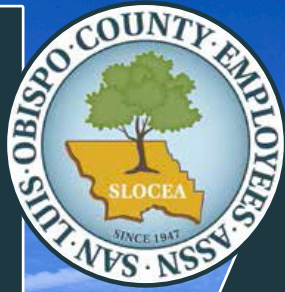


THE COUNTY

BLADE



VOLUME 41, NO. 7

JULY 2026

FIVE TIMES YOU SHOULD CONTACT SLOCEA BEFORE IT'S TOO LATE

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!



UNDERSTANDING
STANDBY,
CONSULTATION
STANDBY, AND
CALL-BACK

THE VALUE
OF BEING
UNREACHABLE

CAN
MANAGEMENT
CHANGE MY
SCHEDULE?

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.

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AT LARGE

Lucia Maceri

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Airports, Seat 18

VACANT

Seat 19

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

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Jennifer Tate

Labor Representative I

Carrie McGrath

Labor Representative I

Briana Dickey

Office Administrator



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

Cover Image: Coastline at Pismo Beach.
Photo Credit: aabejon via iStock by Getty Images.

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.



SLOCEA SITE VISIT

QUARTERLY RAFFLE WINNER! Congratulations

Jeanette Noriega-Tapia
FROM
Dept Social Services

who won a...
55" TCL SMART TV



CONGRATULATIONS To

Marie Bussacco

Dorothy Irwin

Vianna Mongeur

WHO WON GIFT CARDS DURING THE *ARROYO GRANDE* AND *PASO ROBLES* SOCIAL SERVICES DEPARTMENT VISITS!

Five Times You Should Contact SLOCEA Before It's Too Late

Emily Landis,
Executive Director



One of the most common things we hear from members is, “I wish I had called sooner.”

That’s understandable. Many people assume they should contact the union only after discipline has been issued, a grievance has developed, or a workplace conflict has reached a breaking point. But some of the best outcomes happen when members reach out early—before a small concern becomes a much larger problem.

Our role isn’t just to respond to workplace issues. It’s to help prevent them. Whether you have a question about your contract, need help understanding a policy, or simply aren’t sure if something is normal, we’re here to help.

If you’re ever wondering whether it’s worth calling SLOCEA, the answer is almost always yes.

Here are five situations where contacting us early can make all the difference.

1. BEFORE YOU SIGN SOMETHING

Whether you’ve been handed a disciplinary notice, an evaluation you don’t agree with, a performance improvement plan, a settlement agreement, or another employment-related document, take a moment before you sign.

Not every document carries the same weight. Some simply acknowledge you’ve received information, while others may affect your rights, future employment, or ability to challenge a decision later.

We’re not here to tell you what to do, we’re here to make sure you understand what you’re signing and what it means. Sometimes a quick conversation is all that’s needed to provide clarity. Other times, we may recommend that you exercise certain rights or request representation before moving forward.

If you’re feeling pressured to sign immediately, contact us as soon as possible. Understanding your options before putting pen to paper can make a significant difference.

2. BEFORE OR DURING A MEETING THAT COULD LEAD TO DISCIPLINE

Not every meeting with a supervisor requires union representation. Routine conversations, coaching sessions, and day-to-day check-ins are all part of the workplace.

However, if you’re asked to attend a meeting and are told the discussion involves your conduct, performance,

or an investigation—or you reasonably believe the meeting could lead to discipline—you should contact SLOCEA immediately.

Having representation isn’t about creating conflict. It’s about ensuring the process is fair, your rights are protected, and you understand what’s happening throughout the meeting. You have Weingarten Rights, which means you are legally entitled to have a representative present at disciplinary discussions and investigations.

Too often, members wait until after the meeting has ended to call us. By then, important conversations have already taken place, statements have been made, and opportunities to clarify misunderstandings may have been lost.

If something about the meeting feels serious, trust your instincts and reach out beforehand.

3. WHEN YOUR SCHEDULE, DUTIES, OR WORKING CONDITIONS CHANGE

Change is a normal part of any workplace. Departments reorganize, operational needs shift, and assignments evolve over time.

But not every change is as straightforward as it seems.

Perhaps your work schedule has been adjusted, you're regularly performing duties outside your classification, your reporting structure has changed, or you're being asked to take on responsibilities that raise questions.

These situations don't automatically mean your contract has been violated—but they are worth discussing.

Many contract provisions are nuanced, and the answer often depends on the specific circumstances. By contacting SLOCEA early, we can review what's happening, explain the applicable language, and determine whether the change is appropriate or whether additional conversations with management are needed.

The earlier we understand what's happening, the more options we have to help.

4. WHEN SOMETHING DOESN'T FEEL RIGHT

You don't need to be an expert in your MOU (Memorandum of Understanding) to know when something feels off.

Maybe you're being treated differently than your coworkers. Perhaps your leave request was denied and you're not sure why. Maybe you've noticed payroll errors, inconsistent scheduling, concerns about overtime, accommodations, workplace safety, or communication that leaves you feeling uncomfortable.

You don't have to know whether a contract violation has occurred before calling us.

In many cases, members contact us simply because they want to better understand a situation. Sometimes we can explain the applicable policy and provide peace of mind. Sometimes we identify a misunderstanding that can be resolved quickly. And occasionally, we uncover an issue that requires formal action.

“

You don't have to know whether a contract violation has occurred before calling us. In many cases, members contact us simply because they want to better understand a situation.

”

No question is too small. We'd much rather spend a few minutes answering a question than have a member struggle alone or miss an opportunity to address a problem early.

5. BEFORE IMPORTANT DEADLINES PASS

Many workplace rights come with deadlines.

Whether it's filing a grievance, responding to disciplinary action, appealing a decision, or addressing another employment matter, there are often timelines that cannot be extended once they've expired.

Unfortunately, we sometimes hear from members only after those deadlines have already passed. At that point, our ability to help may be limited, not because we don't want to assist, but because the available remedies have become much narrower.

If you think something has happened that could affect your employment, don't wait until you have every detail figured out.

Reach out as soon as possible. Even if you're unsure whether an issue exists, an early conversation allows us to explain any applicable timelines and help you determine the best next steps.



We'd Rather Answer Questions Than Repair Damage

One of the biggest misconceptions about union representation is that you should only contact us when you're already in trouble. The truth is, we spend just as much time helping members avoid problems as we do resolving them.

Every phone call, email, or office visit gives us an opportunity to answer questions, explain your contract, discuss your options, and help you make informed decisions before situations become more complicated.

You don't need to know whether something violates the contract. You don't need to have all the answers. And you certainly don't need to wait until a situation has escalated.

SLOCEA is more than a resource for difficult situations, it's a partner you can rely on throughout your career. Whether you're facing a complex workplace issue or simply want to better understand your rights, we're only a phone call or email away. Don't hesitate to reach out. That's what we're here for.

Understanding Standby, Consultation Standby, And Call-Back

By Brooke
Daphne

*Labor
Representative II*



Have you been asked to be available outside of your normal work schedule in case a work-related issue comes up? Whether you are responding to emergencies, providing after-hours support, or receiving work-related calls at home, it is important that you understand the difference between standby, consultation standby, and call-back under the SLOCEA MOUs. Knowing how these different after-hours responsibilities work helps ensure employees are properly compensated for their time and understand what time they should be coding and when.

WHAT IS STANDBY?

Standby is a duty employees may be assigned to, and which usually takes place on a rotating or scheduled basis. Employees assigned to standby are required to remain available and ready to respond if they are needed to perform work or return to their work location.

While on standby, employees must:

- Remain available by telephone or another approved method of communication
- Be able to respond when contacted
- Avoid activities that would prevent them from performing work if called

Employees on standby are not

actively working during standby hours. Instead, they are being compensated for remaining available and prepared to respond if needed.

Standby assignments often occur outside of normal work hours, including evenings, overnight hours, weekends, or other non-scheduled work periods. Employees may sleep while assigned to overnight standby; however, they must be able to wake

up, respond to a call or alert, and perform any required work.

Employees assigned to standby are compensated at \$5.00 per hour for performing this service.

WHAT IS CONSULTATION STANDBY?

The SLOCEA MOU also provides for consultation standby, which is slightly different from regular standby.



Consultation standby applies when an employee is assigned to remain available after scheduled work hours but is not expected to physically return to work. Instead, the employee may be contacted at home by members of the public or other employees to provide time-sensitive work-related information, guidance, or consultation.

Employees are assigned to consultation standby by management in writing and receive \$100 per month for each month they are assigned consultation standby.

WHEN DOES STANDBY BECOME CALL BACK?

Once an employee is contacted and required to perform actual work, the employee is no longer simply on standby but has been called back to work. This applies whether

the employee is assigned regular standby or consultation standby.

It's important to note that standby pay and call back pay **do not overlap**. Once an employee begins performing work, they stop coding standby time and begin coding the applicable work time.

There are also some differences between being called back to return to work in person and being called back to perform work remotely.

CALL-BACK: REPORTING TO A WORKSITE

When an employee on standby is called back and required to physically report to their worksite or related work area, they are compensated at the rate of time and one-half, with a minimum of two hours of paid time or compensatory time for each occurrence.

A few important reminders:

- If an employee completes an assignment and receives another call back assignment within the same two-hour period, the two-hour minimum does not restart.
- Employees are compensated for any actual work performed beyond the two-hour minimum.
- Once the assignment is complete and the employee leaves work, standby pay resumes until another call back occurs.

CALL-BACK: WORK PERFORMED REMOTELY

Employees do not always need to physically return to the workplace to receive call back compensation. The MOU also covers employees who perform work remotely while on standby.

WORK PERFORMED BETWEEN 10:00 P.M. AND 6:59 A.M.

Employees who are contacted and perform work by telephone, computer, or another method during these hours receive time and one-half, with a minimum of two hours of paid time or compensatory time.

If another assignment is received during the same two-hour period, the minimum does not restart. Employees are compensated for additional work performed beyond the two-hour minimum.

WORK PERFORMED BETWEEN 7:00 A.M. AND 9:59 P.M.

Employees who perform work remotely during these hours are also compensated at time and one-half, but the minimum compensation period is shorter. Employees receive a minimum of **30 minutes** of paid time or compensatory time.

If another work assignment occurs during that same 30-minute period, the clock does not restart. Employees are compensated for any work performed beyond the 30-minute minimum.

KNOW YOUR RIGHTS UNDER THE MOU

Employees who are required to remain available outside of their normal schedule are providing a valuable service to the County. Understanding the difference between standby, consultation standby, and call back helps ensure employees receive the compensation provided under the MOU.

If you have questions about how your time should be coded or whether you should have received standby or call back compensation, contact SLOCEA for assistance at 805-543-2021.



**HAVE A SAFE AND HAPPY
INDEPENDENCE DAY!**



THE SLOCEA OFFICE WILL BE CLOSED JULY 3RD IN OBSERVANCE

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

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

As a Steward you will:

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

*To learn more, please contact Brooke Daphne or Carrie
McGrath at info@slocea.org or 805-543-2021.*

The Value Of Being Unreachable

Jennifer Tate,
*Labor
Representative I*



We live in a world where we're connected

almost constantly. For some, it's checking work emails after hours. For others, it's social media, breaking news alerts, text messages, or group chats. And parents can add a steady stream of notifications from schools (thank you, ParentSquare), sports teams, clubs, and countless other apps competing for our attention throughout the day.

Technology has made it easier than ever to stay informed and connected. It has also made it harder to truly disconnect.

Many of us have become so accustomed to responding to notifications that we reach for our phones without thinking. A quick glance at a message can easily turn into checking email, reading the news, scrolling social media, and suddenly ten, fifteen, or even thirty minutes have disappeared.

To be fair, this isn't a personal failing. We live in a world where technology is increasingly designed to capture and retain our attention. Notifications, alerts, recommended content, and endless scrolling all compete for our focus. When we're constantly being pulled in multiple directions, being fully present and disconnecting often takes more intentionality than we realize.

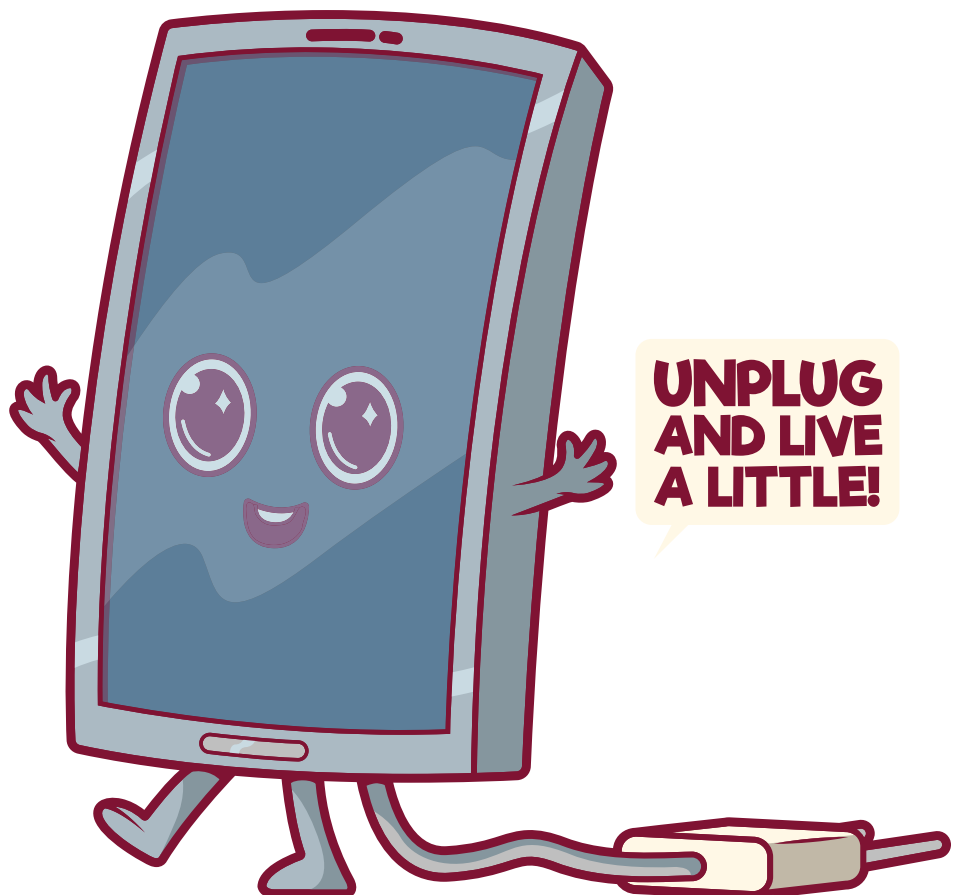
This constant connectivity makes it difficult to truly rest. Even brief interruptions pull our minds away from the present moment and launch

Many of us have become so accustomed to responding to notifications that we reach for our phones without thinking.

us back into problem-solving mode. Researchers have long understood that attention plays a critical role in memory formation. Studies in cognitive psychology have found that experiences are more likely to become lasting memories when we are actively engaged with them rather than dividing our attention between

the experiences and a device.

In other words, the moments we remember most clearly are often the moments when we were fully present for what was happening around us. It's also why we retain little from those professional development lectures that cause our eyes to glaze over and our minds to wander. When



our attention drifts, our ability to retain information declines.

Summer offers countless opportunities to create memories with family and friends. Whether it's a vacation, a trip to the beach, a backyard barbecue, a camping trip, or simply an evening walk around the neighborhood, these moments may seem ordinary at the time. Years later, however, they're the memories we treasure most.

At the same time, let's be realistic. Technology is a major and important part of our lives. It's how we stay in touch with loved ones across the country, monitor our teenager's location when they're out on their own, take and store photos, and navigate to that new campsite we're visiting for the weekend.

Tech-free doesn't have to mean technology-free. It simply means being intentional about how and

when we use it. If you'd like to try unplugging this summer, consider a few simple steps:

- Turn off nonessential notifications for a weekend, like news alerts, social media notifications, and email.
- Put the phone away during meals. Get it off the table and keep it in a bag, pocket, or another room.
- Designate specific blocks of screen-free time to enjoy another activity.
- Take a walk without earbuds or a device.
- Wait until you get home from an event to post photos instead of sharing live updates.
- Leave your phone in a bag during your children's activities, performances, or sporting events.

And if you'd like a slightly longer

stint away from constant connectivity, California still has plenty of places where spotty cell service can be a feature rather than a bug. Whether it's hiking in Yosemite, camping in Big Sur, exploring the redwoods of Northern California, or spending a weekend in the more remote corners of Los Padres National Forest, some of the state's best outdoor destinations offer a welcome break from the constant buzz of notifications.

Summer often reminds us how quickly time passes. The children who need a ride to camp today may be heading off to college before we know it. The family traditions we take for granted today become the stories we tell tomorrow. Technology will always be waiting for us, but summer offers an opportunity to set aside for a little while and be fully present for the memory-making moments that matter most.

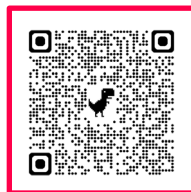


CALL FOR NOMINATIONS

QUALIFICATIONS

- **Must be a SLOCEA member for 1 year prior to nomination.**
- **Must submit a nomination form to the SLOCEA office**

NO LATER THAN 5:00 PM July 15, 2026



**FOR THE
SLOCEA BOARD
OF DIRECTORS**



Can Management Change My Schedule?

Understanding Your Rights And The County's Responsibilities

Carrie McGrath,
*Labor
Representative I*



One of the most common questions we get asked is: “Can management change my schedule?” The short answer is yes, but there are rules they must follow.

Under our Memorandum of Understanding (MOU), the County retains broad management rights, including the authority to establish work schedules, assign shifts, determine working hours, and make operational decisions necessary to provide services to the public. In other words, management generally has the right to decide when work needs to be performed.

However, that authority is not unlimited.

“

For those who telework, normally you will be provided with two weeks’ notice before an established schedule is changed on an ongoing basis, however a one week minimum notice is allowed.

”

NOTICE MATTERS

The MOU recognizes that employees need predictability in their work lives. For that reason, employees are expected to work regular shifts with regular starting and quitting times.

When management needs to change a work schedule, employees should normally receive at least two weeks’ advance notice. If operational needs require a faster change, the County may provide a minimum of one week’s notice.

While unexpected situations can arise, schedule changes should not become a routine surprise. Advance notice allows employees to adjust childcare arrangements, appointments, transportation, and other personal commitments.

WHAT ABOUT EMERGENCIES AND TELEWORK?

Emergencies are treated differently. If the County declares an emergency—either countywide or at a specific work location—it has the authority to reschedule employees, release employees from work, or retain staff needed for emergency operations. During these situations, normal scheduling practices may be temporarily modified to address urgent operational needs.

The key factor is that an actual emergency must be declared. Emergency provisions are intended for unusual circumstances, not everyday staffing challenges.

For those who telework, normally you will be provided with two weeks’ notice before an established schedule is changed on an ongoing basis, however a one week minimum notice is allowed.

BUT WHAT IF I WORK AN ALTERNATIVE WORK SCHEDULE...

The MOU states the Department Head may terminate alternative work schedules established for specific employees. In these specific cases, both the employee and SLOCEA must receive at least **14 days’ notice** before the change takes effect. Upon request, management will meet with the employee and SLOCEA to

MORE INFORMATION

For detailed information please see your bargaining unit MOU on the [SLOCEA Collective Bargaining webpage](#) or scan the code below.



discuss the reason for the decision. Unless another arrangement is agreed upon, the employee will return to the standard work schedule.

If a department plans to eliminate all alternative work schedules—or an entire category of schedules, such as all 4/10s—the County must provide affected employees and SLOCEA with at least **30 days’ notice**. During that period, SLOCEA may request to meet and confer with the County regarding the proposed change and its impacts.

Employees may also request to establish, modify, or end an alternative work schedule, subject to mutual agreement with management.

CHANGES TO YOUR WORK LOCATION

A related question often involves changes to where employees work.

Except during emergencies, employees should receive notice

before being reassigned from their normal work location. If the reassignment is intended to be permanent, management is required to provide at least two weeks’ advance notice.

The County may consider requests for additional transition time based on individual circumstances, operational needs, and the urgency of the move.

WHAT SHOULD YOU DO IF YOUR SCHEDULE CHANGES?

If you receive notice of a schedule change and have concerns, consider asking:

- Is the change temporary or permanent?
- Was proper notice provided?
- Is the change related to operational needs or an emergency?
- Does the change affect an approved alternative work schedule?

- Your supervisor for explanation and clarification on why the change is occurring.

If you are unsure whether a schedule change complies with the MOU, contact SLOCEA. Every situation is unique, and reviewing the specific facts can help determine whether the County has met its contractual obligations.

THE BOTTOM LINE

Management generally has the right to set work schedules and make operational decisions. At the same time, the MOU provides important protections by requiring advance notice for most schedule and work location changes. Understanding both management’s rights and employee protections helps ensure that changes are implemented fairly and in accordance with the contract.

When questions arise, SLOCEA is here to help.



June's Find Feathers Winners!

1. Dan Liddell - Sheriff-Coroner
2. Eric Tolle - Planning & Building
3. Ezmeralda Cantu - Public Health
4. Jene Railsback - Behavioral Health
5. Angelina McKee - Assessors

Facing A Major Medical Decision? Let Carrum Health Help

County Benefits Team

Carrum Health offers access to a network of top-quality health providers, Centers of Excellence, and Oncology second opinions to help you navigate medical decisions at \$0 or minimal out-of-pocket costs.

NEW! SUBSTANCE USE DISORDER PROGRAM

Recovery is a journey, and no one has to navigate it alone. Carrum's new Substance Use Disorder provides confidential access to high-quality treatment and personalized recovery resources. Through a network of top recovery centers, members access a range of services, including inpatient and outpatient treatment, recovery coaching, virtual support, and more. This program is designed to provide compassionate, personalized care while protecting your privacy.

SURGICAL BENEFITS

Dealing with surgery is scary; having a single dedicated person book your travel, transfer your medical records, and handle the billing is a huge relief.

Carrum Health offers surgeons with consistently lower complication and readmission rates at highly rated Centers of Excellence for qualifying procedures, along with support from a dedicated care concierge team. Additionally, caretaker and travel companion costs are included.



PROCEDURES INCLUDE:

- Shoulder / Elbow surgery
- Hip & knee replacements
- Spinal procedures
- Hysterectomies
- Weight-Loss Surgeries
- Heart Surgeries

Visit [Carrum Health's website](#) for a full list of 80+ procedures.

ONCOLOGY BENEFITS

Carrum Health can support you and your family through Cancer. Oncology services include support for members with cancer diagnoses, second opinions on treatment, and surgical treatment options for first-time, non-metastatic breast cancer.

Carrum Health partners with City of Hope to provide Mastectomies and Breast reconstruction.

With Carrum Health Guidance services, members can receive a second opinion on their diagnosis. In addition, members can access:

- Consultations with medical, surgical, and radiation oncologists
- An oncology-certified nurse
- Recommendations for local oncology providers

WHO IS ELIGIBLE?

The program is available to:

- Medically enrolled Employees
- Medically enrolled retirees under age 65
- Dependents enrolled in a County medical plan

Note: High-Deductible Health Plan members must meet their deductible before coverage applies to all Carrum services and treatment except Second Opinions.



WANT TO GET STARTED?

Visit: info.carrumhealth.com/prism

Phone: (888) 855 – 7806

Living In Unprecedented Times

Brian Reynolds,
SLOCREA President



This article is about politics, small “p.”

Have you ever heard an election year called the “silly season?” Well, probably today, “silly” has become “scary.” I hope to convince you that an election year is a special time, a good time, a periodic opportunity to “give back” and fulfill our obligations as citizens of the USA. It doesn’t have to be scary or a burden, but something fun and rewarding.

I am sure that all of us, regardless of our personal political opinions, can agree that these are unprecedented times. We could also probably agree that these times are unprecedented in many bad ways: demonization of one political group by another, demonization of people who are not native born, whose ethnicity/religion/backgrounds are not of the white, European type that characterizes many Americans. People in these “other” groups are being kidnapped on the streets and incarcerated as I write this.

A good way, the only non-violent way I can think of, to push back against this madness is for each of us to become more aware of our role in the drama

“

To push back against this madness is for each of us to become more aware of our role in the drama and do our best to make things better.

”

and do our best to make things better. This effort will require us to be open to change, to be courageous/informed/engaged, and...most importantly...to not get discouraged. These scary trends are not only unnecessary but they are not inevitable. This is not the America I was raised in and we can alter our direction.

Politics is not partisanship; it is how we govern ourselves. To be successful, each and every one of us

needs to participate. Be assured, that if we are not at the political “table” to make decisions, others are waiting on the sidelines to do it for us, or maybe to do it “to” us.

At our October SLOCREA membership meeting, we will probably be inviting the League of Women Voters to help us better understand the issues on the November ballot. Please consider joining us!

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

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



your_slocea



SLOCEA





HUMAN RESOURCES

Learning & Development Center Newsletter
July Blade 2026

CONGRATULATIONS MANAGER ACADEMY GRADUATES



AVAILABLE CLASSES

CLICK THE LINKS BELOW TO ENROLL IN UPCOMING CLASSES

- Red Cross Adult and Pediatric First Aid/CPR/AED - July 7th - 9:30am-12:00pm
- Red Cross Adult and Pediatric First Aid/CPR/AED - July 7th - 1:00pm-3:30pm
- New Employee Orientation - July 8th - 9:00am-4:30pm
- Learning Roundtable - Setting Goals that Drive Results - July 16th - 1:00pm-3:00pm
- Supervisor Essentials - July 29th - 12:30pm-4:30pm

Webinars

[EAP Webinar - The Art of Meaningful Choices](#)
[- July 21st - 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](#)

ARE YOU A SUPERVISOR?

[CLICK HERE](#) TO REGISTER FOR A SUPERVISOR ROADMAP MEETING

THIS OPPORTUNITY IS DESIGNED FOR BOTH NEW AND EXPERIENCED SUPERVISORS WHO ARE INTERESTED IN LEARNING ABOUT THE RESOURCES AVAILABLE TO SUPPORT THEM IN THEIR ROLE. THE LDC TEAM WILL ALSO PROVIDE INSIGHTS ON HOW TO CONTINUE GROWING PROFESSIONALLY THROUGH TRAINING OPPORTUNITIES.

THIS IS A ONE-HOUR MEETING THAT CAN BE HELD EITHER IN PERSON OR VIA TEAMS—YOUR CHOICE! WE HOPE TO SEE YOU SOON.

IMPORTANT INFORMATION & LINKS TO KNOW



Survivor's Endowment Grant

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

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

- Submit digitally via DocuSign
- Fax to 805-543-4020
- Mail to 1055 Walnut Street, San Luis Obispo 93401
- Email to info@slocea.org

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

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

Member's Name	Member's Job
Member's Address	Member's Phone
Member's City/Zip	Member's Date of Birth
Member's Email Address	

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

Attorney Referral List SLOCEA Legal Services Program

Attorney Referral List
SLOCEA LEGAL SERVICES PROGRAM

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

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

PARTICIPATING ATTORNEYS:

Law Office of Doreen B. Curtis, PC 3275 Santa Rosa Avenue, Suite 100, San Luis Obispo, CA 93401 Phone: 805-468-8884 Email: dcurtis@dbcurtis.com Areas of Practice: Estate Planning, Real Estate, Elder Law, Guardianship, Probate, Business Formation & Contracts Special Offer: • One 45-minute initial consult (includes document review) • 10% discount on all other services • Free 1-hour initial consultation by phone or in-office	Stallberg & Tatum 720 Santa Rosa St., Suite 100, San Luis Obispo, CA 93401 Phone: 805-544-9416 Email: info@stallbergandtatum.com Areas of Practice: General Business, Product Liability, Medical & General Malpractice, Construction Law Special Offer: • One 45-minute initial consult • 10% discount on hourly fees • 10% discount on flat fee cases • No discount on out-of-pocket expenses not including attorney
Law Office of Stephen M. Stern, PC 1117 First Street, Suite 200, San Luis Obispo, CA 93401 Phone: 805-544-6287 Email: stephen@slocealaw.com Areas of Practice: Estate Planning, Real Estate, Elder Law, Probate Special Offer: • One 45-minute initial consult • 10% discount on hourly fees • 10% discount on flat fee cases • No discount on out-of-pocket expenses not including attorney	Law Office of Stephanie A. Rubin 1000 Santa Rosa Avenue, Suite 100, San Luis Obispo, CA 93401 Phone: 805-428-5288 Email: info@slocealaw.com Areas of Practice: Real Estate, Probate, Elder Law, Guardianship, Probate, Business Formation & Contracts Special Offer: • One 45-minute initial consult • 10% discount on all other services • Free 1-hour initial consultation by phone or in-office

AMBA Discounts

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

Click here to download the form

Click here to download the list

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!



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.starhearing.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 JULY. 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!

JULY SERVICE ANNIVERSARIES

First Name	Last Name	Department	Years Of Service	First Name	Last Name	Department	Years Of Service
Catalina	Ambriz	Public Health	32	Eric	Rounds	Department Social Services	20
Tahira	Banu	Assessor	31	Pamela	Moore	Public Health	20
Albert	Nunes	Parks	30	Rebecca	Cripe	District Attorney	20
James	Mallon	Assessor	30	Tammy	Brown	Department Social Services	20
Jim	Emley	Public Works	27	Cynthia	Chambers	Planning & Building	10
Kevin	Qualey	Parks	26	Robert	Sproston	Public Works	5
Kristin	Nibbe	Library	26	Glen	Canter	Behavioral Health	5
Jason	Hooson	Behavioral Health	25	Kristopher	Shaw	Public Works	5
Angela	Viles	District Attorney	25	Michael	Zepeda	Planning & Building	5
Linnea	Chandler	Public Health	25	Gurpreet	Sahan	Behavioral Health	5
Jaime	Ballew	Department Social Services	23	Kristina	Evans	Behavioral Health	5
Amy	Breschini	Agricultural Commissioner	21	Nick	Carra	Public Works	5
Larry	Mickey	Central Services	21	Emilie	Curry	Public Health	5
David	Eto	Public Works	20	Hudson	Housley	Public Works	5

WELCOME NEW MEMBERS

Name	Department	Name	Department
Emily Anderson	Animal Services	Avalon Hatcher	Health Agency
Lavinder Bagdwal	Behavioral Health	Sydney Egan	Health Agency
Emi Ionascu	Dept Social Services	Douglas McCubbrey	ITD
Gregory Benson	District Attorney	Michael Hurley	Library
Madison Alm	District Attorney	Jimmie Serrano	Planning & Building
Edward Urias	Health Agency	Derek Brebes	Public Works

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 JULY BIRTHDAYS!

First Name Last Name	Birthday	First Name Last Name	Birthday	First Name Last Name	Birthday
Shannon Negrete	07/01	Maria Murrietta	07/10	Darrel Ashmore	07/21
Erica Kuiken	07/01	Elvia Torres	07/10	Berenice Arvizu	07/21
Barrie Valencia	07/01	Lauren Boone	07/11	Bryce Johnson	07/21
Brian Matthew	07/01	Ana Morales	07/11	Emily Corrow	07/22
Kate Mitchell	07/02	Sofi Mundschaue	07/11	Deborah Loomis	07/22
Clayton Shong	07/02	Josephine Wellington	07/11	Christine Hartley	07/22
Jennifer Weissman	07/02	Wesley Thomson	07/11	Melanie Vann	07/22
Cynthia Echeverria Cuara	07/02	Courtney McGuire	07/12	Grace Huntsinger	07/22
Leticia Cervantes	07/02	Tyler Fechner	07/12	William Sperling	07/23
Adrian Carrillo	07/02	Joshua Woodbury	07/12	Elena Loera	07/23
Liberty Amundson	07/02	Jennifer Maddox	07/13	Timothy Edwards	07/24
Alyssa Muckey	07/03	Blake Maule	07/13	Michelle Jackson	07/24
Jazmin Narez	07/03	Jim Tinker	07/13	Coralee Calabrese	07/24
Katherine Trefts	07/03	Rachel West	07/14	Guadalupe Leon-Diaz	07/24
Presley Bodenshot	07/04	Michael Denton	07/14	Jodario Ramirez	07/24
Jonathan Chapman	07/04	Joaquin Garcia	07/14	Kirk Estes	07/25
Allen Dailey	07/04	Rebecca Rayner	07/15	Shyla Storm	07/25
Kathleen Doughty	07/04	Arlene Hernandez-Tapia	07/15	Ryan Foster	07/26
Sean Myers	07/04	Maria Humphrey	07/16	Benjamin Franco	07/27
Susanna Hernandez	07/04	Demetrio Morales-Salazar	07/16	Ricardo Lopez	07/27
Melissa Godinez	07/04	Carlos Rosales	07/16	Matthew MacDougall	07/27
Erin Reeves	07/05	Christopher Summers	07/16	Jessica Wagner	07/28
Karen Carrillo	07/05	Jene Hinton-Railsback	07/16	Alexandra Hernandez	07/28
Joseph Umaly	07/06	Maria Clements	07/16	Mary Stason	07/28
Gerard Arcement	07/06	Kacey Cohen	07/17	Ryan Barney	07/28
Todd Kaiser	07/06	Tracy Richardson	07/17	Yvette Mason	07/28
Tyler Metzler	07/06	Celine Vuong	07/17	Samuel Rollins	07/29
Eunice Fader Lopez	07/06	Derek Hood	07/17	Jennifer Johnson	07/29
Tania Chavez Perez	07/06	Vicki Vogel	07/17	Amber Anderson	07/29
Robert Bradshaw	07/06	Melissa Viles	07/17	Daniel Ibarra	07/29
Chelsea Cutler	07/06	Leticia Magallon	07/17	Alexander Babos	07/30
Kelley Traugher	07/07	Corina Smith	07/18	Caitlin Carnes	07/30
Tahira Banu	07/07	Christopher Salcido	07/18	Michael Boyce	07/30
Kevin Perez	07/07	Matthew Varvel	07/18	Angela Garcia Arenas	07/30
Siboney Lopez	07/07	Juan Fonseca	07/18	Renn Duncan	07/30
Samantha Kinney	07/07	Mary Cartier	07/19	Alexandra Savage	07/30
Mark Tabares	07/08	Margaret Lewis	07/19	Andrew Tabin	07/31
Andrew Pedroni	07/08	Garrett Frice	07/19		
Samantha Cvetovac	07/09	Raymond Bailey	07/20		
Tom Lachapelle	07/09	Mario Jimenez	07/20		
Anthony Vesely	07/09	Darla Dobrinin	07/20		
Michael Olsen	07/10	William Cronan	07/20		
Erin Cole	07/10	Ryan Richmond	07/20		

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, July 15, 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, July 7, 2026 @ 9:00 AM
Tuesday, July 28, 2026 @ 9:00 AM

SLOCREA Meetings

July 7th. Contact SLOCREA for more information.

SLO County Pension Trust Board Of Trustees Meeting

July is a non-meeting month

