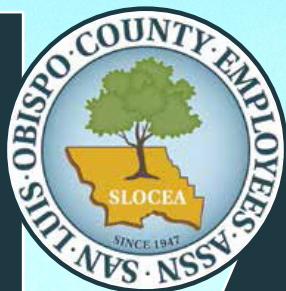


# THE COUNTY

# BLADE



VOLUME 40, NO. 8

AUGUST 2025

## WHAT HAPPENS WHEN BARGAINING REACHES IMPASSE?

### FIND FEATHERS!



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

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

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

## HELP

UNDERSTANDING  
THE GRIEVANCE  
PROCESS

REFLECTING  
ON THE  
2018 STRIKE

SLOCEA STAFF  
SPOTLIGHT:  
BROOKE DAPHNE



## 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

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**Dept. of Social Services, Seat 1**

Norma Domingo

**VICE PRESIDENT**

**Public Health, Seat 2**

Kathleen Curtis-Ames

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**Sheriff-Coroner's Office, Seat 3**

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**Dept. of Social Services, Seat 6**

Carrie McGrath

**Dept. of Social Services, Seat 7**

Ryan Barney

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Chelsea Hendron

**Public Services, Seat 9**

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**Public Works, Seat 10**

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**Airports, Seat 11**

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VACANT

**Seat 15**

#### LOS OSOS CSD

Carol Gilmer

**LOCSD, Seat 16**

#### AT LARGE

VACANT

**Seat 17**

VACANT

**Seat 18**

VACANT

**Seat 19**

## THE COUNTY BLADE

### SLOCEA

#### San Luis Obispo County Employees' Association

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Emily Landis

**Executive Director**

Theresa Schultz

**Senior Labor**

**Representative**

Brooke Daphne

**Labor Representative II**

Briana Dickey

**Office Administrator**



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

The opinions expressed in **The County Blade** do not necessarily reflect the official opinion of the **San Luis Obispo County Employees' Association** unless so specified.

For advertising information, please call Tana Pigeon at 951-686-7575.

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**Cover Image:** View of the rocky slopes of Hollister Peak as seen from Morro Bay State Park Campground. *Photo Credit: Edward Chaidez via iStock by Getty Images.*

# 2025 SLOCEA Negotiating Team



**Dennis Hayes**—Chief Spokesperson and SLOCEA General Counsel

**Paige Chretien**—SLOCEA Counsel

**Emily Landis**—Executive Director

**Theresa Schultz**—Senior Labor Representative

**Brooke Daphne**—Labor Representative II



## **Big Unit: Public Services, Supervisory & Clerical NEGOTIATING TEAM**

## **Trades, Crafts & Services NEGOTIATING TEAM**

- President: Nate Larsen, Employment Services Supervisor, DSS
- Vice President: Norma Domingo, Account Tech, Public Health
- At-Large Seat: Kyle Whelan, Civil Engineering Technician III, Public Works
- BU 01: Elizabeth Kavanaugh, Planner III, Community Parks
- BU 05: Thomas Arnold, Supervising Social Services Investigator, DSS
- BU 13: Kathleen Curtis-Ames, Legal Clerk III, Sheriff's Office

- Kevin Sulitz—Park Ranger I, Regional Parks
- Mike Johnson—Water Systems Worker III, Public works
- Jim Hutchinson—Facility Maintenance Mechanic III, Public Works
- Ricardo Camacho—Public Works Leadworker, Public Works

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# HAPPY LABOR - DAY -

**SLOCEA OFFICE WILL BE CLOSED  
MONDAY SEPT 1**



# What Happens When Bargaining Reaches Impasse?

**Emily Landis,**  
*Executive Director*



**W**hile SLOCEA and the County are still actively engaged in good-faith bargaining, given the County's recent economic proposal at the table, there have been many questions from members regarding what happens next, if we don't reach an agreement.

In every round of collective bargaining, there are ups and downs, times when progress comes quickly and times when things stall. If SLOCEA and the County cannot reach agreement after a good-faith effort to negotiate, state law provides a process to move things forward. That process begins with something called *impasse*.

This article walks you through what happens when negotiations reach impasse for public employees in California. We'll explain how it's declared, what

comes next (mediation, fact-finding, imposition), and when concerted labor actions - like a strike - can legally occur. While we hope to avoid impasse by securing a fair and equitable contract, it's important that SLOCEA members understand how the process works and how our collective power remains central throughout it.

## WHAT IS IMPASSE?

Under California's Meyers-Milias-Brown Act (MMBA) - the law governing collective bargaining for most public employees - impasse occurs when both the union and the employer have bargained in good faith but remain deadlocked on unresolved issues.

Impasse doesn't mean the process is over. It simply means that traditional negotiations have been exhausted, and a formal resolution process begins. Either party—the union or the employer—can declare impasse. The declaration must be in writing and state that no further progress can be made through regular negotiations.

## STEP 1: MEDIATION

Once impasse is declared, either party can request the assistance of a mediator, often through the Public Employment Relations Board (PERB). A neutral third-party mediator will work with both sides to explore potential compromises and move toward agreement.

Mediation usually lasts 30 to 45 days. If the parties are still deadlocked after this

period, the mediator may certify that mediation was unsuccessful. At that point, or even earlier, the union has the right to request fact-finding.

## STEP 2: FACT-FINDING

Fact-finding is a legally mandated step that helps ensure transparency and fairness in the bargaining process. Only the union can request fact-finding.

A three-member fact-finding panel is then formed:

- One representative selected by the union
- One by the employer
- One neutral chairperson appointed by PERB or mutually agreed upon by both parties

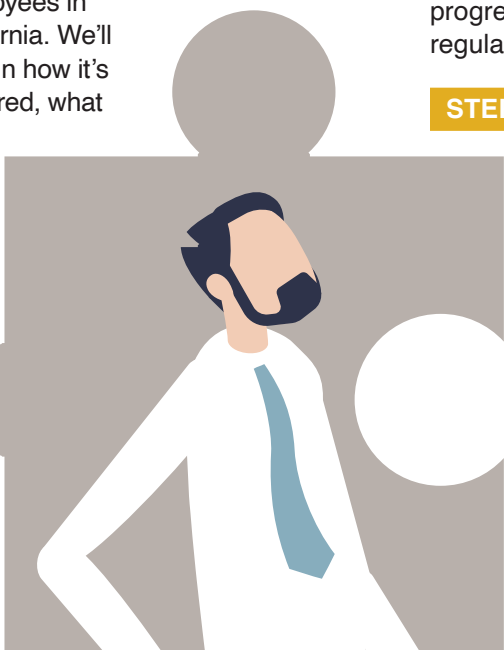
This panel conducts a hearing, reviews data, hears arguments, and ultimately issues a non-binding report recommending how to resolve the remaining issues. The panel is required to consider several factors, including:

- State and federal laws
- The employer's ability to pay
- The interests and welfare of the public
- Comparisons to similar employees in comparable jurisdictions
- Overall compensation (wages, hours, and benefits)

The panel must issue its report within 30 days. The report is first shared privately with both parties and then made public 10 days later.

## STEP 3: WHAT HAPPENS AFTER FACT-FINDING?

Once the fact-finding report is released, the parties are required to meet again and try to reach a deal





### STEP 4: CONCERTED LABOR ACTIONS

So what about strikes and other labor actions? Under California law, concerted actions such as strikes, picketing, or work stoppages become legal after impasse has been declared and fact-finding has occurred. In other words, once SLOCEA has exhausted the required legal steps, we are allowed to take protected action—provided it is authorized by a vote of the membership.

This is a critical moment. The right to strike or take job actions is one of the most powerful tools workers have. But it's also a serious decision that requires careful planning, legal compliance, and the strong, unified support of the membership. It's not a tool we utilize without thoroughly vetting out all options and ensuring that the membership is willing to take that action.

### WHY THIS MATTERS

While impasse may sound like a breakdown, it is really a structured path forward. Each step is designed to apply public pressure, foster transparency, and give SLOCEA a chance to build strength. Fact-finding shines a light on the employer's position and invites scrutiny from the broader community.

At the same time, it's important to recognize that the employer has tools too, including the ability to impose an offer after completing the process. That's why SLOCEA's preparation, member engagement, and solidarity matter at every stage. Our power at the table is directly tied to our unity away from it.

### LOOKING AHEAD

SLOCEA has been through this process before. In 2018, after reaching impasse and exhausting the process, our members voted to authorize a strike. For the first time in its history, the SLOCEA membership went on strike for 3 days, disrupting the County Government corridor in downtown SLO and bringing to light the County's failure to provide meaningful wages for their employees. That pressure, combined with member mobilization, eventually led to resolution—though the County did implement an LBFO that year of a 0.5% COLA. We've learned from that experience, and we are prepared to fight smarter and stronger if needed. SLOCEA's Strike Fund, established in 2024, is one example of how SLOCEA has taken steps to prepare for future labor actions, if needed.

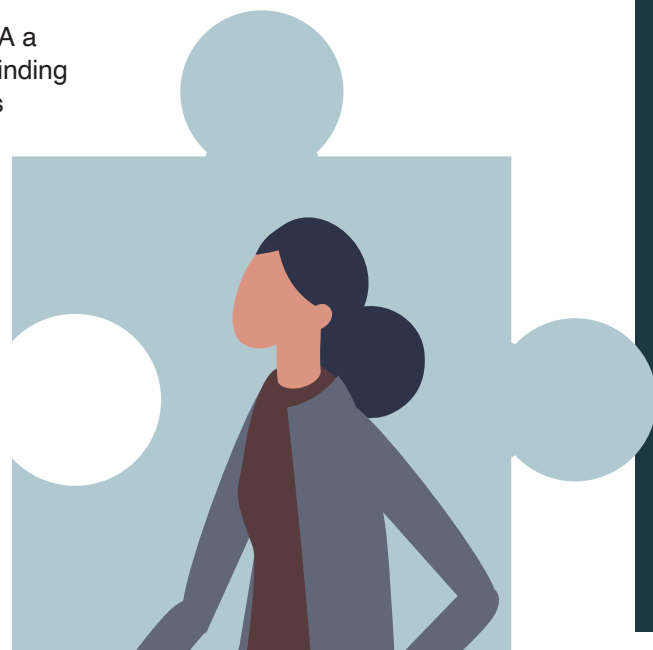
We hope this explanation helps you understand how the process works—and more importantly, how your participation makes a difference. Stay informed, stay engaged, and stay united. That's how we succeed together.

based on the recommendations. Sometimes this renewed discussion leads to settlement. If not, and the union does not take further action, the employer has the legal right to impose its Last, Best, and Final Offer (LBFO).

However, this can only occur if:

- All impasse procedures (fact-finding and public release of findings) have been completed,
- A public hearing is held under the Brown Act, and
- At least 10 days have passed since the panel's recommendations were made public.

Importantly, even if the employer imposes its LBFO, it is only for the remainder of the current budget year. The obligation to bargain still exists in future cycles.



# Understanding The Grievance Process

**Theresa Schultz,**  
*Senior Labor  
Representative*



**A**s a labor union, one of the important roles we play is advocating for the employees that we represent in complaints, pre-grievances and ultimately sometimes formal grievances. Grievances are often the result of violations of the MOU (contract), agency policy, Civil Service rules or State or Federal law. When those rights are violated, the grievance process becomes a very powerful tool.

As your labor representatives, our job is to seek remedies at the lowest level for issues that members may have. This process includes gathering facts, documenting evidence, meeting deadlines, and advocating on behalf of our members. If the issue is not remedied, we can elevate it all the way up to filing a formal grievance and if not resolved, then it can result in a hearing before the Civil Service Commission or an arbitrator.

However, filing a grievance can be intimidating for employees. Many worry about retaliation or being labeled a “troublemaker.” That’s why union support

is critically important. SLOCEA will help demystify the process, protect confidentiality where possible, and remind our members that exercising their rights is not only allowed, it’s necessary. While there are laws against such retaliatory actions by an employer, SLOCEA takes all necessary measures to protect employees from retaliation.

When management and SLOCEA engage in a meaningful discussions and find a

resolution, it benefits the employee and may even improve the entire workplace environment. Bringing issues to the attention of management can result in future awareness and adherence to the MOU, policies, Civil Service rules and State and Federal laws.

The grievance process can serve as a powerful tool for problem-solving and as your labor representatives, we will stand beside our members every step of the way. Through that solidarity, we not only protect your rights but also strengthen the workforce as a whole.

**HELP**

## CONTACT US

**Contact the SLOCEA  
office at 805-543-2021  
if you need assistance  
seeking a remedy for a  
workplace situation.**

*Aloha - This article was written as a tsunami warning forced us to evacuate to higher ground while vacationing in Maui. Thankfully everyone and everything was safe.*



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

### Listed by Department

#### AIRPORT

**Ben Franco**

BU 02 - San Luis  
Obispo Airport  
Airports Maintenance  
Worker

#### ANIMAL SERVICES

**Crystal Cullen**

BU 01 - San Luis Obispo  
Animal Control Officer

#### ASSESSOR

**Miranda Donaldson**

BU 01 - San Luis Obispo  
Appraiser II

**Chelsea Hendron**

BU 01 - San Luis Obispo  
Geographic Information  
Systems Analyst II

#### BEHAVIORAL HEALTH

**Megan Beardsley**

BU 05 - Arroyo Grande  
Adult Services  
Program Supervisor

**Janet Soto**

BU 01 - Arroyo Grande  
Youth Services  
Behavioral Health  
Clinician II

#### CLERK-RECORDER

**Lucia Maceri**

BU 01 - San  
Luis Obispo  
Clerk Recorder Assistant II

#### COUNTY COUNSEL

**Renee Cooper**

BU 13 - San  
Luis Obispo  
Administrative Assistant III

#### DISTRICT ATTORNEY

**Beth Raub**

BU 05 - San  
Luis Obispo  
Victim Witness Supervisor

#### INFORMATION TECHNOLOGY

**Allen Dailey**

BU 01 - San Luis Obispo  
Geographic Information  
Systems Analyst II

#### LIBRARY

**Chelsea Cutler**

BU 01 - San Luis Obispo  
Library Associate III

**Kate McMillen**

BU 01 - Arroyo Grande  
Librarian

#### PARKS

**Kevin Sulitz**

BU 02 - Salinas District  
Park Ranger I

#### PLANNING AND BUILDING

**Angela Garcia**

BU 01 - San Luis Obispo  
Building Plans Examiner I

#### PROBATION

**Esther Santiago**

BU 13 - San Luis Obispo  
Departmental Personnel  
Technician

#### PUBLIC HEALTH

**Norma Domingo**

BU 13 - San Luis Obispo  
Accounting Technician

**Elizabeth Farrington**

BU 01 - San Luis Obispo  
Public Health  
Microbiologist I

**April Smith**

BU 05 - Paso Robles  
Supervising Public  
Health Nurse

#### PUBLIC WORKS

**Vincent Corcoran**

BU 02 - Los Osos  
Wastewater Systems  
Worker II

**Mitch Wallravin**

BU 05 - San Luis Obispo  
Supervising Custodian

#### SHERIFF-CORONER

**Kathleen Curtis-Ames**

BU 13 - Templeton  
Sub-Station  
Legal Clerk III

**Crissie Danley**

BU 13 - San Luis Obispo  
Civil Division  
Legal Clerk II

#### SOCIAL SERVICES

**Obed Elenes**

BU 01- San Luis Obispo  
Employment Resource  
Specialist II

**Heather Griffin**

BU 01- Arroyo Grande  
Employment Resource  
Specialist III

**Freddy Hernandez**

BU 01- San Luis Obispo  
Employment Resource  
Specialist III

**Nate Larsen**

BU 05 - Paso Robles  
Employment Services  
Supervisor

**Mark McCullough**

BU 01 - Nipomo  
Employment Resource  
Specialist III

**Carrie McGrath**

BU 01- San Luis Obispo  
Program Review Specialist

**Thomas McGarvey**

BU 05 - Arroyo Grande  
Employment Services  
Supervisor

### IF YOU ARE LOOKING FOR A WAY TO GET INVOLVED WITH SLOCEA, CONSIDER BECOMING A STEWARD

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

As a Steward you will:

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

*To learn more, please contact Theresa Schultz at  
tschultz@slocea.org or 805-543-2021.*

# Learning From The Past:

## Reflecting On The 2018 Strike

Brooke Daphne,  
Labor  
Representative II



2018 wasn't that long ago, and we're starting to see a similar situation play out now in 2025. Those of you who remember, know that 2018 was a momentous year for SLOCEA, marking the **first-ever** strike of SLO County employees after months of tireless, but ultimately fruitless, negotiations.

As we navigate contract negotiations, it's impossible not to think back on the events of 2018. Fed up with the lack of transparency, disrespect, and an ever-widening wage gap, County employees came together, stood on the picket lines, and made history. That moment wasn't reached easily, however. It came after countless attempts to reach a fair agreement at the bargaining table. At the time, SLOCEA's negotiating team was told "there's no money", all while the County sat on record-high reserves of \$291 million. After reaching impasse, insult was added to injury when two independent factfinders validated what we already knew: that the County could afford to do better and had simply refused.

Employees had already spent years falling farther and farther behind market following the five-year "pain plan", when employees willingly gave up their cost of living adjustments (COLAs) to prevent layoffs following the 2008 recession. This was done with the understanding that when the County was in a more stable



financial position, employees would be compensated for their sacrifices and brought back up to market. This ultimately never happened. In 2018, when the County imposed their last, best, and final offer of a .05% *cost of living adjustment*, SLOCEA responded by initiating a three-day grassroots strike that sent a clear message: **we will not be ignored**.

### FAST FORWARD TO TODAY

Seven years later, we're concerned that similar patterns are emerging.

The County has again come to the table with an economic proposal that grossly undervalues the work their employees do for the County and

this community. Despite the ongoing narrative of prioritizing competitive wages and fair compensation, the current offers on the table have fallen far short of those promises. Other employee groups—particularly those in high-ranking, high-salaried positions—have received significant improvements to their compensation and benefit packages while frontline staff arduously bargain over modest raises and benefits.

This isn't just about compensation. It's about priorities. It's about recognition. It's about how this County chooses to treat the people who deliver the services that keep it running every single day.





## LOOKING FORWARD, STANDING FIRM

It's important to note that we're not at the same point we were in 2018. Negotiations are still in full-swing and our teams will continue to bargain in good faith, set reasonable expectations, and advocate steadfastly on your behalf. We remain determinedly committed to securing

fair and equitable wages and benefits for our members.

We also know that power at the table is directly tied to the strength of our membership. It is absolutely vital to stay connected. Stay informed. And **get involved**. SLOCEA is always in need of Stewards and Directors, and participating in leadership positions is the best way to have your voice heard. Members

wanting to get more involved can [click here for a nomination form to our Board of Directors](#) or [here for more information on SLOCEA's Steward Committee](#). Remember: when we come together, our voice is impossible to ignore. Stay ready. Stay informed. Stay united.

In solidarity,  
*Brooke Daphne, Labor Representative II*







## SLOCEA STAFF SPOTLIGHT

By **Briana Dickey**,  
Office  
Administrator



**W**hen  
Brooke  
Daphne

accepted a temporary position here at the SLOCEA office in October 2018 -- tasked with the major project of digitizing years' worth of hard-copy membership forms, beneficiary documents, and case files -- she had no idea she was stepping into what would become a career rooted in purpose, advocacy, and transformation.

What started as "an extra set of hands" quickly evolved. In late 2020, Brooke joined the SLOCEA team full-time as an Office Assistant. It was a shift driven by her growing passion for the mission and goals of SLOCEA. "I already believed in what SLOCEA stood for," she said. "It aligned with my values and I was doing meaningful work for public employees."

Brooke's commitment deepened over the years, growing in the organization from Office Assistant to Labor Representative and in January 2025, she was promoted to Labor Representative II. In her current role, she advocates for SLOCEA members facing disciplinary actions, workplace conflicts, or MOU violations. Brooke explained that the tasks on hand can look different every day, but the goal is always the same: support and representation.

In her seven years with SLOCEA, Brooke has witnessed and helped shape some of SLOCEA's most pivotal moments. The most memorable is SLOCEA's historic strike in 2018. While working from the office during the action, Brooke played a crucial behind-the-scenes role in organizing

# From Temporary Hire To Trusted Advocate Brooke Daphne

supplies, coordinating communication, and supporting those on the front lines. "The energy was palpable," she recalled. "There was this amazing sense of unity. It felt empowering just to be a part of it."

Another standout contribution was her lead role in restructuring SLOCEA's dues system, a critical move ensuring the union's long-term sustainability. Brooke proposed a new, more equitable structure. "The old system was built in the 1970s—it just didn't reflect today's economic reality." Thanks to her efforts,



If you see me around,  
stop me and say hi! I  
love getting to know our  
members personally.



SLOCEA is now stronger and better prepared to serve members during their most critical times.

Outside of work, Brooke has a creative and adventurous side. She loves backpacking, skiing, historical reenactment events, crafting and perhaps most surprisingly, she recently became a hardcore gamer. "It started casually, but now I have a color-shifting LED headset and everything," she laughed.

Brooke's advice to members and staff is simple but powerful: "Get involved." She emphasizes that union strength comes from active participation, whether it's staying informed through The Blade and member portal, stepping into leadership roles, or simply advocating within your workplace.

And for SLOCEA staff, she offers practical encouragement: "Be ready for anything". Much of the job, she says, is learned through experience. "Real growth happens when you're thrown into the deep end."

She also carries with her a powerful piece of advice from former Executive Director Pat McNamara: "*There's no such thing as an emergency.*" Brooke explained, "We get frantic calls all the time, and it's easy to absorb that panic. But it's important to stay calm, plan, and move through it with purpose."

Brooke's journey is a testament to what can happen when passion meets purpose. What began as a short-term, temporary position has grown into a career of meaningful impact!

Brooke's message to members: "If you see me around, stop me and say hi! I love getting to know our members personally. So, when people attend board meetings or we are out at site visits, please flag me down. I would love to get to know you, I am very passionate about what I do."

SLOCEA's Executive Director, Emily Landis shared: "Brooke is an invaluable member of the SLOCEA team. She has great passion for our mission and has deep commitment to our members. I always appreciate her interest in the history of SLOCEA. As an organization that's been around since 1947, there is a lot to know, and Brooke has become a true resource for both staff and members. I especially value the positivity and dedication she brings to our team. She stays committed until the job is done and goes to bat for members, even in difficult situations."

All of us on the SLOCEA staff would like to thank Brooke for her unwavering support and fierce commitment. We are lucky to have such a kind, committed, and uplifting presence on our team!







# JULY'S FIND FEATHERS WINNERS!



1. Daniel Grimes- Fleet Services
2. Jeanette Noriega- Dept Social Services
3. Rebecca Higbee- Assessor
4. Cindy Todd- Dept Social Services
5. Ezmeralda Cantu- Public Health Dept

## Out Of The Ordinary Holidays

# National Just Because Day!

Give yourself permission  
to do something spontaneous...  
just because!

August 27

# Discounts Through InsureOne

*County Benefits Team*

The County is excited to offer exclusive access to InsureOne Premier, a trusted partner of PRISM, which provides discounts on personal insurance such as Auto, RV, Renter's and Home policies (availability may vary by zip code).

In recent years rising inflation and increased climate-related events have driven up home and auto insurance premiums, making it harder to afford coverage.

Backed by Confie, California's largest multi-carrier personal lines agency, InsureOne leverages relationships with over 160 insurance carriers to find the best coverage at the most competitive price for you.

As an independent broker, InsureOne works for you, not the insurers. Their agents provide expert guidance and access to top-rated carriers like Progressive, Safeco, Travelers, and Nationwide.

InsureOne can also help you bundle your home and auto policies, often unlocking deeper discounts, with no extra work on your part. Discounts can be as much as 30% off standard market insurance rates.

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- Driving record
- Household composition
- Local market conditions



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- Call or visit their website to request a personalized quote based on you and your needs.
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- Review your policy options. Remember you can bundle policies, such as home and auto, for larger discounts.
- Select your policy and start enjoying your exclusive discount.
- Review policies annually: Your InsureOne agent can re-shop policies as your needs change.

“

InsureOne leverages relationships with over 160 insurance carriers to find the best coverage at the most competitive price for you.

”

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QUOTE TODAY!**

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# ★ PARK ★ PALOOZA

**SATURDAY AUGUST 2ND**

**BENEFITING THE SLO NOOR FOUNDATION & SURFING FOR HOPE**

**The Main Squeeze  
Vince Cimo's Hot Fire  
Dante Marsh & The Vibe Setters  
B & The Hive . Birthday Girl**

- ALL AGES ADVENTURES -

**COLOR RUN . KID'S CORNER**

**CULTURAL ARTS PERFORMANCES**

**MERCHANT VENDORS . LOCAL FOOD/DRINK**

**5K COLOR RUN - 1:00 PM    EVENT: 1:00 PM - SUNSET**

**DAIRY CREEK GOLF COURSE**

**STATE HWY 1, DAIRY CREEK RD SAN LUIS OBISPO, CA 93405**



**\$25 — \$30 ALL AGES    KIDS 12 & UNDER GET INTO EVENT FREE**



# Planning to Retire?

## Plan To Join SLOCREA: San Luis Obispo Retirees' Association



**Miki Gillman,**  
*SLOCREA Past-President*

**A**ugust is National Awareness month for a whole list of entities. Included are: Black Business Awareness; National Wellness Awareness; National Dog Month (to call attention to responsible dog ownership, etc.). A hearty shout-out to all of these.

Here are some tips about Social Security and Medicare: There are people who can help you decide when is the best time for you to start receiving Social Security Benefits. AARP and the Area Agency on Aging are two agencies which can help. Check their websites. Also the Social Security website, SS staff, and financial advisors.

It would be good to figure this out well before that best time, as you can apply for SS several months before your chosen date. I recommend that you apply as early as possible for each SS and Medicare, realizing that many seasoned staff at both SS and Medicare have been laid-off or fired in the past several months, hampering service. This is very sad.

When I applied for each of those benefits, I got good service. The staff were very knowledgeable and helpful. Nevertheless, appointments

were made a month or more out from when I called to make them. Also, a phone appointment is often easier to get than an in-person one.

On another note: Last year at this time my team and I (Central Coast SurviveOars dragon boat team) were busy practicing and preparing for the Club Crew World Championships in Italy. Upon our return home, I joined a fitness camp for seniors at my fitness club. I wasn't quite sure why.

The reasons turned out to include: I was feeling pretty good about my fitness level and wanted to keep it up &/or improve it; I wanted to be ready for the next big dragon boat race; I wanted to enter my eighties in the best shape possible.

It was a good decision: I gained a little bit of muscle mass at a time when most people are gradually losing it; I felt stronger; all my counts at my annual physical had improved over the last year.

I did another session in the spring. Now my team is training hard for the Club Crew National Championships in the fall. Those fitness camps have really helped me.

Nevertheless, the main benefits I get from participating in these activities are the comraderie, sense of belonging and community.

“

There are people who can help you decide when is the best time for you to start receiving Social Security Benefits. AARP and the Area Agency on Aging are two agencies which can help.

”

### NEXT MEETINGS

- Our next General Lunch Meeting will be the 1st Tuesday in October (10/07/25) at 12 Noon, venue TBD.
- We'll likely have a board meeting in November and our annual celebration meeting will be the 1st Tuesday in December (Dec. 2nd).

***Wishing Everyone Happy Summer and Fall!***

### 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!

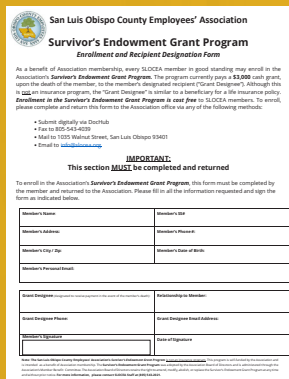
We are an all volunteer organization. Each year we have 3 lunch meetings with a speaker, one holiday luncheon with entertainment, and one BBQ/potluck picnic (outdoors).

[www.slocra.org](http://www.slocra.org)



# IMPORTANT INFORMATION & LINKS TO KNOW

## Survivor's Endowment Grant



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

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

- Submit digitally via DocuSign
- Fax to 805-543-4020
- Mail to 1035 Walnut Street, San Luis Obispo 93401
- Email to [info@slocea.org](mailto:info@slocea.org)

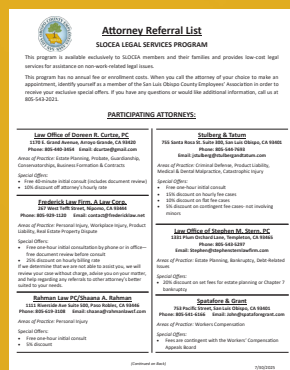
**IMPORTANT:**  
This section **MUST** be completed and returned

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 (Name and complete address of the person you wish to designate as the recipient of the grant)	Relationship to Member
Grant Designee Phone	Grant Designee Email Address
Member's Signature	Date of Signature

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 offer. If you have any questions or would like additional information, call us at 805-543-2021.

**PARTICIPATING ATTORNEYS:**

<b>Law Office of Doreen B. Curtis, PC</b> 2075 Santa Barbara Avenue, Suite 100, San Luis Obispo, CA 93401 Phone: 805-543-4044 Email: <a href="mailto:dcurtis@dbcurtis.com">dcurtis@dbcurtis.com</a> Areas of Practice: Estate Planning, Trusts, Guardianship, Consumer Affairs, Business Formation & Contracts Special Offer: • One 45-minute initial consult (includes document review) • 10% discount on all other hourly fees • Free document review (within 10 days) • Free one-hour initial consultation by phone or in-office • Free document review (within 10 days) • 20% discount on hourly billing rate • All expenses (other than court fees) to assist you, we will receive your cost reduced to 50% of our normal rates and we will sign any referrals to other attorneys' letters to the court for free.	<b>Stallberg &amp; Tatum</b> 720 Santa Barbara Avenue, Suite 100, San Luis Obispo, CA 93401 Phone: 805-543-4044 Email: <a href="mailto:info@stallbergandtatum.com">info@stallbergandtatum.com</a> Areas of Practice: General Business, Product Liability, Medical & Dental Malpractice, Construction Law Special Offer: • Free one-hour initial consult • 10% discount on hourly fees • 10% discount on flat fee cases • No discount on out-of-pocket expenses not including attorney fees
<b>Law Office of Stephen M. Steen, PC</b> 1117 First Street, Suite 100, San Luis Obispo, CA 93401 Phone: 805-543-4047 Email: <a href="mailto:stephen@stephenmsteens.com">stephen@stephenmsteens.com</a> Areas of Practice: Estate Planning, Real Estate, Debt Collection Special Offer: • 20% discount on all fees for estate planning or Chapter 7 bankruptcy	<b>Law Office of Stephanie A. Rubin</b> 1000 Santa Barbara Avenue, Suite 100, San Luis Obispo, CA 93401 Phone: 805-543-4044 Email: <a href="mailto:info@stephanierubin.com">info@stephanierubin.com</a> Areas of Practice: Real Estate, Personal Injury, Product Liability, Real Estate Property Disputes Special Offer: • Free one-hour initial consult • 10% discount on all other hourly fees • Free document review (within 10 days) • Free one-hour initial consultation by phone or in-office • Free document review (within 10 days) • 20% discount on hourly billing rate • All expenses (other than court fees) to assist you, we will receive your cost reduced to 50% of our normal rates and we will sign any referrals to other attorneys' letters to the court for free.

Click here to download the list

## Wild At Work

SLOCEA members have access to discounts at major amusement parks in California, attractions in San Diego and the San Francisco Bay Area, car rentals, hotels, motels, campgrounds and more through Wild at Work.

Click here to register and get discounts

## YOUR RIGHT TO REPRESENTATION

- If you are called in to a meeting with management, you have the **RIGHT** to know the subject of the meeting.
- If you **reasonably believe** the meeting could lead to discipline, you have the **RIGHT** to representation by SLOCEA. **You must ask for that right.** Management **DOES** not have to offer it to you.
- You have the **RIGHT** to consultation with your SLOCEA representative before the meeting.

When in doubt, call your SLOCEA representative at 805-543-2021.



# SLOCEA

805-543-2021 • [www.slocea.org](http://www.slocea.org)  
1035 Walnut St., San Luis Obispo, 93401

For the period June 16, 2025 – July 15, 2025

## MEETINGS AND BUSINESS

- Held a SLOCEA Board of Directors meeting
- Held a bi-monthly Steward Committee meeting
- Held a Member Benefit Fund Committee meeting
- Participated in a Working Assembly of Government Employees' monthly meeting
- Completed Board of Directors training for two new Directors
- Attended the Civil Service Commission meeting
- Consulted with SLOCEA's General Counsel on various labor matters

## LABOR REPRESENTATION REPORT

174 Total member consults for the month which represents 75 different members that SLOCEA assisted.

Of the 75 members assisted:

- 34 Member issues that were case related
- 41 Members with various other matters or inquiries

Case Matters:

- 8 New cases opened
- 17 Case that were resolved and closed
- 20 Ongoing cases from previous month(s)
- 23 Current cases open and active

## CASES OPENED AND CLOSED BY ISSUE

CASE TYPES OPENED THIS MONTH	Opened	Closed	On-going
Appeals			4
ADA Accommodation	1	4	5
Leave of Absence		1	1
Pre-Grievance/Grievance	1	3	4
Investigations	3	3	2
Discipline: Formal Action			1
Discipline: Informal Action	1	4	1
Performance Evaluation	1	1	
Promotion/Reclassification	1		2
Layoff		1	
<b>TOTALS</b>	<b>8</b>	<b>17</b>	<b>20</b>

## MEET AND CONFER MATTERS

MOUs (Memorandum of Understanding) also known as the contracts for the Big Unit (Public Services, Supervisory and Clerical Units) and the Trades, Crafts & Services Unit expired on June 30, 2025. Negotiations sessions for successor MOUs were held between the SLOCEA Negotiating Teams and the County on the following dates:

- Session 1: April 21
- Session 2: May 5
- Session 3: May 19
- Session 4: June 13
- Session 5: June 23
- Session 6: July 1
- Session 7: July 16
- Session 8: July 28

## ACTIVE PERB (PUBLIC EMPLOYMENT RELATIONS BOARD) MATTERS

**April 2024: SHERIFF DEPT –**  
SLOCEA filed a charge against the County's failure to meet and confer over elimination of Supervising Correctional Technician positions and assigning supervisory duties to Correctional Technicians.

- PERB issued a complaint against County which is currently being held in abeyance, pending settlement between the parties

**February 2025: SHERIFF DEPT**

- SLOCEA filed a charge against the County's for interfering with an employee's protected rights and for retaliation against an employee.
- PERB issued a Complaint against the County on July 9, 2025

## DON'T MISS THESE MEETINGS!

### SLOCEA Board of Directors Meeting

Wednesday, August 20, 2025 @ 5:45 PM via Zoom.  
Contact the SLOCEA office for the meeting 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, August 15, 2025 @ 9:00 AM

Tuesday, August 19, 2025 @ 9:00 AM

### SLOCREA Meetings

September – Date TBD. Contact SLOCREA for more information

### SLO County Pension Trust Board Of Trustees Meeting

Monday, August 25, 2025 @ 9:30am in BOS Chambers





# Service Anniversaries & New Members

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

## AUGUST SERVICE ANNIVERSARIES

First Name	Last Name	Department	Years Of Service	First Name	Last Name	Department	Years Of Service
Kimberly	Romero	Public Works ISF	36	Ross	Felthousen	Assessor	19
Joshua	Vasquez	Public Works ISF	27	Crystal	Kirkland	Agricultural Commissioner	19
Sheila	Wolpert	Department of Social Services	27	Sean	Gabriel	Golf Courses	18
Matthew	Varvel	Planning Department	27	Paterese	Reynolds	Behavioral Health	17
Kevin	Maxwell	Behavioral Health	25	Telesforo	Galindo	Department of Social Services	15
Sheri	Thompson	District Attorney	25	Joshua	Rovenstine	Public Works ISF	15
Lee	Thompson	Regional Parks	24	Marisol	Hinojosa	Department of Social Services	15
Merlin	Knight	ITD	23	Barrie	Valencia	Public Works ISF	10
Ronald	Chilcott	SLO County Child Support Servi	22	Lydia	Aguayo	District Attorney	10
Harold	Clutter	Public Works ISF	20	Lane	Sutherland	Planning Department	5
Jon	Mendez	Department of Social Services	20	Janna	Kliwer	Public Health Department	5
Antoinette	Padgett	Library	20				

## WELCOME NEW MEMBERS

Name	Department	Name	Department
Lisa-Marie Rincon	Assessor	David Brinson	Department Social Services
George Jackson	Central Services	Mariah Perez	Department Social Services
Hailey Razo	Department Social Services	Jennie Stuhff	Department Social Services
Sylvia Moreno Chavez	Department Social Services	Zachary Hubbard	Public Works
Mariah Avery	Department Social Services	Christian Slater	Public Works
Rebecca Appling	Department Social Services		

## 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 AUGUST BIRTHDAYS!

First Name Last Name	Birthday	First Name Last Name	Birthday	First Name Last Name	Birthday
Megan Bruenning-Van Artsdalen	08/01	Leonardo Diaz	08/13	Bertha Yanez	08/24
Maria Hanna	08/01	John Robles	08/13	Emma Sturm	08/24
James Mallon	08/01	Kathy Holland	08/13	Iban Verduzco Lopez	08/24
Helena Van Dahlen	08/01	Shane Western	08/14	Maria Buenrostro	08/24
Cheryl Ku	08/01	Danielle Ruedas	08/14	Joseph Parent	08/24
Genesis Avila	08/02	Joseph Goostree	08/15	Michelle Dailak	08/25
Emilie Curry	08/02	Douglas Spang	08/15	Jenelle Merzon	08/25
Denzel Allison	08/03	Monica Garcia Jimenez	08/15	Paula Hernandez	08/25
Tina Sullivan	08/03	Travis Bland	08/15	Briguite Sanchez	08/25
Ray Manuel	08/04	Colin Prins	08/15	Esther Santiago	08/26
Michael Johnson	08/04	Christopher Arzola	08/15	Katelyn Yarnold	08/26
Julie Foxford	08/04	Marta Fuentes-Blevins	08/16	Justin Clarke	08/26
Jaclyn Searle	08/05	Heather Miller	08/16	Mark Attarian	08/27
Claudia Munoz	08/05	Melissa Rodriguez	08/16	Cori Olsen	08/27
Katherine Parra	08/05	Vera Graham	08/16	Emma Theroux	08/27
David Davis	08/05	Richard Avila	08/16	Todd Dougherty	08/27
Eliane Neilson	08/05	Randall Hamilton	08/17	Cynthia Wakefield	08/27
Michele Aanerud	08/05	Milan Limbo	08/17	Elizabeth Farrington	08/27
Ross Felthousen	08/05	John Henry	08/17	Roque Garcia	08/28
Aimee Moreno	08/06	Melissa Quintana	08/17	Joseph Ruberto	08/28
Victoria Golonka	08/06	Howard Vega Olvera	08/17	David Jones	08/28
Trisha Razo	08/06	Zehra Dos Santos	08/17	Miles Tuinstra	08/28
Maria Vega	08/06	Sheila Hall	08/18	Charmaine Azevedo	08/28
Kelli Denehy	08/07	Lucinda Deschuytter-Smith	08/18	Mayra Garcia	08/28
Sallie Tonascia	08/08	Katrin Adelina	08/18	Emmaline Tockey	08/28
Jocelyne Gonzalez Perez	08/08	Maria Aquino-Anda	08/18	Marsha Jepsen	08/28
Richard Riddle	08/08	Luis Reyes	08/19	Araceli Monroy	08/28
Deirdre Devlin	08/08	Amy Howell	08/19	Salvador Zaragoza	08/28
Michael Zepeda	08/08	Valerie Merrill	08/19	Taylor Grimshaw	08/28
Christopher Hanson	08/08	Erica Thatcher	08/19	Christopher Li	08/29
Robert St Cyr	08/08	Amy Parker	08/20	Kimberly Romero	08/29
Gregory Hoag	08/08	Stephen Mendenhall	08/20	Merlin Knight	08/29
Alicia Borlodan	08/09	Nicole Isakson	08/20	Dana Adoptante	08/29
Kendra Cover	08/09	Melanie Bales	08/20	Todd Vargues	08/29
Diana Galloway	08/09	Albert Nunes	08/21	Andrew Knighton	08/29
Nicholas Lupoli	08/10	Isabella Haycraft	08/21	Morgan Brockman	08/29
Anthony Buenrostro	08/10	Vanessa Gomez	08/21	Justin Haddad	08/29
Ana Chavez Garcia	08/10	Michael Tabares	08/21	Jonathan Briggs	08/30
Kristin Edler	08/11	Sarah Guy	08/21	Kardell Eugene	08/31
Anthony Huffaker	08/11	Christine Maness	08/22	Kali Beard	08/31
Nicole Ermocida	08/11	Cristina Medina	08/22	Valerie Ulivarria	08/31
Nicholas Johnson	08/11	Jocelyn McCurry	08/22	Matthew Thompson	08/31
Anita Wilcox	08/12	Hana Erickson	08/22		
Kristin Rank	08/12	Erin Stich	08/22		
Jenny Williamson	08/12	Vincent Corcoran	08/23		
Kambey Arellano	08/12	Carmen Lopez	08/23		
John Rogers	08/13	Jennifer Manuel	08/23		
Julia Franco	08/13	Tyler Lopez	08/23		
Melanie Tonascia	08/13	Melissa Soares	08/24		
Carrie McGrath	08/13	Teresa Johnson	08/24		

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.



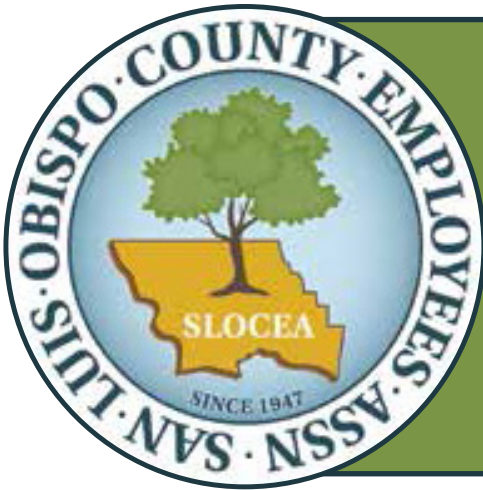
Did You Know We're  
On Social Media?  
Follow Us Here!



your\_slocea



SLOCEA



HAVE A QUESTION?  
CALL SLOCEA  
805-543-2021

## DOWNTOWN SLO Member Discounts

- WOODSTOCKS PIZZA - 15% OFF
- SEEDS - 10% OFF
- WETZEL PRETZELS - 15% OFF

HELP US EXPAND OUR LIST OF DISCOUNTS  
FOR SLOCEA MEMBERS AND COUNTY  
EMPLOYEES!

IF YOU KNOW OF ANY BUSINESSES OFFERING  
DISCOUNTS OR SPECIAL DEALS FOR OUR  
MEMBERS, WE'D LOVE TO HEAR ABOUT THEM!

EMAIL US AT  
INFO@SLOCEA.ORG

THANK YOU FOR HELPING  
US GROW OUR LIST!

