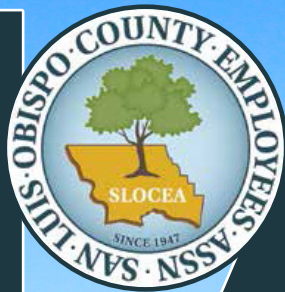


THE COUNTY

BLADE



VOLUME 40, NO. 9

SEPTEMBER 2025

SLOCEA'S RESPONSE TO THE COUNTY'S "BARGAINING UPDATE"

FIND FEATHERS!



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

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

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



**SLOCEA ANNUAL
GENERAL
MEMBERSHIP
MEETING**

**HOW COUNTY AND
COURT WORKERS
KEEP SLO COUNTY
MOVING FORWARD**

**THE
IMPORTANCE OF
SOLIDARITY IN
NEGOTIATIONS**

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

SECRETARY/TREASURER

Sheriff-Coroner's Office, Seat 3

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Seat 7

Ryan Barney

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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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Theresa Schultz

Senior Labor

Representative

Brooke Daphne

Labor Representative II

Jennifer Tate

Labor Representative I

Carrie McGrath

Labor Representative I

Briana Dickey

Office Administrator



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

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

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

The County Blade is published digitally monthly, distributed to the SLOCEA membership through the website, email, and social media.

Cover Image: View of Park Ridge with Hollister Peak in background, as seen from the summit of Black Hill. *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

NATIVE AMERICAN DAY

The SLOCEA office will be closed Friday, September 26th

HAPPY LABOR DAY

Our office will be closed on
Labor Day, Monday, September 1



SLOCEA's Response To The County's "Bargaining Update"

Emily Landis,
Executive Director



On August 13, the County released a public-facing "bargaining update" while negotiations with SLOCEA are still underway. Although it is not unusual for employers to communicate with the public about labor relations, the timing and framing of this update is concerning. By sharing selective details about proposals still on the table and oversimplifying SLOCEA's concerns, the County's post presents a one-sided story. We believe it is important to offer additional context so that our members, their families, and the community at large can better understand SLOCEA's perspective and the values guiding our approach to negotiations.

INCREMENTAL BARGAINING IS THE NORM

In its update, the County implied that SLOCEA's "incremental" approach makes bargaining slow or inefficient. This characterization misrepresents how collective bargaining works. Incremental bargaining has been the standard practice in public-sector labor relations for over a century. It allows each side to test ideas, adjust proposals, and steadily move closer to a fair compromise. Both the County and SLOCEA have always engaged in incremental bargaining during past negotiations. This process ensures that complex issues receive the careful consideration they deserve. Far from being a

“

Incremental bargaining has been the standard practice in public-sector labor relations for over a century. It allows each side to test ideas, adjust proposals, and steadily move closer to a fair compromise.

”

flaw, incremental progress is what ultimately produces agreements that stand the test of time.

OUR DUTY IS TO MEMBERS

The County's post also suggested that SLOCEA has been unrealistic in its proposals. What this overlooks is that our proposals are not arbitrary—they are shaped by the voices of the people we represent. Before bargaining began, SLOCEA conducted a membership-wide survey to identify priorities and concerns. That feedback directly informed the proposals we brought to the table. While we know that opening proposals are just starting points, they are necessary to ensure that the needs of employees are fully represented in the bargaining process. SLOCEA does not represent the County; we represent our members, and our duty is to advocate for their priorities even when those priorities are challenging to achieve.

RECOGNIZING THE SOURCE OF PROPOSALS

The County highlighted several economic tentative agreements reached so far, including wellness reimbursements, increases to tuition reimbursement, new

differentials, and higher allowances for uniforms, boots, and tools. While these agreements are positive developments, it is important to acknowledge that nearly all of these ideas originated from SLOCEA's proposals. Our negotiating team put them forward based on feedback from members, and through discussion and compromise, agreements were reached. The County's post presented these items as though they were employer initiatives, but in reality, they were the result of advocacy by SLOCEA and the collaborative bargaining process.

STEP STRUCTURE ADJUSTMENTS

The County's economic offer includes adjustments to the step structure, adding a Step 7 (+5%) in Year 2 and introducing an add-a-step/drop-a-step adjustment (+5% at both the top and bottom of the scale) in Year 3. These step adjustments are consistent with what has been provided to other bargaining units, although several other units secured a step 7 during the first year of their agreements, which has not been offered to SLOCEA.

While step adjustments can support recruitment and retention,



One of the most significant shortcomings of the County's proposal is the lack of ongoing cost-of-living adjustments (COLAs).



their impact on current employees is uneven. Some members will see improvements to take-home pay, but for many, the benefits will be delayed or limited. Without across-the-board increases, the step structure changes fall short of providing meaningful relief to all employees in a timely manner.

THE COLA PROBLEM

One of the most significant shortcomings of the County's proposal is the lack of ongoing cost-of-living adjustments (COLAs). Their offer includes a 2% increase in Year 1, followed by no across-the-board increases in Years 2 and 3. At a time when the cost of living continues to rise, this approach effectively erodes purchasing power. Other bargaining units have secured multi-year COLAs, which provide a critical safeguard for employees against inflation. While step increases are valuable, they are merit-based and earned through evaluations—they are not a substitute for COLAs. Without consistent, across-the-board adjustments, many employees will struggle to keep pace with rising costs.

PENSION CONTRIBUTIONS

Another area of concern is pension contributions. Other bargaining units received reductions in employee pension contributions, providing direct relief to take-home pay. In contrast, SLOCEA has been offered only a freeze, meaning employees continue to pay the same rates with no reduction. Pension relief is especially important when paired with limited COLAs, as it offers a way to offset stagnant wages. By declining to extend reductions

to SLOCEA members, the County has stifled our efforts to increase member's take-home pay and created an inequity between our employees and those in other units.

EQUITY ADJUSTMENTS

The County's equity adjustment approach is also problematic. Relying on its own market analysis, the County determined that many SLOCEA classifications would not qualify for equity adjustments because they are "already at or near the median." SLOCEA has long disagreed with the County's market methodology, particularly because the union is excluded from the process. Our concern is not simply that some employees will not receive adjustments; it is that the County's framework, when combined with insufficient COLAs, creates winners and losers within our membership. Rising costs affect everyone, yet the County's proposal fails to address the broader erosion of take-home pay.

THE NUMBERS

The County estimated that the total value of its offer for SLOCEA equates to \$33.4 million annually after three years, compared to \$71 million across all represented and unrepresented

employees. SLOCEA represents approximately 70% of employees covered by these negotiations, but less than half of the dollars have been allocated to our membership. This discrepancy raises serious questions about fairness and whether the County is truly prioritizing the needs of the majority of its workforce.

WHERE WE STAND

SLOCEA remains committed to bargaining in good faith and working toward an agreement that benefits both employees and the community we serve. Our priorities remain clear:

- » Multi-year COLAs to protect purchasing power.
- » Pension contribution relief comparable to other units.
- » Equity adjustments that are distributed fairly.
- » A bargaining process that respects the incremental approach and the role of member-driven proposals.

The County's current package does not yet meet these priorities. Our members provide essential services that keep San Luis Obispo County running every day, and they deserve a contract that reflects their value. SLOCEA will continue to advocate for fairness, parity, and a respectful bargaining process that honors the contributions of our members.

In solidarity,
Emily Landis
Executive Director, SLOCEA



Our concern is not simply that some employees will not receive adjustments; it is that the County's framework, when combined with insufficient COLAs, creates winners and losers within our membership.



Contract Negotiations

How County And Court Workers Keep SLO County Moving Forward

Theresa Schultz,
*Senior Labor
Representative*



Every day, the employees of San Luis Obispo County and the Superior Court show up to do the work that keeps our community running. From public health to public safety, airports to roads, social services to environmental protection—our members provide the backbone of government services that touch every single resident of San Luis Obispo County and the Court system. Yet, while the public often sees the outcomes of your work, they rarely see the mounting challenges County and Court employees face behind the scenes.

STAFFING SHORTAGES AND INCREASED WORKLOAD

It's no secret that our county, like many across California, is struggling with staffing shortages. Vacancies remain unfilled for months, forcing remaining staff to shoulder a heavier workload. Departments are stretched thin, and the people who keep services running are burning the candle at both ends. Whether you're a Clinician managing an unmanageable caseload, a Public Health Nurse navigating endless community needs, or an Employment Resources Specialist trying to process participant applications with half the staff you once had—the pressure is real and constant.

These shortages don't just affect you as employees; they affect the

public. When there aren't enough hands-on deck, wait times for services increase, safety nets fray, and vital programs slow down. Yet, despite these obstacles, our members continue to show incredible dedication and professionalism, ensuring that the people living in San Luis Obispo County still receive the care, support and services they deserve.

RESILIENCE IN THE FACE OF CHALLENGES

What stands out most is the resilience of this workforce. County and Court employees don't show up simply for a paycheck but serve because they care deeply about our community. Time and again, we have seen our members rise to meet challenges—whether it was keeping essential services running through the pandemic or filling gaps when colleagues retire, leave or are laid off.

This commitment deserves recognition. Too often, the conversation focuses on “budget deficits”, “financial shortfall”, or an economic “Pain-Plan,” while the reality is that the County and Court continue to function only because of the commitment of its workforce. The public should know, and our leaders should remember, that government doesn't run on spreadsheets and management—it runs on the front-line staff that keep the County going by providing the services to the public that they expect to receive.

SLOCEA'S ROLE IN ADVOCATING FOR SOLUTIONS

SLOCEA has been raising these concerns loudly and consistently. Staffing shortages, excessive

workloads, and stagnant wages are not just workplace issues, they are public service issues. If the County and Court cannot recruit and retain enough qualified employees, the quality of service to residents will inevitably decline.

We continue to press leadership for competitive wages and fair benefits that will attract and keep skilled professionals here in San Luis Obispo County. Other counties and cities are offering stronger packages, and we cannot afford to lose talented employees to surrounding jurisdictions. By investing in its workforce, the County and Court invest directly in the well-being of its community.

LOOKING AHEAD

As we look ahead during this negotiating cycle, we remain committed to advocating for every member who works tirelessly to keep this county strong. Our message to leadership is clear: investing in employees is not optional, it is essential. The community depends on you, and you deserve a wage reflective of the cost of living in SLO County, healthcare benefits to address the rising costs of premiums, and take-home pay that affords employees the opportunity to cover household costs and get ahead financially.

To our members: Thank you for your dedication, your perseverance, and your commitment to public service. You are the heart of San Luis Obispo County and the Superior Court, and together we will continue to fight for the equitable wages, improved benefits and the recognition you deserve.

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 - Paso Robles
Drug & Alcohol 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 III

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

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 - Records
& Warrants
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
Program Review Specialist

Nate Larsen

BU 05 - Paso Robles
Employment Services
Supervisor

Mark McCullough

BU 01 - Nipomo
Employment Resource
Specialist III

Thomas McGarvey

BU 05 - Arroyo Grande
Employment Services
Supervisor

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.*

Standing Strong Together: The Importance Of Solidarity In Negotiations

Brooke Daphne,
*Labor
Representative II*



As we move further into contract negotiations, one truth remains clear: our greatest strength is our unity. The County and the Courts come to the bargaining table with a well-defined strategy, an abundance of resources, and a clear set of goals. The only way we can match that strength and ensure that the priorities of our members are respected is by presenting a unified front.

Each proposal, counterproposal, and conversation at the table is influenced not just by the parties present, but by the solidarity of the membership standing behind them. When we are united, they know that our bargaining team's words carry the weight of the union's needs. It is vital that we maintain that solidarity, even in the face of attempts to divide us and sow dissent among the membership.

To help demonstrate this solidarity in a visible

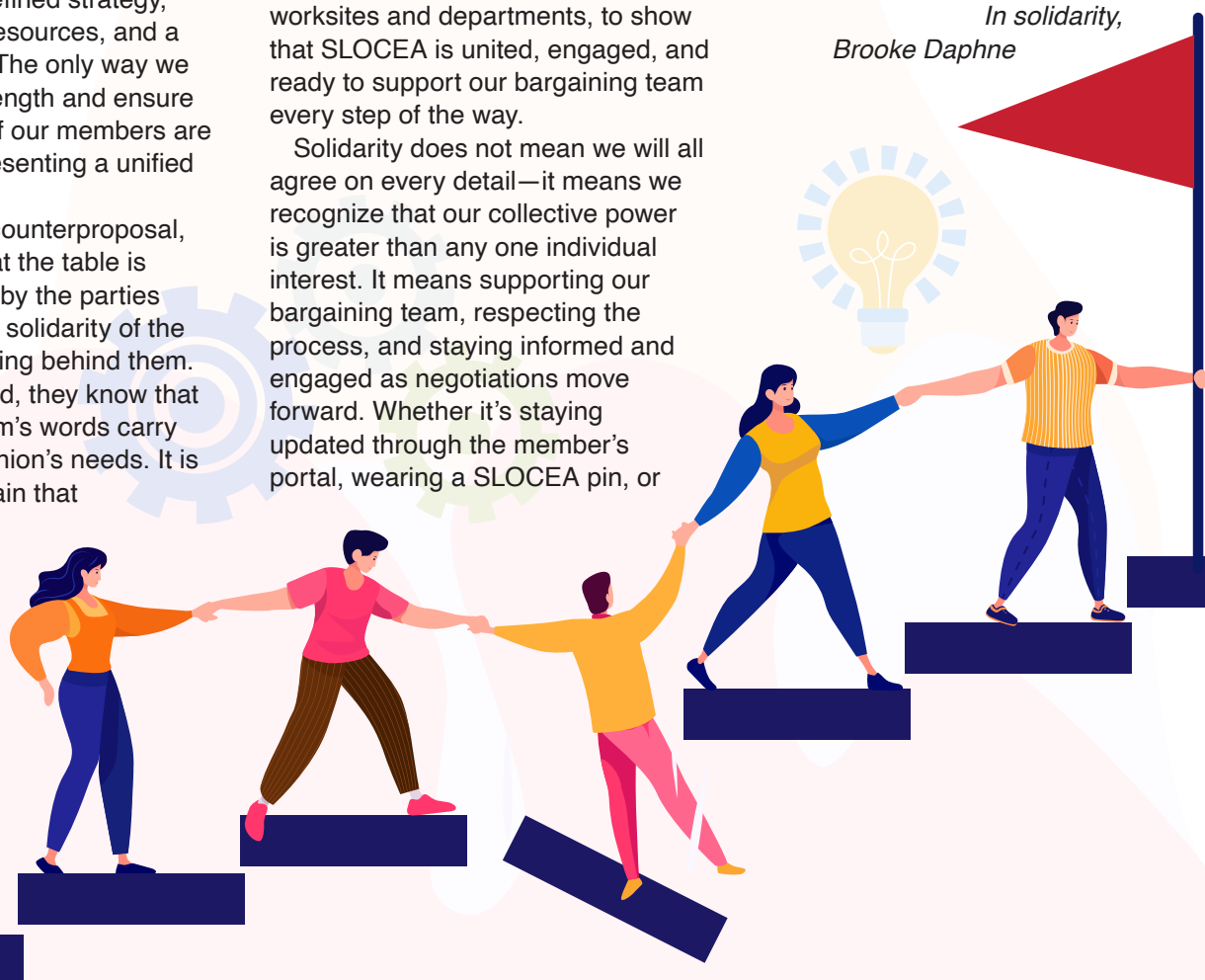
and meaningful way, SLOCEA has plans in the near future to distribute pins and lanyards to our members to demonstrate our unified efforts. We are asking every member to wear their pin or lanyard **every day** throughout negotiations as a sign of support for the collective needs of the workforce. This simple but powerful act shows management that we stand together. Our hope is to create a sea of pins and lanyards across worksites and departments, to show that SLOCEA is united, engaged, and ready to support our bargaining team every step of the way.

Solidarity does not mean we will all agree on every detail—it means we recognize that our collective power is greater than any one individual interest. It means supporting our bargaining team, respecting the process, and staying informed and engaged as negotiations move forward. Whether it's staying updated through the member's portal, wearing a SLOCEA pin, or

simply talking with coworkers about the issues on the table, every act of unity matters.

This is a pivotal moment for us. The decisions made in these negotiations will shape not only your wages and benefits but also the respect and fairness you're owed. By standing shoulder to shoulder, we send a powerful message: we are not just employees, we are a union, and we will not be divided.

*In solidarity,
Brooke Daphne*



ANNUAL GENERAL MEMBERSHIP MEETING



**OCTOBER
15**

5:30 pm

**SLO Vets Hall
801 Grand Ave
SLO**

JOIN US FOR

- ✓ The Annual Union Report
 - ✓ Discussion of Current Negotiations with the County & Superior Court
 - ✓ Meeting of the Board of Directors
 - ✓ Food & Refreshments
 - ✓ Prizes
- ... and MORE!*



SCAN HERE

RSVP TODAY!

SLOCEA
805-543-2021
Info@slocea.org





SLOCEA STAFF SPOTLIGHT

By **Briana Dickey**,
Office
Administrator



SLOCEA is proud to welcome our newest Labor Representative, Jennifer Tate, whose career path, passion for advocacy, and commitment to helping others make her a wonderful addition to our team.

Jennifer's journey to SLOCEA began in Visalia, in California's Central Valley, where she grew up before moving to the Central Coast more than 20 years ago. Following her father to the area, Jennifer enrolled at Cuesta College and pursued studies in political science. She went on to earn associate degrees in Political Science, Legal Studies, and Law & Public Policy. Jennifer initially planned to become a lawyer, but as her studies continued, she realized she was more inspired by roles that allowed her to advocate for others, help people navigate systems, and create positive change.

That passion for advocacy has shown up in many aspects of her life, whether as a manager guiding staff, a peer supporting coworkers, a PTA Board member, and now as part of SLOCEA.

Before joining our team, Jennifer built a diverse career across nonprofit programs, retail management, and



Jennifer Tate

healthcare. Most recently, she worked in the healthcare field as a Program Manager for a company contracted by hospitals to oversee their Safe Patient Handling and Mobility programs. Her team provided education and hands-on assistance whenever hospital staff needed to mobilize their patients. Though she says she found that position "by accident," it turned into a deeply rewarding role where she could combine leadership with meaningful service.

Still, Jennifer was looking for an opportunity that would allow her to grow professionally while exploring a different industry. With her strong background in leadership, contracts, and project management—and her natural drive to advocate for others—moving into the world of labor unions felt like a natural next step.

"Jennifer brings a wealth of leadership experience and an impressive skill set in managing

Jennifer Tate

LABOR REPRESENTATIVE

contracts and complex projects," said Emily Landis, SLOCEA Executive Director. "Beyond her professional strengths, she has a genuine appreciation for the value of public employment and a strong desire to grow in a career that makes a difference. I am so pleased to welcome her to SLOCEA and look forward to seeing the impact she will have for our members."

At home, Jennifer is a proud wife and mom. She and her husband have been together for 16 years and stay busy keeping up with their 10-year-old daughter's active schedule. When she does have free time, she enjoys slowing life down with outdoor adventures. Camping and hiking are her favorite activities—so much so that when asked how she'd like to celebrate her birthday, her immediate answer is always "camping!" During the pandemic, she also taught herself to knit and crochet, and she enjoys making handmade gifts whenever time allows.

In her first week at SLOCEA, Jennifer has already been struck by our meaningful work and the mission she is now a part of. She shared that, "So far, my experience has been very positive, and I feel like SLOCEA is a good fit for me." For Jennifer, this new position combines her educational background with her love for advocacy in what she calls "a happy marriage of the two."

After 20 years of experience in the private sector and other industries, Jennifer is excited to learn the ins and outs of the public sector. She is eager to dive in, grow, and contribute to SLOCEA's mission of supporting and advocating for our members.

Please join us in giving Jennifer a warm welcome to the SLOCEA family!



“

After 20 years of experience in the private sector and other industries, Jennifer is excited to learn the ins and outs of the public sector.

”



AUGUST'S FIND FEATHERS WINNERS!



1. Charisse Peterson - Dept Social Services
2. Jene Railsback - Behavioral Health
3. Valerie Merrill - Dept Social Services
4. Melissa Rodriguez - Probation
5. Rebecca Drake - District Attorney

Out Of The Ordinary Holidays

Ahoy Matey!

Shiver Me Timbers!

September 19th is Talk Like A Pirate Day!



A Pirate Glossary:

- “Avast” - A Command meaning stop or desist
- “Blimey!” - Exclamation of surprise
- “Bucko” - A familiar term meaning friend
- “Cackle Fruit” - Hens eggs
- “Coxswain” - A person who usually steers a ship
- “Run A Rig” - To play a trick.

Putting Our Space-Time To Good Use

Brian Reynolds,
SLOCREA President



Human life is characterized by mysteries. We have unanswered questions about things large and small, trivial and life-changing. Why do good people get punished? Why do bad people get away with it, so much of the time? Why does my son Matthew dislike tomatoes and mushrooms when the rest of the family loves them? He doesn't like avocados either...sacrilege!! Hmmm.....

I have decided that a big part of this conundrum has to do

with time and how we perceive it. We live in four dimensions: height, width, depth, and time...some call it "space-time." Did you know that mathematics propose eleven, not four dimensions? We know about the first four, or do we? Certainly, height, width, and depth are measurable and precise. Time, not so much. Do you remember what time was like when you were young? How summer vacation seemed to stretch forever... far further than a mere three months? Now, three months' time seems like an afterthought, a fleeting glimpse. What happened?

Well, I think time is not linear but curvy. Experts say that in the other seven dimensions time as we understand it doesn't even exist. When we are young, a moment endures, the curve is flat. When we are older, a moment is a memory before it is extinguished quickly, the curve is steep. I think we need to adapt our thinking, behaviors, and priorities accordingly. Some personal examples:

- Cherish each moment, in the here and now, especially moments shared with family and friends. They will not come ever again in the same way.
- Take actions that will make you proud later on, not embarrassed. One of my favorite truths about lying: "When you tell the truth, you don't have to remember what you said." Take actions that build others up, not tear them down.
- Slow down. Spend less time online and less time watching the news. Our lives are governed by space-time, not a computer's demands. We need to live, eat, sleep, and love. A computer doesn't do any of these things. Enjoy your humanity by helping others. In this way, more than in any other, we help ourselves.

ABOUT SLOCREA

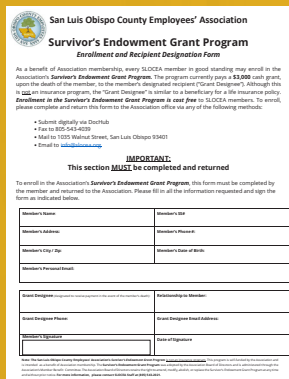
Everyone who receives a pension from Pension Trust is eligible to join. First year is free, then dues are \$15.00 per year or \$40.00 for 3 years. Such a deal!

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

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

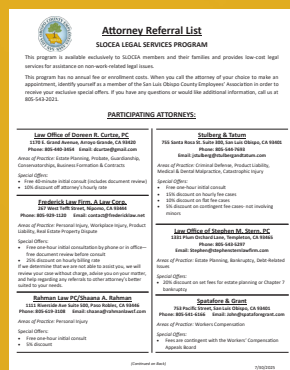
IMPORTANT:
This section **MUST** be completed and returned

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 person to receive 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 need the additional information, call us at 805-543-2021.

PARTICIPATING ATTORNEYS:

Law Office of Doreen B. Curtis, PC 3275 Santa Barbara Avenue, Suite 100, San Luis Obispo, CA 93401 Phone: 805-468-8884 Email: dcurtis@dbcurtis.com Areas of Practice: Estate Planning, Wills, Guardianship, Conservatorship, Business Formation & Contracts Special Offer: • One 45-minute initial consult (includes document review) • 10% discount on all other hourly fees • Free 1-hour initial consultation by phone or in-office	Stallberg & Tatum 720 Santa Barbara Avenue, Suite 100, San Luis Obispo, CA 93401 Phone: 805-544-9416 Email: info@stallbergandtatum.com Areas of Practice: General Business, Product Liability, Medical & Dental Malpractice, Construction Law Special Offer: • Free one-hour initial consult • 10% discount on hourly fee rates • 10% discount on flat fee rates • No retained or contingency fee cases not involving minors
Law Office of Stephen M. Steen, PC 1117 First Street, Suite 200, San Luis Obispo, CA 93401 Phone: 805-544-6287 Email: stephen@stephenmsteens.com Areas of Practice: Estate Planning, Real Estate, Bankruptcy, Debt Relief Special Offer: • 20% discount on all fees for estate planning or Chapter 7 bankruptcy	Law Office of Stephanie A. Rubin 1000 Mission Street, Suite 200, San Luis Obispo, CA 93401 Phone: 805-543-5288 Email: info@slocealaw.com Areas of Practice: Real Estate, Personal Injury, Product Liability, Real Estate Property Disputes Special Offer: • Free one-hour initial consultation by phone or in-office • 20% discount on hourly billing rate • Free document review and advice on legal issues to assist you, we will review your case and advise you on the best course of action and help you understand any referrals to other attorneys' before we begin our work

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
1035 Walnut St., San Luis Obispo, 93401



HUMAN RESOURCES

Learning & Development Center Newsletter

August 2025

LDC IS OFFERING STRENGTHS COACHING

**CLICK HERE FOR MORE
INFORMATION AND TO
SIGN UP!**



AVAILABLE CLASSES

CLICK THE LINKS BELOW TO ENROLL IN UPCOMING CLASSES

- Discover your Strengths - Sept 3rd - 1:00pm-4:00pm
- New Employee Orientation - Sept 10th - 9:00am-4:30pm
- Learning Roundtable - Coaching vs. Managing- Sept 18th - 1:00pm-3:00pm
- Red Cross Adult and Pediatric First Aid/CPR/AED - Sept 30th - 9:30am-12:00pm
- Red Cross Adult and Pediatric First Aid/CPR/AED - Sept 30th - 1:00pm-3:30pm

Tools and Resources

Introducing some new resources!

- [Candidate Resources](#)
- [Training Liaison Toolkit](#)

Webinars

[EAP Webinar - Change Management for Leaders - Aug 21st - 1:00pm](#)

Needs a refresher on your Pension Benefits?

[Click here for a refresher!](#)

FEATURED CLASSES

Supervisor Onboarding Training
- Aug 5th - 2:30pm



Learning Roundtable - Building Resiliency in the Workplace - Aug 20th - 1:00pm

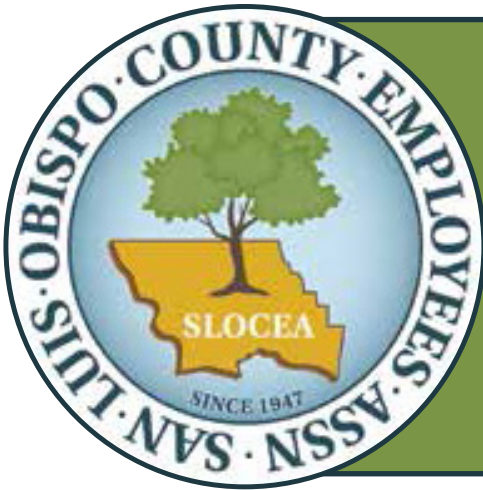
Did You Know We're
On Social Media?
Follow Us Here!



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!

Labor Representation Report

SLOCEA MONTHLY REPORT

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

MEETINGS AND BUSINESS

- Held a SLOCEA Board of Directors meeting
- Participated in a Working Assembly of Government Employees' monthly meeting
- Consulted with SLOCEA's General Counsel on various labor matters

LABOR REPRESENTATION REPORT

111 Total member consults for the month which represents 68 different members that SLOCEA assisted.

Of the 68 members assisted:

- 24 Member issues that were case related
- 44 Members with various other matters or inquiries

Case Matters:

- 12 New cases opened
- 8 Case that were resolved and closed
- 18 Ongoing cases from previous month(s)
- 28 Current cases open and active

MEET AND CONFER MATTERS (COUNTY)

Standby/Call-Back Policy for the Public Guardian: Concluded
Premise Use/Standby Policy for Public Works: Concluded
Airport Operations Supervisor: Job Specification Revision completed
Supervising Administrative Clerk Classification Study: County-wide

CONTRACT NEGOTIATIONS SLO COUNTY:

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

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	
Other: Transfers, Interpersonal, Complaints	3	3	2
TOTALS	12	8	18

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
- Session 9: August 7

CONTRACT NEGOTIATIONS SUPERIOR COURT:

The MOU for the Superior Court, bargaining unit 19 will expire on September 30, 2025. On July 31 the SLOCEA Negotiating Team and the Court met, and the Court provided financial information. Negotiations sessions for a successor MOU were held between the parties on the following dates:

- Session 1: August 8
- Session 2: August 25
- Session 3: August 26

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

March 2025: SHERIFF DEPT -

SLOCEA filed an unfair practice charge against the County citing the Sheriff's elimination of the 3-11 p.m. shift for Correctional Technicians that was tied to a 5% evening differential.

- The County filed their position statement on May 8, 2025
- PERB issued a Complaint against the County on August 15, 2025

Service Anniversaries & New Members

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

SEPTEMBER SERVICE ANNIVERSARIES

First Name	Last Name	Department	Years Of Service	First Name	Last Name	Department	Years Of Service
Tami	Bisantz	Clerk-Recorder	31	Louise	Tobin	Department of Social Services	18
Manuel	Mendoza	Calderon Agricultural Commissioner	27	Jennifer	Steele	Agricultural Commissioner	18
Barbara	Hillier	Department of Social Services	27	Staci	DeWitt	Department of Social Services	17
Lisa	Murray	Sheriff-Coroner	26	Kristin	Rank	Department of Social Services	17
Dolores	Rincon	Superior Court	26	Celeste	Ward	Department of Social Services	17
Kimberly	Phillips	Superior Court	26	Nicole	Ermocida	Parks	17
Randy	Reddell	District Attorney	26	Nathaniel	Pall	LOCSD	15
Preston	Rezner	Public Works	25	Jessa	Ripley	Central Services	15
Nicola	Glanville	Behavioral Health	24	Gladys	Martinez	Public Health Department	15
Gregory	Campbell	Animal Services	24	Peter	Madonna	Assessor	10
Elizabeth	Kavanaugh	Parks	23	Elena	Loera	Behavioral Health	10
Bert	Hall	Public Works	22	Catherine	Martin	Public Works	10
Katherine	Perry	Department of Social Services	22	Gricel	Mendoza	Behavioral Health	10
Mathew	Ptacek	Clerk-Recorder	21	Isaac	Sanchez	Public Health Department	5
Heather	Miranda	Behavioral Health	21	Christine	Cowan	Public Health Department	5
Cindy	VanderWielen-Vieyra	Public Health Department	20	Jeffery	Padgett	Public Works	5
Jennifer	Finocchio	Department of Social Services	18	Jesus	Ramos	Public Works	5
Hermelinda	Munoz	Auditor-Contrlr-Treas-Tax-Coll	18	Angeleen	Barlogio	Department of Social Services	5
Lucia	Martinez	Public Health Department	18	Tina	Phipps	Public Health Department	5
Danielle	Holmes	Public Health Department	18	Brian	Matthew	Parks	5

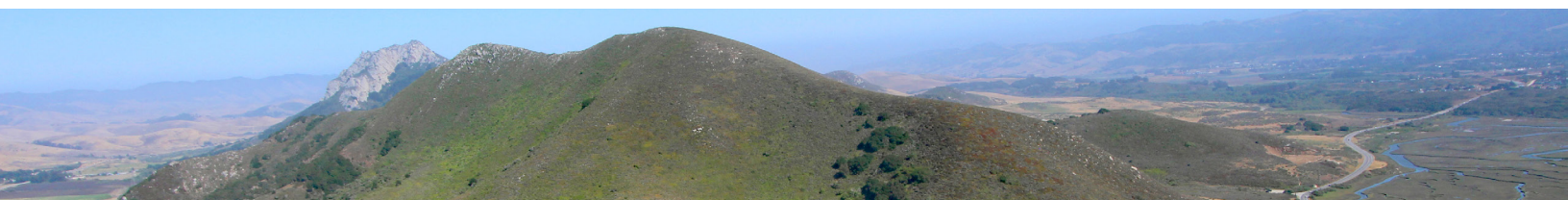
WELCOME NEW MEMBERS

Name	Department	Name	Department
Yesenia Valero	Department Social Services	Alexander Babos	Public Works
Jason Pall	Parks	Shane Gray	Public Works
Annie Buchser	Parks	Alison Oksner	Public Works
Monserath Casillas-Rios	Planning & Building Department	Marie Mohapp	Sheriff-Coroner
Annamarie Wagner	Planning & Building Department	Andrew Edmonds	Sheriff-Coroner

ASSOCIATION COMMITTEES

SLOCEA Board of Directors

- Executive Committee
- Personnel Committee
- Finance Committee
- Bylaws Committee
- Members Benefit Committee
- Academic Scholarship Committee
- Summer Childcare Committee
- SLOCEA Political Action Committee (SLO PAC)
- Steward Committee
- County Healthcare Committee: Four Bargaining Unit Delegates
- Strike Committee



Birthdays

HAPPY BIRTHDAY TO YOU SEPTEMBER BIRTHDAYS!

First Name Last Name	Birthday	First Name Last Name	Birthday	First Name Last Name	Birthday
Barbara Duesenberg-Prior	09/01	Kurru Wannagat	09/11	Jaime Ballew	09/23
Stephanie Soria	09/01	Robert Sproston	09/11	Casey Morasci	09/23
Naomi Garcia Banuelos	09/01	Sylvia Moreno Chavez	09/11	Jeanette Gutierrez	09/23
Emily van Ryn	09/02	Anita Jankovitz	09/11	Jon Mendez	09/24
Alma Ramirez	09/03	Wahida Abdeen-Poncelet	09/12	Maricarmen Uribe	09/24
Stephanie Butterfield	09/03	Tomoko Rhoat	09/12	Melissa Katz	09/25
Veatrice Gallagher	09/04	Diana Magallon Mata	09/12	Kelly Meyer	09/25
Christie Castro	09/04	Niki Bonetti	09/12	Richard Molloy	09/25
Araceli Cortez Garcia	09/04	Janeen Castellanos	09/12	Karen Reyes	09/25
Chula Horvath	09/04	Dona Reed	09/14	Robert Pierce	09/25
Justin Bain	09/04	Joy Ecklund	09/14	Nina Moody	09/25
Elizabeth Bunce	09/05	Christine Hoffman	09/14	Christopher Jaeger	09/25
Sheila Wolpert	09/05	Erendira Ubias	09/14	Brennon Story	09/25
Christina Ley	09/05	Amy Webster	09/14	Jessica Villegas	09/25
Timothy Bowker	09/05	Jocelyn Leonard	09/15	Ty Fuentes	09/25
Anthony Benavidez	09/05	Kevin Murphy	09/15	Anne Harris	09/26
Allison Deleon	09/05	Corla Wade	09/15	Tami Bisantz	09/26
Mitchell Rich	09/05	Darice Slusser	09/15	Jorge Reyes Valtierra	09/27
Daniel Grimes	09/06	Katrina Erwin	09/15	Viviana Meza	09/27
Mandee Culbert	09/06	Mark Schaffer	09/16	Nino Kordic	09/27
Jill Anderson	09/07	Kevin Waddell	09/16	Charles Riha	09/28
Donna Hawkins	09/07	Joel Almas	09/16	Lenny Cridebring	09/28
Lindsay Post	09/07	Nathaniel Larsen	09/17	Lawrence Olivas	09/28
Guadalupe Sanchez	09/07	Nathan Asher	09/17	Denise Anderson	09/28
Laura Drenth	09/07	Breanne Salmon	09/17	Susana Alvarez Hascall	09/28
Barbara Leaders	09/08	Alejandra Prendergast	09/17	Derek Shong	09/28
Wendy Hudson	09/08	Lauren Sanchez	09/18	Abigail Patterson	09/28
Louise Tobin	09/08	Matthew Giuffrida	09/19	Michael Hedrick	09/29
Marisol Mariscal	09/08	Jesse Poe	09/19	Edith Garcia	09/29
Rosa Tapia-Carranza	09/08	Laura Wells	09/19	Marycruz Salinas	09/29
Tristan Roach	09/08	Adrieanna Stevens	09/19	Cathleen Bellovary	09/30
Manuel Mendoza Calderon	09/09	Hailey Razo	09/19	Michael Hill	09/30
Emily Davenport	09/09	Sahara Zubia	09/20	Michelle Lewis	09/30
Emily Evans	09/09	Priscilla Sisommout	09/20	Amanda Knauer	09/30
Paterese Reynolds	09/10	Oscar Cortez	09/21	Samantha Stouff	09/30
Sally LaPorte	09/10	Lauren Rocha	09/21		
Jamie Heinze	09/10	Kevin Atnip	09/21		
Cristina Cantu	09/10	Jana Cearley	09/22		
Megan Ventura	09/10	James Trout	09/22		
Sarah Mendoza	09/10	Sean Gabriel	09/22		
Nora Kelly	09/11	Alyssa Hudson	09/22		

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, September 17, 2025 @ 5:45 PM via Zoom.
Contact the SLOCEA office for the meeting link.

SLOCREA Meetings

Tuesday, October 7, 2025 – Contact
SLOCREA for more information

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, September 9, 2025 @ 9:00 AM
Tuesday, September 23, 2025 @ 9:00 AM

SLO County Pension Trust Board Of Trustees Meeting

Monday, September 22, 2025 @ 9:30am in BOS Chambers

