



San Luis Obispo County Employees' Association

1035 Walnut Street, San Luis Obispo, CA 93401
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Representing San Luis Obispo County Employees since 1947

Through hard work and strong bargaining SLOCEA has:

- Saved all jobs that management proposed for layoffs for the 2009-2010 fiscal year
- Protected take home pay and prevented proposed reductions for the 2009-2010 fiscal year
- Bargained hard with management to consistently preserve and improve members benefits
- Built positive labor management relationships
- Provides over 140 hours per week (560 hours per month) to servicing our members and the needs of our county bargaining units
- Strived to maintain open, honest, and effective communication with our members and bargaining units
- Protected a democratic process where all financial decisions made by the union including all bargaining decisions and all policy decisions are debated and voted upon by members or their elected representatives
- Established the guiding principles of honesty and integrity with all member communications and only makes promises that can be delivered
- Operated with a “what is best for all of our members” philosophy and attitude
- Returned SLOCEA to financial solvency and instituted checks and balances to ensure future financial stability
- Focused on solving member problems and grievances and we are damn good at it
- SLOCEA Staff have sacrificed along with its members:
 - SLOCEA staff have not taken COLA increases
 - SLOCEA’s General Manager and Office Manager deferred their step increases and will not take a COLA increase in 2010 in order to ensure that the SLOCEA budget would balance and membership benefits would be maintained at the same level
 - The new field representative is earning over thirty percent less than the former field representative that was terminated for cause and is trying to start a new union.
- Got the County to agree to defer a pension rate increase that Trades and Crafts employees were scheduled to receive in the current year.
- Got the County to agree they would pay for any additional pension rate increases ordered by the Pension Trust for the current year.
- Got the County to agree to extend re-employment rights for SLOCEA employees from one year to two years.
- Got the County to agree to a retirement incentive, which provided a financial benefit to retiring members and saved SLOCEA members' jobs. No other employee association was able to negotiate this benefit.
- Got the County to agree to conduct a comprehensive compensation survey, which will be used during upcoming contract negotiations.

If you have questions please call your SLOCEA office at (805) 543-2021. We are here for you!

**Stay with experienced and effective representation and leadership
The job you save may be your own.!**