

BENEFITS SUMMARY OF SLOCEA MEMBERSHIP



Powerful Local Advocate

- Full-time, professional staff with a successful track record for public employees
- Completely independent employees' association—all dues money stays here in San Luis Obispo County and is not forwarded to outside union headquarters
- Local business office in San Luis Obispo, open all business days

A Voice in the Association

- Only members vote to accept (ratify) or reject Memoranda of Understanding (contract)
- Only members may attend membership meeting, board meetings and participate in surveys
- Only members can elect their Board of Directors and Negotiating Teams
- Only members can serve in leadership positions on Negotiation Committees and Teams, and serve as Stewards and on the Board of Directors

Grievance/Appeal Representation

- Consultation and confidential advice
- Professional, experienced staff to assist in resolving workplace concerns
- Successful record in getting positions reclassified, suspensions rescinded, evaluations adjusted and disciplinary actions overturned
- Representation in the grievance/appeal process, through the Civil Service Commission or Arbitration

Financial Planning and Insurance

- Only members receive a \$2000 life insurance policy at no cost
- Only members receive free financial planning services
- Only members get group rates for supplemental insurance and most premiums are payroll deductible

Scholarships, Funds and Bonuses

- Academic Scholarship Program annually awards up to \$4,000 for members and families
- Members Benefit Fund may provide financial assistance in an unforeseen emergency situation

Discounts and Services

- Free notary services
- State-wide discounts for amusement parks, hotels, car rentals, vacation packages
- Discounted Legal Services Program: local attorneys, free consultation and document review with a 30% discount on most services thereafter

Current, Topical Information

- Members-Only Portal for up-to-date information not available to non-members or the general public
- "Hotline" mailed or emailed to members' with Portal postings, or when salary and/or benefit changes are negotiated & "Notice of Meeting" for general membership and bargaining unit meetings
- Monthly newspaper, *The County Blade*, mailed to all members' homes
- Access to up-to-date information on all employment issues available to members by simply calling the SLOCEA office during business hours at 543-2021

SLOCEA's dues structure for each pay period

Full Membership (Dues) = 45% of one hour's pay plus a flat fee of \$4.25

Fairshare Payer (Fees) = 41.64% of one hour's pay plus a flat fee of \$3.93

Employee's Hourly Salary	\$10.00	\$15.00	\$20.00	\$25.00	\$30.00	\$35.00	\$40.00
Full Membership Dues	\$8.75	\$11.00	\$13.25	\$15.50	\$17.75	\$20.00	\$22.25
Fairshare Payer Fee	\$8.09	\$10.18	\$12.26	\$14.34	\$16.42	\$18.50	\$20.59
Difference Per Pay Period	\$0.66	\$0.82	\$0.99	\$1.16	\$1.33	\$1.50	\$1.66