



LOS ANGELES COUNTY EMPLOYEE RELATIONS COMMISSION
374 Hall of Administration, 500 W. Temple Street, Los Angeles, CA 90012

213-974-2417

213-626-1398 Fax

www.ercm.lacounty.gov

ercm@bos.lacounty.gov

Christopher David Ruiz Cameron, Chair
Najeeb Khoury, Member
Patti Paniccia, Member

Chair Emeritus
Joseph Gentile
Anthony Miller

Jeri Weinstein
Executive Director

Vacant
Head Board Specialist

MEETING MINUTES

August 25, 2025

REGULAR SESSION

A meeting of the Los Angeles County Employee Relations Commission was held on Monday, August 25, 2025 at 1:00 p.m. This was a hybrid meeting, i.e. in-person and via Zoom. The in-person meeting took place at the Kenneth Hahn Hall of Administration, 500 W. Temple St. Room 374-A, Los Angeles, CA 90012. A link for attendees was sent via email for those interested in participating in the meeting via Zoom. A phone number was provided for members of the public for public comment. This agenda was posted on the ERCOM website via the County of Los Angeles portal.

The meeting commenced at 1:00 P.M. All Commissioners were present.

Chair Cameron began the meeting with Item # 10 Commissioner Special Items.

IN MEMORY OF COMMISSIONER NAJEEB KHOURY

The meeting began with remembrances from colleagues and friends of Najeeb. Najeeb's wife and parents were in attendance. Najeeb was remembered as a thoughtful, kind, and generous man who was a brilliant lawyer, dedicated family man, and philanthropist for causes close to his heart. Najeeb, a very special person, will be deeply missed by all who knew him.

All actions by the Commission described and summarized below are indicated by M/S/P (moved, second, passed). Unless otherwise noted, all votes were unanimous.

1. Approval of Minutes of July 28, 2025

M/S/P July meeting minutes were approved.

2. Report of Executive Director

Ms. Weinstein had nothing to report.

3. Public Comment – Submit written public comments as a part of the official record by email to Ercom@bos.lacounty.gov. The deadline to submit written public comment, via email, is Friday, August 22, 2025 by 5:00 p.m. Please include the agenda item and meeting date in your correspondence. All correspondence received shall become part of the official record. To listen to the meeting by telephone call (1) (669) 900-6833, Meeting ID is 3365165810. Passcode is 740805#.

There were no public comments.

4. Approval of the 2026 Employee Relations Commission Meeting Schedule.

M/S/P The 2026 schedule was approved.

5. Consideration of Requests for **Unfair Practice Charges:**

- a. Service Employees International Union, Local 721 (**SEIU**)

AMENDED -UFC 016-25 Service Employees International Union, Local 721 (SEIU)
vs. Probation Department (PD)
(Retaliation)
(Continued from April 28, 2025)

M/S/P This matter was continued to the September meeting.

-UFC 023-25 Service Employees International Union, Local 721 (SEIU)
vs. Department of Health Services (DHS)
(Interference)
(Continued from June 23, 2025)

- County Position Statement

M/S/P Per the request of SEIU 721 representative Kerianne Steele, this matter will be held in abeyance for 45 days while the parties work on a settlement. The County, via Alex Volberding, had no opposition.

-UFC 025-25 Service Employees International Union, Local 721 (SEIU)
vs. Department of Health Services (DHS)
(Bad Faith Bargaining, Contracting Out)
(Continued from June 23, 2025)

- County's Position Statement

M/S/P This matter is continued to September.

-UFC 028-25 Service Employees International Union, Local 721 (SEIU)
vs. Department of Park and Recreation (DPR)
(Bad Faith Bargaining, Contracting Out)
(Continued from June 23, 2025)

- County's Position Statement

M/S/P Per the request of SEIU 721 representative Kerianne Steele, this matter will be held in abeyance for 45 days while the parties work on a settlement. The County, via Alex Volberding, had no opposition.

- UFC 032-25 Service Employees International Union, Local 721 (SEIU)
vs. Probation Department (PD)
(Retaliation)
(Continued from July 28, 2025)

M/S/P This matter was moved to Hearing.

- AMENDED** -UFC 033-25 Service Employees International Union, Local 721 (SEIU)
vs. Los Angeles County (LAC)
(Bad Faith Bargaining)
(Continued from July 28, 2025)

- County Position Statement

M/S/P This matter was moved to Hearing and consolidated with UFC 035-25. There was concurrence on the part of the County.

- UFC 034-25 Service Employees International Union, Local 721 (SEIU)
vs. Department of Children and Family Services (DCFS)
(Bad Faith Bargaining, Unilateral Implementation)
(Continued from July 28, 2025)

M/S/P A continuance was requested by the County in order for the County to meet with the Union and/or submit a position statement pertaining to this matter.

- b. Los Angeles County Public Defenders Union Local 148 (LAPDU)**

- UFC 041-24 Los Angeles County Public Defenders Union Local 148
(LAPDU)
vs. Los Angeles County Public Defender's Office (PD)
(Failure to Provide Information)
(Continued from December 16, 2024)

M/S/P This matter was continued to the September meeting. Tris Carpenter appeared on behalf of the charging party and advised the Commission he will be submitting a written request to withdraw this Unfair Practice Charge.

- c. Service Employees International Union, Local 1957, Committee of Interns and Residents (**CIR**)

AMENDED -UFC 015-25 Service Employees International Union, Local 1957, Committee of Interns and Residents (CIR) vs. Department of Health Services (DHS)
(Failure to Provide Information, Interference)
(Continued from March 24, 2025)

M/S/P This matter was continued as the parties are still in mediation.

- d. County Of Los Angeles, Chief Executive Office (**CEO**)

-UFC 024-25 Los Angeles County, Chief Executive Office (CEO) vs. Service Employees International Union (SEIU), Local 721
(Unlawful Strike, Interference, Failure to Bargain)
(Continued from June 23, 2025)

-Local 721 Position Statement

M/S/P This matter was continued to September.

NEW -UFC 035-25 Los Angeles County, Chief Executive Office (CEO) vs. Service Employees International Union (SEIU) Local 721
(Unlawful Strike, Bad Faith Bargaining)

M/S/P This matter was moved to Hearing and consolidated with UFC 033-25. There was concurrence on the part of the Respondent, SEIU, Local 721.

- e. Professional Peace Officers Association (**PPOA**)

-UFC 026-25 Professional Peace Officers Association (**PPOA**) vs. Los Angeles Sheriff's Department (LASD)
(Unilateral Change, Bad Faith Bargaining)
(Continued from June 23, 2025)

M/S/P This matter was continued as the parties have a mediation scheduled.

NEW f. California Association of Professional Employees (CAPE)

-UFC 036-25 California Association of Professional Employees (CAPE) vs. Los Angeles County (Assessor)
(Failure to Bargain, Unilateral Change)

M/S/P This matter was continued at the request of the Respondent (County) in order for a position statement to be filed.

6. Consideration of **Hearing Officer Reports for Unfair Practice Charges**

UFC 003-23 Consideration of Hearing Officer Daniel R. Saling's Hearing Officer Report in the matter of UFC 003-23 for SEIU Local 721 vs. Department of Internal Services (ISD)
(Continued from April 28, 2025)

- SEIU 721 Exceptions to HO Report
- Respondent County response to Exceptions
- Union's Response to County Exceptions

M/S/P This matter was continued.

NEW **UFC 021-24** Consideration of Hearing Officer Samuel Reyes' Hearing Officer Report in the matter of UFC 021-24 for SEIU Local 721 vs. Department of Animal Care and Control.

- Union's Exceptions to HO Report.

M/S/P This Hearing Officer's Report was adopted in total as written. The parties were afforded an opportunity to present their positions and after that the Commission, after a review of the submitted materials and Ms. D'abusco's oral argument, the Commission adopted Mr. Reyes report.

NEW **UFC 018-24** Consideration of Hearing Officer Irene Ayala's Hearing Officer Report in the matter of UFC 018-24 for the Association of Los Angeles Sheriffs vs. Los Angeles County/Sheriff's Department.

M/S/P This matter was continued until September to afford the Respondent an opportunity to submit Exceptions to the Hearing Officers report.

7. Request to **Withdraw Unfair Practice Charges**

Service Employees International Union, Local 721 (SEIU, Local 721 vs. the Department of Animal Care and Control (ACC).

UFC 003-24 (Unilateral Change)
UFC 008-24 (Unilateral Change)

Reason: Both matters settled.

M/S/P The Commission approved the withdrawal of both matters.

8. Consideration of Request for Petition for Certification of Majority Representative

- C001-25 Los Angeles Fire Department Association of Chiefs
(Continued from July 28, 2025)

Request for Petition of an Appropriate Employee Representation Unit and Certification as Majority Representative for the following classifications:

ATTACHMENT FOR QUESTION 5

	Classification	Number of Employees:
0208 A	Battalion Chief	107
0215 A	Chief, Air Operations, Fire Services	1
0217 A	Assistant Fire Chief	19
0335 A	Assistant Chief Forestry	4
0336 A	Chief, Forestry Division	1
2932 A	Section Chief, Lifeguard Services, Fire	6
2934 A	Assistant Chief, Lifeguard Services, Fire	1
2935 A	Chief, Lifeguard Services, Fire	1

M/S/P The Petition for Certification was accepted and the Commission opted for a petition process for determination as to if there is a 50% +1 showing of support for Los Angeles Fire Department Association of Chiefs to be Approved as the Certified Majority Representative for this “to be determined” bargaining unit.

9. Consideration of Requests for **Amendment of Certification:**

- a. Los Angeles County, Chief Executive Office (CEO)

NEW -AC 009-25 Deletion
 Union: SEIU, Local 721
 Bargaining Unit Affected: BU 342
 Item # 4809

Nutrition Program Coordinator, Department of Public Health

M/S/P this Deletion was approved.

10. Commissioner’s Special Items

Chair Cameron moved this item to the top of the agenda.

The next Employee Relations Commission Meeting will be held on September 29, 2025 at 1:00 P.M. This will be a hybrid meeting, i.e. in-person and via Zoom. The in-person meeting will take place at the Kenneth Hahn Hall of Administration, 500 W. Temple St., Room 374-A Los Angeles, CA 90012.

The meeting was adjourned at 2:25.

Jeri Weinstein
JERI WEINSTEIN
Executive Director