



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

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Christopher David Ruiz Cameron, Chair  
Patti Paniccia, Member  
Vacant, Member

Chair Emeritus  
Joseph Gentile  
Anthony Miller

Craig Hoetger,  
Interim Executive Director

**Meeting Minutes**

**March 23, 2026**

**REGULAR SESSION**

A meeting of the Los Angeles County Employee Relations Commission will be held on Monday, March 23, 2026, 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 link for those participating in the meeting via Zoom is <https://bos-lacounty-gov.zoom.us/j/86365213482>. To participate by phone, call (669) 444-9171, Meeting ID 863 6521 3482, Passcode 000 000. This agenda will be posted on the ERCOM website via the County of Los Angeles portal.

1. Approval of Minutes of February 23, 2026

**M/S/P February 2026 meeting minutes were approved.**

2. Report of Executive Director

**The ERCOM meeting agenda will no longer be sent via email. The agenda will continue to be posted on the ERCOM website and at the Hall of Administration in compliance with state law and ERCOM Procedural Rules.**

3. Public Comment – Submit written public comments by email to [Ercom@bos.lacounty.gov](mailto:Ercom@bos.lacounty.gov). The deadline to submit written public comment, via email, is Friday, February 20, 2026, 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.

**No public comment.**

4. Consideration of Requests for **Unfair Practice Charges:**
  - a. Service Employees International Union, Local 721 (SEIU)

-UFC 005-26      Service Employees International Union, Local 721 (SEIU)  
vs. Department of Health Services (DHS)  
(Retaliation)  
(Continued from February 23, 2026)

**M/S/P This matter was moved to hearing.**

-UFC 039-25      Service Employees International Union, Local 721 (SEIU)  
Vs. Department of Libraries (Library)  
(Unilateral Change)  
(Continued from October 27, 2025)

**M/S/P This matter was continued to allow the parties to continue discussing settlement.**

-UFC 042-25      Service Employees International Union, Local 721 (SEIU)  
Vs. Department of Health Services (DHS)  
(Unilateral Change)  
(Continued from October 27, 2025)

**M/S/P This matter was continued to allow the parties to continue discussing settlement.**

**NEW**      -UFC 009-26      Service Employees International Union, Local 721 (SEIU)  
Vs. Department of Health Services (DHS)  
(Retaliation)

**M/S/P This matter was continued to allow the respondent to file a position statement.**

**NEW**      -UFC 010-26      Service Employees International Union, Local 721 (SEIU)  
Vs. Department of Children and Family Services (DCFS)  
(Unilateral Change)

**M/S/P This matter was continued to allow the respondent to file a position statement.**

- b.      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 February 23, 2026)

**M/S/P This matter was continued to allow the parties to continue discussing settlement.**

- c.      American Federation of State, County, and Municipal Employees, Local 1083

**AMENDED** -UFC 045-25 AFSCME, Local 1083 vs. Child Support Services Department  
(Failure to Provide Information for Supervising Child Support Specialists)  
(Continued from February 23, 2026)

**M/S/P This matter was moved to hearing and consolidated with UFC 046-25 and UFC 047-25.**

d. Los Angeles County Public Defenders Union (**LACPDU**)

**AMENDED** -UFC 047-25 Los Angeles County Public Defenders Union vs. Los Angeles County Office of the Public Defender  
(Failure to Provide Information)  
(Continued from February 23, 2026)

**M/S/P This matter was moved to hearing and consolidated with UFC 045-25 and UFC 046-25.**

-UFC 006-26 Los Angeles County Public Defenders Union vs. Los Angeles County Office of the Public Defender  
(Retaliation)  
(Continued from February 23, 2026)

**M/S/P This matter was moved to hearing.**

-UFC 007-26 Los Angeles County Public Defenders Union vs. Los Angeles County Office of the Public Defender  
(Failure to Provide Information)  
(Continued from February 23, 2026)

**M/S/P This matter was continued to allow the respondent to file a position statement.**

e. Los Angeles County Child Support Attorneys Association (**CSAA**)

**AMENDED** -UFC 046-25 Los Angeles County Child Support Attorneys Association (LACCSAA) vs. Child Support Services Department  
(Failure to Provide Information)  
(Continued from February 23, 2026)

**M/S/P This matter was moved to hearing and consolidated with UFC 045-25 and UFC 047-25.**

**g. International Association of Firefighters, Local 1014 (IAFF)**

-UFC 052-25 International Association of Firefighters, Local 1014  
vs. the Los Angeles County Fire Department  
(Interference, Direct Dealing)  
(Continued from February 23, 2026)

**M/S/P This matter was continued to allow the respondent to file a position statement to the amended UFC, which was filed on March 16, 2026.**

-UFC 001-26 International Association of Firefighters, Local 1014  
vs. the Los Angeles County Fire Department  
(Interference, Retaliation)  
(Continued from February 23, 2026)

**M/S/P This matter was dismissed.**

**NEW** -UFC 008-26 International Association of Firefighters, Local 1014  
vs. the Los Angeles County Fire Department  
(Unilateral Implementation)

**M/S/P This matter was continued to allow the respondent to file a position statement.**

**h. International Union of Operating Engineers, Local 1014 (IUOE)**

-UFC 004-26 International Union of Operating Engineers, Local 501 vs.  
Department of Health Services  
(Failure to Provide Information, Bad Faith Bargaining)  
(Continued from February 23, 2026)

**M/S/P This matter was continued to allow the respondent to file a position statement.**

**5. Consideration of Hearing Officer Reports for Unfair Practice Charges:**

**a. UFC 012-23** Consideration of Hearing Officer Mark Theodore's Report in the  
matter of UFC 012-23, ALADS and PPOA vs. Los Angeles County

**M/S/P This matter was continued to allow the parties to file exceptions.**

**6. Consideration of Request for Withdrawal of Unfair Practice Charge:**

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

-UFC 034-25 Service Employees International Union, Local 721 (SEIU)  
vs. Department of Children and Family Services  
(Unilateral Change)

**M/S/P The withdrawal was approved.**

7. Consideration of Request for **Petition for Certification as Majority Representative:**
- a. Teamsters, Local 986 (formerly Local 911)

- C001-26 Teamsters, Local 986 (formerly Local 911)  
(Continued from February 23, 2026)

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

**Attachment for #5**

**Included:**

Item Number	Classification	Number of Employees
9202	Associate County Counsel	1
9204	Senior Associate County Counsel	0
9206	Deputy County Counsel	189
9207	Senior Deputy County Counsel	175
	Total	365

**Excluded are all Managers, including the following exclusions:**

Item Number	Classification	Number of Employees
9213	The County Counsel	1
9218	Chief Deputy County Counsel	2
9217	Senior Assistant County Counsel	5
9208	Assistant County Counsel	22
9219	Litigation Cost Mgr	1
0857	Chief Legislative Rep	1
	Total	32

**M/S/P This matter was moved to hearing on the issue of the determination of an appropriate bargaining unit. The parties also were ordered to report back to the Commission at the next meeting on their efforts to meet and confer on the issue of the appropriate bargaining unit.**

**In addition, the parties were ordered to brief the Commission on whether the union is entitled to certification under Cal. Govt. Code 3507.1(c) if they can establish that a majority of the employees in an appropriate bargaining unit desire representation, or whether the department has a right to a secret ballot election per ERCOM Procedural Rule 5.25(a).**

9. Commissioner's Special Items

The next ERCOM meeting will be held on April 27, 2026, 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.

*Craig Hoetger*  
CRAIG HOETGER  
Interim Executive Director