

LOS ANGELES COUNTY  
EMPLOYEE RELATIONS COMMISSION

In the Matter of	)	
	)	
AMERICAN FEDERATION OF STATE,	)	
COUNTY, & MUNICIPAL EMPLOYEES,	)	
LOCAL 1083	)	
	)	UFC 002-19
Charging Party,	)	
	)	
v.	)	
	)	
LOS ANGELES COUNTY CHILD SUPPORT	)	
SERVICES DEPARTMENT	)	
	)	
Respondent.	)	

---

DECISION AND ORDER

AFSCME, Local 1083 (Union), on behalf of Supervising Child Support Specialists (SCSS), filed the charge<sup>1</sup> in this matter alleging that the Child Support Services Department (Department) violated Sections 5.04.240 and 5.04.090 of the Employee Relations Ordinance when it failed and refused to meet and confer with the Union about assigning to SCSSs duties related to Los Angeles County Retirement Association (LACERA) information requests.

The Board assigned Hearing Officer Andrea Dooley to hear the case and to provide a Report and Recommendations. The virtual hearing was held on April 20, 2021, and both parties were afforded full opportunity to present relevant evidence, examine and cross-examine witnesses, and present arguments. The parties submitted closing briefs on June 14, 2021. On July 6, 2021, Hearing Officer Dooley submitted her Report and Recommendations, which concluded that the Department did not violate the Ordinance. Specifically, the Hearing Officer Report and Recommendations found that while the charge was timely filed, the Union did not make a demand to meet and confer over the issue and that the assignment of the disputed duties did not constitute a change in existing policy or past practice. Neither party filed exceptions to the Report and Recommendations.

---

<sup>1</sup> The original charge was filed on January 29, 2019 and an amendment was filed on June 13, 2019.

The Hearing Officer's Report and Recommendations were considered by the Commission at its August 23, 2021 meeting. The Commission, by unanimous vote, adopted the Hearing Officer's findings that the charge was timely but should nevertheless be dismissed as the Union did not meet its burden of showing that the assignment of the LACERA related duties constituted a change in existing or past practice. The Commission did not adopt the finding that the Union failed to make a demand to meet and confer, reasoning that such a holding was unnecessary given the other findings.<sup>2</sup> Consequently, the Commission voted to strike the Report and Recommendations' second conclusion of law, which is found on lines 3-21 of page eleven. The Commission adopted the remainder of the Report and Recommendations, including the recommendation to dismiss Unfair Practice Charge 002-19.

ORDERS

IT IS HEREBY ORDERED that the Hearing Officer's Report and Recommendations be adopted with the inclusion of the aforementioned strikeout.

IT IS HEREBY ORDERED that Unfair Practice Charge 002-19, AFSCME, Local 1083 versus Child Support Services Division be dismissed.

Dated at Los Angeles, California: November 12 , 2021



---

Christopher David Ruiz Cameron,  
Chairperson



---

Anthony Miller, Commissioner



---

Najeeb Khoury, Commissioner

---

<sup>2</sup> The Commission did not hold that a valid demand to meet and confer was made; rather, it determined that a finding on the question was not necessary to resolve the case.