



**LOS ANGELES COUNTY EMPLOYEE RELATIONS COMMISSION**  
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Christopher David Ruiz Cameron, Chair  
Anthony Miller, Member  
Najeeb Khoury, Member

Joseph F. Gentile  
Chairman Emeritus

Jeri Weinstein  
Executive Director

Neal Mok  
Head Board Specialist

November 28, 2022

**REGULAR SESSION**

**Meeting Minutes**

A virtual meeting of the Los Angeles County Employee Relations Commission was held on Monday, November 28, 2022 at 1:00 p.m. via Zoom Pro. A link for attendees was sent via email. A phone number was provided for members of the public for public comment. This information was posted on the ERCOM website via the County of Los Angeles portal.

All three Commissioners were in attendance for this meeting. The meeting was called to order at 1:00 P.M.

**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 October 24, 2022

**M/S/P to approve minutes.**

2. Report of Executive Director

**Executive Director Weinstein reported that the December 2022 regular ERCOM Meeting has been cancelled. Instead, a special ERCOM Meeting will be held to address AB 361 only. A Notice of Cancellation will be posted. The next regular ERCOM Meeting will be held on January 23, 2023.**

**Item Number 11 Commissioner Special Item was taken up immediately after Item Number 2 Report of Executive Director.**

**Chair Cameron presented a Commendation and tribute to honor Commissioner Miller's service in his role as an ERCOM Commissioner, as his term ends on December 23, 2022. Commissioner Khoury also recognized and thanked Commissioner Miller for his service at ERCOM.**

3. Public Comment – The public was able to submit written public comments as a part of the official record by email to [Ercom@bos.lacounty.gov](mailto:Ercom@bos.lacounty.gov). The deadline to submit written public comment, via email, was Friday, November 25, 2022 at 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.

**Will Aitchison, Jeffrey Hickman, Patricia Paniccia, Esteban Lizardo, and Tris Carpenter recognized and thanked Commissioner Miller for his dedicated service as his role as an ERCOM Commissioner.**

4. Consideration of requests for **Unfair Practice Charges:**

a. Service Employees International Union (**SEIU**)

-UFC 015-21      Service Employees International Union Local 721 (SEIU)  
vs. Department of Children and Family Services (DCFS)  
(Request for Information)  
(Cont'd from January 24, 2022)

- Respondent's Motion to Dismiss
- Declaration of HR Manager III

**M/S/P to grant the County's request for continuance to submit briefs.**

-UFC 012-22      Service Employees International Union Local 721 (SEIU)  
vs. Department of Children and Family Services (DCFS)  
(Bad Faith Bargaining)  
(Cont'd from July 18, 2022)

**M/S/P to grant the Union's request for continuance.**

-UFC 019-22      Service Employees International Union Local 721 (SEIU)  
vs. Los Angeles County Sheriff's Department (LASD)  
(Workplace Access)  
(Cont'd from July 18, 2022)

**M/S/P to move UFC 019-22 to hearing.**

-UFC 013-22      Service Employees International Union Local 721 (SEIU)  
vs. Department of Health Services (DHS),  
Department of Mental Health (DMH),  
& Department of Public Health (DPH)  
(Bad Faith Bargaining)  
(Cont'd from July 18, 2022)

**UFC 013-22, UFC 014-22, and UFC 015-22 were taken up as one matter.**

**M/S/P to grant Union's request for continuance.**

-UFC 014-22            Service Employees International Union Local 721 (SEIU)  
vs. Department of Health Services (DHS)  
(Interference with Union Activity - Photos)  
(Cont'd from July 18, 2022)

**UFC 013-22, UFC 014-22, and UFC 015-22 were taken up as one matter.**

**M/S/P to grant Union's request for continuance.**

-UFC 015-22            Service Employees International Union Local 721 (SEIU)  
vs. Department of Health Services (DHS)  
(Interference with Union Activity - Surveillance)  
(Cont'd from July 18, 2022)

**UFC 013-22, UFC 014-22, and UFC 015-22 were taken up as one matter.**

**M/S/P to grant Union's request for continuance.**

-UFC 027-22            Service Employees International Union Local 721(SEIU)  
Vs. Department of Mental Health (DMH)  
(Interference/Retaliation)  
(Cont'd from September 19, 2022)

**M/S/P to grant the mutual request for continuance.**

**b. American Federation of State, County, and Municipal Employees, Local 685 (AFSCME)**

-UFC 029-22            American Federation of State, County and Municipal  
Employees Local 685 (AFSCME) vs.  
Los Angeles County Probation Department  
(Unilateral Change Allegation)  
(Cont'd from September 19, 2022)

**M/S/P to move UFC 029-22 to hearing.**

-UFC 033-22            American Federation of State, County and Municipal  
Employees Local 685 (AFSCME) vs.  
Los Angeles County Probation Department  
(Unilateral Change Allegation)  
(Cont'd from October 24, 2022)

**M/S/P to move UFC 033-22 to hearing.**

-UFC 032-22 American Federation of State, County and Municipal Employees Local 685 (AFSCME) vs. Department of Children and Family Services (DCFS) (Unilateral Change Allegation) (Cont'd from October 24, 2022)

**M/S/P to grant the County's request for continuance.**

c. American Federation of State, County, and Municipal Employees, Local 1083 (AFSCME)

-UFC 034-22 American Federation of State, County, and Municipal Employees (AFSCME), Local 1083 vs. Child Support Services Division (CSSD) (Bad Faith Bargaining, Unilateral Change) (Cont'd from October 24, 2022)

**M/S/P to move UFC 034-22 to hearing.**

d. Association of Deputy District Attorneys (ADDA)

**NEW** -UFC 035-22 Association of Deputy District Attorneys (ADDA) vs. District Attorney's Office (DA), Chief Executive Office (CEO) (Direct Dealing)

**UFC 035-22 and UFC 036-22 were taken up as one matter.**

**M/S/P to grant the County's request for continuance.**

**NEW** -UFC 036-22 Association of Deputy District Attorneys (ADDA) vs. District Attorney's Office (DA) (Unilateral Change)

**UFC 035-22 and UFC 036-22 were taken up as one matter.**

**M/S/P to grant the County's request for continuance.**

e. Pamela Alexander (Employee)

**NEW** -UFC 037-22 Pamela Alexander on behalf of the Los Angeles County Association of Environmental Health Specialists (LACOEHS) vs. Teamsters Local 911 (Elections)

**M/S/P to grant the Union's request for continuance.**

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

a. California Association of Professional Employees (**CAPE**)

-UFC 016-19 California Association of Professional Employees (CAPE)  
vs. Los Angeles County Assessor's Office  
(Anti-Union Animus)

Reason: Union decision to withdraw

**M/S/P to approve the withdrawal of UFC 016-19.**

b. Service Employees International Union (**SEIU**)

-UFC 025-22 Service Employees International Union (SEIU)  
vs. Department of Public Social Services (DPSS)  
(Bad Faith Bargaining)

Reason: Issue resolved

**M/S/P to approve the withdrawal of UFC 025-22.**

6. Consideration of Hearing Officer Patti Paniccia's **Hearing Officer Report** in the matter of UFC 011-21, Los Angeles County Professional Peace Officers Association (PPOA) vs Los Angeles County Board of Supervisors (BOS).

- Consideration of Charging Party's Exceptions to Hearing Officer Patti Paniccia's Hearing Officer Report in the matter of UFC 011-21, Los Angeles County Professional Peace Officers Association (PPOA) vs Los Angeles County Board of Supervisors (BOS).
- Consideration of Respondent's Response to Charging's Party Exceptions to Hearing Officer Patti Paniccia's Hearing Officer Report in the matter of UFC 011-21, Los Angeles County Professional Peace Officers Association (PPOA) vs Los Angeles County Board of Supervisors (BOS).

Consideration of Hearing Officer Patti Paniccia's **Supplemental** Hearing Officer Report in the matter of UFC 011-21, Los Angeles County Professional Peace Officers Association (PPOA) vs Los Angeles County Board of Supervisors (BOS).

- Consideration of Charging Party's Exceptions to Hearing Officer Patti Paniccia's Supplemental Hearing Officer Report in the matter of UFC 011-21, Los Angeles County Professional Peace Officers Association (PPOA) vs Los Angeles County Board of Supervisors (BOS).
- Consideration of Respondent's Response to Charging Party Exceptions to Hearing Officer Patti Paniccia's Supplemental Hearing Officer Report in the matter of UFC 011-21, the Los Angeles County Professional Peace

Officers Association (PPOA) vs Los Angeles County Board of Supervisors (BOS).

**The parties argued their positions and the Commission discussed the matter. M/S/P to adopt Hearing Officer Patti Paniccia's Hearing Officer Report and the Supplemental Hearing Officer Report in the matter of UFC 011-21.**

**Chair Cameron and Commissioner Miller voted aye, Commissioner Khoury voted nay.**

7. Consideration of Hearing Officer Guy Z. Prihar's Hearing Officer Report in the matter of UFC 006-20 and UFC 017-20 Consolidated, Association for Los Angeles Deputy Sheriffs (ALADS) and Los Angeles County Professional Peace Officers Association (PPOA) vs Los Angeles Sheriff's Department (LASD).
  - Consideration of Charging Party's Exceptions to Hearing Officers Report In the matter of UFC 006-20 and UFC 017-20 Consolidated, Association For Los Angeles Deputy Sheriffs (ALADS) and Los Angeles County Professional Peace Officers Association (PPOA) vs Los Angeles Sheriff's Department (LASD).
  - Consideration of Respondent's Exceptions to the Hearing Officers Report in the matter of UFC 006-20 and UFC 017-20 Consolidated, Association for Los Angeles Deputy Sheriffs (ALADS) and Los Angeles County Professional Peace Officers Association (PPOA) vs Los Angeles Sheriff's Department (LASD).
  - Consideration of Charging Party's Response to the Respondent's Exceptions to the Hearing Officers Report in the matter of UFC 006-20 and UFC 017-20 Consolidated, Association for Los Angeles Deputy Sheriffs (ALADS) and Los Angeles County Professional Peace Officers Association (PPOA) vs Los Angeles Sheriff's Department (LASD). Separate responses from ALADS and PPOA.
  - Consideration of Charging Party's Proposed Remedy in the matter of UFC 006-20 and UFC 017-20 Consolidated, Association for Los Angeles Deputy Sheriffs (ALADS) and Los Angeles County Professional Peace Officers Association (PPOA) vs Los Angeles Sheriff's Department (LASD).
  - Consideration of Respondent's Response to Charging Party's Proposed Remedy in the matter of UFC 006-20 and UFC 017-20 Consolidated, Association for Los Angeles Deputy Sheriffs (ALADS) and Los Angeles County Professional Peace Officers Association (PPOA) vs Los Angeles Sheriff's Department (LASD).

**The Parties (ALADS with the concurrence of PPOA on one hand and the Respondent on the other hand) each submitted a proposed remedy. These proposals were submitted as directed by ERCOM at its October meeting, at**

which the Commission expressed its intent to adopt the Hearing Officer's report, with modifications.

**M/S/P to direct the parties to meet and confer on negotiable items related to the Oversight Legislation and to ensure the Respondent addressed ALADS' information request. A timeline was set and the parties agreed to keep Executive Director Weinstein apprised of their progress.**

8. Consideration of Hearing Officer Wayne H. Song's Hearing Officer Report in the matter of UFC 012-21, International Brotherhood of Electrical Workers, Local 11 (IBEW) vs Los Angeles County Department of Public Works (DPW).

**M/S/P to adopt Hearing Officer Wayne H. Song's Hearing Officer Report in the matter of UFC 012-21 with the caveat to redact the 1<sup>st</sup> paragraph on page 10.**

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

a. CEO Request to Delete Class

**NEW** - AC 011-22 Bargaining Unit 221  
 Union – SEIU 721  
 Item No. – 5803  
**Clinical Perfusion Technician Assistant**  
 Item No. – 5804  
**Clinical Perfusion Technician**

**The Executive Director advised that the correct Item Number for the Clinical Perfusion Technical Assistant is Item No. 5603 and the Clinical Perfusion Technician is Item No. 5604.**

**M/S/P to approve the request to delete the Clinical Perfusion Technician Assistant and Clinical Perfusion Technician classifications.**

10. Consideration of Continuation of Teleconferencing for Employee Relations Commission Meetings pursuant to AB 361. Per AB 361:

“To ensure the safety of members of the public and employees, while guaranteeing the public's right to attend and participate in meetings of ERCOM, and in alignment with our Health Officer's recommendations to reduce crowding indoors and to support physical distancing, effective immediately, ERCOM will continue to meet via teleconferencing, in compliance with AB 361 while we are under a State of Emergency and while State or local officials continue to recommend measures to promote social distancing. ERCOM will reconsider the circumstances of the State of Emergency to determine whether teleconferencing should continue within 30 days after today's meeting under AB 361.”

**The Commission, under the advice of County Counsel, revised the language for AB 361 under Item Number 10 with the following:**

**“To ensure the safety of members of the public and employees, while guaranteeing the public’s right to attend and participate in meetings of ERCOM, effective immediately, ERCOM will continue to meet via teleconferencing, in compliance with AB 361 while we are under a State of Emergency and while the state of emergency continues to directly impact the members’ ability to meet safely in person. ERCOM will reconsider the circumstances of the State of Emergency to determine whether teleconferencing should continue within 30 days after today’s meeting under AB 361.”**

**M/S/P to meet via teleconference for the December 19, 2022 ERCOM Special Meeting pursuant to AB 361.**

11. Commissioner’s Special Items.

**Item number 11 Commissioner’s Special Items were addressed immediately after Item 2 Report of Executive Director.**

The next Employee Relations Commission Meeting will be held via Zoom on January 23, 2023 at 1:00 P.M.

**The meeting was adjourned at 3:29 P.M.**

*Jeri Weinstein*

JERI WEINSTEIN  
Executive Director