



LOS ANGELES COUNTY EMPLOYEE RELATIONS COMMISSION
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Christopher David Ruiz Cameron, Chair
Najeeb Khoury, Member
Patti Paniccia, Member

Jeri Weinstein
Executive Director

Chair Emeritus
Joseph Gentile
Anthony Miller

Shonna Jeffreys
Head Board Specialist

MEETING MINUTES

October 28, 2024

REGULAR SESSION

A meeting of the Los Angeles County Employee Relations Commission was held on Monday, October 28, 2024 at 1:00 p.m. This was hybrid meeting, i.e. in-person and via Zoom. The in-person meeting took 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.

All three Commissioners were in attendance. The meeting commenced at 1:01 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 September 23, 2024

M/S/P the minutes were approved.

2. Report of Executive Director

Ms. Weinstein confirmed the November ERCOM meeting is cancelled.

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, October 25, 2024 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#.

No Public comment.

4. Public Hearing pertaining to changes to the Los Angeles County Employee Relations Commission Rules and Regulations including, but not limited to, Rule 6.04 and Rule 7.06 as well as, 6.09 and 6.10.

The Commission discussed modifications to the language in the above rules, with comments from those attending the meeting.

Rule 6.04 Position Statement

M/S/P Unanimous approval for final language modifications as proposed by Commissioner Paniccia.

Rule 6.09 Requests for Intervention

M/S/P Unanimous approval for final language modifications as proposed by Commissioner Paniccia.

Rule 6.10 b. Scheduling of Hearings

M/S/P Unanimous approval for final language modifications as proposed by Commissioner Paniccia.

Rule 7.06 Factfinding

After discussion, Commission voted to adopt language from the MMBA, pertaining to Factfinding as it applies to ERCOM. The vote in this matter was Commissioners Khoury and Cameron voting in favor of adopting this language and Commissioner Paniccia voting no. Therefore the language related to timelines including mediation and panels for Factfinding will be adopted from the MMBA into the ERCOM rules.

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

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

- UFC 024-24 Service Employees International Union, Local 721 (SEIU)
vs. Los Angeles County (LAC)
(Bad Faith Bargaining)
(Continued from August 26, 2024)

- County CEO Motion to Dismiss

M/S/P Request from the Union to hold this case in abeyance while the parties engage in negotiations to resolve the issues herein. Ercom maintains a folder with cases held in abeyance when there will be a known lengthy delay in resolution. At such time as the parties decide to either withdraw the matter or place it back on the agenda, the Executive Director will be notified by the charging party.

- UFC 028-24 Service Employees International Union, Local 721 (SEIU)
vs. Department of Children and Family Services (DCFS)
(Retaliation, Anti-Union Animus)
(Continued from September 23, 2024)

-Respondent County of Los Angeles Motion to Dismiss

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

- UFC 030-24 Service Employees International Union, Local 721 (SEIU)
vs. Department of Health Services (DHS)
(Anti-Union Animus)
(Continued from September 23, 2024)

M/S/P Union agreed to hold this case in abeyance while the matter is heard before the Civil Service Commission. Ercom maintains a folder with cases held in abeyance when there will be a known lengthy delay in resolution. At such time, as the parties decide to either withdraw the matter or place it back on the agenda, the Executive Director will be notified by the charging party.

- UFC 031-24 Service Employees International Union, Local 721 (SEIU)
vs. Department of Public Social Services (DPSS)
(Unilateral Change)
(Continued from September 23, 2024)

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

- NEW** - UFC 032-24 Service Employees International Union, Local 721 (SEIU)
vs. Los Angeles County (LAC)
(Failure to Bargain)

M/S/P The Commission continued this matter per County request.

- NEW** - UFC 036-24 Service Employees International Union, Local 721 (SEIU)
vs. Department of Health Services (DHS)
(Failure to Provide Information)

M/S/P The Commission continued this matter per County request.

- NEW** - UFC 037-24 Service Employees International Union, Local 721 (SEIU)
vs. Department of Mental Health (DMH)
(Failure to Provide Information)

M/S/P The Commission continued this matter per County request.

NEW - UFC 038-24 Service Employees International Union, Local 721 (SEIU)
Department of Health Services (DHS)
(Interference)

M/S/P The Commission continued this matter per County request.

b. International Union of Operating Engineers, Local 501 (**IUOE**)

-UFC 015-24 International Union of Operating Engineers, Local 501 vs.
Department of Department of Health Services (DHS)
(Unilateral Change, Failure to Bargain, Failure to Provide
Information) (Continued from May 20, 2024)

M/S/P The Commission continued this matter per Union request.

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

-UFC 029-24 Service Employees International Union, Local 1957 (CIR)
vs. Department of Health Services (DHS)
(Failure to Bargain, Failure to Provide Information)
(Continued from August 26, 2024)

M/S/P The Commission continued this matter per Union request

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

NEW -UFC 034-24 Los Angeles County Public Defenders Union Local 148
(LAPDU)
vs. Los Angeles County Public Defender's Office (PD)
(Bad Faith Bargaining, Contracting Out)

M/S/P The Commission continued this matter per mutual request

NEW -UFC 039-24 Los Angeles County Public Defenders Union Local 148
(LAPDU)
vs. Los Angeles County Public Defender's Office (PD)
(Interference)

M/S/P The Commission continued this matter per mutual request

e. Los Angeles County (**LAC**)

NEW -UFC 033-24 Los Angeles County (LAC)
vs. Service Employees International Union, Local 721
(SEIU)
(Bad Faith Bargaining, Strike Threat)

M/S/P The Commission continued this matter per County request

f. Professional Peace Officers Association (**PPOA**)

NEW -UFC 035-24 Professional Peace Officers Association (**PPOA**)
vs. Los Angeles Sheriff's Department (LASD)
(Unilateral Change)

M/S/P The Commission continued this matter per Union request

6. Consideration of Hearing Officer Sheri Ross's Hearing Officer Report in the matter of UFC 012-23 for the ALADS & PPOA vs. the Los Angeles County (LAC).

- ALADS Exceptions to Hearing Officer Report
- Respondent's County of Los Angeles Exceptions to Hearing Officer Report
- Respondent's Response to ALADS Exceptions to Hearing Officer Report
- ALADS Response to Respondent's County of Los Angeles Exceptions
- PPOA Response to Respondent's County of Los Angeles Exceptions

**M/S/P Ms. Ross' Hearing Officer report was adopted with modifications.
Commissioner Khoury will complete a draft Decision and Order.**

7. Consideration of Hearing Officer Irene Ayala's Hearing Officer Report in matter of the consolidated cases UFC 006-21 and UFC 034-22 for the AFSCME Local 1083 vs. the Los Angeles County Child Support Services Department (CSSD).

M/S/P Ms. Ayala's Hearing Officer report was adopted in totality.

8. Consideration of **Amendment of Certification**

a. Los Angeles County Employee Retirement Association (**LACERA**)

NEW -AC 011-24 Deletion
Union: SEIU 721
Bargaining Unit Affected: 851
Item #0791A
Disability Retirement Support Specialist II, LACERA

NEW -AC 012-24 Title Change
Union: SEIU 721
Bargaining Unit Affected: 850
Item #0790A

**From: Disability Retirement Support Specialist I,
LACERA**
**To: Disability Retirement Support Specialist,
LACERA**

NEW -AC 013-24 Title Change
Union: SEIU 721
Bargaining Unit Affected: 850
Item #0471A

From: Document Processing Assistant, LACERA
**To: Document Processing Specialist, LACERA
including Physical Class change**

NEW -AC 014-24 Title Change
Union: SEIU 721
Bargaining Unit Affected: 851
Item #0472A

**From: Document Processing Coordinator,
LACERA**
To: Document Processing Supervisor, LACERA

M/S/P All of the above requested actions were approved by the Commission.

9. Commissioner's Special Items

The next Employee Relations Commission Meeting will be held on December 16, 2024 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 372 – Sybil Brand, Los Angeles, CA 90012.

The meeting was adjourned at 2:50.

Jeri Weinstein
JERI WEINSTEIN
Executive Director