



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

MEETING MINUTES

February 17, 2021

REGULAR SESSION

A virtual meeting of the Los Angeles County Employee Relations Commission was held on Wednesday February 17, 2021 at 1:00p.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.

The meeting was called to order at 1:00 P. M. Commissioners Cameron and Miller were in attendance. Commissioner Cameron announced the appointment, by the Board of Supervisors, of Commissioner Najeeb Khoury effective March 1, 2021.

1. Approval of Minutes of January 21, 2021.

The minutes were approved by unanimous vote.

2. Report of Executive Director

Jeri Weinstein advised that she has completed the annual audit of the Los Angeles County Registered Organizations and is reconciling the data.

Additionally, Jeri thanked everyone for their understanding and patience as she has been running ERCOM by herself since September.

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 was Tuesday February 16, 2021 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: 897 7099 2022.

There was no public comment.

4. Consideration of requests for **Unfair Practice Charges:**
- a. American Federation of State, County & Municipal Employees (**AFSCME**),
Local 1083
- UFC 004-20 American Federation of State, County & Municipal
Employees vs. Child Support Services Department
(Refusal to Meet and Confer regarding a matter
considered a change to working conditions, "hoteling")
(Continued from July 30, 2020)

This matter was continued by mutual consent of the parties, as there is a settlement agreement under consideration.

- b. American Federation of State, County & Municipal Employees (**AFSCME**),
Local 148
- NONE**
- c. American Federation of State, County, & Municipal Employees (**AFCSME**)
Local 685
- UFC 010-20 American Federation of State, County & Municipal
Employees Local 685 vs. Probation Department
(Failure to Negotiate New Absenteeism Policy)
(Continued from October 22, 2020)
- County opposition and request for dismissal

The County argued for dismissal of this matter and a Representative for AFSCME, Local 685, was not present. This matter has been on the agenda since October 22, 2020 and was argued at the January 21, 2021 and continued. This matter was dismissed by the Commission by unanimous vote.

- d. Association for Los Angeles Deputy Sheriffs (**ALADS**)
- NEW** -UFC 001-21 Association for Los Angeles Deputy Sheriffs (ALADS)
vs. Los Angeles County
(Failure to engage in impact bargaining, as a result of
Measure J budget cuts, that affected wages, hours,
and conditions of employment.)

The County requested a continuance of this matter for 30 days to retain outside counsel. There was no opposition from ALADS. Unanimous motion to continue.

- NEW** -UFC 002-21 Association for Los Angeles Deputy Sheriffs (ALADS)
vs. Los Angeles County Sheriff's Department
(Violation of the Employee Relations Ordinance 5.04.070
by intimidation, coercion, discrimination, etc, for
employees exercising their rights under the Ordinance)
- ALADS Request to hold Factfinding in Abeyance pending
UFC resolution.
- Respondent's Opposition to Request for Injunctive Relief
(Holding Factfinding in Abeyance)

The Executive Director requested a continuance on this matter due to the potential of a settlement. ALADs representative Will Aitchison withdrew his request to hold factfinding in abeyance pending settlement discussions. Mr. Aitchison addressed the Commission and recommended that during the upcoming project, the revision of the ERCOM Rules and Regulations, distinct time frames for submission of documents are included, to allow appropriate responses to arguments for all parties. This matter was continued.

- e. California Association of Professional Employees (**CAPE**)
- UFC 016-19 California Association of Professional Employees (**CAPE**)
vs. Assessor's Office
(P. Thomas/Interfering with Participation in Union Activity)
(Continued from October 28, 2019)

The matter was continued by the Union.

- UFC 018-19 California Association of Professional Employees (**CAPE**)
vs. Department of Beaches and Harbors
(L. Phan/Interfering with Participation in Union Activity)
(Continued from October 28, 2019)

This matter was continued by the Union.

- f. Los Angeles/Orange Counties Building & Construction Trades Council
AFL-CIO
- UFC 004-19 LA/Orange Counties Building & Construction Trades vs.
AMENDED Los Angeles County Sheriff's Department (Facility
Services Bureau)
(Retaliation)
(Continued from April 22, 2019)

This matter was continued and will be withdrawn on the March 22, 2021 agenda per the Union.

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

NONE

- h. Service Employees International Union

-UFC 014-20 Service Employees International Union (**SEIU**), Local 721 vs. Department of Health Services (**DHS**)
(Failure to Negotiate matters that are mandatory subjects of bargaining, including changes to working conditions, contracting out bargaining unit work, failure to provide requested information).
(Continued from November 18, 2020)

This matter was continued at the request of the County while they retain outside counsel.

-UFC 016-20 Service Employees International Union (**SEIU**), Local 721 vs. Department of Public Social Services (**DPSS**)
(Changes to working conditions regarding Call Center Eligibility Workers without bargaining with SEIU, Changes to evaluation practices for Call Center Eligibility Workers, without bargaining with SEIU, Failure to provide 8 categories of documents and information necessary for SEIU to determine if there was a change to working conditions, transferring of duties from one classification to two other classifications without bargaining with the SEIU.
(Continued from January 21, 2021)

The Union requested that this matter be sent for Hearing. There was no opposition from the County. The Commission moved the matter to Hearing.

5. Request to **Withdraw Unfair Practice Charge**

-UFC 013-20 Association for Los Angeles Deputy Sheriffs (**ALADS**) vs. Los Angeles Sheriff's Department (**LASD**)
(Failure to process grievance)

Reason: Grievance processed

This matter is continued at the request of the Union.

-UFC 001-20 American Federation of State, County & Municipal
Employees (AFSCME), Local 1083
(Violation of Skelly and Due Process)

This matter was approved for withdrawal by unanimous vote due to a settlement.

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

NONE

7. Consideration of **Decertification** of AFSCME, Local 148, as the Majority Representative of BU 803, Deputy Public Defender Class and Consideration of Granting **Certified Organization Status** to Los Angeles County Public Defenders Union.

Consideration of **Petition for Decertification of AFSCME, Local 148,** as the Certified Organization representing the Office of the Public Defender.
(Continued from January 21, 2021)

This matter was continued pending the Hearing scheduled after this meeting.

Consideration of Request and Application, by the Los Angeles County Public Defenders Union to be granted status as a Certified Organization of Los Angeles County.
(Continued from January 21, 2021)

This matter was continued pending the Hearing scheduled after this meeting.

8. Commissioner's Special Items.

AT THE CONCLUSION OF THIS REGULARLY SCHEDULED ERCOM COMMISSION MEETING, A PUBLIC HEARING WILL BE HELD PERTAINING TO THE PETITION FOR THE DECERTIFICATION OF AFSCME LOCAL 148 AS THE CERTIFIED EMPLOYEE REPRESENTATIVE FOR BARGAINING UNIT 803, THE PUBLIC DEFENDER CLASS. THIS WILL ADDRESS THE PROTEST SUBMITTED BY AFSCME LOCAL 148 PERTAINING TO THE PETITION FOR DECERTIFICATION. A SEPARATE ZOOM LINK HAS BE POSTED AS REQUIRED.

A NOTICE WILL BE POSTED ON THE ERCOM WEBSITE OUTLINING THE RESULTS OF THIS HEARING.

EXECUTIVE SESSION

9. CONFERENCE WITH LEGAL COUNSEL – ANTICIPATED LITIGATION

No items or matters for discussion. The meeting was adjourned at 1:26 P.M.

Jeri Weinstein

JERI WEINSTEIN
Executive Director