



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

Jeri Weinstein
Executive Director

Chair Emeritus
Joseph Gentile
Anthony Miller

Vacant
Head Board Specialist

Meeting Minutes

September 29, 2025

REGULAR SESSION

A meeting of the Los Angeles County Employee Relations Commission was held on Monday, September 29, 2025 at 1:00 p.m. This was a hybrid meeting, i.e. in-person and via Zoom. The in-person meeting took place 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.

The meeting commenced at 1:00 P.M. Both Commissioners were present.
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.
Chair Cameron took Agenda Item #5 out of order and prior to Agenda Item #4.

1. Approval of Minutes of August 25, 2025

M/S/P August meeting minutes were approved.

2. Report of Executive Director

Ms. Weinstein reminded everyone of her departure from the County as of November 29, 2025 and requested all urgent matters be send to ERCOM as soon as practical to ensure processing before she leaves.

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, September 26, 2025 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#.

There were no requests for Public Comment.

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

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

AMENDED -UFC 016-25 Service Employees International Union, Local 721 (SEIU)
vs. Probation Department (PD)
(Retaliation)
(Continued from April 28, 2025)

M/S/P This matter was continued at the request of the County in order for them to complete a Position Statement.

-UFC 025-25 Service Employees International Union, Local 721 (SEIU)
vs. Department of Health Services (DHS)
(Bad Faith Bargaining, Contracting Out)
(Continued from June 23, 2025)

- County's Position Statement
- Union Response to County Position Statement

M/S/P This matter was sent to Hearing with the direction to the Hearing Officer to determine the threshold issue of timeliness first, then proceed with the other allegations in the complaint and final recommendations to the Commission.

-UFC 034-25 Service Employees International Union, Local 721 (SEIU)
vs. Department of Children and Family Services (DCFS)
(Bad Faith Bargaining, Unilateral Implementation)
(Continued from July 28, 2025)

- County's Position Statement

M/S/P At the request of the Union, this matter will be held in abeyance pending settlement discussions. The matter will be removed from the agenda temporarily until such time as a withdrawal or determination of the necessity for a hearing takes place.

NEW -UFC 037-25 Service Employees International Union, Local 721 (SEIU)
Vs. Department of Public Works (DPW)
(Contracting Out)

M/S/P At the request of the Union, this matter will be held in abeyance pending settlement discussions. The matter will be removed from the agenda temporarily until such time as a withdrawal or determination of the necessity for a hearing takes place.

NEW -UFC 038-25 Service Employees International Union, Local 721 (SEIU)
Vs. Department of Health Services (DHS)
(Retaliation)

M/S/P At the request of the Union, this matter will be held in abeyance pending settlement discussions. The matter will be removed from the agenda temporarily until such time as a withdrawal or determination of the necessity for a hearing takes place.

NEW -UFC 039-25 Service Employees International Union, Local 721 (SEIU)
Vs. Department of Libraries (Library)
(Unilateral Change)

M/S/P This matter was continued until the October 27 meeting.

NEW -UFC 042-25 Service Employees International Union, Local 721 (SEIU)
Vs. Department of Health Services (DHS)
(Unilateral Change)

M/S/P This matter was continued to the October 27 meeting.

- 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 March 24, 2025)

M/S/P This matter was continued to the October 27 meeting. The parties are still in mediation and working through a settlement agreement.

- c.** County Of Los Angeles, Chief Executive Office (**CEO**)

-UFC 024-25 Los Angeles County, Chief Executive Office (CEO) vs.
Service Employees International Union (SEIU), Local 721
(Unlawful Strike, Interference, Failure to Bargain)
(Continued from June 23, 2025)

-Local 721 Position Statement

M/S/P This matter was continued until the October 27 meeting.

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

-UFC 026-25 Professional Peace Officers Association (**PPOA**)
vs. Los Angeles Sheriff's Department (LASD)

(Unilateral Change, Bad Faith Bargaining)
(Continued from June 23, 2025)

M/S/P This matter was continued until the October 27 meeting where it will be withdrawn. Request for withdrawal from Chris Morse.

e. California Association of Professional Employees (CAPE)

- UFC 036-25 California Association of Professional Employees (**CAPE**) vs. Los Angeles County (Assessor)
(Failure to Bargain, Unilateral Change)
(Continued from August 25, 2025)
- County's Position Statement
- Union Position Statement

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

f. Los Angeles County Program Managers Association (PMA)

- NEW** -UFC 040-25 Los Angeles County Program Manager's Association (PMA) vs. Child Support Service Department
(Unilateral Change, Bad Faith Bargaining)

M/S/P This matter was continued to the October 27 meeting in order for the Union to amend the complaint delineating the specific change to policy.

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

- NEW** -UFC 041-25 AFSCME, Local 1083 vs. Child Support Services Department.
(Unilateral Change, Bad Faith Bargaining)

M/S/P This matter was continued to the October 27 meeting in order for the Union to amend the complaint delineating the specific change to policy.

5. Consideration of Hearing Officer Reports for Unfair Practice Charges

- a. UFC 003-23** Consideration of Hearing Officer Daniel R. Saling's Hearing Officer Report in the matter of UFC 003-23 for SEIU Local 721 vs. Department of Internal Services (ISD)
(Continued from April 28, 2025)

- SEIU 721 Exceptions to HO Report
- Respondent County response to Exceptions
- Union's Response to County Exceptions

M/S/P This matter was continued. The Commission voted to assign this matter to

another Hearing Officer to review all associated documents, including the exceptions filed by the Charging Party and response to exceptions, and transcripts and provide a second recommendation in a supplemental report taking into consideration the submitted arguments. This matter will be removed from the agenda and held in abeyance until that work is completed.

- b. **UFC 018-24** Consideration of Hearing Officer Irene Ayala's Hearing Officer Report in the matter of UFC 018-24 for the Association of Los Angeles Sheriffs vs. Los Angeles County/Sheriff's Department.
(Continued from August 25, 2025)

- Respondent Exceptions to HO Report
- Union Response to Exceptions

M/S/P The Commission voted to adopt this recommendation, after considering arguments, with one minor clarification. The Decision and Order will direct that the investigator logs shall be provided to "attorneys for ALADS members" only.

6. Request to **Withdraw Unfair Practice Charges**

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

-UFC 041-24 Los Angeles County Public Defenders Union Local 148 (LAPDU)
vs. Los Angeles County Public Defender's Office (PD)
(Failure to Provide Information)
(Continued from December 16, 2024)

M/S/P This withdrawal was approved.

7. Consideration of Request for Petition for Certification of Majority Representative

- C001-25 Los Angeles Fire Department Association of Chiefs
(Continued from July 28, 2025)

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

ATTACHMENT FOR QUESTION 5

	Classification	Number of Employees:
0208 A	Battalion Chief	107
0215 A	Chief, Air Operations, Fire Services	1
0217 A	Assistant Fire Chief	19
0335 A	Assistant Chief Forestry	4
0336 A	Chief, Forestry Division	1
2932 A	Section Chief, Lifeguard Services, Fire	6
2934 A	Assistant Chief, Lifeguard Services, Fire	1
2935 A	Chief, Lifeguard Services, Fire	1

M/S/P This matter was continued to the October 27 meeting per Petitioner request.

8. Consideration of Requests for **Amendment of Certification:**

a. Teamsters Local 911 to become Teamsters Local 986

-AC 010-25 Request by Teamsters Local 911 for **name change/merger** with Teamsters Local 986, to be approved as Certified Majority Representative for Los Angeles County Association of Environmental Health Specialists. Classification is within the Department of Public Health

B.U. #331 DPH Environmental Health Specialists

M/S/P This name change/merger was approved with Teamsters Local 911 now designated as Teamsters Local 986 the Certified Majority Representative for the Los Angeles County Association of Environmental Health Specialists.

b. Los Angeles County Chief Executive Office (CEO)

-AC 011-25 Loc Angeles County CEO request for Title Change Only

Union Affected: SEIU, Local 721

B.U. 8136 Veterans Claim Assistant I to Veterans Services Representative I

B.U. 8137 Veterans Claim Assistant II to Veterans Services Representative II

B.U. 8142 Veterans Claim Assistant III to Veterans Services Representative III

M/S/P This title change was approved.

9. Commissioner's Special Items

The next Employee Relations Commission Meeting will be held on October 27, 2025 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.

Jeri Weinstein
JERI WEINSTEIN
Executive Director