



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

April 26, 2021

MEETING MINUTES

REGULAR SESSION

A virtual meeting of the Los Angeles County Employee Relations Commission was held on Monday, April 26, 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 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, seconded, passed). Unless otherwise noted, all votes were unanimous.

1. Approval of Minutes of March 22, 2021.
M/S/P to approve minutes.

2. Report of Executive Director

Jeri advised that she has begun working on the rules with Patti Paniccia and advised participants to email suggestions and concerns regarding the rules to her.

3. Public Comment

NONE

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

a. American Federation of State, County & Municipal Employees (**AFSCME**),
Local 1083

-UFC 006-21 American Federation of State, County & Municipal Employees, Local 1083 vs. Child Support Services Division.
(Bad Faith Bargaining, Interference)
(Continued from March 22, 2021)

M/S/P This matter was continued by mutual agreement of the parties to allow Counsel for the County/Department to review the case.

- b. American Federation of State, County, & Municipal Employees (**AFCSME**)
Local 685

NONE

- c. Association for Los Angeles Deputy Sheriffs (**ALADS**)

-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.)
(Continued from February 17, 2021)

-County Opposition and Request for Dismissal of UFC 001-21 (004-21) Consolidated with PPOA

-ALADS response to County objections to and request for dismissal of UFC 001-21.

M/S/P This matter was dismissed by the Commission. A Decision and Order will be completed to memorialize the rationale for the Commission's decision.

- d. California Association of Professional Employees (**CAPE**)

-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)

-County Motion to Dismiss UFC 018-19

M/S/P Approval for the request, by Blaine Meek, to withdraw this matter. The written request was submitted subsequent to the distribution of the agenda, therefore is not listed on the agenda under withdrawals.

- e. Los Angeles/Orange Counties Building & Construction Trades Council
AFL-CIO

NONE

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

-UFC 004-21 Professional Peace Officers Association (**PPOA**) 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.)
(Continued from March 22, 2021)

-County opposition and request for dismissal of
UFC 004-21 (consolidated with 001-21 ALADS)

-PPOA response to County objections to and request for
dismissal of UFC 004-21.

M/S/P This matter was dismissed by the Commission. See UFC 001-21.

- g. Service Employees International Union

AMENDED -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)

M/S/P Moved to Hearing, no opposition from the County.

-UFC 005-21 Service Employees International Union (**SEIU**), Local 721
Vs. Los Angeles County Department of Children and
Family Services (**DCFS**)
(Interference, Intimidation, Coercion regarding
engagement in Union Activities)
(Continued from March 22, 2021)

M/S/P Moved to Hearing, no opposition from the County.

-UFC 007-21 Service Employees International Union (**SEIU**), Local 721
Vs. Los Angeles County Department of Social Services
(**DPSS**)
(Unilateral Implementation of Task-Based Model to
replace Caseloads Model – Failure to Meet and Confer a

matter that is negotiable.)
(March 22, 2021)

-County opposition and request for dismissal of UFC 007-21.

M/S/P Moved to Hearing. Commissioner Cameron addressed the issue of Katie Engst signature via an agent approved by her, on the Unfair Charge face sheet, indicating the Unfair Charge was submitted under penalty of perjury and advised this was not an issue for dismissal consideration in this circumstance.

-UFC 008-21 Service Employees International Union (**SEIU**), Local 721
Vs. Los Angeles County Department of Social Services
(**DPSS**)
(Interference and Disparagement.)
(March 22, 2021)

-County Motion to Dismiss UFC 008-21

M/S/P Moved to Hearing. Commissioner Cameron addressed the issue of Katie Engst signature via an agent approved by her, on the Unfair Charge face sheet, indicating the Unfair Charge was submitted under penalty of perjury and advised this was not an issue for dismissal consideration in this circumstance.

h. Union of American Physicains and Dentists (**UAPD**)

NEW -UFC 009-21 Union of American Physicians and Dentists (**UAPD**) Vs.
Department of Health Services (**DHS**)
(Changes to Working Conditions, transfer of duties for
Radiologists)

-County Motion to Dismiss UFC 009-21

M/S/P Union request for continuance approved. Continuance to address the County Motion to Dismiss.

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

-UFC 020-19 Service Employees International Union (**SEIU**), Local 721
Vs. Department of Children and Family Services

Reason: Settlement

M/S/P Request for withdrawal approved.

-UFC 003-20 Professional Peace Officers Association (**PPOA**) vs

Los Angeles County Sheriff's Department (**SD**)

Reason: Settlement

M/S/P Request for withdrawal approved.

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

NONE

7. Commissioner's Special Items.

a. Request by the Los Angeles County Public Defenders Union (**LACPDU**) to approve stipulation agreement between CEO, ERCOM, and LACPDU to hold a card check to certify the LACPDU as the certified majority representative for Bargaining Unit 803, the Public Defenders, Classes 1-4.

M/S/P Stipulation agreement approved with modification. Per the Commission, reference to Ercom as a participant in the stipulation should be removed. Once removed and signed by the County CEO representative the stipulation agreement is considered approved.

b. Request by the Los Angeles County Public Defenders Union (**LACPDU**) to approve "card" accessible to Bargaining Unit 803 members, Public Defenders, Classes 1-4, to be used to determine certified majority representation status of LACPDU.

No action taken by the Commission

EXECUTIVE SESSION

8. CONFERENCE WITH LEGAL COUNSEL – ANTICIPATED LITIGATION

No items for Executive Session.

The meeting was adjourned at 2:30.

Jeri Weinstein
JERI WEINSTEIN
Executive Director