



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

Chair Emeritus
Joseph Gentile
Anthony Miller

Jeri Weinstein
Executive Director

Shonna Jeffreys
Head Board Specialist

Meeting Minutes
March 24, 2025

REGULAR SESSION

A meeting of the Los Angeles County Employee Relations Commission was held on Monday, March 24, 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.

All three Commissioners were in attendance. The meeting commenced 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 February 24, 2025

M/S/P February meeting minutes were approved.

2. Report of Executive Director

Ms. Weinstein reported that the Commission will take a vote on the Revised and Updated Ercom Rules and Regulations at the April 28, 2025 Commission meeting. The final draft was distributed to all parties on the Ercom Agenda mailing list and the draft was posted on the Ercom website. Katie Engst thanked Commissioner Paniccia and Ms. Weinstein for all their work on this project.

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, March 21, 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#.

No requests for public comment were received.

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

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

-UFC 042-24 Service Employees International Union, Local 721 (SEIU)
vs. Department of Health Services (DHS)
(Anti-Union Animus, Interference)
(Continued from February 24, 2025)

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

-UFC 002-25 Service Employees International Union, Local 721 (SEIU)
vs. County Chief Executive Office (CEO)
(Refusal to Arbitrate, Bad Faith Bargaining)
(Continued from February 24, 2025)

M/S/P This matter was moved to hearing and consolidated with UFC 005-25.

-UFC 003-25 Service Employees International Union, Local 721 (SEIU)
vs. Los Angeles County Probation Department (PD)
(Bad Faith Bargaining, Contracting Out)
(Continued from February 24, 2025)

M/S/P This matter was continued in order for the parties to submit briefs delineating their positions on this matter. The County requested this matter be dismissed for timeliness and the Union refutes that position. The Executive Director will coordinate a briefing schedule for this case.

-UFC 005-25 Service Employees International Union, Local 721 (SEIU)
vs. Department of Children and Family Services (DCFS)
(Bad Faith Bargaining, Refusal to Arbitrate)
(Continued from February 24, 2025)

M/S/P This matter was moved to hearing and consolidated with UFC 002-25.

-UFC 006-25 Service Employees International Union, Local 721 (SEIU)
vs. Department of Children and Family Services (DCFS)
(Interference and Anti-Union Animus)
(Continued from February 24, 2025)

M/S/P The Commission determined that there is no factual dispute in this matter and that the MMBA clearly addresses the allegation in the Unfair Practice Charge. The parties argued their positions and the Commission voted to adopt a Decision and Order from the Commission, without a hearing, finding that the County Chief Executive Office violated the Employee Relations Ordinance Sections 5.04.240(A)(3).¹

¹ The agenda contains an error here. The charge should have been against CEO. The original filing was immediately amended by the Union to charge CEO. Parties were notified of the error and send copies of the amended complaint.

-UFC 007-25 Service Employees International Union, Local 721 (SEIU)
vs. Los Angeles County (LAC) and Department of Health
Services (DHS)
(Interference and Bad Faith Bargaining)
(Continued from February 24, 2025)

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

-UFC 008-25 Service Employees International Union, Local 721 (SEIU)
vs. Los Angeles County (LAC)
(Interference)
(Continued from February 24, 2025)

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

NEW -UFC 012-25 Service Employees International Union, Local 721 (SEIU)
vs. Los Angeles County (LAC)
(Bad Faith Bargaining)

M/S/P This matter was continued per County request.

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 matter was continued per Union request.

c. Los Angeles County Child Support Attorneys Association (**LACCSAA**)

-UFC 001-25 Los Angeles County Child Support Attorneys Association,
(LACCSAA)
vs. Los Angeles County Child Support Services
Department (CSSD)
(Unilateral Change)
(Continued from February 24, 2025)

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

- d. Los Angeles County Firefighters, International Association of Firefighters, Local 1014

-UFC 010-25 Los Angeles County Firefighters, Local 1014 vs.
Los Angeles County Fire Department
(Unilateral Change (Skelly))
(Continued from February 24, 2025)

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

-UFC 011-25 Los Angeles County Firefighters, Local 1014 vs.
Los Angeles County Fire Department
(Unilateral Change (4850 Time/FMLA))
(Continued from February 24, 2025)

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

- e. Association of Deputy District Attorneys (**ADDA**)

NEW -UFC 014-25 Association of Deputy District Attorneys (ADDA) vs.
The Los Angeles County Chief Executive Office (CEO)
and the Los Angeles County Board of Supervisors (BOS)
(Failure to Bargain, Interference)

M/S/P This matter was continued per County request.

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

NEW -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)

M/S/P This matter was continued per County request.

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

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

-UFC 013-25 Service Employees International Union, Local 721 (SEIU)
vs. Department of Health Services (DHS)
(Failure to Provide Information)

M/S/P This matter was approved for withdrawal.

6. Consideration of **Amendment of Certification**

a. Los Angeles County Chief Executive Office (CEO)

NEW -AC 001-25 Deletion
 Union: SEIU 721
 Bargaining Unit Affected: 111
 Item #7065
 Photocopy Machine Operator II

M/S/P This deletion was approved by the Commission. No objection from SEIU.

7. Consideration of the approval of the Los Bomberos de Los Angeles County, Inc. as a County of Los Angeles Registered Employee Organization.

M/S/P The Commission approved this Organization for status as a Registered Organization with Los Angeles County.

8. Commissioner's Special Items

The next Employee Relations Commission Meeting will be held on April 28, 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.

The meeting was adjourned at 2:30 P.M.

Jeri Weinstein
JERI WEINSTEIN
Executive Director