



**LOS ANGELES COUNTY EMPLOYEE RELATIONS COMMISSION**  
374 Hall of Administration, 500 W. Temple Street, Los Angeles, CA 90012

213-974-2417  
213-626-1398 Fax  
Ercom@bos.lacounty.gov

Christopher David Ruiz Cameron, Chair  
Anthony Miller, Member  
Najeeb Khoury, Member

Joseph F. Gentile  
Chairman Emeritus

Jeri Weinstein  
Executive Director

Neal Mok  
Head Board Specialist

September 19, 2022

**REGULAR SESSION**

**Meeting Minutes**

A virtual meeting of the Los Angeles County Employee Relations Commission was held on Monday, September 19, 2022 at 1:00 p.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, second, passed). Unless otherwise noted, all votes were unanimous.**

1. Approval of Minutes of August 22, 2022

**M/S/P to approve minutes.**

2. Report of Executive Director

**NONE**

3. Public Comment

**NONE**

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

- a. Service Employees International Union (**SEIU**)

-UFC 015-21

Service Employees International Union Local 721 (SEIU)  
vs. Department of Children and Family Services (DCFS)  
(Request for Information)  
(Cont'd from January 24, 2022)

- Respondent's Motion to Dismiss
- Declaration of HR Manager III

**M/S/P to grant the mutual request for continuance.**

- UFC 012-22      Service Employees International Union Local 721 (SEIU)  
vs. Department of Children and Family Services (DCFS)  
(Bad Faith Bargaining)  
(Cont'd from July 18, 2022)

**M/S/P to grant the Union's request for continuance.**

- UFC 019-22      Service Employees International Union Local 721 (SEIU)  
vs. Los Angeles County Sheriff's Department (LASD)  
(Workplace Access)  
(Cont'd from July 18, 2022)

**M/S/P to grant the Union's request for continuance.**

- UFC 025-22      Service Employees International Union Local 721 (SEIU)  
vs. Department of Public Social Services (DPSS)  
(Bad Faith Bargaining)  
(Cont'd from July 18, 2022)

**M/S/P to grant the Union's request for continuance.**

- UFC 013-22      Service Employees International Union Local 721 (SEIU)  
vs. Department of Health Services (DHS),  
Department of Mental Health (DMH),  
& Department of Public Health (DPH)  
(Bad Faith Bargaining)  
(Cont'd from July 18, 2022)

**M/S/P to grant the Union's request for continuance.**

- UFC 014-22      Service Employees International Union Local 721 (SEIU)  
vs. Department of Health Services (DHS)  
(Interference with Union Activity - Photos)  
(Cont'd from July 18, 2022)

**M/S/P to grant the Union's request for continuance.**

- UFC 015-22      Service Employees International Union Local 721 (SEIU)  
vs. Department of Health Services (DHS)  
(Interference with Union Activity - Surveillance)  
(Cont'd from July 18, 2022)

**M/S/P to grant the Union's request for continuance.**

**NEW** -UFC 027-22 Service Employees International Union Local 721(SEIU)  
Vs. Department of Mental Health (DMH)  
(Interference/Retaliation)

**M/S/P to grant the County's request for continuance.**

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

-UFC 003-22 Los Angeles County Public Defenders Union (LAPDU)  
vs. Los Angeles County Public Defender's Office (PD)  
(Workplace Posters)  
(Cont'd from February 28, 2022)

**M/S/P to grant the Union's request for continuance.**

**c.** Association of Deputy District Attorneys (**ADDA**)

-UFC 023-22 Association of Deputy District Attorneys (ADDA)  
vs. District Attorney's Office (DA)  
(Request for Information & Antiunion Animus)  
(Cont'd from August 22, 2022)

**M/S/P to move the Unfair Practice Charge to Hearing. After a review of this Unfair by the Commission, Commissioners Khoury and Miller consulted with County Counsel Les Tolnai, relative to the issue of recusal due to a conflict, specifically a person listed as involved, delineated in the Unfair Practice Charge narrative. An assessment was conducted by County Counsel and the opinion was that no conflict was present for either Commissioner Khoury or Commissioner Miller. Therefore, all Commissioners voted on this matter.**

**NEW** -UFC 028-22 Association of Deputy District Attorneys (ADDA) vs.  
District Attorney's Office (DA)  
(Request for Information/Past Practice)

**M/S/P to grant the County's request for continuance.**

**d.** Association for Los Angeles County Sheriff's Deputies (**ALADS**)

**NEW** -UFC 026-22 Association for Los Angeles Deputy Sheriffs vs.  
Los Angeles County Sheriff's Department  
(Unilateral Change Allegation)

**M/S/P to grant the County's request for continuance.**

- e. American Federation of State, County and Municipal Employees Local 685  
**(AFSCME)**

**NEW** -UFC 029-22 American Federation of State, County and Municipal Employees Local 685 (AFSCME) vs. Los Angeles County Probation Department (Unilateral Change Allegation)

**M/S/P to grant the County's request for continuance.**

5. Consideration of Request for **Withdrawal of Unfair Practice Charge:**

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

-UFC 005-20 Association for Los Angeles Deputy Sheriffs (ALADS) vs. Los Angeles Sheriff's Department (LASD) (Unilateral Change)

**Reason:** Settlement

-UFC 022-19 Association for Los Angeles Deputy Sheriffs (ALADS) Vs. Los Angeles Sheriff's Department (LASD) (Past Practice, Violation of Agreement)

-UFC 009-20 Association for Los Angeles Deputy Sheriffs (ALADS) Vs. Los Angeles Sheriff's Department (LASD) (Past Practice, Violation of Agreement)

**Reason:** Settlement

**M/S/P to approve the withdrawal of all cases listed above.**

- 6. a. Consideration of Hearing Officer Patti Paniccia's Hearing Officer Report Pertaining to UFC 011-21.
- b. Consideration of Hearing Officer Patti Paniccia's Supplemental Hearing Officer Report Pertaining to UFC 011-21.

**M/S/P to continue this matter per the Union's request.**

7. Consideration of Continuation of Teleconferencing for Employee Relations Commission Meetings pursuant to AB 361. Per AB 361:

"To ensure the safety of members of the public and employees, while guaranteeing the public's right to attend and participate in meetings of ERCOM, and in alignment with our Health Officer's recommendations to reduce crowding indoors and to support physical distancing, effective immediately, ERCOM will continue to meet via

teleconferencing, in compliance with AB 361 while we are under a State of Emergency and while State or local officials continue to recommend measures to promote social distancing. ERCOM will reconsider the circumstances of the State of Emergency to determine whether teleconferencing should continue within 30 days after today's meeting under AB 361."

**M/S/P motion to meet via teleconference for October 24, 2022 ERCOM Meeting pursuant to AB 361.**

8. Commissioner's Special Items.

**NONE**

The next Employee Relations Commission Meeting will be held via Zoom on October 24, 2022 at 1:00 P.M.

**The meeting was adjourned at 1:39 P.M.**

*Jeri Weinstein*

JERI WEINSTEIN  
Executive Director