



**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**

**May 20, 2024**

**REGULAR SESSION**

A meeting of the Los Angeles County Employee Relations Commission was held on Monday, May 20, 2024 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 372, 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 started 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 April 22, 2024

**M/S/P the minutes were approved.**

2. Report of Executive Director

**Commissioner Paniccia and Ms. Weinstein gave a brief overview of the process that will commence for the June 24 meeting pertaining to the Rules and Regulations revisions. A final draft of the rules will be sent out to the Agenda distribution group in the coming week, as well as, speaker cards and instructions for completion.**

3. Public Comment – Submit written public comments as a part of the official record by email to [Ercom@bos.lacounty.gov](mailto:Ercom@bos.lacounty.gov). The deadline to submit written public comment, via email, is Friday, May 17, 2024 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 Public Comment**

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

##### a. Service Employees International Union (**SEIU 721**)

**Amended** -UFC 021-23 Service Employees International Union Local 721 (SEIU) vs. Los Angeles County Animal Care and Control Department (ACC)  
(Retaliation and Anti-Union Animus.)  
(Continued from January 22, 2024)

- Respondent Motion to Dismiss
- Union Response to Motion to Dismiss
- Respondent Motion to Dismiss Amended Complaint

**M/S/P The Commission voted to allow a 3<sup>rd</sup> amended Unfair Practice Charge to be submitted for review and discussion at the July 22, 2025 ERCOM meeting.**

**Amended(2)** -UFC 003-24 Service Employees International Union Local 721 (SEIU) vs. Los Angeles County Animal Care and Control (ACC)  
(Unilateral Change and Bad Faith Bargaining.)  
(Continued from February 26, 2024)

- Respondent Motion to Dismiss
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**M/S/P Matter moved to hearing, consolidated with UFC 008-24.**

-UFC 007-24 Service Employees International Union Local 721 (SEIU) vs. Department of Public Health (DPH)  
(Unilateral Change)  
(Continued from April 22, 2024)

**M/S/P Matter continued per a mutual request by the parties.**

**Amended(2)** -UFC 008-24 Service Employees International Union Local 721 (SEIU) vs. Los Angeles Department of Animal Care and Control (ACC)  
(Unilateral Change)  
(Continued from April 22, 2024)

- Respondent Motion to Dismiss

**M/S/P Matter moved to hearing, consolidated with UFC 003-24.**

- UFC 010-24 Service Employees International Union Local 721 (SEIU) vs. Los Angeles Department of Public Health (DPH) (Interference) (Continued from April 22, 2024)

**M/S/P Matter continued per a mutual request by the parties.**

- UFC 012-24 Service Employees International Union Local 721 (SEIU) vs. Los Angeles Department of Public Social Services (DPSS) (Bad Faith Bargaining) (Continued from April 22, 2024)

**M/S/P Matter moved to hearing.**

- NEW** -UFC 014-24 Service Employees International Union, Local 721 (SEIU) vs. Los Angeles County Department of Mental Health (DMH) (Failure to Bargain, Contracting Out)

**M/S/P Matter continued per County request.**

- NEW** -UFC 017-24 Service Employees International Union, Local 721 (SEIU) vs. Department of Health Services (DHS) (Anti-Union Animus, Retaliation)

**M/S/P Commission voted to hold this matter in abeyance at ERCOM pending the result of the forthcoming Civil Service Hearing on this matter.**

- NEW** -UFC 019-24 Service Employees International Union, Local 721 (SEIU) vs. Los Angeles County Library (LIB) (Bad Faith Bargaining, Contracting Out)

**M/S/P Matter was deferred to Arbitration per ERCOM rule 6.04.1. Subsequent to the Arbitration, the Charging Party shall provide the Commission with a copy of the Arbitrator's award and shall advise the Commission in writing if they wish to proceed with the Unfair Practice Charge or wish to withdraw the complaint.**

**b. Association for Los Angeles Deputy Sheriffs (ALADS)**

- UFC 001-24 Association for Los Angeles Deputy Sheriffs (ALADS) vs. Chief Executive Office (CEO) (Unilateral Change and Bad Faith Bargaining.) (Continued from February 26, 2024)

**M/S/P Matter continued per mutual request.**

**NEW**            -UFC 016-24            Association for Los Angeles Deputy Sheriffs (ALADS)  
vs. Los Angeles County (LAC)  
(Bad Faith Bargaining, Interference, Failure to Negotiate,  
Unilateral Change)

**M/S/P Matter moved to hearing, consolidated with UFC 005-24.**

**NEW**            -UFC 018-24            Association for Los Angeles Deputy Sheriffs (ALADS)  
Vs. Los Angeles County Sheriff's Department (LASD)  
(Interference, Unilateral Change)

**M/S/P Matter continued per County request.**

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

-UFC 004-24            Association of Deputy District Attorneys (**ADDA**)  
vs. Los Angeles County District Attorney's Office (DA)  
(Anti-Union Animus and Interference with Union  
Activities.)  
(Continued from April 22, 2024)

**M/S/P Matter moved to hearing.**

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

-UFC 005-24            Professional Peace Officers Association (**PPOA**)  
vs. Los Angeles Sheriff's Department (LASD)  
(Bad Faith Bargaining – Failure to Meet and Confer)  
(Continued from April 22, 2024)

**M/S/P Matter moved to hearing, consolidated with UFC 016-24.**

-UFC 013-24            Professional Peace Officers Association (**PPOA**)  
vs. Los Angeles Sheriff's Department (LASD)  
(Interference)  
(Continued from April 22, 2024)

**M/S/P Matter continued per charging party request.**

**e.**            American Federation of State, County and Municipal Employees Local 1083  
(**AFSCME**)

-UFC 009-24            American Federation of State, County and Municipal  
Employees Local 1083 (AFSCME)

vs. Child Support Services Department (CSSD)  
(Bad Faith Bargaining)  
(Continued from April 22, 2024)

**M/S/P Matter was continued per County request.**

f. International Union of Operating Engineers, Local 501 (IUOE)

**NEW** -UFC 015-24 International Union of Operating Engineers, Local 501 vs. Department of Department of Health Services (DHS)  
(Unilateral Change, Failure to Bargain, Failure to Provide Information)

**M/S/P Matter continued per mutual request of the parties.**

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

a. TEAMSTERS, Local 911

-UFC 006-24 Teamsters Local 911  
vs. Department of Public Health (DPH)  
(Interference)  
(Continued from April 22, 2024)

Reason: Settlement

**M/S/P Matter approved for withdrawal.**

6. Consideration of Hearing Officer Andrea Dooley's Hearing Officer Report in the matter of UFC 002-22 for the Los Angeles Public Defenders Union (LAPDU) vs. the Los Angeles County Public Defender's Office (PD).  
(Continued from April 22, 2024)

- Consideration of Charging Party's Exceptions to Hearing Officers Report in the matter of UFC 002-22.

- Consideration of Respondent's Response to Charging Party's Exceptions to the Hearings Officers Report in the matter of UFC 002-22.

**M/S/P Hearing Officer Dooley's report was adopted in full by the Commission. Decision and Order pending.**

7. Consideration of **Petition for Certification:**

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

-PC 001-24 Request by the Los Angeles County Public Defenders Union to certify LAPDU as the Certified Majority

Representative for Paralegals (Item # 9232) and Senior Paralegals (Item #9233) assigned to the Public Defender's Office.

(Continued from February 26, 2024)

- Respondent's Opposition to Petition for Certification
- Union Response to County Opposition to Petition for Certification

**M/S/P Union requested to withdraw this Petition and the Commission approved the withdrawal.**

8. Consideration of **Amendment of Certification**

a. Service Employees International Union, Local 721

-AC 005-24 Request for Accretion  
Item # 5796  
Mammography Technologist, Special Procedures  
to  
BU 221 Paramedical Technical  
(Continued from April 22, 2024)

-AC 006-24 Request for Accretion  
Item #5797  
Supervising Mammography Technologist  
to  
BU 222 Supervising Paramedical Health  
(Continued from April 22, 2024)

**M/S/P to approve the items above into Bargaining Unit 221 and 222 respectively to be represented by SEIU, Local 721.**

9. Consideration of Factfinder Brenda Dederichs report pertaining to the matter of SEIU Local 721 vs. Los Angeles County Probation Department, regarding MOU with Bargaining Unit 702.

-Department's Acceptance and Rejection of Factfinder Report

-SEIU Local 721 Rejection of Factfinder Report.

**M/S/P Report was reviewed by the Commission and approved for posting on the ERCOM website along with related documents.**

10. Commissioner's Special Items

**None**

**The meeting was adjourned at 2:37 P.M.**

The next Employee Relations Commission Meeting will be held on June 24, 2024 at 1:00 P.M. This will be a single purpose meeting to address the Ercom Rules and Regulations revisions. 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