



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

December 21, 2023

SPECIAL MEETING

MEETING MINUTES

A special meeting of the Los Angeles County Employee Relations Commission was held on Thursday December 21, 2023, at 10:00 a.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., in the Department Head Room, Room 383, 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.

1. 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 Thursday December 20 at 5 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.

Public Comment was held at the end of the Special Session. Public comment was noted in the body of the meeting minutes.

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

- a. The County of Los Angeles and Chief Executive Office (County)

-UFC 018-23

County of Los Angeles/Chief Executive Office (County)
vs. Union of American Physicians and Dentists,
Bargaining Unit 324(UAPD)
(Failing to Bargain in Good Faith, Failing to comply
With Impasse Procedures, Threatening and/or Engaging
In an Unlawful Strike).

A Special Meeting of the Los Angeles County Employee Relations Commission (ERCOM) was held on December 21, 2023, at 1:00 P.M. at the request of the County of Los Angeles Chief Executive Office (CEO). All three Commissioners were present with Commissioners Paniccia and Khoury in person, and Commissioner Cameron via Zoom. The agenda was posted on the ERCOM website, distributed to all members of the agenda distribution list, and provided to the public directly upon request.

The purpose of this Special Meeting was to consider Unfair Practice Charge 018-23 filed by the County CEO on December 14, 2023 against the United American Physicians and Dentists (UAPD), pursuant to a strike vote by UAPD represented doctors and dentists. Unfair Practice Charge 019-23 was filed by UAPD on December 19, 2023, subsequent to the filing by the County, and was not agendized but, acknowledged by the Commission.

The Commission heard arguments and opted to consider UFC 018-23 at the regular meeting in January, to be held on January 22, 2024. The Commission issued an Interim Decision and Order for UFC 018-23, delineating its action, and the fact that the County has no administrative procedures to exhaust at ERCOM before seeking injunctive relief on UFC 018-23. Both Unfair Practice Charges (UFC 018-23 and 019-23) will be heard in January.

Public Comment

Will Aitchison mentioned that this case raises the lingering question posed by ERCOM's lack of enforcement authority. Courts have ruled that the ERCOM system is only valid if it comports with the MMBA, and the absence of enforcement authority could call the MMBA exception for ERCOM into serious doubt.

The meeting was adjourned at 1:11 P.M.

Jeri Weinstein

JERI WEINSTEIN
Executive Director