



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

Joseph F. Gentile
Chairman Emeritus

Jeri Weinstein
Executive Director

Neal Mok
Head Board Specialist

January 23, 2023

REGULAR SESSION

Meeting Minutes

A virtual meeting of the Los Angeles County Employee Relations Commission was held on Monday, January 23, 2023 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.

Both 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. Election of the Chairperson for calendar year 2023

M/S/P to reelect Commissioner Christopher David Ruiz Cameron as Chairperson of the Employee Relations Commission for calendar year 2023.

2. Approval of Minutes of November 28, 2022

M/S/P to approve minutes.

3. Approval of Minutes of December 19, 2022

M/S/P to approve minutes.

4. Report of Executive Director

Executive Director Weinstein reported that ERCOM will be required to conduct in person meetings starting March 2023, with a hybrid option for members of the public to participate.

Executive Director Weinstein also reported that ERCOM staff will be receiving training on new changes of the Brown Act starting 2023.

Lastly, Executive Director Weinstein requested that parties who've had UFCs sent to hearing, to email the Commission to schedule hearings for the matter.

5. Public Comment

NONE

6. 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
- Charging Party's Reply Brief
- Respondent's Reply to Charging Party's Reply Brief

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

-UFC 027-22 Service Employees International Union Local 721 (SEIU)
vs. Department of Mental Health (DMH)
(Interference/Retaliation)
(Cont'd from September 19, 2022)

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

NEW -UFC 040-22 Service Employees International Union Local 721 (SEIU)
vs. Chief Executive Office (CEO)
(Bad Faith Bargaining)

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

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

-UFC 032-22 American Federation of State, County and Municipal
Employees Local 685 (AFSCME)
vs. Department of Children and Family Services (DCFS)
(Unilateral Change Allegation)
(Cont'd from October 24, 2022)

M/S/P to move UFC 032-22 to hearing.**c. Association of Deputy District Attorneys (ADDA)**

-UFC 035-22 Association of Deputy District Attorneys (ADDA)
vs. District Attorney's Office (DA),
Chief Executive Office (CEO)
(Direct Dealing)
(Cont'd from November 28, 2022)

M/S/P to move UFC 035-22 to hearing.

-UFC 036-22 Association of Deputy District Attorneys (ADDA)
vs. District Attorney's Office (DA)
(Unilateral Change)
(Cont'd from November 28, 2022)

M/S/P to move UFC 036-22 to hearing.**d. The County of Los Angeles (County)**

NEW -UFC 038-22 The County of Los Angeles Chief Executive Office (CEO)
vs. Committee of Interns and Residents (CIR)
SEIU Health Care Local 1957
(Bad Faith Bargaining)

M/S/P to grant the County's request for continuance.**e. The County Coalition of Unions (CCU)**

NEW -UFC 039-22 The County Coalition of Unions (CCU)
vs. The County of Los Angeles Chief Executive Office
(CEO)
(Fringe MOU Violation)

M/S/P to grant the County's request for continuance.**f. Los Angeles County Public Defenders Union Local 148 (LACPDU)**

NEW -UFC 001-23 Los Angeles County Public Defenders Union Local 148
(LACPDU)
vs. LA County Public Defender's Office (PD)
(Bad Faith Bargaining)

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

NEW -UFC 002-23 Los Angeles County Public Defenders Union Local 148
(LACPDU)

vs. LA County Public Defender's Office (PD)
(Request for Information)

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

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

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

-UFC 011-18 American Federation of State, County, and Municipal
Employees, Local 1083 (AFSCME)
vs. Child Support Services Department (CSSD)
(Request for Information)

Reason: Settlement

M/S/P to approve the withdrawal of UFC 011-18.

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

-UFC 008-21 Service Employees International Union, Local 721 (SEIU)
vs. Department of Public Social Services (DPSS)
(Interference)

Reason: Resolved

**UFC 008-21, UFC 012-22, UFC 013-22, UFC 014-22, and UFC 015-22 were
taken up as one matter.**

M/S/P to approve the withdrawal of UFC 008-21.

-UFC 012-22 Service Employees International Union Local 721 (SEIU)
vs. Department of Children and Family Services (DCFS)
(Bad Faith Bargaining)

Reason: Issue Resolved

**UFC 008-21, UFC 012-22, UFC 013-22, UFC 014-22, and UFC 015-22 were
taken up as one matter.**

M/S/P to approve the withdrawal of UFC 012-22.

-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)

Reason: Issue Resolved

UFC 008-21, UFC 012-22, UFC 013-22, UFC 014-22, and UFC 015-22 were taken up as one matter.

M/S/P to approve the withdrawal of UFC 013-22.

-UFC 014-22 Service Employees International Union Local 721 (SEIU)
vs. Department of Health Services (DHS)
(Interference with Union Activity - Photos)

Reason: Issue Resolved

UFC 008-21, UFC 012-22, UFC 013-22, UFC 014-22, and UFC 015-22 were taken up as one matter.

M/S/P to approve the withdrawal of UFC 014-22.

-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)

Reason: Issue Resolved

UFC 008-21, UFC 012-22, UFC 013-22, UFC 014-22, and UFC 015-22 were taken up as one matter.

M/S/P to approve the withdrawal of UFC 015-22.

c. Pamela Alexander (Employee)

-UFC 037-22 Pamela Alexander on behalf of the Los Angeles County
Association of Environmental Health Specialists
(LACOEHS)
vs. Teamsters Local 911
(Elections)

Reason: Charging Party Decision

M/S/P to approve the withdrawal of UFC 037-22.

Item Number 9 Consideration of request for Amendment of Certification was taken up immediately after Item Number 7 Consideration of Request for Withdrawal of Unfair Practice Charge.

8. Consideration of Hearing Officer Guy Z. Prihar's Hearing Officer Report in the matter of UFC 006-20 and UFC 017-20 Consolidated, Association for Los Angeles Deputy Sheriffs (ALADS) and Los Angeles County Professional Peace Officers Association (PPOA) vs Los Angeles Sheriff's Department (LASD).
- Consideration of Charging Party's Exceptions to Hearing Officers Report In the matter of UFC 006-20 and UFC 017-20 Consolidated, Association For Los Angeles Deputy Sheriffs (ALADS) and Los Angeles County Professional Peace Officers Association (PPOA) vs Los Angeles Sheriff's Department (LASD).
 - Consideration of Respondent's Exceptions to the Hearing Officers Report in the matter of UFC 006-20 and UFC 017-20 Consolidated, Association for Los Angeles Deputy Sheriffs (ALADS) and Los Angeles County Professional Peace Officers Association (PPOA) vs Los Angeles Sheriff's Department (LASD).
 - Consideration of Charging Party's Response to the Respondent's Exceptions to the Hearing Officers Report in the matter of UFC 006-20 and UFC 017-20 Consolidated, Association for Los Angeles Deputy Sheriffs (ALADS) and Los Angeles County Professional Peace Officers Association (PPOA) vs Los Angeles Sheriff's Department (LASD). Separate responses from ALADS and PPOA.
 - Consideration of Charging Party's Proposed Remedy in the matter of UFC 006-20 and UFC 017-20 Consolidated, Association for Los Angeles Deputy Sheriffs (ALADS) and Los Angeles County Professional Peace Officers Association (PPOA) vs Los Angeles Sheriff's Department (LASD).
 - Consideration of Respondent's Response to Charging Party's Proposed Remedy in the matter of UFC 006-20 and UFC 017-20 Consolidated, Association for Los Angeles Deputy Sheriffs (ALADS) and Los Angeles County Professional Peace Officers Association (PPOA) vs Los Angeles Sheriff's Department (LASD).

M/S/P to issue a supplemental Decision and Order to again direct the parties to schedule meet and confer negotiations on the effects of the impacts of the Measure R ordinance changes, and respond to ALADS information request, with a directive that no later than seven days after the issuance of the supplemental Decision and Order, the parties shall report to the Commission on the agreement as to the schedule for negotiations.

9. Consideration of request for **Amendment of Certification:**
- a. CEO Request for Title Change

NEW - AC 012-22 Bargaining Unit 805
Union – SEIU 721

Item No. – 0438A
**Secretary, LACERA to Senior Administrative
 Assistant, LACERA**

It was noted that AC 012-22 was requested from LACERA and the change will be reflected in ERCOM's February agenda.

M/S/P to continue this matter to allow LACERA to revise AC 012-22.

b. CEO Request to Delete Class

NEW - AC 002-23 Bargaining Unit 111
 Union – SEIU Local 721
 Item No. – 1165
Precinct Clerk

M/S/P to approve the request to delete the Precinct Clerk classification with no objection from the Union.

c. Union of American Physicians and Dentists (UAPD)

NEW - AC 001-23 Request for Accretion
 Item Numbers: 5482 Relief Physician, Correction Health
 4764 Relief Dentist
 Units Affected: 324 & 325

M/S/P to approve the request to accrete the Relief Physician, Correction Health and the Relief Dentist classifications with no opposition from the County.

10. Consideration of the approval of the Los Angeles County Fire Department Asian Pacific Islander Association as a County of Los Angeles Registered Employee Organization.

M/S/P to approve the Los Angeles County Fire Department Asian Pacific Islander Association as a County of Los Angeles Registered Employee Organization.

11. 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, effective immediately, ERCOM will continue to meet via teleconferencing, in compliance with AB 361 while we are under a State of Emergency and while the state of emergency continues to directly impact the members’ ability to meet safely in person. 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 to meet via teleconference for the February 27, 2023 ERCOM Special Meeting pursuant to AB 361.

12. Commissioner's Special Items.

NONE

The next Employee Relations Commission Meeting will be held via Zoom on February 27, 2023 at 1:00 P.M.

The meeting was adjourned at 2:10 P.M.

Jeri Weinstein

JERI WEINSTEIN
Executive Director