



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

April 22, 2024

REGULAR SESSION

A meeting of the Los Angeles County Employee Relations Commission was held on Monday, April 22, 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 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 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 February 26, 2024

M/S/P Minutes approved.

2. Report of Executive Director

Ms. Weinstein reminded attendees that the June 24, 2024 meeting will be a single purpose meeting dedicated to Ercom Rules and Regulations Revisions.

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, April 19, 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 approved continuing the matter to afford the Union an opportunity to amend the charge again, to clarify violations.

-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

M/S/P The Commission approved continuing the matter to afford the Union an opportunity to amend the charge to clarify violations. Commissioner Cameron delineated the Commission's expectations related to filings and the information necessary to define a Prima Facie case for an Unfair Practice Charge.

NEW -UFC 007-24 Service Employees International Union Local 721 (SEIU) vs. Department of Public Health (DPH) (Unilateral Change)

M/S/P The Commission continued this matter per County request.

NEW -UFC 008-24 Service Employees International Union Local 721 (SEIU) vs. Los Angeles Department of Animal Care and Control (ACC) (Unilateral Change)

- Respondent Motion to Dismiss

M/S/P The Commission continued this matter to afford the Union the opportunity to amend the Charge.

NEW -UFC 010-24 Service Employees International Union Local 721 (SEIU) vs. Los Angeles Department of Public Health (DPH) (Interference)

M/S/P The Commission continued this matter per County request.

NEW -UFC 012-24 Service Employees International Union Local 721 (SEIU) vs. Los Angeles Department of Public Social Services (DPSS) (Bad Faith Bargaining)

M/S/P The Commission continued this matter per the request of the Executive Director.

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 The Commission continued this matter per a mutual request by the parties.

c. Los Angeles County Public Defenders Union Local 148 (**LAPDU**)

-UFC 002-24 Los Angeles County Public Defenders Union Local 148 (LAPDU) vs. Los Angeles County Public Defender's Office (PD) (Bad Faith Bargaining.) (Continued from February 26, 2024)

M/S/P The Commission moved this matter to a hearing.

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

NEW -UFC 004-24 Association of Deputy District Attorneys (**ADDA**) vs. Los Angeles County District Attorney's Office (DA) (Anti-Union Unanimous and Interference with Union Activities.)

M/S/P The Commission continued this matter to provide the Union an opportunity to discuss the merits of the filing.

- e. Professional Peace Officers Association (**PPOA**)

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

M/S/P The Commission continued this matter per a County request.

NEW -UFC 013-24 Professional Peace Officers Association (**PPOA**)
vs. Los Angeles Sheriff's Department (LASD)
(Interference)

M/S/P The Commission continued this matter per a mutual request.

- f. TEAMSTERS, Local 911

NEW -UFC 006-24 Teamsters Local 911
vs. Department of Public Health (DPH)
(Interference)

M/S/P This matter was continued per a Union request.

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

NEW -UFC 009-24 American Federation of State, County and Municipal
Employees Local 1083 (AFSCME)
vs. Child Support Services Department (CSSD)
(Bad Faith Bargaining)

M/S/P This matter was continued by the Commission per County request

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

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

-UFC 020-23 Service Employees International Union Local 721 (SEIU)
vs. Los Angeles County Internal Services Department
(ISD)
(Bad Faith Bargaining, Failure to Provide Information, and
Unilateral Implementation.)
(Continued from January 22, 2024)

Reason: Union Decision

M/S/P The Commission approved the Union's withdrawal of this matter.

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).
- 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 The Commission continued this matter per Union request.

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 This matter was continued at the request of the Union.

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

M/S/P The Commission continued this matter per County request.

- AC 006-24 Request for Accretion
Item #5797
Supervising Mammography Technologist
to
BU 222 Supervising Paramedical Health

M/S/P The Commission continued this matter per County request.

-AC 007-24 Request for Accretion
Item #4885
Supervising Forensic Technician (non-megaflex)
To
BU 222 Supervising Paramedical Health

M/S/P The Commission approved this accretion.

9. Commissioner's Special Items

The next Employee Relations Commission Meeting will be held on May 20, 2024 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 2:07 P.M..

Jeri Weinstein
JERI WEINSTEIN
Executive Director