



LOS ANGELES COUNTY EMPLOYEE RELATIONS COMMISSION
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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

October 24, 2022

REGULAR SESSION

Meeting Minutes

A virtual meeting of the Los Angeles County Employee Relations Commission was held on Monday, October 24, 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 September 19, 2022

M/S/P to approve minutes.

2. Report of Executive Director

Executive Director Weinstein reported that the December 2022 ERCOM Meeting has been cancelled and that a Notice of Cancellation will be posted soon. Executive Director Weinstein also requested if anyone who knows Carlos Clayton, CAPE President, to contact the Commission to discuss pending cases.

3. Public Comment

Jeffery Hickman, Principal Analyst CEO, welcomed Greg Kandaharian, Principal Analyst CEO, to ERCOM and introduced him as part of the CEO Employee Relations and Benefits team.

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. The purpose of the continuance is for the parties to prepare and submit briefs and corresponding responses. Executive Director Weinstein has set a schedule for documents to be submitted to the Commission.

-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.

-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.

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 move UFC 003-22 to hearing.

c. Association of Deputy District Attorneys (ADDA)

-UFC 028-22 Association of Deputy District Attorneys (ADDA) vs.
District Attorney's Office (DA)
(Request for Information/Past Practice)
(Cont'd from September 19, 2022)

M/S/P to move UFC 028-22 to hearing.

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

-UFC 026-22 Association for Los Angeles Deputy Sheriffs vs.
Los Angeles County Sheriff's Department
(Unilateral Change Allegation)
(Cont'd from September 19, 2022)

M/S/P to move UFC 026-22 to hearing.

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

-UFC 029-22 American Federation of State, County and Municipal Employees Local 685 (AFSCME) vs. Los Angeles County Probation Department (Unilateral Change Allegation)
(Cont'd from September 19, 2022)

M/S/P to continue this matter due to non-appearance of charging party.

- NEW** -UFC 033-22 American Federation of State, County and Municipal Employees Local 685 (AFSCME) vs. Los Angeles County Probation Department (Unilateral Change Allegation)

M/S/P to continue this matter due to non-appearance of charging party.

- NEW** -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)

M/S/P to continue this matter due to non-appearance of charging party.

- f. International Association of Firefighters, American Federation of Labor-Congress of Industrial Organizations, Local 1014 **(AFL-CIO)**

- NEW** -UFC 031-22 International Association of Firefighters, American Federation of Labor-Congress of Industrial Organizations Local 1014 (AFL-CIO) vs. Los Angeles County Fire Department (Bad Faith Bargaining, Unilateral Change)

M/S/P to move UFC 031-22 to hearing.

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

- NEW** -UFC 034-22 American Federation of State, County, and Municipal Employees (AFSCME), Local 1083 vs. Child Support Services Division (CSSD) (Bad Faith Bargaining, Unilateral Change)

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

h. The County of Los Angeles Chief Executive Office (CEO)

NEW -UFC 030-22 The County of Los Angeles Chief Executive Office (CEO)
vs. Service Employees International Union Local 721
(SEIU)
(Bad Faith Bargaining)

M/S/P to move UFC 030-22 to hearing.

5. Consideration of Hearing Officer Patti Paniccia's **Hearing Officer Report** in the matter of UFC 011-21, Los Angeles County Professional Peace Officers Association (PPOA) vs Los Angeles County Board of Supervisors (BOS).

- Consideration of Charging Party's Exceptions to Hearing Officer Patti Paniccia's Hearing Officer Report in the matter of UFC 011-21, Los Angeles County Professional Peace Officers Association (PPOA) vs Los Angeles County Board of Supervisors (BOS).
- Consideration of Respondent's Response to Charging's Party Exceptions to Hearing Officer Patti Paniccia's Hearing Officer Report in the matter of UFC 011-21, Los Angeles County Professional Peace Officers Association (PPOA) vs Los Angeles County Board of Supervisors (BOS).

Consideration of Hearing Officer Patti Paniccia's **Supplemental** Hearing Officer Report in the matter of UFC 011-21, Los Angeles County Professional Peace Officers Association (PPOA) vs Los Angeles County Board of Supervisors (BOS).

- Consideration of Charging Party's Exceptions to Hearing Officer Patti Paniccia's Supplemental Hearing Officer Report in the matter of UFC 011-21, Los Angeles County Professional Peace Officers Association (PPOA) vs Los Angeles County Board of Supervisors (BOS).

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

6. 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 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.

M/S/P to continue this matter. The two issues were the failure to bargain the effects of the ballot measure and the failure of the Department to respond to an information request by ALADS. The Commission addressed the issue of the information request, as the hearing officer did not directly address it or issue an order regarding this, in his report. The Commission directed the parties to craft a remedy in this matter and that will be considered at the November 28, 2022 Employee Relations Commission meeting.

7. Certification of the Los Angeles County Child Support Attorneys Association, as the Majority Representative for Los Angeles County Child Support Services Attorneys, Bargaining Unit 802, assigned to Child Support Services Department.

M/S/P to certify the Los Angeles County Child Support Attorneys Association as the Majority Representative for Los Angeles County Child Support Services Attorneys, Bargaining Unit 802, assigned to Child Support Services Department.

8. 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 November 28, 2022 ERCOM Meeting pursuant to AB 361.

9. Commissioner's Special Items.

NONE

The next Employee Relations Commission Meeting will be held via Zoom on November 28, 2022 at 1:00 P.M.

The meeting was adjourned at 2:31 P.M.

Jeri Weinstein

JERI WEINSTEIN
Executive Director