

LOS ANGELES COUNTY  
EMPLOYEE RELATIONS COMMISSION

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In the Matter of	)	
	)	
LOS ANGELES COUNTY PUBLIC DEFENDER	)	
UNION,	)	
	)	
Charging Party,	)	
	)	UFC 002-22
vs.	)	
	)	
LOS ANGELES COUNTY PUBLIC DEFENDER,	)	
	)	
	)	
Respondent.	)	

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**DECISION AND ORDER**

**DECISION**

This Decision and Order (D&O) pertains to an Unfair Practice Charge (UFC) filed by the Los Angeles County Public Defenders Union (Charging Party or LAPDU) with the Los Angeles County Employee Relations Commission (Commission or ERCOM) on January 18, 2022, as amended on May 13, 2022, and as amended again on June 15, 2022, against the Los Angeles County Public Defender (Respondent or PD) (collectively Parties). The UFC alleged violations of Sections 5.04.240 (A)(1) and (3) of the Los Angeles County Employee Relations Ordinance (ERO) insofar as it accused the Respondent of unilaterally implementing its so-called CCMS Phase I case complexity measures without first negotiating in good faith with the Charging Party and by engaging in bad faith bargaining with the Charging Party.

On July 18, 2022, the Commission dismissed the charge of bad faith bargaining and moved to hearing the charge of unilateral change in working conditions. Ms. Andrea Dooley was assigned to serve as Hearing Officer (HO).

On March 7 and September 11, 2023, HO Dooley conducted two days of hearings by video conference. The Parties were each afforded a full and fair opportunity to present relevant arguments and evidence and to examine and cross-examine witnesses under oath.

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On January 3, 2024, HO Dooley issued her Report and Recommendation (HO Report) recommending that the UFC be dismissed on the grounds that the Respondent did not violate Sections 5.04.240 (A) (1) and (3) of the ERO. Thereafter, the Parties submitted exceptions to the HO Report and responses thereto.

On May 20, 2024, at a regularly scheduled meeting, the Commission considered the HO Report and all related documents. By a unanimous vote, the Commission adopted the HO Report in its entirety and now orders that the UFC be dismissed.

**ORDER**

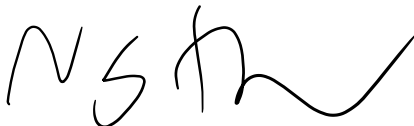
The Employee Relations Commission adopts, in totality, the recommendations set forth in the HO Report and orders as follows:

- 1) IT IS HEREBY ORDERED that Respondent Los Angeles County Public Defender did not engage in any unfair employee relations practice within the meaning of Sections 5.04.240 (A) (1) and (3) of the ERO by unilaterally implementing its so-called CCMS Phase I case complexity measures without first negotiating in good faith with the Charging Party or by engaging in bad faith bargaining with the Charging Party.
- 2) IT IS HEREBY ORDERED THAT the UFC be dismissed.



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**Christopher David Ruiz Cameron, Chair**



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**Najeeb Khoury, Commissioner**



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**Patti Paniccia, Commissioner**

Date: August 2, 2024