



LOS ANGELES COUNTY EMPLOYEE RELATIONS COMMISSION
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Christopher David Ruiz Cameron, Chair
Anthony Miller, Member

Joseph F. Gentile
Chairman Emeritus

Jeri Weinstein
Executive Director

A G E N D A

November 18, 2020

REGULAR SESSION

A virtual meeting of the Los Angeles County Employee Relations Commission will be held on Wednesday November 18, 2020 at 1:00p.m. **via Zoom Pro**. A link for attendees will be sent via email. A phone number will be provided for members of the public for public comment. This information will be posted on the ERCOM website via the County of Los Angeles.

1. Approval of Minutes of October 22, 2020.
2. Report of Executive Director
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 is Tuesday, November 17, 2020 at 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: 336 516 5810.
4. Consideration of requests for **unfair practice charges**:
 - a. American Federation of State, County & Municipal Employees (**AFSCME**), **Local 1083, AFL-CIO**

-UFC 008-19 American Federation of State, County & Municipal Employees vs. Child Support Services Department (Withdrawal of Negotiated Benefit)
(Continued from May 20, 2019/Deferred to Arbitration)

- UFC 004-20 American Federation of State, County & Municipal Employees vs. Child Support Services Department (Refusal to Meet and Confer regarding a matter considered a change to working conditions, "hoteling") (Continued from July 30, 2020)

- b. American Federation of State, County & Municipal Employees (AFSCME), Local 148**
 - UFC 024-19 American Federation of State, County & Municipal Employees vs. Los Angeles County Law Office of the Public Defender (Bad Faith Bargaining) (Continued from January 27, 2020)

- c. American Federation of State, County, & Municipal Employees (AFCSME) Local 685**
 - UFC 008-20 American Federation of State, County & Municipal Employees Local 685 vs. Probation Department (Failure to Negotiate Specialized Unit) (Continued from October 22, 2020)

 - UFC 010-20 American Federation of State, County & Municipal Employees Local 685 vs. Probation Department (Failure to Negotiate New Absenteeism Policy) (Continued from October 22, 2020)

 - UFC 011-20 American Federation of State, County & Municipal Employees Local 685 vs. Probation Department (Failure to Negotiate New Discipline Policy) (Continued from October 22, 2020)

- d. Association for Los Angeles Deputy Sheriffs (ALADS)**
 - UFC 005-20 Association for Los Angeles Deputy Sheriffs vs. Los Angeles County Sheriff's Department (Implement schedule changes for Custody Training Officers (CTO)) (Continued from August 27, 2020)

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- UFC 006-20 Association for Los Angeles Deputy Sheriffs vs. Los Angeles County Sheriff's Department
(Ordinance 20-0520 Amends Title 3 of the LA County Code relating to Sheriff Civilian Oversight Commission and the ability of the IG to access Sheriff's Department Information thru subpoena power)
(Continued from August 27, 2020)
- Respondent County of Los Angeles' Objection to Charge Alleging Unfair Employee Relations Practice.
 - ALADS Response to County of Los Angeles' Objections to UFC 006-20
- UFC 012-20 Association for Los Angeles Deputy Sheriffs vs. Los Angeles County Civil Service Commission
(Unilateral change to Civil Service Commission Rules Pertaining to Disciplinary Hearings)
(Continued from October 22, 2020)
- ALAD's Motion for Interim Relief UFC 012-20
 - County opposition to Motion for Interim Relief UFC 012- 20
 - Response to County opposition to Motion for Interim Relief UFC 012-20
- NEW -UFC 013-20 Association for Los Angeles Deputy Sheriffs vs. Los Angeles County Sheriff's Department
(Failure of the Sheriff's Department to follow the grievance Procedure outlined in the MOU between ALADS and the County of Los Angeles).
- e. California Association of Professional Employees (**CAPE**)
- UFC 016-19 California Association of Professional Employees (**CAPE**) vs. Assessor's Office
(P. Thomas/Interfering with Participation in Union Activity)
(Continued from October 28, 2019)
- UFC 018-19 California Association of Professional Employees (**CAPE**) vs. Department of Beaches and Harbors
(L. Phan/Interfering with Participation in Union Activity)
(Continued from October 28, 2019)

- f. Los Angeles/Orange Counties Building & Construction Trades Council
AFL-CIO
- UFC 004-19 LA/Orange Counties Building & Construction Trades vs.
AMENDED Los Angeles County Sheriff's Department (Facility
Services Bureau)
(Retaliation)
(Continued from April 22, 2019)
- g. Professional Peace Officers Association (**PPOA**)
- UFC 003-20 Professional Peace Officers Association vs. Los Angeles
County Sheriff's Department
(Failure to Negotiate matters that are mandatory subjects
of bargaining)
(Continued from July 30, 2020)
- NEW -UFC 015-20 Professional Peace Officers Association vs. Los
County Civil Service Commission
(Unilateral change to Civil Service Commission
Rules Pertaining to Disciplinary Hearings)
- PPOA's Motion for Interim Relief UFC 012-20
- h. Service Employees International Union
- NEW -UFC 014-20 Service Employees International Union (**SEIU**), Local 721
vs. Department of Health Services (DHS)
(Failure to Negotiate matters that are mandatory
subjects of bargaining, including changes to working
conditions, contracting out bargaining unit work, failure
to provide requested information).
5. Request to **Withdraw Unfair Practice Charge**
- UFC 016-17 Association for Los Angeles Deputy Sheriffs vs.
Los Angeles Sheriff's Department
- Reason: Settlement

6. Consideration of request for **Amendment of Certification:**

-AC 017-20 Request for Transfer of Classifications/Bargaining Units
SEIU Local 721

Item 1359 Ownership Clerk I
Item 1360 Ownership Clerk II
Item 1361 Ownership Services Specialist

From: **Bargaining Unit 111 Clerical & Office Services**
To: **Bargaining Unit 121 Administrative, Technical
& Staff Services**

-AC 018-20 Request for Transfer of Classifications/Bargaining Units
SEIU Local 721

Item 1362 Ownership Services Supervisor I
Item 1363 Ownership Services Supervisor II

From: **Bargaining Unit 112 Supervisory Clerical &
Office Services**

To: **Bargaining Unit 122 Supervising Administrative
Technical, & Staff Services**

7. Consideration of Hearing Officer Mark Perez's Hearing Officer Report in the matter of UFC 016-17, Association for Los Angeles Deputy Sheriffs (ALADS) vs. Los Angeles County Sheriff's Department.
(Continued from July 22, 2019)

Consideration of Charging Party's Exceptions to the Hearing Officer's Report in the matter of UFC 016-17, Association for Los Angeles Deputy Sheriffs (ALADS) vs. Los Angeles County Sheriff's Department.
(Continued from August 26, 2019)

Consideration of Respondent's Opposition to Charging Party's Exceptions to the Hearing Officer's Report in the matter of UFC 016-17, Association for Los Angeles Deputy Sheriffs (ALADS) vs. Los Angeles County Sheriff's Department.
(Continued from August 26, 2019) **RELATED TO ITEM # 5**

8. Commissioner's Special Items.

(a) SEIU request for invocation of compliance and rule-making authority pertaining to ERO specifically regarding "Discriminatory Compliance Procedures within Los Angeles County Employee Relations Ordinance Section 5.04.240."
(Continued from February 24, 2020)

EXECUTIVE SESSION

9. CONFERENCE WITH LEGAL COUNSEL – ANTICIPATED LITIGATION

Jeri Weinstein

JERI WEINSTEIN
Executive Director