

## Frequently Asked Questions

### 1) What is the difference between the Employee Relations Commission and the Civil Service Commission?

The Civil Service Commission deals with disciplinary matters. It is an appellate body for major disciplinary actions, reductions, discharges and discrimination complaints. They hear appeals pertaining to scored portions of exams and contract cities use the CSC as an appeal body as well.

The Employee Relations Commission hears matters pertaining to Labor Relations such as Unfair Employee Relations Practice charges and Requests for Arbitrations. The Commission does not hear the matters as a deciding body and sends them to hearing or out for Arbitration.

Matters can be investigated by the Executive Director who advises the Commission, prior to a decision by the Commission.

### 2) What is a grievance?

A grievance is any dispute concerning the interpretation or application of the Employee Relations Ordinance, or of a written agreement between the County and a certified employee organization or of rules or regulations governing personnel practices or working conditions. A dispute over the terms of an initial or renewed collective agreement does not constitute a grievance.

### 3) What is an Unfair Labor Practice Charge?

There are a number of actions that can constitute a ULP. See section 5.05.240 in the Employee Relations Ordinance for what constitutes a ULP.

### 4) I understand that ERCOM is "neutral". What does that mean?

The Employee Relations Commission is an impartial body that hears matters that are of concern to Unions and management. One Commissioner is a Union selection, one Commissioner is a Management selection and the third is agreed upon between Management and the Unions. This Commission renders decisions based on facts

and allows hearing officers to render decisions based on the merits and weight of evidence and the case in its totality.

5) Are ERCOM meetings televised like Board of Supervisors meetings are?

No.

6) As a member of the public, can I speak in front of ERCOM?

Yes, there is a specific time set aside at the beginning of the meeting for public comment.

7) What are the term limits for the Commissioners?

Commissioners' terms are for three years. They may only serve two full consecutive terms. They serve at the discretion of the Board of Supervisors and the Board may extend the length of service or waive the limit.

8) What is the difference between a Certified organization and a Registered Organization?

Certified Organizations are all the Unions that represent County employees in labor relations matters such as grievances and discipline and contract (MOU) matters. Registered organizations are interest-based and enhance employee-employer relationships and provide career development and other activities for County employees who are members of that organization.