



## LOS ANGELES CITY EMPLOYEE RELATIONS BOARD

200 NORTH MAIN STREET, SUITE 1100  
LOS ANGELES, CALIFORNIA 90012-4124  
TELEPHONE: (213) 473-9703  
FAX: (213) 473-7751  
<http://erb.lacity.org>

R. Douglas Collins  
Chairperson  
Rosalinda Lugo, Ed. D.  
Vice Chairperson  
Christine Diaz-Herrera  
Brenda Suttonwills  
Dianne Baquet-Smith  
  
Najeeb Khoury  
Executive Director

### MINUTES OF MEETING

Monday, October 28, 2024

9:30 A.M.

BOARD MEMBERS PRESENT: R. Douglas Collins  
Rosalinda Lugo  
Brenda Suttonwills  
Dianne Baquet Smith

Chair Collins called the meeting to order at 9:30 a.m. Member Diaz-Herrera was absent, but all other members of the Board were present.

- 1. Public comments on matters within the Board's jurisdiction. A maximum of ten minutes will be provided for members of the public to address the Board on items of interest that are within the jurisdiction of the Board. Said ten minutes shall be equally divided among speakers, not to exceed five minutes per speaker.**

There were no public comments.

- 2. Consideration of Minutes of the Board Meeting of September 23, 2024.**

Vice-Chair Lugo noted that the motion to adjourn was missing. Member Baquet-Smith moved to approve the minutes with the addition of the motion to adjourn; seconded by Member Suttonwills; and the motion passed 4-0.

- 3. Executive Director's Report:**

- a) New unfair employee relations practice claims filed.**

Executive Director Khoury noted that the following two new unfair employee relations practice claims had been filed and processed since the Board's last meeting:

- 1) UERP 2237, filed by individual Armando Carranza against the Los Angeles City Fire Department, alleging retaliation.



- 2) UERP 2238, filed by LADWP Association of Confidential Employees against the City of Los Angeles, alleging a unilateral change in how sick time banks are treated when employees transfer between LADWP and City departments.
- 3) UERP 2239, filed by LAAPOA against Los Angeles World Airports, alleging a unilateral change in how overtime payments are made.

**b) Status of impasses.**

There were no updates on the status of impasses.

**c) Administrative matters, if any.**

Executive Director Khoury noted that the budget documents for the next fiscal year were due at the end of November. Chair Collins noted that the Governor signed into law AB 2889, a bill that impacted the Board's jurisdiction related to pre-strike injunctive relief and puts limitations on strike related damages.

**4. Consideration of requests to withdraw various matters, if any.**

There were three requests to withdraw since the Board's last meeting:

UERP 2229 was filed by Firefighter Adin Waldrep, and alleged that the Fire Department was not accepting grievances filed on behalf of Waldrep. The parties reached a settlement agreement and agreed on a process moving forward.

UERP 2233 was filed by individual Michael Slider. Slider was a background investigator for the LAPD who did not pass his probationary period. Slider claimed he was discriminated against based on a disability but requested to withdraw the charge.

UERP 2162 was filed by LADWP MEA against DWP regarding whether the position of the Director of Legislative and Government Affairs was a bargaining unit position. The parties had appeared before the Board multiple times on the matter after a hearing officer report was issued. The parties were able to reach a settlement agreement on the matter.

Member Suttonwills moved to approve the requests to withdraw; seconded by Vice-Chair Lugo and the motion passed 4-0.

**5. Recommending appropriate action on Petitions:**

- a) **C1006, filed by International Brotherhood of Electrical Workers, Local 18 (IBEW Local 18), seeking accretion of the class of Benefits Analyst (class code 9108), into the LADWP Administrative Representation Unit (MOU 41).**
- b) **C1007, filed by AFSCME Local 3090, seeking accretion of the classes of Customer Service Specialist Trainee (Class Code 1231) and Customer Service Specialist Assistant (Class Code 1232) into the Clerical Unit (MOU 3).**

Items 5a and b were taken together. Executive Director Khoury noted that these items were on the agenda for the Board to order postings of the petitions. Vice-Chair Lugo moved to order the postings; seconded by Member Baquet-Smith; and the motion passed 4-0.

- 6. Consideration of Draft Decision and Order for ERB-618 in the matter of Petition C983, filed by Los Angeles Department of Water and Power, Management Employees Association (LADWP MEA), seeking the accretion of the class of Secretary Water and Power Commission (Class Code 9739) into the LADWP Management Employees Unit (MOU 46).**

Executive Director Khoury noted that at its last meeting, the Board moved to accept a Hearing Officer's report that found the petition was inappropriate. The item was on the agenda again for the Board to consider adopting a Draft Decision and Order reflecting that action. Member Baquet-Smith noted that the title should be changed to reflect that the petition was not being accepted and the classification would not be accreted into the unit.

Member Suttonwills moved to adopt the Draft Decision and Order with the inclusion of Member Baquet Smith's recommendation; seconded by Vice-Chair Lugo; and the motion passed 4-0.

- 7. Consideration of Personnel Department Reports and Draft Decisions and Orders in the following matters:**

- a) **ERB-619, in the matter of Petition C998, filed by Service Employees International Union, Local 721, seeking accretion of the class of Cement Finisher Trainee (Class Code 3359) to the Service & Crafts Representation Unit (MOU 14).**
- b) **ERB-620, in the matter of Petition C999, filed by Service Employees International Union, Local 721, seeking accretion of the class of Cement Finisher Assistant (Class Code 3358) to the Service & Crafts Representation Unit (MOU 14).**
- c) **ERB-621, in the matter of Petition C1000, filed by Service Employees International Union, Local 721, seeking accretion of the class of Mechanical Helper Assistant (Class Code 3770-0-LAC) to the Service & Crafts Representation Unit (MOU 14).**
- d) **ERB-622, in the matter of Petition C1001, filed by Service Employees International Union, Local 721, seeking accretion of the class of Vocational Worker Mechanical Helper (Class Code 3113-H-LAC) to the Service & Crafts Representation Unit (MOU 14).**
- e) **ERB-623, in the matter of Petition C1002 filed by Service Employees International Union, Local 721, seeking accretion of the class of Traffic Paint & Sign Poster Trainee (Class Code 3405) to the Equipment Operation & Labor Employees Representation Unit (MOU 4).**

- f) **ERB-624, in the matter of Petition C1003, filed by Service Employees International Union, Local 721, seeking accretion of the class of Traffic Paint & Sign Poster Assistant (Class Code 3406) to the Equipment Operation & Labor Employees Representation Unit (MOU 4).**
- g) **ERB-625, in the matter of Petition C1004 filed by Service Employees International Union, Local 721, seeking accretion of the class of Security Officer Trainee (Class Code 3313) to the Safety & Security Representation Unit (MOU 18).**
- h) **ERB-626, in the matter of Petition C1005 filed by Service Employees International Union, Local 721, seeking accretion of the class of Security Officer Assistant (Class Code 3314) to the Safety & Security Representation Unit (MOU 18).**

Items 7a-h were taken together. Executive Director Khoury noted that all the items were uncontested, and that the Personnel Department had opined that the accretions into the various bargaining units would be appropriate. Member Baquet Smith moved to approve the petitions and to adopt the corresponding Draft Decisions and Orders accreting the classifications into the appropriate bargaining units; seconded by Member Suttonwills; and the motion passed 4-0.

**8. Consideration of further processing of Unfair Employee Relations Practice Claims in the following matters:**

- a) **UERP 2235, filed by Service Employees International Union, Local 721 against the Los Angeles Police Department, alleging unilateral change in bonus pay and retaliation.**

Attorney Samuel Martinez appeared on behalf of SEIU Local 721; Caroline Langkammerer, Senior Personnel Analyst, appeared on behalf of LAPD.

The Union requested the matter be sent to hearing. The charge alleged that LAPD unilaterally and in a retaliatory fashion removed bonus pay from certain union members. Ms. Langkammerer argued that the Department was simply taking action consistent with the new MOU.

Vice-Chair Lugo moved to send the matter to hearing; seconded by Member Suttonwills; and the motion passed 4-0.

- b) **UERP 2236, filed by Service Employees International Union, Local 721 against the Los Angeles Police Department, alleging a unilateral change in working assignments related to bumping rights.**

Attorney Samuel Martinez appeared on behalf of SEIU Local 721; Caroline Lankgammerer, Senior Personnel Analyst, appeared on behalf of LAPD.

The Union requested that the matter be sent to hearing. The charge alleged that LAPD was attempting to change bumping rights despite the existence of a zipper clause in the MOU. LAPD responded that the Union was refusing to bargain.

Vice-Chair Lugo moved to send the matter to hearing; seconded by Member Suttonwills; and the motion passed 4-0.

Member Baquet-Smith moved to adjourn the meeting; seconded by Vice-Chair Lugo; and the motion carried 4-0.

MEETING ADJOURNED AT: 10:01 a.m.

  
NAJEEB KHOURY  
Executive Director

*PERSONS WITH DISABILITIES:* As a covered entity under Title II of the Americans with Disabilities Act, the City of Los Angeles does not discriminate on the basis of disability and, upon request, will provide reasonable accommodation to ensure equal access to its program, services, and activities. Sign language interpreters, assistive listening devices, or other auxiliary aids and/or services may be provided upon request. To ensure availability, you are advised to make your request at least 72 hours prior to this meeting. For additional information, please contact Commission Executive Assistant Veronica D. Coleman at (213) 473-9700.