

**BEFORE THE EMPLOYEE RELATIONS COMMISSION
OF THE COUNTY OF LOS ANGELES**

In the matter of)

**THE ASSOCIATION FOR LOS ANGELES,
DEPUTY SHERIFFS (ALADS),**)
Charging Party,)

vs.)

**COUNTY OF LOS ANGELES
SHERIFF'S DEPARTMENT,**)
Respondent.)

CASE NO. U.F.C. 01-08

DECISION

On January 3, 2008 Charging Party, The Association for Los Angeles Deputy Sheriffs (ALADS) filed an Unfair Practice Charge against County of Los Angeles Sheriff's Department ("the Department"). The Commission granted a hearing and the matter was referred to a hearing before Hearing Officer Robert Bergeson.

Thereafter, a hearing was held wherein both parties were afforded full opportunity to present relevant evidence, examine and cross-examine witnesses, and offer argument. At the conclusion of the hearing, both parties filed written briefs with the Hearing Officer. A verbatim transcript of the proceedings was provided to the Hearing Officer for his consideration in preparing his report to the Commission. After taking the matter under submission the Hearing Officer issued his Findings of Fact, Conclusions and Recommended Decision and filed it with the Commission on April 15, 2009.

The Hearing Officer recommended that the Commission find that the Sheriff's Department violated the Employee Relations Ordinance of Los Angeles County, No. 9646 by assignment of deputy sheriffs to the Transit Services Bureau before the completion of patrol training with a certified Field Training Officer at a patrol station without first bargaining with ALADS.

The Hearing Officer further recommended that the Sheriff's Department cease and desist from refusing to meet and confer with ALADS concerning the placement of deputies directly from patrol school to the Transit Services Bureau and from engaging in like conduct in the future.

The Respondent timely filed its Exceptions to the Hearing Officer's Report. The Charging Party timely filed its Response to Exceptions to Hearing Officer's Report.

On September 21, 2009 both parties, through their respective representatives presented oral argument to the full Commission.

The Commission having considered all the filings in this matter, the Hearing Officer's report and recommendation, and the oral argument of the parties, issues the following orders.

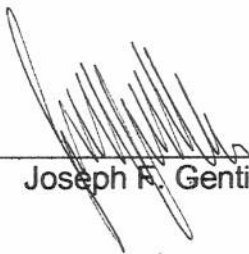
ORDERS

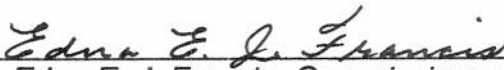
IT IS HEREBY ORDERED that the Hearing Officer's Report and Recommendation is adopted in its entirety.

IT IS HEREBY ORDERED that Respondent County of Los Angeles violated the Employee Relations Ordinance of Los Angeles County, No. 9646 commencing on or about October 30, 2008, by assignment of deputy sheriffs to the Transit Services Bureau before the completion of patrol training with a certified Field Training Officer at a patrol station without first bargaining with ALADS.

IT IS FURTHER ORDERED that County of Los Angeles Sheriff's Department, upon request of ALADS, shall meet and confer with ALADS concerning the placement of deputy sheriffs directly from patrol school to the Transit Services Bureau before the completion of patrol training with a certified Field Training Officer at a patrol station. County of Los Angeles Sheriff's Department shall not engage in like conduct in the future without first meeting and conferring with ALADS.

Dated at Los Angeles, California: January 25, 2010.



Joseph F. Gentile, Chair

Edna E. J. Francis, Commissioner

Dr. Art Hernandez, Commissioner

PROOF OF SERVICE


I, Tamar Herman declare under penalty of perjury as follows:

On April 22, 2010 I personally served DECISION for case UFC 01-08 by placing copies of the same with the appropriate persons in the Los Angeles Country Hall of Administration Mail Room in sealed envelopes with postage prepaid addressed as follows:

Richard M. Kreisler
Liebert Cassidy Whitmore
6033 W. Century Blvd.
Suite 500
Los Angeles, CA 90045

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Encino, CA 91436

It is the practice of said mail room to place in the United States Mail such sealed envelopes the same day they are received in the mail room.


Tamar Herman