

**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,)	
)	CASE NO. U.F.C. 02-08
vs.)	
)	
COUNTY OF LOS ANGELES SHERIFF'S DEPARTMENT,)	
Respondent.)	
_____)	

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 Walter Daugherty.

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 Hearing Officer Report and filed it with the Commission on June 23, 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 changing the work schedules of County employee bargaining unit members in the Jail Investigation Unit ("JIU"), and Operation Safe Jails ("OSJ") unit without first bargaining with ALADS, by meeting directly with such County employee unit members pertaining to schedules, and by refusing to furnish information as requested.

The Hearing Officer further recommended that the Commission order that the Sheriff's Department cease and desist from meeting directly with such bargaining unit members, from making unilateral changes in their work schedules, and to provide the requested information. The Hearing Officer further recommended that, if requested by the Charging Party, the work schedule for the OSJ/JIU deputies be restored as it existed

prior to its change in August, 2007, and the Department negotiate with the Charging Party concerning any proposed change in the work schedules of the OSJ/JIU deputies.

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 November 23, 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 by changing the work schedules of County employee bargaining unit members in the Operation Safe Jails ("OSJ") unit and Jail Investigation Unit ("JIU"), without first bargaining with ALADS, by meeting directly with such County employee unit members pertaining to schedules, and by refusing to furnish information as requested.

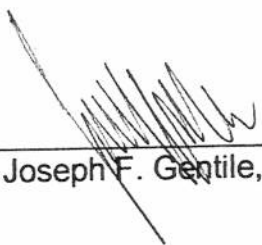
IT IS HEREBY ORDERED that County of Los Angeles Sheriff's Department cease and desist from meeting directly with such bargaining unit members, from making unilateral changes in their work schedules, and from refusing to provide the requested information regarding the work schedules of the OSJ/JIU deputies.

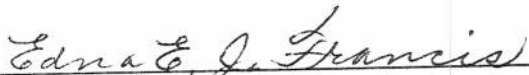
IT IS HEREBY ORDERED THAT the Department negotiate with the Charging Party concerning any proposed change in the work schedules of the OSJ/JIU deputies.

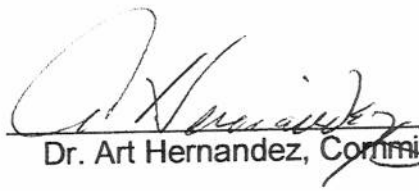
CASE NO. U.F.C. 02-08

IT IS HEREBY FURTHER ORDERED that, if requested by the Charging Party, the work schedule for the OSJ/JIU deputies as it existed prior to its change in August, 2007, be restored.

Dated at Los Angeles, California: March 22, 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 March 22, 2010 I personally served DECISION for case UFC 02-08 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:

Donna L. Evans
Liebert Cassidy Whitmore
6033 W. Century Blvd.
Suite 500
Los Angeles, CA 90045

Helen L. Schwab
Green & Shinee
16055 Ventura Blvd
Suite 1000
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