

In the Matter of

FEDERATION OF PUBLIC SECTOR
WORKERS

Charging Party

v.

LOS ANGELES COUNTY EMPLOYEES
ASSOCIATION (LACEA), LOCAL 660,
SEIU

Respondent

DECISION AND ORDER

The matter was duly referred to Hearing Officer Sara Adler, who held hearings on November 4, 1981, December 2, 1981, and February 2, 1982. Both parties were present and were afforded full opportunity to offer argument and evidence.

Post-hearing briefs were filed. The Commission received Hearing Officer Adler's Report on March 16, 1982. Exceptions to the findings and conclusions of the Hearing Officer were filed with the Commission on April 2, 1982, by the Respondent. A Statement in Opposition to Respondent's Exceptions was filed on April 16, 1982, with the Commission.

In brief, Hearing Officer Adler found that the staff members of the Respondent attended and actively participated in six meetings conducted by the Charging Party, a rival employee organization of the Respondent. The meetings involved organizing efforts by the Charging Party with employees of Los Angeles County. Hearing Officer Adler further found that the conduct of the Respondent's staff members constituted ". . . unduly active participation . . ." (Hearing Officer's Report, p. 5) at these organizing meetings which disrupted and interfered with employees' rights to form employee organizations of their choice in violation of Section 12(b)(1) of the Ordinance.

Hearing Officer Adler stated that "[w]hile it does not appear that Local 660 restrained or coerced any employees . . ." (Hearing Officer's Report, p. 15), the conduct of these staff members which violated the Ordinance should be imputed to the Respondent. We agree with the Hearing Officer's conclusion that a violation of the Ordinance took place. The Commission adopts her findings and recommendations as modified in the Order below.

O R D E R

IT IS HEREBY ORDERED that the Respondent, having been found to have violated Section 12(b)(1) of the Ordinance by interfering with employees' rights to form employee organizations of their choice, cease and desist from interfering with organizing meetings of the Charging Party.

DATED at Los Angeles, California, this 25th day of June, 1982.

Lloyd H. Bailer

LLOYD H. BAILER, Chairman


JOSEPH A. GENTILE, Commissioner

Fredric N. Richman
FREDRIC N. RICHMAN, Commissioner

MINUTES

Page 6

June 25, 1982

The meeting was adjourned at 9:55 a.m. at which time the Commissioners approved in final form and signed the Decisions and Orders in the matter of UFC 19.6 (Los Angeles County Lifeguard Association v. Los Angeles County, Department of Personnel) and UFC 24.1 (Federation of Public Sector Workers v. Los Angeles County Employees Association (LACEA), Local 660, SEIU).


WALTER F. DAUGHERTY
Executive Officer