

LOS ANGELES COUNTY  
EMPLOYEE RELATIONS COMMISSION

In the Matter of	)	
	)	
CALIFORNIA ASSOCIATION OF	)	
PROFESSIONAL EMPLOYEES (CAPE),	)	
AFL-CIO	)	
	)	
Charging Party	)	
	)	
v.	)	UFC 3.6
	)	
REGIONAL PLANNING DEPARTMENT,	)	
COUNTY OF LOS ANGELES	)	
	)	
Respondent	)	

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DECISION AND ORDER

The charge in this case was filed by the California Association of Professional Employees (CAPE or Charging Party) against the Los Angeles County Regional Planning Department (County) alleging a violation of Section 12(a)(1) of the Employee Relations Ordinance (Ordinance). CAPE contends that this provision was violated when Norman Murdoch, Planning Director, met directly with employees represented by the Charging Party concerning layoffs.

The matter was duly referred to Hearing Officer Philip Tamoush, who held a hearing on November 15, 1982. The

parties appeared and were afforded full opportunity to offer argument and evidence and to examine and cross-examine witnesses. Post-hearing briefs were filed. Hearing Officer Tamoush submitted his Report on January 17, 1983. No Exceptions were filed.

In brief, the Hearing Officer concluded that "[t]he County violated the Employee Relations Ordinance by meeting directly with employees scheduled to be laid off without prior consultation with the Union." (HO Report, p. 14.)

Having carefully reviewed Hearing Officer Tamoush's Report and the underlying record, the Commission adopts the findings and recommendation as set forth in his Report.

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O R D E R

IT IS HEREBY ORDERED that the County henceforth cease and desist from taking similar actions under similar circumstances until prior consultation with the Charging Party has occurred.

DATED at Los Angeles, California, this 22nd day of February, 1983.

  
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LLOYD H. BAILER, Chairman

  
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JOSEPH E. GENTILE, Commissioner

  
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FREDRIC N. RICHMAN, Commissioner