

LOS ANGELES COUNTY  
EMPLOYEE RELATIONS COMMISSION

In the Matter of	)	
	)	
LOS ANGELES COUNTY EMPLOYEES	)	
ASSOCIATION (LACEA), LOCAL 660,	)	
SEIU	)	
	)	
Charging Party	)	
	)	
v.	)	UFC 6.150
	)	
TREASURER-TAX COLLECTOR	)	
	)	
Respondent	)	
	)	

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DECISION AND ORDER

The charge in this case was filed by LACEA, Local 660, SEIU (Union or Charging Party) against the Los Angeles County Treasurer-Tax Collector (County or Respondent) alleging that the County had violated Section 12(a)(1) of the Los Angeles County Employee Relations Ordinance (Ordinance) through various adverse personnel actions taken against Union steward Joe Shephard in retaliation for his testimony in a discrimination suit and his activities on behalf of the Union.

The matter was duly referred to Hearing Officer Irving Stone, who held hearings on June 3 and June 26, 1986. The parties appeared and were afforded full opportunity to present argument and evidence and to examine and cross-examine witnesses. The Respondent submitted a post-hearing brief. Counsel for the Charging Party made a closing statement in lieu of submitting a

brief. The Hearing Officer submitted a Report which was received in the Commission's office on September 3, 1986. No Exceptions were filed.

In brief, Hearing Officer Stone concluded that the Union had failed to meet the burden of proof necessary to sustain an allegation of an unfair employee relations practice. The Hearing Officer further concluded that the various actions taken by the County with respect to Union steward Shephard were unrelated to either his union activities or his participation as an adverse witness against the County in a discrimination matter. Hearing Officer Stone therefore found that the County's actions in question were not violative of the Ordinance and recommended that the charge be dismissed.

Having carefully reviewed the entire record in this matter, the Commission adopts the findings, conclusions, and recommendations of the Hearing Officer as set forth in his Report for the reasons stated therein.

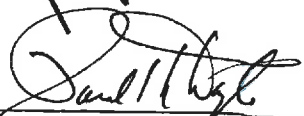
O R D E R

IT IS HEREBY ORDERED that charge UFC 6.150 is dismissed.

DATED at Los Angeles, California, this 31st day of October, 1986.



JOSEPH F. GENTILE, Chairman



PAUL K. DOYLE, Commissioner



ROBERT D. STEINBERG, Commissioner