

LOS ANGELES COUNTY
EMPLOYEE RELATIONS COMMISSION

In the Matter of)	
)	
LOS ANGELES COUNTY EMPLOYEES)	
ASSOCIATION (LACEA), LOCAL)	
660, SEIU)	
)	
Charging Party)	
)	
v.)	UFC 6.226
)	
DEPARTMENT OF PUBLIC WORKS)	
)	
Respondent)	
)	

DECISION AND ORDER

The charge in this case was filed by the Los Angeles County Employees Association, Local 660, SEIU (Union) against the Los Angeles County Department of Public Works (County) alleging that the County had violated Sections 12(a)(1) and 12(a)(3) of the Employee Relations Ordinance (Ordinance) by its refusal to allow bargaining team member Ted Stimpfel to switch work shifts so that he could attend the 1989 negotiation sessions on County time.

The matter was duly referred to Hearing Officer Richard C. Solomon, who held a hearing on October 31, 1990. The parties appeared and were afforded full opportunity to present relevant evidence, offer argument, and examine and cross-examine witnesses. Post hearing briefs were filed. The Hearing Officer submitted his Report to the Commission on February 12, 1991. No Exceptions were filed to this Report.


In brief, the Hearing Officer concluded that the County did not violate the Ordinance in refusing to accommodate Stimpfel's request to change his work schedule during negotiations. The Hearing Officer found in this regard that neither the County nor the Union were advantaged or disadvantaged in the bargaining process by Stimpfel having to attend the bargaining sessions on his own time after completion of his work shift. The Hearing Officer further found that the evidence failed to establish a past practice whereby the County had granted similar requests of employees similarly situated to Stimpfel.

Having carefully reviewed the 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 6.226 is dismissed.

DATED at Los Angeles, California this 19th day of April 1991.



JOSEPH F. GENTILE, Chairman



PAUL K. DOYLE, Commissioner



ROBERT D. STEINBERG, Commissioner