

LOS ANGELES COUNTY  
EMPLOYEE RELATIONS COMMISSION

In the Matter of )  
 )  
COALITION OF COUNTY FEDERATION OF )  
LABOR UNIONS INCLUDING SEIU LOCALS )  
660, 535, 434, AFSCME COUNCIL 36, )  
IUOE LOCAL 501, CAPE and LOS )  
ANGELES COUNTY FIRE FIGHTERS )  
LOCAL 1014, AFL-CIO )  
 )  
Charging Party )  
 )  
v. )  
 )  
FRANK H. SAWYER, DEPARTMENT OF )  
PERSONNEL )  
 )  
Respondent )  
\_\_\_\_\_ )

UFC 60.7

DECISION AND ORDER

The charge in this case was filed by a coalition of unions (Coalition) against the County of Los Angeles (County) alleging that the County had committed an unfair employee relations practice by refusing to negotiate a County-wide Return-to-Work Program and by unilaterally implementing such a program in various departments.

The matter was duly referred to Hearing Officer Sara Adler, who held hearings on February 27, March 27, and

April 4, 1980. The parties were present and were afforded full opportunity to offer argument and evidence and to examine and cross-examine witnesses. Post-hearing briefs were filed. Hearing Officer Adler submitted her Report, dated July 8, 1980. County filed Exceptions to the Report, and counsel for the Coalition responded with a statement in opposition thereto. In brief, the Hearing Officer concluded that the County violated the Employee Relations Ordinance by implementing the Return-to-Work Program on and after July 1, 1979 without negotiating with the Coalition.

Having carefully reviewed Hearing Officer Adler's Report, the underlying record, the Exceptions to the Report and the response to the Exceptions, the Commission adopts her findings and recommendations as set forth in her Report.

O R D E R

It is hereby ordered that:

- (1) the County cease and desist from  
implementing any portion of the  
Return-to-Work Program until good-  
faith negotiations have been held  
with the Coalition, and
- (2) all employees who have been adversely  
affected by the Program have their  
Return-to-Work placements re-evaluated

in accordance with the Return-to-Work  
procedures followed by their respective  
departments prior to the implementation  
of the Program.

DATED at Los Angeles, California, this 29th  
day of September, 1980.

  
\_\_\_\_\_  
LLOYD H. BAILER, Chairman

  
\_\_\_\_\_  
JOSEPH F. GENTILE, Commissioner

  
\_\_\_\_\_  
FREDRIC N. RICHMAN, Commissioner