

LOS ANGELES CITY EMPLOYEE RELATIONS BOARD



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R. Douglas Collins
Chairperson
Rosalinda Lugo, Ed. D.
Vice Chairperson
Christine Diaz-Herrera
Brenda Suttonwills
Dianne Baquet Smith

Najeeb Khoury
Executive Director

MINUTES OF MEETING

Monday, May 19, 2025

9:30 A.M.

BOARD MEMBERS PRESENT: R. Douglas Collins
Rosalinda Lugo
Christine Diaz-Herrera
Brenda Suttonwills

Chair Collins called the meeting to order at 9:30 a.m. All members of the Board were present except for Member Baquet Smith who was absent for personal reasons.

1. Public comments on matters within the Board's jurisdiction. A maximum of ten minutes will be provided for members of the public to address the Board on items of interest that are within the jurisdiction of the Board. Said ten minutes shall be equally divided among speakers, not to exceed five minutes per speaker.

There were no public comments.

2. Consideration of Minutes of the Board Meeting of April 28, 2025.

Member Suttonwills moved to approve the minutes; seconded by Member Diaz-Herrera; and the motion passed 4-0.

3. Executive Director's Report:

a) New unfair employee relations practice claims filed.

Executive Director Khoury reported that there were five new unfair employee relations practice claims filed since the last meeting:

- 1) UERP 2253 filed by LIUNA Local 777 against the Department of Public Works, Sanitation Division, alleging interference;
- 2) UERP 2254 filed by LAAPOA against the Port of Los Angeles, alleging failure to provide information;
- 3) UERP 2255 filed by LAWA against LAAPOA, alleging bad faith bargaining;



- 4) UERP 2256 filed by AFSCME against the CAO, alleging the unilateral elimination of a bonus; and
- 5) UERP 2257 filed by individual Michael Gunby against the Department of Public Works, Sanitation Division, alleging a failure to process a grievance.

Executive Director Khoury noted that items 1-3 have been processed but items 4-5 do not, in his opinion, state prima facie claims.

b) Status of impasses.

There were no updates on the status of impasses.

c) Administrative matters, if any.

There were no administrative matters to report.

4. Consideration of requests to withdraw various matters, if any.

Executive Director Khoury noted that there was one request to withdraw but that it would be covered under Item 5.

5. Consideration of Personnel Department Report in the matter of Petition C1009, filed by the International Brotherhood of Electrical Workers (IBEW) Local 18, seeking accretion of the class of Elevator Repair Supervisor (Class Code 3869) into the LADWP Operating, Maintenance, and Service Unit (MOU 47).

The Personnel Department opined that the classification would better be suited in the supervisory unit. IBEW Local 18 agrees. Therefore, it seeks to withdraw the current petition and file a new one.

Member Suttonwills moved to accept the request to withdraw the petition; seconded by Member Diaz-Herrera; the motion passed 4-0.

6. Consideration of further processing of the Unfair Employee Relations Practice Claim 2239, filed by the Los Angeles Airport Peace Officers Association against the Los Angeles World Airports, alleging a unilateral change in overtime payment procedures.

Attorney Howard Liberman, Mastagni Holstedt, appeared on behalf of the Los Angeles Airport Peace Officers Association; Deputy City Attorney Karen Majovski appeared on behalf of LAWA.

Attorney Liberman noted that LAAPOA wanted the matter sent to hearing and that the pleadings clearly establish a prima facie case.

LAWA responded that this charge arises from the City-wide implementation of the new payroll operations system, which transitioned from PaySr to Workday. LAWA asserts that it provided LAAPOA notice before the implementation of the new system. LAWA additionally

argued that there was a contractual waiver defense in this case.

Member Suttonwills moved to send the matter to hearing due to the factual disputes; seconded by Member Diaz-Herrera; the motion passed 4-0.

7. Consideration of Hearing Officer's Report and Recommendations in the matter of Petitions C989 and C990, filed by Engineers and Architects Association (EAA), seeking the accretion of the classes of Council Aides I-VII (class codes 0180-0186) into either the Administrative Unit (MOU 1) or the Supervisory Administrative Unit (MOU 20); exceptions and rebuttals filed by EAA and the Personnel Department.

Attorney Michael Plank, Bush Gottlieb, appeared on behalf of the Engineers and Architects' Association (EAA); Chuong Nguyen appeared on behalf of the Personnel Department.

Attorney Plank asked the Board to remand the matter to the Hearing Officer so that the Hearing Officer could do a community of interest test. He noted that the Hearing Officer focused on procedural issues, and that EAA believes the substantive issue should be addressed instead.

Attorney Nguyen argued that the ERB requires a showing of interest for accretion petitions; Chair Collins stated that was wrong. Attorney Nguyen further asserted that the undisputed facts show that these classifications are unique and do not belong in any existing units.

Attorney Nguyen noted that an older ERB case created distinct units for these classifications. Executive Director Khoury noted that it appears no one has ever represented those units.

Chair Collins stated that the classifications are distinct and do not belong in a unit with other classifications. He suggested that EAA file a petition for a new bargaining unit.

Member Suttonwills moved to continue the matter to allow EAA time to consider next steps; seconded by Member Diaz-Herrera; the motion passed 4-0.

Vice Chair Lugo moved to adjourn; seconded by Member Diaz Herrera; the motion passed 4-0.

MEETING ADJOURNED AT: 9:55 a.m.


NAJEEB KHOURY
Executive Director

PERSONS WITH DISABILITIES: As a covered entity under Title II of the Americans with Disabilities Act, the City of Los Angeles does not discriminate on the basis of disability and, upon request, will provide reasonable accommodation to ensure equal access to its program, services, and activities. Sign language interpreters, assistive listening devices, or other auxiliary aids and/or services may be provided upon request. To ensure availability, you are advised to make your request at least 72 hours prior to this meeting. For additional information, please contact Commission Executive Assistant Veronica D. Coleman at (213) 473-9700.