



LOS ANGELES CITY EMPLOYEE RELATIONS BOARD

200 NORTH MAIN STREET, SUITE 1100
LOS ANGELES, CA 90012-4124
TELEPHONE: (213) 473-9700
FAX: (213) 473-7751
www.erb.lacity.org

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

Molly Kagel
Executive Director

MINUTES OF MEETING

Monday, February 23, 2026

9:30 A.M.

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

Chair Collins called the meeting to order at 9:30 a.m. All members of the Board were present.

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 December 8, 2025.

Member Baquet Smith moved to approve the January 26, 2026 Minute; seconded by Member Suttonwills; the motion carried unanimously.

Item 3: Executive Director's Report

a) New unfair employee relations practice claims filed.

Executive Director Kagel informed the Board that six new Unfair Employee Relations Practice charges had been received and processed since the Board's January meeting:

- 1) UERP 2282 filed by Los Angeles Department of Water and Power Management Employees Association against Los Angeles Department of Water and Power alleging an unlawful unilateral change to the parties' policies, procedures and past practice regarding acceptable bases for terminating probationary employees.

- 2) UERP 2283 filed by United Firefighters of Los Angeles City, Local 112 against the Los Angeles City Fire Department alleging failure to bargain over the effects of the decision to assign a new job classification to certain stations.
- 3) UERP 2284 filed by International Union of Operating Engineers, Local 501 against the City of Los Angeles and the Office of the City Attorney alleging an unlawful unilateral change of its telework policies.
- 4) UERP 2285 filed by individual Jason Villeggiante against the Los Angeles Fire Department alleging a unilateral change of recall procedures.
- 5) UERP 2286 filed by Service Employees International Union Local 721 (SEIU 721) against the Department of Public Works, Bureau of Street Lighting alleging the maintenance of a facially unlawful email system policy; retaliation against an employee for his protected activity; and interfering with the Union's right to represent bargaining unit employees.
- 6) UERP 2287 filed by SEIU 721 against the Department of Public Works, Bureau of Sanitation alleging an unlawful unilateral change to how time is coded for union business.

b) Status of impasses.

There were no updates on the status of impasses.

c) Administrative matters, if any.

The Board had previously requested a status report for all pending requests for arbitration submitted to the Board. Executive Director Kagel reported that there was only one pending request that had been submitted to the ERB that morning. In response to Member Diaz-Herrera and Member Suttonwills' request for an oral report of the backlog, Executive Director Kagel informed the Board that the office processed over 85 pending arbitration requests spanning back to 2023. Executive Director Kagel further described the organizational tracking system she implemented in order to efficiently process incoming arbitration requests. She again asked that any pending requests be emailed directly to her at molly.kagel@lacity.org and thanked the ERB Staff for their assistance in addressing the backlog.

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

The ERB received three requests to withdraw pending UERPs:

- a) Los Angeles Port Police Association sought to withdraw UERP 2254 filed against the Port of Los Angeles alleging a failure and refusal to furnish requested information.
- b) AFSCME Local 3090 sought to withdraw UERP 2262 filed against LA Department of Recreation and Parks alleging a failure to pay mileage to Park Activity Monitors despite agreeing to do so in negotiations.
- c) Individual Jason Villegiante sought to withdraw UERP 2285 filed against the Los Angeles Fire Department alleging a unilateral change of recall procedures.

Member Baquet Smith moved to accept the withdrawals; seconded by Member Suttonwills; the motion carried unanimously.

Item 5: Consideration of further processing of Unfair Employee Relations Practice UERP 2276, filed by Los Angeles Department of Water and Power Management Employees Association against Los Angeles Department of Water and Power alleging a failure to meet and confer when unilaterally changing the Power Engineering Manager Classification

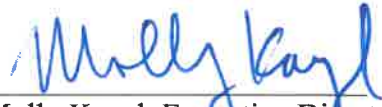
Attorney Laura Carver of Rothner, Segall & Greenstone appeared on behalf of Los Angeles Department of Water and Power Management Employees Association (the Union). Thomas Simonovski and Lee Turner appeared on behalf of Los Angeles Department of Water and Power (LADWP).

The underlying situation involves employees in the Power Management Employees (PEM) classification, which includes the PEM-A classification and PEM-B classification. Ms. Carver argued that LADWP failed to bargain with the Union before changing the job description and duties for PEM-A employees, including transferring job duties from PEM-B classification to the PEM-A classification; and failed to bargain with the Union over the potential effects on the working terms and conditions of the remaining PEM employees in the classification, especially the PEM-B employees. Mr. Turner stated that LADWP had the management right to fill the open PEM-A positions and, while it does have the obligation to bargain over the effects, that there have been no changes. Ms. Carver stated that the dispute of fact is centered on whether there have been effects from this change.

Because the Board noted that there were factual disputes, Vice Chair Lugo moved to appoint a hearing officer to hear UERP 2276; Member Suttonwills seconded; the motion carried unanimously.

Member Baquet Smith moved to adjourn the meeting; seconded by Member Diaz-Herrera; the motion carried unanimously.

MEETING ADJOURNED AT 9:45 a.m.



Molly Kagel, Executive Director
Employee Relations Board