



## LOS ANGELES CITY EMPLOYEE RELATIONS BOARD

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

Molly Kagel  
Executive Director

### MINUTES OF MEETING

Monday, April 27, 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 10:15 a.m. The meeting was scheduled for 9:30 a.m. but the room was not immediately available. Chair Collins, Vice Chair Lugo, Member Suttonwills, and Member Baquet Smith were present in person; Member Diaz-Herrera was present via Zoom.

- 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. Minutes of the Board meeting of March 23, 2026.**

Member Baquet Smith moved to approve the March 23, 2026 Minutes; seconded by Member Suttonwills; the motion carried unanimously.

- 3. Executive Director report:**

- a) New unfair relations practice claims filed.**

Executive Director Kagel informed the Board that three new Unfair Employee Relations Practice charges had been processed since the Board's March meeting:

1. UERP 2294, filed by United Firefighters of Los Angeles City, Local 112 (UFLAC 112) against the Los Angeles Fire Department (LAFD) alleging bad faith bargaining and unilateral change to past practice regarding transfer procedures.

2. UERP 2295, filed by American Federation of State, County, and Municipal Employees (AFSCME), Local 3090 against the Los Angeles World Airports alleging failure to furnish requested information.
3. UERP 2296 filed by International Union of Operating Engineers Local 501 against the Los Angeles World Airports alleging a failure to provide the Union with notice or an opportunity to bargain over the decision to create new job classifications.

**b. Status of impasses.**

As reported in the March meeting, on February 23, 2026, UFLAC 112 and LAFD filed a joint notice of impasse over bargaining on three remaining terms for a staffing model for the parties to follow when involuntary overtime is needed to fill vacancies after the exhaustion of voluntary overtime. Because the notice was a joint filing, the parties are in the process of pursuing mediation with the California State Mediation & Conciliation Service.

**c. Administrative matters, if any.**

Executive Director Kagel reported that Juan Carlos Gonzalez was added to the ERB's Roster of Neutrals as both an arbitrator and a hearing officer. He is a member of the National Academy of Arbitrators, a former mediator with the Federal Mediation & Conciliation Services and currently a hearing officer with the Los Angeles Unified School District. Gina Rocanova, who was added to the ERB's Roster of Arbitrators, was also included as a new hearing officer.

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

Executive Director Kagel informed the Board that the ERB had received four requests for withdrawal since the March meeting:

1. Los Angeles World Airports (LAWA) requested to withdraw UERP 2255 filed against Los Angeles Airport Peace Officers Association (LAAPOA) for bad faith bargaining. This UERP was sent to hearing in August and consolidated with UERP 2257.
2. LAAPOA requested to withdraw UERP 2257, filed against LAWA for bad faith bargaining and direct dealing. This UERP was sent to hearing in August and consolidated with UERP 2255.
3. LAAPOA requested to withdraw UERP 2291 filed against LAWA for retaliation and domination with respect to release time.
4. AFSCME Local 3090 requested to withdraw UERP 2289, filed against the Department of Public Works, Bureau of Sanitation alleging a unilateral

implementation of a rule related to FMLA without giving the Union notice or an opportunity to bargain.

Member Suttonwills moved to approve the withdrawal requests; seconded by Member Baquet Smith; the motion carried unanimously.

**5. Consideration of Personnel Department Report in C1018, filed by United Firefighters of Los Angeles City, Local 112 seeking accretion of the class of Wildland Hand Crew Technicians (class code 2105) to the Firefighters & Fire Captains Unit (MOU 23)**

Attorneys Dana Martinez and Kyla Graves of Bush Gottlieb appeared on behalf of United Firefighters of Los Angeles City, Local 112 (UFLAC Local 112). Senior Personnel Analyst I Isaac Maya appeared on behalf of the Personnel Department. Chief Patrick Leonard appeared on behalf of the Los Angeles Fire Department (LAFD). UFLAC Local 112 disagreed with Personnel's determination that the accretion of Wildland Hand Crew Technicians into the Firefighters & Fire Captains Unit is not appropriate due to a lack of community interest. UFLAC Local 112 argued that the Wildland Hand Crew Technicians share an overlap in training, skills, hours, duties, and other characteristics that warrant inclusion into the Firefighters & Fire Captains Unit. When asked by Vice Chair Lugo, Personnel claimed that the Wildland Hand Crew Technicians would be more suited for inclusion into the Equipment Operation and Labor Employees Representation Unit (MOU 4) or the Safety/Security Representation Unit (MOU 18). UFLAC Local 112 maintained that it would be appropriate to accrete the Wildland Hand Crew Technicians into the Firefighters & Fire Captains Unit.

Member Suttonwills moved to send this issue to a hearing given the discrepancies in facts; Vice Chair Lugo seconded; the motion carried unanimously.

**6. Consideration of Personnel Department Reports and Draft Decisions and Orders in ERB 639, in the matter of C1019 filed by Los Angeles Department of Water and Power Management Employees Association seeking accretion of the classes Corporate Services Manager I - IV (class code 9107) to the LADWP Management Employees Unit (MOU 46)**

Attorney Laura Carver of Rothner, Segall and Greenstone appeared on behalf of the Los Angeles Department of Water and Power Management Employees Association. The Personnel Department opined that the accretion of the class of Corporate Services Manager I - IV (class code 9107) into the LADWP Management Employees Unit is appropriate.

Member Baquet Smith approved the draft decision and order accreting the classification; Member Suttonwills seconded; the motion passed unanimously.

**7. Recommending appropriate action on Petitions:**

- a) **C1020 filed by Los Angeles Department of Water and Power Management Employees Association seeking accretion of the classes Organization Change Manager (class code 9111) and Director of Continuous Improvement (class code 9603) to the LADWP Management Employees Unit (MOU 46)**

Executive Director Kagel noted that this matter was on the agenda for the Board to order posting. Member Baquet Smith moved to approve the petition for posting; seconded by Member Suttonwills; the motion carried unanimously.

- b) **C1021 filed by Engineers & Architects Association seeking the certification of the following classes as a new unit: Council Aide I 13 (class code 0180-0-LAC); Council Aide II 38 (class code 0181-0-LAC); Council Aide III 88 (class code 01825-0-LAC); Council Aide IV 116 (class code 0183-0-LAC); Council Aide V 61 (class code 0184-0-LAC); Council Aide VI 39 (class code 0185-0-LAC); Council Aide VII 43 (class code 0186-0-LAC); Council Aide VII 14 (class code 0186-1-LAC); Council Aide VII 16 (class code 186-2-LAC).**

Executive Director Kagel noted that this matter was on the agenda for the Board to order posting. Member Suttonwills moved to approve the petition for posting; seconded by Chair Lugo; the motion carried unanimously.

- c) **C1022 filed by Engineers & Architects Association seeking the accretion of the class Accounting Assistant (class code 1612) into the Administrative Unit (MOU 1).**

Executive Director Kagel noted that this matter was on the agenda for the Board to order posting. Member Baquet Smith moved to approve the petition for posting; seconded by Member Suttonwills; the motion carried unanimously.

- d) **C1023 filed by Los Angeles Airport Peace Officers Association seeking the deletion of the class Airport Police Lieutenant (class code 3227) and Airport Police Sergeant (class code 3226) from the L.A. Airport Supervisory Peace Officers Unit (MOU 39).**

- e) **C1024 filed by Los Angeles Airport Peace Officers Association seeking the accretion of the class Airport Police Lieutenant (class code 3227) and Airport Police Sergeant (class code 3226) into the L.A. Airport Peace Officers Unit (MOU 30).**

The Board addressed C123 and C1024 together as they are related. Executive Director Kagel noted that these matters were on the agenda for the Board to order posting. Attorneys Stephen Welch and Mendel Schochet of Mastagni Holstedt appeared on behalf of the Los Angeles Airport Peace Officers Associations (LAAPOA). LAAPOA explained that it intended to move Lieutenants and Sergeants out of MOU 39 and into MOU 30 to consolidate all classifications into one MOU. He explained that the CAO had no issue with this.

Member Suttonwills moved to approve the petition for posting; seconded by Chair Lugo; the motion carried unanimously.

- f) **C1025 filed by Engineers & Architects Association seeking the accretion of the classes Geographic Information Specialist Technician (class code 7250) and Geographic Information Specialist Analyst (class code 7249) into the Technical Unit (MOU 21).**

Executive Director Kagel noted that this matter was on the agenda for the Board to order posting. Member Suttonwills moved to approve the petition for posting; seconded by Member Baquet Smith; the motion carried unanimously.

- 8. **Consideration of Hearing Officer Report in UERP 2237 and UERP 2245, filed by individual Armando Carranza against the Los Angeles Fire Department alleging retaliation.**

Executive Director Kagel noted that the UERPs involved are UERP 2237 and UERP 2247. Armando Carranza appeared on behalf of himself. Chief Patrick Leonard appeared on behalf of the Los Angeles Fire Department. Neither party contested the Hearing Officer's Report and Recommendation.

Member Suttonwills moved to approve the Hearing Officer's Report; seconded by Member Baquet Smith; the motion passed unanimously.

- 9. **Consideration of further processing of the following Unfair Employee Relations Practice Claims:**

- a) **UERP 2253, filed by LIUNA Local 777 against the Los Angeles Public Works Street Services Bureau alleging retaliation, interference, and coercion for engaging in protected activities.**

There were no appearances on behalf of LIUNA Local 777. Dina Martinez and Joseph Isaac appeared on behalf of the Los Angeles Public Works Street Services Bureau. A factual contention was acknowledged and the Los Angeles Public Works Street Services Bureau did not oppose sending this matter to a hearing.

Member Baquet Smith moved to send UERP 2253 to a hearing; seconded by Member Suttonwills; the motion passed unanimously.

- b) **UERP 2280, filed by UFLAC Local 112 against the Los Angeles Fire Department alleging a failure and refusal to provide requested information.**

Attorney Dana Martinez of Bush Gottlieb appeared on behalf of United Firefighters of Los Angeles City, Local 112 (UFLAC Local 112). Chief Patrick Leonard appeared on behalf of

the Los Angeles Fire Department (LAFD). UFLAC Local 112 requested to withdraw UERP 2280 as LAFD represented that it had produced all responsive information in its possession.

Vice Chair Lugo moved to approve the request to withdraw; seconded by Member Baquet Smith; the motion passed unanimously

**c) UERP 2283, filed by UFLAC Local 112 against the Los Angeles Fire Department alleging failure to bargain over the effects of the decision to assign a new job classification to certain stations.**

Attorney Dana Martinez of Bush Gottlieb appeared on behalf of UFLAC Local 112. Chief Patrick Leonard appeared on behalf of the LAFD. The parties represented that they are working on bargaining over the issues at hand but UFLAC Local 112 requested that it be scheduled for a hearing in case bargaining is not successful, especially with how much time UFLAC Local 112 has already given the LAFD.

Member Suttonwills moved to send UERP 2283 to hearing; seconded by Member Baquet Smith; the motion passed unanimously.

**d) UERP 2284, filed by International Union of Operating Engineers, Local 501 against the City of Los Angeles and the Office of the Los Angeles City Attorney alleging an unlawful unilateral change of its telework policies.**

Attorney Justin Crane of The Myers Law Group appeared on behalf of International Union of Operating Engineers, Local 501. Attorneys Stephen Welch and Mendel Schochet of Mastagni Holstedt appeared on behalf of the Los Angeles City Attorneys' Association. Deputy City Attorney Ulysses Aguayo appeared on behalf of the Office of the Los Angeles City Attorney (Office of the City Attorney) and the City of Los Angeles. The parties signed a letter of agreement to consolidate this case with UERP 2275, filed by Los Angeles City Attorneys' Association against the Office of the Los Angeles City Attorney alleging substantially similar allegations, which was sent to hearing in the Board's meeting on March 27, 2026.

Member Suttonwills moved to send UERP 2284 to hearing and consolidate it with UERP 2275; seconded by Member Baquet Smith; the motion passed unanimously.

**e) UERP 2292 filed by AFSCME Local 3090 against the Los Angeles Chief Administrative Officer alleging bad faith bargaining when refusing to implement an agreed-upon telework schedule.**

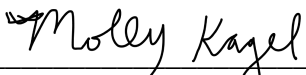
There were no appearances on behalf of AFSCME Local 3090. Michelle Upshaw and Angela Brown appeared on behalf of the Los Angeles Chief Administrative Officer (CAO). The CAO asked that UERP 2292 be dismissed as the parties never finalized or approved any agreement

regarding a telework schedule as it was not operationally feasible. The Board expressed its reticence to either send the matter to hearing or dismiss it without the presence of anyone on behalf of AFSCME Local 3090.

Vice Chair Lugo moved to continue this matter to the Board's meeting in May given AFSCME's absence; Member Suttonwills seconded; the motion passed unanimously.

Vice Chair Lugo moved to adjourn the meeting; seconded by Member Baquet Smith; the motion unanimously.

MEETING ADJOURNED AT 11:01 a.m.

  
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Molly Kagel, Executive Director  
Employee Relations Board