



## LOS ANGELES CITY EMPLOYEE RELATIONS BOARD

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Robert Bergeson  
Executive Director

# ORDER

## UNFAIR EMPLOYEE RELATIONS PRACTICE CLAIM Nos. 2044 AND 2052

Pursuant to § 4.810 f (4) of the Los Angeles City Employee Relations Ordinance, having determined that a violation of § 4.860 (a) (1) and (3) of said Ordinance has occurred, the Employee Relations Board of the City of Los Angeles hereby finds and orders that Respondent Department of Recreation and Parks shall:

1. Cease and Desist from changing schedules and work locations of employees in retaliation for the exercise of rights guaranteed by the Employee Relations Ordinance;
2. Rescind the Notice to Correct Deficiencies and counseling memorandum issued to Edwin Realegeno for having purportedly failed to comply with call-in procedures determined to have been unlawfully promulgated through a memorandum of August 21, 2016;
3. If appropriate, restore the work schedules of Edwin Realegeno and Nivar Rivera to what they were before the changes of August/September 2016;
4. If requested and still appropriate given her paygrade level, reassign Wendy Escobar to the Los Angeles Center for Enriched Studies (LACES);
5. Cease and desist from interfering with or preventing Ivan Rodriguez from attending classes to complete his educational program at La Verne University;
6. Cease and desist from interfering with or preventing Enrique Pena from participating in the Emergency Response Action Team (ERAT);
7. Rescind any new rules set forth in the August 21, 2016 call-in procedures memorandum until the parties meet and confer as required by law; and
8. Post this order for a minimum of seven calendar days at all locations where Aquatic Facility Managers work.

BY ORDER OF THE BOARD.

R. DOUGLAS COLLINS, Chairman

DATED: April 19, 2018  
Los Angeles, California

