

EMPLOYEE RELATIONS COMMISSION

NUMBER OF MEMBERS

Three. A member of the Commission shall be appointed to a vacant position by, and serve at the pleasure of the Board of Supervisors. Two members shall constitute a quorum.

QUALIFICATIONS*

The member shall have expertise in the field of employee relations, shall reside in Los Angeles County, and shall possess the integrity necessary to protect the public interest as well as the interest of the County and its employees. The Board, if it finds that the best interests of the County will be served, may waive the residency requirement for a period not to exceed one year.

APPOINTMENT*

By Board of Supervisors

Three Commissioners positions are created as follows:

- Position A: The member shall be appointed from a list of two or more nominees submitted by the Chief Executive Office.
- Position B: The member shall be appointed from a list of two or more nominees submitted by a committee of certified employee organizations
- Position C: The member shall be appointed from a list of two or more jointly submitted by the Chief Executive Officer and a committee of certified employee organizations.

TERM OF OFFICE*

Three years from date of appointment, except as provided in Section 5.04.130D. Members serving in Position A and Position B, shall exercise their duties until a successor is appointed.

Members serving in Position C, shall continue to exercise his or her duties until 90 calendar days following the end of his/her term, or a successor is appointed, whichever comes first.

No member of the Commission may serve more than two three year terms. The Board may, by order, extend the length of service or waive the limit for individuals for the commission as a whole.

A member's position on the Commission shall become vacant upon his or her death, resignation, or removal by the Board of Supervisors. In the case of such a vacancy, the Board of Supervisors shall appoint a successor to serve for the remainder of the unexpired period of service.

COMPENSATION*

Members shall be compensated \$200.00 per hour, not to exceed \$4,000.00 per calendar month, for all services rendered as a commissioner, or in any other capacity, for the Employer Relations Commission.

MEETINGS*

The Commission shall meet regularly, at least once a month, and shall meet at other times upon call of the Chairman, in Room 374-A, Kenneth Hahn Hall of Administration, 500 West Temple Street, Los Angeles, 90012.

DUTIES*

The Commission shall have the following duties and powers:

- a. To determine in disputed cases or otherwise to approve appropriate employee representation units;
- b. To arrange for and supervise determination of certified employee representatives for appropriate units by means of elections, or such other method as the Commission may approve with mutual consent of the parties involved. Results of such elections or other approved representation determination procedures shall be certified by the Commission;
- c. To decide contested matters involving certification or decertification of employee organizations;
- d. To act upon requests for mediation, fact-finding or arbitration of disputes;
- e. To investigate charges of unfair employee relations practices or violations of the Ordinance, including, but not limited to, the issuance of cease and desist orders;

- f. To establish and maintain an adequate list of impartial mediators, fact-finders and arbitrators;
- g. To conduct investigations, hear testimony, and take evidence under oath at hearings on any matter subject to its jurisdiction;
- h. To administer oaths and require the attendance of witnesses and the production of books and papers;
- i. To consider and decide issues relating to rights, privileges, and other duties of an employee organization in the event of a merger, amalgamation, or transfer of jurisdiction between two or more employee organizations;
- j. To certify, in appropriate cases, a council of employee organizations as the majority representative of employees in an employee representation unit and to decide issues relating to such certifications;
- k. To delegate to one or more Commission member, employees or agents the powers or duties it deems proper.
- l. To make recommendations concerning any necessary or desirable revisions in the Employee Relations Ordinance; and
- m. To take such other actions as the Commission deems necessary to effectuate the policies of the Ordinance.

OATH

Not required

AUTHORITY

Board Order No. 84 of March 12, 1985, Board Order No. 79 of February 12, 1991, And Board Order No. 65 of February 19, 1991. Board Order No. 12 of January 17, 2006 and Board Order No. 47 of January 17, 2006. Board Order No. 16 of January 24, 2006, Ordinance No. 2006-0010. (Waive residency requirements for Commissioners), Board Order No. 13 of August 17, 2010, Board Order No 14 of August 24, 2010, Ordinance No. 2010-0039, Board Order No. 17 of September 17, 2013, Board Order No. 28 of September 24, 2013, Board Order No. 11 of March 11, 2014, Board Order 11 of November 25, 2014.

Created on:

*Revised: 5/11/15