



DIGEST ^{K12} & file

Around and About

UNLESS OTHER candidates file last-minute petitions, only incumbent Norman Schaffer and George Flores (flood control) will run in November for Schaffer's seat on the County retirement board. Deadline for filing nominations is 5 p.m. next Friday (Oct. 3). The seven-member board, which administers the \$775 million County retirement fund, includes Schaffer, who is an APCD engineer and one of two board members elected by County employees in the general departments; deputy public defender James Nunnelley, the other general-employee representative; sheriff's Capt. Luther Russell, elected by the safety employees (firemen, deputy sheriffs, lifeguards); three members appointed by the Board of Supervisors; and County treasurer Harold Ostly, ex-officio chairman of the board.

As of press time, Board of Supervisors executive officer James Mize had received nominating petitions only for Schaffer and Flores. One hundred signatures are required (not more than 20 from a single depart-

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SEPTEMBER 29

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LOCAL 434, LACEA WIN BIG

COUNTY EMPLOYEES Union, Local 434, running unopposed, emerged overwhelming winner today (Sept. 29) in the largest representation election yet conducted by the employee relations commission (ERCOM).

Nearly 4,400 County hospital workers and more than 1,550 custodians, divided into three representation units, cast ballots last week. The registrar of voters tallied returns today.

Los Angeles County Employees association's new Local 601, affiliated like Local 434 with the Service Employees International union, was a co-winner with Local 434 to represent the custodians in future pay and working conditions negotiations.

Another AFL-CIO union, AFSCME Council 49, attempted court action to gain a place on all three ballots, but superior judge Jerry Pacht ruled against AFSCME in a

two-hour court hearing Sept. 24. He noted that AFSCME had failed to obtain a "showing of interest" from 10 percent of the employees in the voting units as required by the employee relations ordinance.

Final unofficial results of today's vote tally are:

UNIT I (a paramedical-technical unit of 4,530 hospital attendants, vocational nurses, x-ray and medical technicians, ambulance workers, and others)—For Local 434, 2,883 votes; against Local 434, 117 votes.

UNIT II (an "institutional-support services" unit of 2,044 cooks, food service workers, helpers, laborers, laundry workers, and others)—For Local 434, 1,217 votes; against Local 434, 64 votes.

UNIT III (a unit of 2,069 custodians)—for the Local 434-Local 601 joint council, 1,408 votes; against the joint council, 117 votes.

ERCOM to Get Blizzard of Ballots

THE EMPLOYEE relations commission (ERCOM) expects to set dates soon for 12 more representation elections affecting more than 11,000 County nurses, engineers and blue-collar employees.

The commission has ruled the 12 units would be appropriate ones to negotiate pay and working conditions with County management.

Four major elections will pit California Association of Professional

Employees (CAPE) against Los Angeles County Employees association (LACEA) for the right to represent 3,100 engineers and technicians in the engineer, road, flood, APCD, regional planning, and real estate management departments.

The four units are:

ENGINEERING TECHNICAL (Nonsupervisory) including 1,362 inspectors, engineering aids, survey-

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AFFIRMATIVE ACTION BEGINS

Around and About

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ment). General employees will receive mail-in ballots with their Nov. 10 paychecks.

EVEN LESS COMPETITION exists for the upcoming vacancy on the Suggestion Award board, which hands out bonuses to employees for work-improvement suggestions. Nobody has filed petitions to succeed retiring Richard Albrecht, superior court clerk, as the only elected member of that board. The other six members are appointed by the Board of Supervisors, CAO, director of personnel, and auditor-controller. Petition requirements are the same as for the retirement board, and so is the deadline—5 p.m. next Friday.

A MAJOR reclassification study will result in bigger paychecks for 319 DPSS clerical workers starting Nov. 1. The department of personnel study found many recent changes in welfare programs had changed work assignments. The Board of Supervisors (Sept. 23) approved creation of four new classes—Welfare Computation Clerk I and II, and Supervising Welfare Computation Clerk I and II. Pay increases will range from \$31 to \$148 a month.

MAYBE NO ONE needs to be reminded of this, but the last three-day weekend of the year for County employees is coming up. Since Columbus Day this year falls on Sunday (Oct. 12), the holiday will be declared on the following day, Monday. The Board of Supervisors executive office has moved up the deadline for submitting that week's Board papers to 3:30 p.m. Tuesday (Oct. 7).

WHEELS HAVE begun turning in the County's new "affirmative action program"—a long-term campaign to insure Negroes, Mexican-Americans and other minority workers an equal opportunity to obtain jobs and promotions in all County departments.

The Board of Supervisors, on recommendation of director of personnel Gordon Nesvig, launched the program Sept. 2 after hearing it endorsed by the County Management council; William White, president of the human relations commission; Sigmund Arywitz, secretary-treasurer of the County Federation of Labor; and spokesmen for County Employees Union, Local 434, AFSCME Council 49, and Los Angeles County Employees association.

Board members noted that while the County long has had a policy of equal employment, the new program is designed to give the policy "added steam" and "some teeth."

Nesvig, in his recommendations to the Board, said:

"The experience of other large employers in the area—including North American, Lockheed, McDonnell-Douglas, and Pacific Telephone and Telegraph—indicates that responsibility for developing and implementing an affirmative action program must be given to each department head for his department."

Nesvig said this week he has received written plans from most County department heads outlining their plans to insure fair employment opportunity in their departments (see adjoining box).

Nesvig's Sept. 2 recommendations to the Board of Supervisors resulted from an earlier Board order (May 27) that he draw up plans for an equal opportunities program. The Board acted after reading a report from Nesvig, CAO Lin Hollinger and human relations director Her-

bert Carter. The report showed that the County work force includes a small percentage of Mexican-Americans, and that Negroes and Mexican-Americans are found mostly in lower paid County jobs (see June 6 DIGEST).

The following developments were under way, as of this week:

New division

Herbert Kaplan's manpower program division in the department of personnel has been rechristened the "employment opportunity division." Kaplan is in the process of hiring nine employees who will work with department heads in removing any barriers to fair employment practices.

Kaplan said his new unit will give first priority to intensifying recruiting efforts in minority areas.

Testing the tests

A research squad under Charles Porter, personnel department employee selection division, has begun fresh scrutiny of both entry-level and promotion tests, to make sure they actually measure abilities needed to perform the job involved and are fair to all ethnic groups.

Porter's group is experimenting with simplified-language tests, with pictorial tests using little or no written language, and operational "doing things" tests. Research with these tests, at first, will involve mostly firemen, deputy sheriffs, probation officers and typist clerks. Porter said he will issue a series of reports on his findings.

Computer

Kaplan has begun study of information from a County computer showing where minority employees now work—in what departments and in what geographical areas.

Another study is planned on whether a computer could be used to discover minority employees who are qualified to seek promotion to

better-paying jobs, as these openings occur. This effort would involve the new PPBR (personnel, payroll, budget, retirement) computer system, which is expected to go into operation in 1971. It will contain information on each County employee, including an inventory of his special skills and experience.

Advisory committee

A committee to advise Nesvig on administering the equal opportunities program is being formed with representatives from labor unions and employee associations, the County Management council, and County employees.

The Board of Supervisors instructed Nesvig to submit a progress report next Dec. 2.

Board's Directive Made it Plain

THE BOARD of Supervisors gave blunt instructions to director of personnel Gordon Nesvig and other County department heads Sept. 2, ordering action and not lip service in assuring minority citizens equal opportunity in County jobs.

The Board directive stated:

"The director of personnel will establish, administer and provide policy direction for a County-wide affirmative action program to insure that equal employment opportunities exist in each County department: to intensify efforts to recruit minority group persons . . . to establish County career ladders so that persons from all racial and ethnic groups will have the opportunity to achieve increasing re-

sponsibility, status and pay; to provide counseling and training so that persons from all racial and ethnic groups may obtain the necessary skills and knowledge to qualify for advancement in the County service.

"Each department head will develop an affirmative action plan, adapted to his department's specific needs . . . He will be responsible for . . . continuing review of the department's hiring and promotion practices . . .

"The director of personnel will periodically review the progress of individual department's affirmative action programs to insure that policy goals are being met. The chief administrative officer, in cooperation with the director of personnel, will use the authority granted to him . . . to insure that an effective equal employment opportunity program is carried out."

An Equal-Opportunity Plan for Hospitals

FORTY-SEVEN department heads, whose staffs include 95 per cent of all County employees, have sent director of personnel Gordon Nesvig written plans for giving minority workers equal job opportunities in their departments.

The Board of Supervisors instructed each department to submit a plan in its Sept. 2 "affirmative action" resolution.

A typical plan is that submitted by William Barr, head of the County's huge hospital system. Excerpts from Barr's letter follow:

"GOALS. To increase, within the next twelve months, the number of minority group employees in beginning level positions to the same percentage level as the minority group resident population of Los Angeles county. We will emphasize particularly the recruitment and employment of Mexican-American employees . . .

"To train as understudies and through other training minority group employees for supervisory and management positions and to promote them as positions become vacant, in accordance with the same percentage-of-residents levels . . .

"We propose establishment of a speakers bureau of representatives from our department to take information about employment opportunities to the community through presentations at schools, service organizations and other meetings. We propose informational releases to local newspapers about hospital

programs and employment opportunities . . .

"We will analyze promotional opportunities, will evaluate backgrounds of present employees and will begin training programs to prepare for future promotions. We will analyze job content of positions in order to establish new classes in the paramedical field which require less formal education and which will provide promotional opportunities for persons who may be trained on the job . . .

"Each hospital and bureau administrator will meet with minority group representatives in his own organization to get suggestions and ideas for increasing the number of minority group employees.

"We propose for County-wide action:

"1. Redesign and simplify selection procedures for all positions so that cultural differences do not bar minority group members from successful participation in examinations.

"2. Publish simplified recruitment brochures to supplement the present civil service commission bulletins so that employment opportunities announcements are understandable. In some areas the bulletins and announcements should be published in Spanish.

"3. Decentralize additional selection programs to departments so that prospective employees will not be discouraged from competing because of distance from home, cost of transportation, and fear of the unknown."

ERCOM Elections

Continued from page 1

ing workers, property agents, planning assistants, and others.

PROFESSIONAL ENGINEERING (Nonsupervisory) including 669 civil engineering assistants, air pollution engineers, and others.

SUPERVISORY ENGINEERING TECHNICAL of 451 survey chiefs, road foremen, planners, head inspectors, superintendents, and others.

SUPERVISORY PROFESSIONAL ENGINEERING with 654 civil engineers and associates, architects and associates, and others.

Elections in these four units are expected in late October.

Blue-collar Elections

Another big chunk of the County work force—more than 5,100 blue-collar employees—will participate in four elections, probably in November. ERCOM approved four units among this group last Friday (Sept. 26).

Largest unit includes more than 2,700 maintenance men, laborers, working foremen, leadmen, truck drivers, machine operators, and others. AFSCME and LACEA are expected to compete on the ballot for this group.

The same two rivals may compete to represent a unit of 416 automotive maintenance and repair men, equipment maintenance men and helicopter pilots.

The commission also approved a unit of approximately 1,200 painters, plumbers, carpenters, electricians and other craftsmen. The Building and Construction Trades council is expected to have little or no opposition on the ballot for this unit.

The fourth unit includes 750 supervisors of the employees in the other three blue-collar units. LACEA will contend to become the negotiating representative with pos-

sibly one or two other organizations on the ballot as well.

Nurses Will Vote

ERCOM also will set dates for elections within two units of County nurses. The California Nurses association apparently has a clear path with no opponents expected on either ballot. The larger unit includes nearly 2,000 hospital, public health, jail and probation nurses. The other unit has 758 nursing supervisors, consultants and instructors.

Guards, Ag Inspectors

ERCOM soon will set election dates for balloting in two other units—one including 260 guards in eight County departments, and the other of 46 agricultural inspectors.

A Squeaker for LACEA

THE EMPLOYEE relations commission last Tuesday (Sept. 23) certified Los Angeles County Employees association as negotiating representative for a unit of 326 sheriff's corrections officers.

LACEA won a narrow victory Sept 2 in a secret election in which a third of the corrections officers failed to vote. Results were:

For LACEA, 108; against LACEA, 99; failed to vote, 109.

Operating Engineers

OPERATING ENGINEERS, Local 501 (AFL-CIO) is awaiting certification as a negotiating representative for nearly 200 stationary engineers, dam operators and plant operators in the hospitals, flood, and mechanical departments.

Local 501, unopposed on the ballot Sept. 10, received 128 "Yes" votes, 20 "No." Forty-five employees failed to cast ballots.

Nearly 100 Now

THE TOTAL number of petitions filed with ERCOM approaches the 100 mark as LACEA and Social Workers Union, Local 535, submit-

ted their latest proposals for negotiating units.

LACEA's petition (No. 97) asks the commission to approve a professional unit of 110 museum curators, art instructors, biologists, deputy foresters, and others in nine County departments.

Petition No. 98 from Local 535 seeks a unit of 121 physicians, psychiatric social workers, nurses, and other professional employees in the mental health department.

The commission will schedule hearings on both petitions.

It's Miss Secretary

MISS FRANCES Kreiling became executive secretary of the County employee relations commission last Monday (Sept. 22). She succeeds Leslie Rothenberg, the commission's first executive secretary, who resigned to enter private law practice.

Miss Kreiling previously was vice president and personnel director of Equitable Savings and Loan association (formerly Lytton Savings and Loan). She served with the U. S. Marine Corps women reserve 1943-45 and was graduated from UCLA in 1948 (B. S. in accounting).

County of Los Angeles

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Editorial Office: Room 585 Hall of Administration, 222 North Grand Avenue, Los Angeles 90012
Telephone 625-3611, ext. 65878
For extra copies, extension 65912