



DIGEST

Around and About

PRIVATE CONTRACTORS working on County projects must agree in writing there will be no racial discrimination on County jobs in hiring, promoting, laying off and apprentice training of workers. The Board of Supervisors adopted the new requirement last Tuesday (Oct. 28); it goes into effect tomorrow (Nov. 1). It applies to contracts of \$10,000 or more.

THE BOARD also approved paying 329 County executives lump sums equal to 5½ of their 1967-68 salaries—a year when executives received no increases while their salaries were subject of a study. Superior Judge William Levit, hearing a suit brought by Los Angeles County Employees association, ruled last July that the Board of Supervisors had failed to determine prevailing pay in 1967 for the 329 executives as required by the County charter. The Board recommendation now goes to superior court for expected approval.

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Blue Cross, Blue Shield Add Benefits

THE 16,000 County employees enrolled in Blue Cross and CPS-Blue Shield health plans will receive added benefits—with no increase in premiums—under contracts which the Board of Supervisors approved last Tuesday (Oct. 28). The new one-year contracts for both plans go into effect Dec. 1.

Blue Cross, which has approximately 8,500 County subscribers, will increase its maximum allowance for hospital board and room from \$42 a day to \$50 a day. The top allowance for intensive care treatment will go from \$84 a day to \$100, and the maximum for an extended care (convalescent) facility will rise from \$21 a day to \$25.

Blue Cross, under its "major medical" coverage, will double the amount allowed for each injury or illness from a maximum of \$10,000 to \$20,000.

A Blue Cross subscriber now must pay the first \$100 of non-hospital expenses he incurs each year. This same \$100 deductibility applies to each dependent covered by the policy. After Dec. 1, Blue Cross will relax this requirement so that after a subscriber and his dependents have paid a total of \$200 in non-hospital expenses in one year, no further deductibility will be required for anyone in the family that year.

"This change," said Gunther Dumalski, personnel department employee benefits manager, "will ease the load for large families if several members have medical expenses during the year."

Blue Cross also will increase its allowance for doctors' visits in a hospital from \$5 per visit to \$7. The

Units Forming Fast

AFTER A difficult birth and a goodly share of growing pains, the County's employee relations commission now is moving rapidly toward creating representation units in which most County employees may negotiate with management on their pay and working conditions. Details on pages 2, 3 and 4.

benefits for doctors' services will be increased by allowing \$7 instead of \$5 for each unit on the doctors' surgical fee schedule.

In the case of an accidental injury requiring emergency treatment, Blue Cross after Dec. 1 will pay all costs up to a maximum of \$300. The present limit is \$50.

Blue Shield changes

The California Physicians Service-Blue Shield plan, with some 7,500 County enrollees, will increase its allowance for hospital board and room from \$40 a day to \$50, and will provide benefits for 365 days in a hospital instead of the present maximum of 180 days.

Blue Shield also will insert a clause in its policies guaranteeing that when it pays a CPS-Blue Shield doctor his "usual and customary" fee, this will entirely discharge the subscriber's obligation to the doctor.

Prepayment

Blue Shield is switching to a system of prepaid premiums, the system used by the other three County-sponsored health plans. Thus, Blue Shield subscribers will have two months' premiums de-

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Health Plans

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ducted from their Nov. 10 paycheck—one deduction to pay for November coverage, the other to pay for December.

Dumalski said any employee who wishes to spread out the extra month's premium cost may take his Nov. 10 paycheck stub to the auditor-controller's office (Room 505, Hall of Administration) and receive a refund of the one month's premium, which he will repay in six monthly installments. The deadline for seeking the spaced-out payments will be Nov. 24.

Coverage for students

Under their new contracts, both Blue Cross and CPS-Blue Shield will extend the age limits for dependents who are fulltime students. They will be able to obtain coverage until age 25 instead of the present limit of 23.

'Trainees' admitted

The Board of Supervisors has approved opening the County health insurance program to some 900 employees in long-term (a year or longer) training programs. Most of these are hospital interns and resident physicians.

Previously only permanent, full-time employees could enroll in the four health plans the County administers. The County contributes \$8 a month toward each subscriber's premium cost.

County of Los Angeles

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It Wasn't Easy, But Now—

REP UNITS MOVING OFF LINE

THE ROAD has been a long one and at times painfully slow.

In Jan. 1967, newly installed director of personnel Gordon Nesvig offered the Board of Supervisors a draft of an employee relations ordinance.

Twenty months and five drafts later, the Board passed (Sept. 3, 1968) an ordinance creating an employee relations commission. The ordinance gave three Board-appointed commissioners authority to set up and run machinery through which County employees could form units to negotiate pay and working conditions with County management.

A month later (Oct. 8, 1968) Dr. Lloyd Bailer, Melvin Lennard and Prof. Neely Gardner began their terms as the first employee relations commission (ERCOM).

On Feb. 6, 1969, after winning a court suit that attempted to put them out of business, the commissioners opened their first public hearing on a petition to form a negotiating unit of superior court clerks.

A month later, following tedious hours and days of testimony, the commission still had not decided whether to approve the court clerks as an appropriate negotiating unit. Meanwhile 45 other petitions had been filed and awaited hearings. Predictions were made that at this rate ERCOM would be conducting hearings well into the 1970s, and heaven only knew when anyone would get around to negotiating.

These predictions, like many predictions, proved far off the mark.

As of this week, nearly half of all County employees belonged to units that ERCOM had found to be "appropriate" for negotiating purposes. Eleven of these units already have held elections and chosen a union or association to represent them. The other 20 units will hold elections in coming weeks or months.

Another 40 percent of the Coun-

ty work force is included in proposed negotiating units on which ERCOM is holding hearings or has scheduled hearings in November and December.

That leaves only 12 percent of County employees who have not been included in proposed units. Some of these employees have been designated by the department heads as "management" or "confidential."

The breakdown of the County's nearly 64,000 employees follows:

- 13,500 (21 percent) are in eleven units where ERCOM has held elections and has certified the winning union or association as the negotiating representative.

- 17,500 (27.5 percent) are in 20 units where elections to choose a negotiating representative are pending.

- 25,000 (40 percent) are named in proposed units on which ERCOM still is conducting hearings.

- 7,700 (12 percent) have not been included in petitions filed with ERCOM.

Size of units

The 31 units thus far found appropriate by ERCOM range greatly in size. The smallest includes 49 agricultural inspectors. The largest has more than 4,500 paramedical-technical workers in the hospitals.

The average for the 31 units is about 1,000 members. The median size (half are bigger, half are smaller) is 654.

Judge Wapner Relected

SUPERIOR JUDGE Joseph Wapner will begin a new term as presiding judge of the superior court Jan. 1. The superior judges also elected judge Charles Loring to a second one-year term as assistant presiding judge.

Familiar Voices Win ERCOM Elections

THE 11 ERCOM elections held so far show a pattern of County employees tending to choose for their formal negotiating representatives the same organizations that have been their chief spokesmen in the past. Indeed, the traditional spokesmen often have appeared on the ballot without opposition; for instance, Fire Fighters Local 1014 in the two firemen elections, County Employees Union Local 434 in the hospital workers' elections, and Operating Engineers Local 501 in the County plant engineers' voting. In the first three elections held last spring for superior court clerks, probation officers and

hospital pharmacists, the Los Angeles County Employees association attempted to challenge long entrenched unions. In all three contests LACEA trailed. The eight elections that followed were one-entry affairs in which the employee could vote yes or no on the one organization or joint council listed.

The table below shows organizations that have won unit elections and have been certified by ERCOM as negotiating representative for the unit. "AFSCME" refers to American Federation of State, County and Municipal Employees (AFL-CIO).

<i>Employees in the Unit</i>	<i>Winning Organization</i>	<i>Date of Election</i>	<i>Voter Turnout</i>	<i>Winner's Percent of Vote Cast</i>
168 superior court clerks	AFSCME	April 28	97 percent	82 percent
57 pharmacists	Local 434	May 28	90 percent	78 percent
1,930 deputy probation officers	AFSCME	June 5	74 percent	77 percent
1,200 firemen	Fire Fighters Local 1014	July 28	66 percent	93 percent
433 supervisory firemen	Fire Fighters Local 1014	July 28	84 percent	90 percent
326 sheriff's corrections officers	LACEA	Sept. 2	65 percent	51 percent
200 stationary engineers, dam operators, plant operators	Operating Engineers Local 501	Sept. 8	77 percent	86 percent
460 deputy D-As, public defenders, law clerks	LACEA	Sept. 25	60 percent	91 percent
4,530 hospital attendants, vocational nurses, medical technicians, others	Local 434	Sept. 26	66 percent	96 percent
2,044 cooks, food and laundry workers, laborers, others	Local 434	Sept. 26	63 percent	95 percent
2,069 custodians	Joint council of Local 434 and LACEA Local 601	Sept. 26	74 percent	92 percent

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. . . These Elections Still to Come

THE EMPLOYEE relations commission has ruled that 20 other units are appropriate ones for negotiating purposes and should hold elections to choose an organization to be their negotiating representative. Staffers from registrar-recorder Ray Lee's office administer the elections.

<i>Employees in the Unit</i>	<i>Date of Election</i>	<i>Organizations on the Ballot</i>
393 librarians and assistants	Nov. 13	LACEA
1,362 inspectors, engineering aids, surveying workers, other non-supervisory engineering technical employees	Nov. 18, 19	LACEA; CAPE
669 civil engineering assistants, APCD engineers, other non-supervisor professional engineering employees	Nov. 18, 19	LACEA; CAPE
451 survey chiefs, road foremen, planners, head inspectors, superintendents, other engineering technical supervisors	Nov. 18, 19	LACEA; CAPE
654 civil engineers and associates, architects and associates, other supervisory professional engineering employees	Nov. 18, 19	LACEA; CAPE
230 supervisory deputy probation officers	Nov. 24	AFSCME; and a joint council of LACEA and Supervising Deputy Probation Officers association
1,969 hospital, public health, jail and probation nurses.	Dec. 1, 3	California Nurses association
758 nursing supervisors, consultants, instructors	Dec. 1, 3	Los Angeles County Dental Personnel association
62 dentists, hygienists	Dec. 1, 3	Joint council of public health engineer's, investigator's, sanitarian's associations
350 sanitarians, public health investigators	Dec. 1, 3	LACEA Local 602; AFSCME
258 County Guards	Dec. 9	LACEA; AFSCME
49 agricultural inspectors	Dec. 16	L.A. County Professional Peace Officers association; LACEA
3,350 deputy sheriffs, D-A investigators, criminalists	Dec. 18	L.A. County Professional Peace Officers association; LACEA
860 supervisory deputy sheriffs, D-A supervisors, supervising criminalists	Dec. 18	Joint council—LACEA, Ass'n Med. Lab. Tech., Pub. Hlth. Nutritionists/Dietitians and Hlth. Educators ass'n.
820 medical lab technicians, therapists, psychologists, dietitians, nutritionists, health educators	Not set	LACEA; Local 434; AFSCME
2,700 maintenance men, laborers, working foremen, leadmen, truck drivers, machine operators, others	After Jan. 1	LACEA; Local 434; AFSCME
416 automotive maintenance and repair men, equipment maintenance men, helicopter mechanics	After Jan. 1	Building and Construction Trades council
1,200 painters, plumbers, carpenters, electricians, other crafts workers	After Jan. 1	LACEA
750 supervisors of employees in the preceding three "blue collar" units	After Jan. 1	LACEA
206 professional and non-professional medical health supervisors	Not set	LACEA