



DIGEST

Around and About

DR. LLOYD BAILER, chairman of the employee relations commission since its birth 17 months ago, has informed the Board of Supervisors he wishes to resign from ERCOM by Feb. 28 because of "demands of my practice as a professional arbitrator." The County employee relations ordinance, which Bailer helped draft in 1968, provides that the County management council and a committee from employee organizations submit jointly a list of three nominees from which the Board may appoint Bailer's successor. His unexpired term runs until October 1971.

THE EPIDEMIC of car thefts and assaults on DPSS employees at the Exposition Park district office reportedly has ceased since the mechanical department assigned a security guard and a parking attendant to the office on South Vermont avenue four weeks ago (Jan. 19). Until then there had been 66 incidents of stealing or breaking into cars outside the office, and 30 cases of angry welfare recipients assaulting employees inside the office with everything from verbal threats to hurled ashtrays, blows and a knife. Incidents had been increasing in recent months. The four-story office houses 500 staffers.

FEBRUARY 20
1970
Volume 3 Number 4

BIG CLERICAL ELECTION APRIL 1

THE EMPLOYEE relations commission has set April 1 as election day for some 18,000 County clerical and other office employees to vote on what organization, if any, they want to negotiate for them with County management on pay and working conditions.

The commission has grouped the employees into five units:

— the biggest unit of approximately 15,500 clerical and office workers in all departments; Los Angeles County Employees association and the American Federation of State, County and Municipal Employees (AFSCME) were scheduled to compete on the ballot but an AFSCME spokesman has indicated his union may seek to withdraw from the race.

— a unit of 1,300 office supervisors with only LACEA on the ballot; AFSCME withdrew Feb. 6

— a unit of 400 nonsupervisory appraisers in the assessor's department with LACEA running against the California Association of Professional Employees (CAPE)

— two units for which LACEA is running without opposition, one of 650 accountants, programmers and others in administrative and technical staff services, the other unit of 536 supervisors of these employees and of the nonsupervisory appraisers

Early plans indicate polling places will be set up in more than 50 County buildings for the April 1 balloting. A subsequent DIGEST

will give detailed plans for the election, the largest that ERCOM has held, or probably ever will.

Parameds Choose Council

A UNIT of 790 County professional paramedical and health employees awaits formal certification of LACEA and the California Association of Medical Laboratory Technologists as their negotiating representative. The two organizations, running together as a joint council, won 507 yes votes compared with 10 noes and 10 void ballots in the registrar-recorder's tally Feb. 5.

The employee relations commission (ERCOM) is expected to certify the joint council next week, after which it may negotiate with County management on pay and working conditions for nearly 800 hospital and health department lab technologists, therapists, clinical psychologists, microbiologists and others. The group voted 300 to 250 to exclude some 20 nonprofessional health educator assistants from the unit.

Another election, among a proposed unit of the 210 supervisors of the paramedical-health employees, ended in no decision. ERCOM had approved the unit as including both professional and nonprofessional classes of employees, but the professionals voted 41 to 33 against belonging to the same unit as the nonprofessionals, thus invalidating the unit. LACEA has petitioned the commission to certify the 102 professionals as a separate unit; this group voted heavily for LACEA as its representative. The commission is considering LACEA's request.

MANY MUST DECLARE HOLDINGS

COUNTY COUNSEL John Maharg has sent cautiously worded advice to the 53 County department heads and to the members of some 60 County boards and commissions that most of them will probably have to file statements under the new California financial disclosure law which goes into effect April 15.

The law requires a listing of any real property used for income purposes and worth more than \$10,000. A home or a vacation spot used only for family recreation would not be listed.

The declarer also must include any interest of more than \$10,000 that he, his wife or minor children have in a commercial enterprise, whether as proprietor or shareholder.

Maharg said money drawn as a salaried employee would be exempt and so would bank accounts "since

such an account is not an ownership interest in the bank."

The statements will be due each year between Jan. 1 and April 14. Even if an official has no interests of \$10,000 or over covered by the statute, he must file a statement saying he has none.

Maharg's letter pointed out that key portions of the 1969 law are "extremely vague." He added: "We cannot predict with certainty how the courts will interpret many of the most important of its requirements." Violation of the law carries criminal penalties.

The County counsel said it appears that any department head or executive who reports directly to the Board of Supervisors comes under the law's requirements. So do all County boards and commissions except those "whose functions are purely advisory." Among those Maharg believes to be exempted are the Wayside Honor Rancho agricultural committee, the agricultural land conservation committee, APCD's emergency action committee, APCD's scientific committee, the County aviation commission, architectural evaluation board, and a dozen others.

C-NOTE CLUB

Introducing County employees whose better-work suggestions have won them \$100 or more, and membership in the Century Note club.

TESTING A commercial paint-baking oven suspected of polluting the Los Angeles air used to be an expensive matter.

A three-man APCD crew spent most of a day at the factory, collecting samples of gases emitted from the oven in which metal furniture, light fixtures or other objects were being coated and baked. Then a chemist at the APCD laboratory spent two or three days analyzing the samples to see if the oven was violating APCD's rule 66 limiting solvent fumes. Average cost of one of these "source tests" approached \$300.

APCD engineer George Rhett devised an easier way—a weight loss test. He suggested that one engineer, equipped with a small but highly accurate scale and several small

panels of metal, could go to the suspected factory, coat the metal samples with paint and weigh them wet, then put them through the baking process and weigh the sample panels again. The loss in weight would indicate the quantity of gas and organic materials emitted, and whether APCD would be justified in conducting the more expensive source test.

During a trial period, Rhett's new method was used on eleven ovens. Eight were found to be clearly within APCD standards. The other three were given complete source tests. Formerly, all eleven ovens would have received source tests.

Estimated savings to APCD in the first year: \$3,000.

The Suggestion Award board has

Letters

To The DIGEST:

An old, chronic problem is plaguing us again in the department of personnel—the employee who wants to take a promotional examination but goofs in filling out his application. He does a slapdash job on the part where he is supposed to show that he meets the minimum requirements for taking the exam.

For instance, the requirements call for a license; he doesn't show that he has a license. Or a certain kind of education or experience is required, but he fills in this information only sketchily. Or he shows his entire work period with the County under his present job title instead of specifying the different County jobs and titles he has had.

So we send him a rejection notice. And he gets upset, sometimes very loudly. In this condition he provides us with all the information we need. This has happened, and still happens, in our office hundreds and hundreds of times.

That is why I want to beseech applicants for promotional examinations to write down clearly, using extra sheets if necessary, just how they meet the published minimum requirements. We'll all be happier.

FRED WHITE

Chief, recruitment division
Department of personnel

given Rhett an initial award of \$100. He will receive an additional award after actual yearly savings of his suggestion can be calculated.

County of Los Angeles

DIGEST

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