



DIGEST

Around and About

ARTHUR RAYA is cleaning out his desk in the East L.A. health district, where he is chief sanitarian, preparing to depart in about ten days for Washington, D. C. There, as special assistant to Dr. Roger Egeberg (former USC medical dean) in the U.S. department of health, education and welfare, Raya will look into the health needs of Spanish surname Americans—notably Cubans and Puerto Ricans in Eastern cities and Mexican-Americans in the Southwest. Raya, 47, has been granted a two-year leave of absence. He has been with the city and County health departments since 1947.

LEONARD GLASER, operator of the penthouse cafeteria at the County courthouse since 1959, has been granted a ten-year extension of his concession.

The Board of Supervisors approved the renewal (June 9) after real estate manager Art Will advised them Glaser had submitted the lowest among nine bids and was serving "attractively prepared, wholesome food at prices within the employees' ability to pay."

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GROUPS DEMAND 'UNION SHOP'

DIRECTOR OF personnel Gordon Nesvig reports that the question of whether County employees may be required to join employee organizations, or at least pay dues to them, has become a major subject in negotiations now in progress.

Negotiators from County management and ten employee unions and associations have been meeting in an attempt to write agreements on working conditions and pay policies which they will recommend to the Board of Supervisors for approval. Current negotiations involve approximately 54,000 employees in 43 negotiating units.

Nesvig said organization representatives have proposed several different forms of "union security" including:

UNION SHOP—which would require all employees in the unit to join the union or association that is negotiating representative for the unit.

MODIFIED UNION SHOP—providing that present employees in the unit need not join the negotiating organization if they prefer not to, but all new employees must join

AGENCY SHOP—providing that all employees in the unit who do not belong to the negotiating organization must pay the organization a monthly fee equal to dues

MAINTENANCE OF MEMBERSHIP—requiring that present members of the negotiating organi-

zation, or those who later join voluntarily, must maintain their membership during the life of the agreement.

Nesvig said that management negotiators have rejected the union security demands on grounds that they are illegal under both the state Meyers-Milias-Brown act and the County's employee relations ordinance.

The state law, after declaring that public employees have the right to form and join organizations to rep-

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Huge Med Center Is Now Thinking Small

IN A deliberate retreat from bigness, the sprawling County-USC Medical Center has reorganized itself into four separate and nearly autonomous hospitals.

Each hospital will be managed by a troika consisting of an administrator, a chief of professional services (a doctor), and a nursing director. Atop these teams will be the Medical Center executive group—executive director David Odell, medical director Dr. Robert Tranquada, and nursing services director Evelyn Hamil.

"We have made ourselves smaller," Odell said, "so we can take a new approach to overcoming the disadvantages of bigness. Great numbers of patients and huge areas of care breed impersonality and distance. Warmth and close human

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MED CENTER

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relationships have a difficult time surviving. We tend to become impersonal not only to our patients but to each other. The reorganization is the first step toward breaking down that impersonality."

The Medical Center now has a total of more than 8,000 full and parttime employees.

Odell said each of the four hospitals will contain nearly all the services needed for independent operation.

Largest of the four hospitals, formerly called Unit I, has been rechristened General hospital. Its 1,343 beds include the burns and medical wards, coronary and kidney cases, and major surgery.

Women's hospital, formerly Unit II, will handle more than 10,000 obstetrical cases a year. It contains 336 beds.

Children up to age 15 will be treated in Pediatrics Pavilion, formerly Unit III. A new outpatient clinic will treat some 5,000 children a month. Sixty-four of the 170 beds in this hospital are used for communicable disease cases.

The 166-bed Psychiatric hospital (old Unit IV) expects to cope with 26,000 emergency cases this year. About one in every six will be admitted for more intensive treatment as inpatients. Doctors in the outpatient clinics see more than 41,000 adults and children needing psychiatric attention.

Odell said the separation into four hospitals, which became fully effective June 1, is "only a beginning." He said a new division of Medical Center Services is studying possible further steps for creating smaller, more efficient units at the Medical Center.

Coroner Decentralizing, Too

THE BOARD of Supervisors has approved another step in decentralizing the chief medical examiner-coroner's office—this the opening of a branch office in San Fernando valley July 1. Last February the

UNION SHOP

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resent them in employer-employee relations, adds that public employees also "shall have the right to refuse to join or participate in the activities of employee organizations and shall have the right to represent themselves individually in their employment relations with the public agency." The County ordinance contains similar language applied to County employees.

Nesvig said spokesmen for several unions and associations have indicated they plan to seek new legislation in Sacramento to remove the employee's right of non-participation from the Meyers-Milias-Brown act.

Day of Decision

THE BOARD of Supervisors has set 9 a.m. Monday, June 29, to begin final consideration of the County's proposed record-high \$2.1 billion budget for 1970-71. The budget is scheduled to go into effect two days later, on July 1.

No Visitors

NOONTIME FOOT traffic to and from the city Water and Power building in Civic Center dropped sharply this week as W & P closed its cafeteria to all but its own employees. While technically the cafeteria always has been an employees-only facility, it was only last Monday (June 15) that strict enforcement of the policy began.

County staffers who chose to test the new restrictions encountered security guards at cafeteria entrances, who turned away anyone lacking a W & P pass.

first branch office opened in Long Beach and in four months investigated some 300 cases of violent death. The faster response by coroner's investigators freed police officers to return to other duties. Three other branch offices are planned—in San Gabriel valley, and in southwest, southeast and west areas of the county.

Letters

To The DIGEST:

I believe County departments are violating federal civil rights law if, as you state in your last issue, they are recruiting only graduating girls for steno and typist positions. As a taxpayer and fellow County employee, I would like to see all County positions filled without regard to sex or other attributes having nothing to do with ability.

In these relatively hard times, recruiters should try to employ graduating boys as well as girls in all positions.

EMILY FISHMAN

(The May 15 article referred to the annual High School Recruitment day for graduating seniors, which historically has attracted mostly girl applicants. However, County jobs such as clerk-typist and steno are open to males as well as females. In fact, about 15 men a week come in and take the civil service typing test. Only one or two of them pass the required 35 words per minute, but of these many end up as County clerk-typists, stenos and even secretaries. They have been hired in DPSS, probation, mechanical, auditor-controller, tax collector, purchasing and stores, registrar-recorder, County clerk and other departments.

Fred White, chief of recruitment, personnel department, says the County accepts applicants from both sexes for nearly all classes of jobs. Exceptions include the fire department and jobs that require heavy lifting.—THE EDITOR.)

County of Los Angeles

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