



# DIGEST

## *Around and About*

CAO ARTHUR Will plans to send his recommended 1971-72 budget to the Board of Supervisors April 27. The budget now is the center of intensive review by the CAO and County department heads. The DIGEST will carry a full report of the CAO's recommendations after their April 27 release.

SOME 68,500 employees in the County retirement system have received annual statements showing the total amount they have paid into the retirement fund up to last Dec. 31, along with accumulated interest on that amount. Employees are drawing 4.25 percent interest on their contributions and have been since Jan. 1, 1969. Before that the rate was 3.75 percent.

COUNTY EMPLOYEES who sing, well or even not so well, are invited to join a new Civic International Chorus. The L. A. City municipal arts department says no auditions are required—just a song in the heart. Rehearsals from 4:30 to 6 p.m. each Tuesday in Parker Center auditorium, 150 North Los Angeles street. For parking information, call Mrs. Mowen, 485-2433.

A P R I L 9

1 9 7 1

Volume 4 Number 5

## NEGOTIATORS WORKING LATE

NEGOTIATING SESSIONS running sometimes until late at night, or even until dawn, are under way between County management and employee representatives, working toward agreements for 44 units of employees totaling nearly 50,000 members. Each agreement will include provisions covering working conditions and pay scales for 1971-72.

Thirty-two of the units already are working under agreements signed during the past year and approved by the Board of Supervisors. Negotiators for these units are seeking revisions in salaries and other conditions.

Director of personnel Gordon Nesvig said that when he sends the Board his recommendations for 1971-72 salaries next month, his package will include all agreements that have been negotiated and signed by May 1. Salaries included in those agreements will become effective July 1, if the Board approves them.

If a unit is still negotiating at the May 1 deadline, Nesvig said, he will forward the agreement to the Board for approval when it is finally signed. In such cases, Nesvig added, should a unit continue negotiations so late that any agreement reached cannot be submitted to the Board before it concludes its hearings on the salary ordinance later in May, the delayed agreements' provisions affecting pay and other cost items will not go into effect until some time after July 1.

The County began developing its negotiating machinery from scratch

only two years ago, following passage of the employee relations ordinance. Today two-thirds of all County employees are working under agreements called (memoranda of understanding) negotiated in 1970 by County management and employee organizations and approved by the Board of Supervisors.

Here is the breakdown:

Approximately 71,100 County and district employees are eligible to form negotiating units, under the employee relations ordinance. Of these, 89 percent (63,560) are in 47 units which the employee relations commission has certified as appropriate for negotiating purposes . . . 84 percent (59,470) are in the 44 units that have elected an organization as their representative . . . 68 percent (48,570) are in the 32 units having work agreements approved by the Board of Supervisors . . . 6 percent (4,300) are in the four social services units whose agreements the Board has not yet approved . . . and 10 percent (6,900) in the eight units that have elected representatives but still have not negotiated an agreement.

The largest unrepresented unit includes 3,750 deputy sheriffs and district attorney investigators. The employee relations commission now has ordered a third election to choose a representative. Two earlier elections failed because of inadequate turnout.

The detailed story on County negotiating units appears on pages 2, 3 and 4 of this issue.

# The Negotiating Units

THE TABLE BELOW shows the 47 groupings of County employees which the employee relations commission has certified as appropriate negotiating units. Most units in secret elections during the past two years have chosen an organization to represent them in negotiations with County management. Thirty-six units have negotiated and signed a work agreement or Memorandum of Understanding (M/U) with management; 32 of these memoranda have been approved by the Board of Supervisors and thus put into effect . . . Elected majority representatives abbreviated below include: LACEA—Los Angeles County Employees association; Local 434—County Employees Union, Local 434, SEIU (Service Employees International union); Local 535—Social Services Union, Local 535, SEIU; CAPE—California Association of Professional Employees; AFSCME—American Federation of State, County, and Municipal Employees.

<u>Unit Number</u>	<u>Negotiating Unit</u>	<u>Elected Majority Representative</u>	<u>M/U Approved by Board of Supervisors</u>
111	CLERKS & OFFICE EMPLOYEES (16,000 clerks, typists, stenos, and others)	LACEA	9-1-70
	SUPERVISORY CLERKS & OFFICE EMPLOYEES (1,420)	LACEA	9-1-70
211	INSTITUTIONAL SUPPORT EMPLOYEES (2,430 food service and laundry workers, cooks, lab attendants, and others)	Local 434	11-10-70
221	PARAMEDICAL TECHNICAL EMPLOYEES (4,900 attendants, lab assistants, technicians, vocational nurses, ambulance drivers, and others)	Local 434	11-10-70
341	PROFESSIONAL PARAMEDICAL-HEALTH EMPLOYEES (1,060 dietitians, physical therapists, psychologists, clinical lab technologists, health educators, and others)	Joint Council of LACEA & Ass'n of Med'l Lab Technologists	11-10-70
342	SUPERVISORY PROFESSIONAL PARAMEDICAL-HEALTH EMPLOYEES (100)	LACEA	11-10-70
343	SUPERVISORY NONPROFESSIONAL PARAMEDICAL-HEALTH EMPLOYEES (130)	Election pending	
301	PHARMACISTS (80)	Local 434	11-10-70
321	DENTISTS (70)	Ass'n of L.A. County Dental Personnel	
311	REGISTERED NURSES (2,030)	Calif. Nurses Ass'n	11-10-70
312	SUPERVISORY REGISTERED NURSES (920)	Calif. Nurses Ass'n	11-10-70
331	SANITARIANS & HEALTH INVESTIGATIVE EMPLOYEES (410)	Public Health Joint Council	9-22-70

*Clerical*  
18,120

*Hospitals,  
Health*  
12,000

**Social  
Services**  
9,090

**Law,  
Courts**  
( 50

**Blue  
Collar**  
5,770

<u>Unit Number</u>	<u>Negotiating Unit</u>	<u>Elected Majority Representative</u>	<u>M/U Approved by Board of Supervisors</u>
711	SOCIAL WORKERS (3,420)	Local 535	M/U tabled
721	PSYCHIATRIC SOCIAL WORKERS (160)	Ass'n of Psychiatric Social Workers	M/U tabled
722	MEDICAL SOCIAL WORKERS (440)	LACEA/Local 434	M/U tabled
723	CHILD WELFARE WORKERS (310)	LACEA/Local 535	M/U tabled
731	SOCIAL SERVICES INVESTIGATORS (3,530)	LACEA/Local 535	
741	SUPERVISORY SOCIAL SERVICES EMPLOYEES (1,230)	LACEA/Local 535	12-15-70
724	SUPERVISORY PROFESSIONAL SOCIAL WORK- ERS (210)	Election pending	
611	PEACE OFFICERS (3,750 deputy sheriffs, D-A investigators)	No representative. Two indecisive elections held	
612	SUPERVISING PEACE OFFICERS (990 lieuten- ants, sergeants)	Professional Peace Officers Ass'n	
621	CORRECTIONS OFFICERS (320)	LACEA	8-11-70
613	PUBLIC DEFENDER INVESTIGATORS (30)	LACEA	
801	ATTORNEYS (770)	LACEA	10-6-70
101	SUPERIOR COURT CLERKS (190)	AFSCME	10-27-70
401	PLANT OPERATING ENGINEERS (220 sta- tionary engineers, sewage plant and dam op- erators)	Operating Engineers Local 501	9-29-70
411	BUILDING TRADES & SKILLED CRAFTSMEN (1,480 carpenters, plumbers, electricians, and others)	Building and Construction Trades Council	8-11-70
421	AUTOMOTIVE & EQUIPMENT MAINTEN- ANCEMEN (460)	AFSCME	9-29-70
431	ARTISAN & BLUE COLLAR EMPLOYEES (2,840)	LACEA	9-22-70
432	SUPERVISORY ARTISAN & BLUE COLLAR EMPLOYEES (770)	LACEA	9-22-70

<u>Unit Number</u>	<u>Negotiating Unit</u>	<u>Elected Majority Representative</u>	<u>M/U Approved by Board of Supervisors</u>
--------------------	-------------------------	--	---

**Engi-  
neering**  
3,190

501	PROFESSIONAL ENGINEERS (650 engineers, architects, geologists, chemists)	CAPE	7-28-70
502	SUPERVISORY PROFESSIONAL ENGINEERS (680)	CAPE	7-28-70
511	ENGINEERING TECHNICIANS (1,390 inspectors, title examiners, planners, air pollution engineers, property agents, and others)	CAPE	7-28-70
512	SUPERVISORY ENGINEERING TECHNICIANS (470)	CAPE	7-28-70

**County  
Buildings**  
2,880

201	BUILDING CUSTODIANS (2,530)	LACEA Local 601/ Local 434	9-29-70
631	GUARDS (350)	LACEA/SEIU Local 602	11-24-70

**Probation**  
2,590

701	DEPUTY PROBATION OFFICERS (2,290)	AFSCME	9-22-70
702	SUPERVISORY DEPUTY PROBATION OFFICERS (300)	LACEA/Supervising DPO Ass'n	12-22-70

**Fire**  
1,840

601	FIRE FIGHTERS (1,370)	Fire Fighters Local 1014	
602	SUPERVISORY FIRE FIGHTERS (470)	Fire Fighters Local 1014	

**Apprais-  
ers**  
690

131	APPRAISERS (500)	CAPE	10-20-70
132	SUPERVISORY APPRAISERS (190)	CAPE	

**Other  
Units**  
2,040

121	ADMINISTRATIVE & TECHNICAL STAFF SERVICES (1,160 administrative assistants, EDP analysts, purchasing agents, and others)	LACEA	8-11-70
122	SUPERVISING ADMINISTRATIVE & TECHNICAL STAFF SERVICES (260)	LACEA	
811	LIBRARIANS (370)	LACEA	11-17-70
821	AGRICULTURAL INSPECTORS (50)	AFSCME	10-13-70
831	CULTURAL, SCIENTIFIC & EDUCATIONAL EMPLOYEES (200 museum assistant curators, biologists, foresters, and others)	LACEA	9-29-70

**RECEIVED**  
APR 12 1971  
STANLEY R. STEENBOCK  
INFORMATION - SPECIAL EVENTS