



DIGEST

Around and About

SO MANY donors showed up at the Civic Center Bloodmobile June 15 that some had to be turned away. And so the Red Cross will come back for an encore—a so-called "swing shift" Bloodmobile from 4 to 8:30 p.m. July 12 in rooms 471 and 477, Hall of Administration.

THE BOARD of Supervisors has ordered schematic plans and specifications for a new \$5.2 million pharmacy building at County-USC Medical Center. It will be almost twice the size of the present 45,000 square foot pharmacy which was built 54 years ago.

AUDITOR-CONTROLLER Mark Bloodgood's office says employees who sign cards authorizing voluntary deductions from their paychecks will use a new form beginning in August. Language on the revised form makes clear that whenever unions, health plans, or other groups change their dues or rates, the auditor-controller will change the deduction amount automatically without having the employee authorize the change.

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E-R Ordinance Changes Studied

A CONSULTANTS' report recommending three significant changes in the County employee relations ordinance is being scrutinized by CAO Arthur Will, County counsel John Maharg, and director of personnel Gordon Nesvig.

The Board of Supervisors has directed them to evaluate the suggestions before the Supervisors hold a public hearing on the matter Aug. 15.

The committee of experts, who submitted their report to the Board June 7, are the same three men who wrote the present employee ordinance, which the Board adopted in September 1968. They are UCLA professor Benjamin Aaron, and labor arbitrators Lloyd Bailer and Howard Block. The Board contracted with them last November to review the ordinance for possible changes.

The committee reported it had met with spokesmen for County management, unions, and the employee relations commission early this year and "no group asserted the system of employer-employee relations initiated by the ordinance is a failure—all proposals are designed to improve the system, not to abolish it or to substitute an entirely different one."

Among the committee's recommendations to the Board of Supervisors were these:

EXCLUSIVE RECOGNITION. The committee urged that unions or organizations chosen by vote to represent a unit of County employees be designated the exclusive

representative which "speaks for all employees in the unit but . . . is legally bound fairly to represent each employee in that unit, whether or not he is a member of the organization."

The committee said exclusive recognition "not only increases both the prestige and the responsibility of the organization so recognized, it emphasizes management's right to refuse to negotiate wages, hours, and other terms and conditions of employment with other employee organizations or unorganized groups

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Retiring at 50

COUNTY EMPLOYEES with 10 or more years service may retire at age 50 instead of 55 after next Sept. 1.

The Board of Supervisors approved the change last week (June 20) following recommendation of the retirement board and negotiation on the issue in recent months with six units of engineers, engineering technicians, and appraisers.

The Supervisors were given authority to drop the minimum age to 50 by an amendment to the 1937 retirement act passed by the 1970 legislature.

The provision that a County worker may retire at any age after 30 years service remains unchanged.

There also is no change in the provision lowering the mandatory retirement age to 65, beginning Jan. 1, 1974. Until then the age limit remains at 70.

Ordinance Changes

(Continued from page 1)

of employees in the bargaining unit."

INDEPENDENT COUNSEL.

The committee agreed with employee representatives and employee relations commissioners that ERCOM should have the right, and the money, to hire outside attorneys when it wishes, instead of obtaining legal advice only from the County counsel's office.

The report continued:

"If the County rejects a decision by ERCOM, the commission is powerless to enforce its ruling, and the employee organization must either drop the matter or expend its own funds in seeking a remedy from the courts."

The report recommended that the Board of Supervisors amend the ordinance to give ERCOM authority to enforce its orders by suing the Board, when necessary.

REMOVE CEILING. The present ordinance says County manage-

The Good Old Days!

THE FOLLOWING store rules reportedly were in effect in Chicago's Carson, Pirie & Scott Co. department store. The year: 1860.

1. Store must be open from 6 a.m. to 9 p.m. the year round.
2. Store must be swept; counters, base shelves, and show cases dusted; lamps trimmed, filled, and chimneys cleaned; pens made; doors and windows opened; a pail of water and also a bucket of coal brought in before breakfast; and attend to customers who call.
3. The employee who is in the habit of smoking Spanish cigars, being shaved at the barber's, going to dances and other places of amusement will surely give his employer reason to be suspicious of his integrity and honesty.
4. Each employee must pay not less than \$5 a year to his church and must attend Sunday school regularly.
5. Men employees are given one evening a week for courting, and two if they go to prayer meeting.
6. After 14 hours of work in the store, leisure hours should be spent mostly in reading.

ment may designate up to 2 percent of all fulltime employees as members of management.

The committee recommended removing this ceiling, but requiring that ERCOM must approve the addition of any more employees to the management category.

AGENCY SHOP. The committee said it strongly favors, in principle, the agency shop—a system in which an employee is not required to join the organization representing his unit but is required to contribute to the organization an amount equal to its members' initiation fee and monthly dues.

However, the report added, "present law remains unclear as to whether public employers and employee organizations may legally negotiate binding agreements of this kind. We favor clarification of the law . . . Meanwhile, we decline to recommend any change in the ordinance in this regard."

BINDING ARBITRATION. The committee rejected some labor groups' request to making binding arbitration of grievances and impasses mandatory. The ordinance now provides for advisory arbitration of grievances and permits, but does not require, binding arbitration.

"The record discloses not a single instance to date where the County has failed to abide by an advisory arbitration award," the report noted.

The committee also suggested no changes in the present ordinance sections on management rights and on prohibiting supervisory employees from belonging to the same unit as nonsupervisory employees.

The report pointed out that under present rules an employee may have the right to take a complaint either to ERCOM or to the civil service commission. The report suggested that both commissions adopt a policy that neither will hear a complaint if it has already been heard by the other commission or an arbitrator—this to prevent the aggrieved worker from "shopping around" for the best settlement.

Lowered Budget Promises Tax Cut

THE 1972-73 County budget that goes into effect tomorrow (July 1) will be the first in 21 years showing a reduction from the year before. CAO Arthur Will forecast a possible cut of 30 cents or more in the County property tax rate.

The last decreased budget was in 1951-52, a barely perceptible drop of .4 percent.

The \$2.65 billion for general fund departments and special districts is \$101.7 million less than the 1971-72 budget, principally because of lower estimated welfare needs—\$1.16 billion for the coming year compared with \$1.4 billion budgeted for 1971-72.

In its late deliberations on the budget last week, the Board cut \$20 million from the proposed budget Will submitted April 25. Most of the cuts were in capital projects financing.

As finally adopted, the budget provides no increases in staff for about half the County departments, limited increases for the others.

Among last-minute additions were \$1 million for registrar-recorder James Allison to handle late voter registrations next August and September; \$334,000 to speed paramedic training of firemen so that all 27 fire rescue units will be so trained by next June; \$566,000 for D-A Joseph Busch to hunt down fathers evading child support; \$25,000 for experimental training of deputy sheriffs in karate and other non-weapon combat.

County of Los Angeles

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