



DIGEST

Around and About

EMPLOYEES WHO want to "sell back" one day of unused sick leave to the County must so notify their payroll offices next month, between Jan. 1 and 31. The sell-back system, which began last January, is open only to those who have been fulltime, permanent employees throughout the year and have used no sick leave, including personal leave, during 1975.

UNDER THE Board of Supervisors' rotation system, Baxter Ward, who had been Board chairman pro tem the past year, ascended to the chairman position last week (Dec. 2). The Board elected Supervisor Ed Edelman as new chairman pro tem, which means he will become chairman in December 1976.

MACLAREN HALL in El Monte, long a domain of the probation department, will be transferred to DPSS, by Board of Supervisors order (Nov. 25). The gradual changeover will begin Feb. 1. MacLaren, in its new facilities at 4024 Durfee avenue, houses up to 190 dependent, nondelinquent children while they await placement.

ERNEST SANCHEZ has been elected president of the civil service commission for the coming year, succeeding Emmet Sullivan.

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EFFECT OF 3-1/2% CUT SPELLED OUT

THE IMPACT of this year's 3½ percent budget cut on County departments took clearer shape this week after the Board of Supervisors approved most of the cuts recommended by CAO Harry Hufford, but restored some funds to eight departments — sheriff, fire, engineer, health services, municipal courts, public defender, communications, and agricultural commissioner.

The Board, when it adopted the 1975-76 County budget last June, ordered a 3½ percent across-the-board slash in general fund spending so as to save \$43.5 million in property taxes. At the same time the Board created a reserve of \$20.3 million to relieve "special hardships" caused by the 3½ percent cut. The funds now being restored to eight departments come from this reserve.

Hufford reported that 38 departments have complied fully with the 3½ percent reduction, saving the general fund \$19.5 million. These cutbacks ranged from a minimum of \$3,077 in the business license commission to \$967,000 in the mechanical department, closely followed by the superior court with a cut of \$960,500 and the assessor with \$943,000. (The probation department's cut totals \$2.76 million, but the Board has not sustained or revised that.)

The Board of Supervisors took the following actions (Nov. 18 and 25) on other departments:

SHERIFF. The Board restored to the sheriff's budget \$5.4 million, the full amount of the 3½ percent cut. Sheriff Peter Pitchess had said that the cut would force him to lay off more than 300 deputies and other employees. The CAO had recommended restoring \$2.5 million.

FIRE. Of the \$884,000 cut in the forester and fire warden's budget, the Board restored \$524,000 (\$109,000 more than recommended by Hufford). The restoration will preserve the Sierra Madre watershed fire station, the fire control program at Camp 18, Barley Flats, and three watershed fire patrols.

MUNICIPAL COURTS. The Board accepted the CAO's proposal to restore \$462,600 to the 25 municipal and justice courts so they can meet "their judicial mandate to provide timely and efficient court service..." The courts' full 3½ percent cutback had been \$984,000.

PUBLIC DEFENDER. Hufford recommended restoring \$239,000 of the public defender's \$509,000 cut. As a result he will lose 12 instead of 22 positions. The Board approved the recommendation.

COMMUNICATIONS. Hufford proposed and the Board approved reducing the communications department budget by \$531,000 instead of \$1 million, largely because the department must pay the County telephone bill — an item over which it has no control.

ENGINEER. The Board likewise approved restoring \$297,800 of the County engineer's \$677,000 cut, thus avoiding the layoff of 25 employees.

MARSHAL. The Board voted down the CAO's recommendations to restore part of the marshal's \$412,000 cut. The curtailment, Hufford said, will require deputy marshals to serve an average of 40 processes a day instead of the present 29.

AGRICULTURAL COMMISSIONER. The Board restored \$14,000 to the ag commissioner's budget to retain a supervising weed abatement inspector's position.

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Members-Only Policy Attacked

DIRECTOR of personnel Gordon Nesvig expressed amazement this week at a "Members Only" policy that SEIU Local 660 (L. A. County Employees association) announced it will follow in collective bargaining this coming spring.

Nesvig, describing the policy as "immoral" and "clearly illegal," said County management will reject it at the bargaining table.

The full text of Nesvig's statement follows:

I was astounded to read in the Oct. 1 issue of its publication *County Employee* that SEIU Local 660's board of directors has adopted a "For Members Only" policy in collective bargaining.

This policy means that Local 660, which represents almost 48,000 employees in its 24 bargaining units, will try to negotiate special benefits for the approximately 19,000 employees in these units who are dues-paying members of Local 660. The other 29,000 workers in these units would not share in those benefits.

As the Local 660 publication says: "We will be trying to negotiate added benefits, above and beyond those everyone receives, for the union members only . . . Some employees will be excluded. That's the primary objective of the new policy."

Local 660 makes no bones about its purpose in adopting such a policy. It is to force non-members to become dues-paying members of the local.

Let me state emphatically that County management will reject such discriminatory negotiations. Local 660's proposal is not only morally wrong. It is clearly illegal. It violates state law, the County employee relations ordinance,

DON'T FORGET GEORGE

THE DIGEST of Nov. 21, in listing County holidays for 1976, inadvertently ignored the Father of Our Country. George Washington's birthday will indeed be honored with a holiday on Monday, Feb. 16, 1976.

County civil service rules, and even the 24 memoranda of understanding that Local 660 itself negotiated with the County earlier this year — agreements that still are in effect.

To be specific:

STATE LAW. The Meyers-Milias-Brown Act says (section 3502) that public employees shall have the right to join and participate in organizations of their own choosing for representation on matters of employer-employee relations, and "also shall have the right to *refuse* to join or participate in the activities of employee organizations." Section 3506 adds that "Public agencies and *employee organizations* shall not . . . discriminate against public employees because of their exercise of their rights under sections 3502." (Emphasis added)

COUNTY ORDINANCE. The County employee relations ordinance, in section 4, uses similar language to guarantee every employee the right to join or refuse to join employee organizations, and says he shall not be "interfered with, intimidated, restrained, coerced or discriminated against because of his exercise of these rights."

CIVIL SERVICE. Rule 26.01 declares that "No person in the classified service . . . shall be in any way favored or discriminated against in his employment . . . because of his race, color, religious or political opinions or affiliations, *employee organization or union affiliation*, national origin, or sex."

CONTRACT LANGUAGE. Nearly all memoranda of understanding negotiated with the County, including the 24 signed with Local 660, contain a section reading "The provisions of this memorandum of understanding shall be applied equally to all employees without favor or discrimination . . ."

Local 660's desire to increase its membership and its income is understandable. But the union should work toward this goal through more constructive methods than its announced Members-Only policy.

County management will have no part of such an exercise in discrimination. Nor should Local 660.

Compliance Job Born

THE BOARD of Supervisors has created the position of "affirmative action compliance officer" — an executive who will report directly to the Board on County departments' actions to achieve fair hiring and promotion policies for all ethnic groups and women in County service.

The Board (Nov. 25) also approved a set of affirmative action goals recommended by director of personnel Gordon Nesvig, including: increasing the number of Spanish-surname employees to equal the proportion of Spanish-surname residents in the area; to remedy the underrepresentation of women in certain jobs; and to increase the percentage of minorities and women in jobs paying above \$10,000 a year.

BUDGET CUTS

(Continued from page 1)

HEALTH SERVICES. Earlier (Sept. 11) the Board had approved restoring \$6 million of the \$10 million slashed from the health services budget. The restored funds largely will finance improved patient care at County-USC Medical Center, King, and Harbor General hospitals, as proposed last June by a blue-ribbon commission headed by Dr. Alex Roger.

The Board postponed action on what restorations to make, if any, in the budgets of the district attorney and the probation department. The 3½ percent cuts would total \$2.76 million for probation and \$1.25 million for the D-A.

Hufford said the restorations made thus far have reduced the \$20.3 million "hardship" reserve to slightly under \$1 million.

County of Los Angeles

DIGEST

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