



DIGEST

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STATUS OF NEGOTIATIONS

For the first time since memoranda of understanding were adopted by the Board of Supervisors in 1971, County negotiators and Union representatives have reached such an impasse in negotiations, that the parties have not mutually agreed to extend the expired MOUs on a day-to-day basis beyond August 31, 1983. This impasse has resulted in the expiration of memoranda of understanding for a significant number of units represented primarily by LACEA, Local 660 and AFSCME. Twenty-five bargaining units represented by ten employee organizations have reached tentative agreement with the County, the most recent being the Social Workers unit which settled August 18. For the remaining units to be at impasse at this late stage in negotiations is unprecedented in the history of collective bargaining with the County, MOUs have never before expired without a successor agreement having been previously negotiated. As a consequence of the present impasse, employees in many units represented by LACEA, Local 660 and

AFSCME did not receive the increased amount of the County health insurance subsidy.

In an effort to help avoid added financial burden to employees, the County extended bargaining deadlines a number of times in order to provide these units an opportunity to settle and receive the increased subsidy. A final extension of this deadline was made on July 26, 1983, on a motion passed by the Board of Supervisors. As a result, County negotiators contacted all bargaining units to invite them to return to the negotiation table. Only three units accepted.

The Unions have been assured that the County will provide the increased health subsidy to affected employees prospectively once agreements are reached and ratified by their respective bargaining units and the Board of Supervisors. Employees will continue to receive current salaries and benefits authorized in the salary ordinance. Although negotiated grievance or arbitration procedures are not available under expired agreements, employees can still use the Departmental grievance procedure.

In the absence of MOUs in effect an employee is not restricted under the Employee Relations Ordinance from canceling dues to a certified employee organization at any time he or she chooses. The expiration of agreements also removes the "contract bar" for competing employee organizations to

petition the Employee Relations Commission for recognition as the new representative for affected employees. Despite the County's numerous efforts to settle with the above organizations the parties appear to be no closer to settlement. If this condition continues and there is no success in reaching agreement, the County in the future may act unilaterally in implementing applicable provisions of the agreements.

SEPTEMBER 1
1983

County of Los Angeles
DIGEST

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