

**CITY OF LOS ANGELES
EMPLOYEE RELATIONS BOARD**
200 NORTH MAIN STREET, SUITE 1100
LOS ANGELES, CALIFORNIA 90012
(213) 485-2066

**UNFAIR
EMPLOYEE RELATIONS
PRACTICE CLAIM AGAINST
MANAGEMENT**

- Who May File a Claim:** In accordance with §4.860 C of the Los Angeles City Employee Relations Ordinance, a claim of unfair employee relations practice may be filed against management by an employee representative, an individual employee or a group of employees, or by a management representative.
- How to File:** Within 90 days after the occurrence of the alleged unfair employee relations practice, file a typewritten original and eight copies of the claim with the Employee Relations Board and simultaneously serve one copy of the claim directly on the party or parties against whom the claim is directed. Use additional sheets if necessary. You may file the claim in person or by mail; you may not file a claim by fax. Refer to Employee Relations Board Rule 8 for additional requirements and procedures.

3. Name of Claimant: Engineers and Architects Association	4. Claimant's Address: 350 S. Figueroa Street, Suite 600 Los Angeles, CA 90071-9863
5. Claimant's Telephone Number: 213-620-6920	RECEIVED EMPLOYEE RELATIONS BOARD 08 NOV 13 PM 2:56
6. Claimant's Representative (e.g., attorney): Adam N. Stern, Attorney	
8. Claimant's Representative's Telephone Number: 213-380-3140	7. Claimant's Representative's Address: Levy Stern and Ford 3660 Wilshire Blvd., Suite 600 Los Angeles, CA 90012
9. Name of Employer Charged: City of Los Angeles, Dept. of Recreation and Parks	10. Employer's Address: 1200 W. 7th Street, Suite 700 Los Angeles, CA 90017
11. Employer's Telephone Number: 1-888-527-2757	


12. Management has violated and/or is violating the following sections of the Los Angeles City Employee Relations Ordinance (check all boxes that apply): §4.860 A, 1 , 2 , 3 , 4 , and/or 5 .

13. Basis of this claim (be specific about facts, names, dates, and places; use additional sheets if needed):
See Attached.

14. Other attempts to remedy this alleged violation, and the results of those attempts.

15. I declare that I have read this charge and that the statements herein are true and factual to the best of my knowledge and belief.

By: Adam N. Stern Attorney
(Claimant) (Title)

 November 13, 2008
(Signature) (Date)

NOTE: If this claim is filed by more than one party, the signatures of the additional parties must be provided on an attached sheet.

DO NOT WRITE IN THIS BLOCK

CLAIM NUMBER:
UERP 1728

DATE FILED:
11-13-08

Basis of Charge

Within the ninety days last past, the above-named Employer has violated its obligation to remain neutral when more than one union is seeking to represent the same group of employees. Specifically, the Department conducted five annual general manager meetings with all employees on five dates in five locations. All the meetings were conducted during work time. At the conclusion of each meeting, a representative of SEIU was given approximately ten minutes of City time to address those in attendance at the meeting for the sole and specific purpose of promoting SEIU's raid on EAA. In so doing, the Department has violated its obligation to remain neutral. EAA was never given notice that SEIU would be given an opportunity to address employees during working time for the purpose of furthering their raid, nor was EAA given the opportunity to participate. The five meetings were conducted on October 28, 30, and November 3, 4 and 6, 2008 at the following locations: 3980 S. Menlo, Los Angeles; 3501 Valley Blvd., Los Angeles; 8800 S. Hoover, Los Angeles; 16730 Chatsworth Street, Granada Hills; 2551 Motor Avenue, Los Angeles.

The flyer announcing this meeting to employees stated that their attendance was "mandatory".

For a remedy, Charging Party requests an Order to the Charged Party requiring it to cease and desist from violating its obligation to remain neutral, the dismissal of any and all petitions filed by SEIU seeking the decertification of EAA bargaining units and the posting of the usual and customary notice advising employees of the violation of the Employee Relations Ordinance and the remedies therefor.