

M B M T

12/9/2021

ARTICLE 28

JOINT LABOR MANAGEMENT COMMITTEE

Section 1.

The parties agree to establish a Joint Labor/Management Committee in the Office of the Public Defender to meet regarding employee relations matters in accordance with Employee Relations Ordinance 5.04.090.

- (a). The purpose of the joint labor management committee is for the Office of the Public Defender and Los Angeles County Public Defenders Union to establish a forum for Labor and Management to regularly meet and jointly discuss issues of concern to Deputy Public Defenders in this Unit. (e.g., Telework, promotions, staffing, and classification studies)

Through the JLMC, the Department will continue to consult with the union on the above listed items and any other operational matters that are presented to the JLMC.

Management and the Union jointly agree to thoroughly discuss and evaluate all subject matters brought to the JLMC. Additionally, Management and the Union agree to pursue the necessary action required to produce outcomes mutually beneficial to the parties.

Section 2.

The Joint Labor/Management Committee shall consist of four (4) representatives designated by Los Angeles County Public Defenders Union. The Department Head shall designate four (4) management representatives to

be on the committee. Upon request of either party, a representative from the Chief Executive Office Employee Relations Division may attend Joint/Labor Management Committee meetings, schedule permitting. Requests for CEO attendance will not be unreasonably denied, and are subject to the normal scheduling considerations.

Section 3.

The Joint Labor Management Committee shall meet up to six times annually, upon written request of either party, or more frequently by mutual agreement, during working hours, on County paid-time, to discuss issues which include, but are not limited to, training, promotional process/opportunities, promotional examinations, attendance at seminars, working conditions including attorney caseloads and/or other departmental operational matters.

Section 4.

The Committee shall develop its internal procedures, including scheduling meeting agenda, dates, times, and locations. The Committee may also make advisory recommendations to the Public Defender, or his designated representative, for consideration.

New Section 5. Public Defender Workload Feasibility Collaboration

A. Introduction

Management and the Union agree to collaborate on the feasibility of establishing Deputy Public Defender workload standards.

B. Purpose

The purpose of this effort is to pursue the feasibility of the development of workload measurements and standards that will enable Management to make data-driven decisions regarding workforce resources. Management and the Union will collaborate in a committee to provide a forum to exchange information and develop recommendations regarding Deputy Public Defender workload measurements and standards to submit to the Department Head for consideration.

C. Union Participation

The committee's membership shall be comprised of Management appointees, volunteers and the Union President and Vice President or their designee and a Union representative. Additional committee members shall be added if mutually agreed to by Management and the Union committee members. Meetings shall be on County time and Management shall make every reasonable effort to ensure committee member attendance. No overtime, compensatory time, or mileage will be authorized to attend committee meetings.

THE PROVISIONS CONTAINED IN SECTION 5 SHALL NOT BE SUBJECT TO THE GRIEVANCE AND/OR ARBITRATION PROVISIONS OF THIS MOU.