

UNION

Phillips

**LA County Public Defenders Union – Local 148  
MOU Negotiations  
October 7, 2021  
Initial Union Proposal**

**New Article – Workload**

Article \_\_ -- Workload

As the Los Angeles County Public Defender's Office seeks to be "the finest client-centered criminal defense firm in the nation", one that assures that its employees are "zealous Defenders, working relentlessly to meet the needs of our clients", and to "[a]ssure attorneys have access to the trial resources needed to assertively litigate on behalf of clients", it is understood that time is a resource that its attorneys need in order to provide the "finest" representation it seeks to provide its indigent clients. In order for individual Deputy Public Defenders to provide the "finest" representation, attorney workloads must be kept at reasonable levels. The parties also recognize that all cases do not require the same amount of work. The parties also recognize that only using an average case count for all attorneys cannot be used to effectively measure workload.

Upon ratification of this MOU, the Parties agree to begin the process of negotiating a system that will provide a way to accurately measure the time and work needed to effectively prepare the clients' cases. The Parties will consider planned and existing systems used by other public defender offices, as well as research from reputable sources such as the American Bar Association. Once the system is agreed upon, the Parties agree to use it to determine and negotiate a reasonable workload for Deputy Public Defenders.

The Parties agree to include both the measuring system and the reasonable workload standards into this MOU when completed.

The Parties will create a subcommittee of seven (7) members from each Party to negotiate the process to negotiate a measuring system and reasonable workload standards.

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Recognizing that the process of determining a reasonable workload threshold could take some time, and recognizing that workloads have increased, and are continuing to increase, due to a variety of factors, including the pandemic and attrition, the Parties agree to meet and negotiate regarding implementing immediate measures to reduce workloads.

The Parties agree that this process to determine immediate reduction will occur by way of a committee comprised of five (5) members chosen by the Union, and five (5) members chosen by Management.