

**RECEIVED
EMPLOYEE RELATIONS
COMMISSION**

MAY 06 2009

LOS ANGELES COUNTY
EMPLOYEE RELATIONS COMMISSION
374 Hall of Administration
500 West Temple Street
Los Angeles, CA 90012

Charge alleging unfair employee relations practice
(Employee Relations Ordinance No. 9646, Section 12)

INSTRUCTIONS: File original and 9 copies with Executive Officer Do not write in this space
of the Commission. Serve a copy on the charged Case No. _____
parties within 3 calendar days of filing date, and Date filed _____
furnish proof of service to the Executive Officer.

1. Charge against:
Name: Los Angeles County Office of the District Attorney
Address: 210 West Temple Street, Los Angeles, CA. 90012
2. The above named Employer has engaged in and is engaging in unfair employee relations practices within the meaning of Section 12 subsection(s) A (1), A (2), and A (3) of the Commission Rules and Regulations.
3. Basis of Charge: (Be specific as to facts, names, addresses, dates, etc.
Attach additional pages if required.)

Within 180 days immediately preceding the filing of this unfair charge, the Los Angeles County Office of the District Attorney engaged in direct dealing with bargaining unit 801 members. The Office of the District Attorney, without notice to, or bargaining with ADDA, has unilaterally implemented a new **Personnel Policies Memoranda System (PPMS)**. In the words of Chief Deputy District Attorney John K. Spillane about the PPMS, *"Important information that may affect pay, benefits, and employment will be communicated through this format."* By so doing, the Office of the District Attorney, through its employees and agents, implemented a unilateral change in the terms and conditions of employment of bargaining unit 801 members in absence of negotiations, and in violation of both the Meyers-Milias-Brown Act and the Los Angeles County Employee Relations Ordinance.

4. Full name of party(ies) filing charge: (If employee organization give full name, including local name and/or number.)

Association of Deputy District Attorneys (Unit 801) by: Marc Debbaudt, ADDA

5. Person to contact: Marc Debbaudt Telephone: (818) 489-9603
6. Address: Association of Deputy District Attorneys
Attention: Marc Debbaudt
18565 Soledad Canyon Road, Suite 329
Santa Clarita, California 91351

I declare that I have read the above charge(s) and certify under penalty of perjury that the statements therein are true to the best of my knowledge and belief.

Dated:



Marc Debbaudt (signature)

Title: Vice President

For: Association of Deputy District Attorneys

C-6

Rev. 6-79

PROOF OF SERVICE

STATE OF CALIFORNIA

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COUNTY OF LOS ANGELES

) ss.

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I am a citizen of the United States and a resident of the County aforesaid; I am over the age of eighteen years and not a party to the within action; my business address is 2 Cupania Circle, Monterey Park, California 91755.

On the date written below, I served the within:

UNFAIR EMPLOYEE RELATIONS PRACTICE CHARGE

On the interested parties in said action, by placing a true copy thereof enclosed in a sealed envelope with postage thereon fully prepaid in the United States mail at Monterey Park, California, addressed as follows:

Steve Cooley, District Attorney
18-109 Clara Shortridge Foltz Criminal Justice Center
210 West Temple Street
Los Angeles, California 90012

I declare under penalty of perjury that the forgoing is true and correct.

Executed on May 6, 2009 at Monterey Park, California.



(Signature)