WILLIAM T FUJIOKA
Chief Executive Officer

County of Los Angeles
CHIEF EXECUTIVE OFFICE

Kenneth Hahn Hall of Administration
500 West Temple Street, Room 713, Los Angeles, California 90012
(213) 974-1101
http://ceo.lacounty.gov

Board of Supervisors
GLORIA MOLINA
First District

MARK RIDLEY-THOMAS
Second District

ZEV YAROSLAVSKY
Third District

DON KNABE
Fourth District

MICHAEL D. ANTONOVICH
Fifth District

March 11, 2014

The Honorable Board of Supervisors
County of Los Angeles
383 Kenneth Hahn Hall of Administration
500 West Temple Street
Los Angeles, California 90012

Dear Supervisors:

APPOINTMENT OF EMPLOYEE RELATIONS COMMISSIONER
(ALL DISTRICTS - 3 VOTES)

SUBJECT

Pursuant to the Employee Relations Ordinance, you are being asked to appoint a member for the Employee Relations Commission (ERCOM).

IT IS RECOMMENDED THAT THE BOARD:

Appoint Brenda Diederichs to Position A of the Employee Relations Commission.

PURPOSE/JUSTIFICATION OF RECOMMENDED ACTION

Appointment of Employee Relations Commissioner so that the Commission can resume performing its labor relations function of administering the provisions of the County Employee Relations program.

Implementation of Strategic Plan Goals

The recommended actions support the County's Strategic Plan Goal of Organizational Effectiveness and Workforce Excellence by enabling ERCOM to continue to administer the Employee Relations Ordinance and to carry out the County's public policy of promoting improvement in personnel management and relations between the County of Los Angeles and its employees and to protect the public by assuring, at all times, the orderly and uninterrupted operations and services of County government.

FISCAL IMPACT/FINANCING

None

FACTS AND PROVISIONS/LEGAL REQUIREMENTS

The Employee Relations Commission (ERCOM) is the administrative body that governs labor relations for the County. ERCOM determines appropriate bargaining units, who will represent them, and what classifications will be represented in each unit. ERCOM also decides whether or not anyone has violated the Employee Relations Ordinance, and if so, how it should be remedied.

On September 24, 2013, you approved a revision of the Employee Relations Ordinance. Under the new rules, there are three members of ERCOM which are chosen by the Board:

- Position A is appointed from a list of nominees submitted by the Chief Executive Officer;
- Position B is appointed from a list of nominees submitted by a committee of certified employee organizations (unions); and
- Position C is appointed from a list of nominees jointly submitted by the CEO and the unions.

All of the previous ERCOM commissioners resigned on September 9, 2013, therefore all commission activity has been suspended since that date. We are now asking you to fill one of the vacancies in order to begin the reconstruction of ERCOM so it can resume functioning.

We are recommending Brenda Diederichs for Position A.

As shown in the attached resume, she has extensive experience in labor relations and human resources, and is highly qualified for the position.

IMPACT ON CURRENT SERVICES (OR PROJECTS)

None

Respectfully submitted,

WILLIAM T FUJIOKA
Chief Executive Officer

WTF:BC:JA
RM:RA:mst

Enclosures

c: Executive Officer, Board of Supervisors
Auditor-Controller
County Counsel

BRENDA L. DIEDERICHS

Law Office of Brenda L. Diederichs
November 2006 to Present

Full service employment and labor law firm providing advocacy, mediation, hearing officer, advisory, negotiation and other labor and employment law services.

Los Angeles County Metropolitan Transportation Authority
June 2000 through October 2006

Executive Officer, Human Services
Oversaw and set the philosophy for customer service and standards of performance for all departments under my authority.

Labor and Employee Relations
Assessed customer needs and designed programs to fulfill those needs, i.e., bi-monthly maintenance and operations manager meetings, advice desk, centralized and decentralized training programs. Served as or supervised staff serving as, a moderator for team projects to ensure that the issues are identified and the project is completed. Served as the agency negotiator, recommended improvements to the labor agreements, agency practices and procedures to improve service and create efficiencies. Supervised staff in the adjustment of grievance and disciplinary cases, screened cases for arbitration and advocated the agency's case; coordinated employee and labor relations' services with the departments, labor unions and executive staff; and coordinated labor/management meetings. Served as liaison to the Board of Directors on labor relations' matters and prepared reports for the Chief Executive Officer.
Unique Experiences – Negotiated with the Reverend Jesse Jackson for five days in the 2000 negotiations; defended a PERB jurisdictional case in which Metro prevailed; worked with state and local politicians in the 2000 and 2003 negotiations; and mediated labor cases in lieu of arbitration.

Human Resources
Oversaw the functions of recruitment and selection, classification and pay, special projects, employee assistance program, medical clinics and drug testing program, and long term medical leave. Developed and Improved customer service and agency responsiveness to departmental needs.

Office of Development & Training
Oversaw Training & Development, which covered in-service training, tuition reimbursement, team building leadership, individual employee counseling, and internship programs.

Burke Williams & Sorensen & **Richards, Watson & Gershon A P.C.**
February 1991 through October 1997 **October 1997 through June 2000**

Partner and Chair of the Labor and Employment Law Group
Advised public and private employers on all facets of employment and labor law issues in their organizations. Defended employers in employment litigation actions, including claims filed with the Equal Employment Opportunity Commission, Department of Fair Employment and Housing, Department of Justice, and other regulatory agencies. Negotiated labor agreements. Represented employers in grievances, disciplinary and termination appeals. Advised employers, prepared and negotiated employment agreements, retirement agreements, and separation agreements. Conducted investigations of harassment and misconduct complaints. Conducted training sessions on labor and employment law topics. Advised employers on best preventative strategies on human resources related matters.

City of West Covina
February 1990 through February 1991

Director of Personnel
Directed the City's personnel function for a full service city. Served as change agent to achieve customer oriented human resources services. Served as chief negotiator. Developed human resources policies and procedures; prepared department budget; designed training programs; advised City on complex personnel matters; advised City Council and City Manager on labor issues.

Southern California Rapid Transit District

Labor Relations Manager – December 1982 through February 1990
Served as chief negotiator; supervised a staff of six employees; prepared department budget; served as a third level hearing officer; prepared cases for arbitration; interpreted labor contracts; designed and conducted labor relations training; prepared oral and written reports; mediated complex discipline and grievance cases; served as member of collective bargaining teams; administered labor contracts; served as third level hearing officer; assisted supervisors in union related matters and advised executive personnel and the Board of Directors on labor issues.

Employment Manager – October 1980 through December 1982
Supervised a staff of eighteen employees in test construction, validation and administration; job analysis; classification and pay studies; outreach recruitment; prepared written procedures and developed programs.

San Bernardino County
September 1977 through October 1980

Personnel Analyst I
Served in the classification and compensation unit, employment and selection unit and labor relations unit. Cross-trained in training and development unit and affirmative action unit. Conducted job analysis, prepared job announcements; designed oral and written tests; conducted classification studies; prepared job descriptions; conducted salary surveys and made salary

recommendations, prepared Board agenda items; presented classification appeals. Prepared selection devices; conducted test item analysis; validated test items. Conducted investigations into workplace misconduct and recommended course of action.

EDUCATION

Loyola Law School
Juris Doctor – 1989
Moot Court Honors – 1988

California State Polytechnic University, Pomona
Bachelor of Arts in Political Science – 1979

PROFESSIONAL AFFILIATIONS

California State Bar Association
Los Angeles County Bar Association