

IMPARTIAL ANALYSIS OF MEASURE A

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Measure A (Measure) is a proposed amendment to the Charter of the County of Los Angeles (County) placed on the ballot by ordinance and resolution of the County Board of Supervisors. The Measure would amend the County Charter to establish a binding arbitration process for resolving disputes between the County and labor organizations certified by the Los Angeles County Employee Relations Commission as representing County employees in bargaining units specified in the Measure (collectively, the Parties). County employees represented by these bargaining units include firefighters, deputy sheriffs, sworn law enforcement supervisors and managers, lifeguards, and civilian employees working for the County Fire Department, Sheriff's Department, and Department of the Medical Examiner.

If approved by a majority of voters voting on the Measure, this Measure would:

- Add Section 47.8 to the County Charter.
- Reiterate the Parties' existing legal obligations to negotiate in good faith on matters related to wages, hours, and other working conditions.
- Prohibit strikes by district attorney investigators, medical examiners and lifeguards, and reiterate the existing prohibition on strikes by deputy sheriffs and firefighters.
- Require the following procedures if disputes or controversies related to wages, hours, and other working conditions remain unresolved:
 - Submission of the unresolved disputes or controversies to a three-member Board of Arbitrators panel for resolution.
 - Each Party will appoint one arbitrator to the panel. A third arbitrator will be selected based on agreement by the Parties, or if the Parties cannot agree, either party may request the State Mediation and Conciliation Service to provide a list of seven qualified arbitrators. If the Parties cannot agree to one of the seven persons, the Parties will alternately strike names from the list until one name remains. The third arbitrator will serve as the Chairperson of the Board of Arbitrators. Alternatively, the Parties may waive the appointment of party - appointed arbitrators and proceed with a single arbitrator agreed to by the Parties.
 - Proceedings to be conducted in conformance with, subject to, and governed by Title 9 of Part 3 of the California Code of Civil Procedure.
 - The Board of Arbitrators may exercise its discretion to meet privately with the Parties to mediate issues in dispute prior to arbitration.
 - The Board of Arbitrators shall hold hearings, receive evidence from the parties, allow for public input and cause a transcript of the proceedings to be prepared.
 - If no agreement is reached prior to the conclusion of the arbitration hearings, each Party is directed to submit a final offer of settlement on each remaining issue in dispute.
 - The Board of Arbitrators, by majority vote, selects which final offer to impose for each issue based on specified criteria.
 - The Board of Arbitrators provides its decision to the Parties. The decision will not be disclosed publicly at that time, and the Parties have 30 days to meet privately to resolve their differences. Any agreements reached by the Parties during that period are incorporated into the Board of Arbitrators' final decision. After 30 days, unless extended by mutual agreement, the decision becomes public, final, and is binding on the Parties. No further action by the County Board of Supervisors or by the electorate to confirm or approve the decision is permitted or required.
- Require the Parties to equally share the cost of arbitration.

OPTIONAL YES/NO QUESTION SUMMARY:

A "YES" vote is a vote to amend the Charter of the County of Los Angeles to establish a binding arbitration process for resolving disputes between the County and certain labor organizations representing County employees including firefighters, deputy sheriffs, sworn law enforcement supervisors and managers, lifeguards, and civilian employees working for the Fire Department, Sheriff Department, and the Department of the Medical Examiner, among other represented County employees.

A "NO" vote is a vote to not amend the Charter of the County of Los Angeles, which means there will be no binding arbitration process established for resolving disputes between the County and certain labor organizations representing County employees, and that the labor negotiation process between the County and those labor organizations will remain unchanged.