

Sec. 4.860. Unfair Employee Relations Practices.

a. It shall be an unfair employee relations practice for management:

- (1) To interfere with, restrain, discourage, or coerce employees in the exercise of their rights granted in this chapter;
- (2) To attempt to dominate or control any employee organization;
- (3) To refuse to meet and confer in good faith at reasonable times, places and frequencies with representatives of recognized employee organizations or to refuse to consult upon request with qualified employee organizations on matters which are properly within the scope of representation, where no recognized employee organization exists.
- (4) To fail or refuse to cooperate in impasse procedures invoked under the provisions of this chapter.
- (5) To discriminate against any employee because of race, religion, color, sex, national origin, ancestry, age, disability, marital status or sexual orientation with regard to terms and conditions of employment except as required by law or where based on a *bona fide* occupational qualification.

b. It shall be an unfair employee relations practice for employees, employee organizations or their representatives:

- (1) To interfere with, restrain or coerce employees on the exercise of their rights granted in this charter.
- (2) To discriminate against any employee because of race, religious creed, color, sex, national origin, or ancestry of any person with regard to the terms and conditions of membership in an employee organization.
- (3) Additionally, it shall be an unfair employee relations practice for a certified employee organization to refuse to meet and confer in good faith at reasonable times, places and frequencies with City management representatives on matters which are properly within the scope of representation, to fail or refuse to cooperate in impasse procedures invoked under the provisions of this chapter, or for the Los Angeles Police Protective League to intentionally fail or refuse to comply with any provisions of a memorandum of understanding reached by the parties. Should the Los Angeles Police Protective League be abolished, this provision shall apply to any board or organization created to assume its functions as the recognized employee organization.

c. Claims of unfair employee relations practices under this section may be made by employee representatives, an individual employee or a group of employees, or by a management representative. Such claims shall be processed by the Board in accordance with its rules.

SECTION HISTORY

Added by Ord. No. 141,527, Eff. 3-5-71.

Amended by: Ord. No. 144,210, Eff. 2-10-73; Para. (5), Ord. No. 173,004, Eff. 2-3-00, Oper. 7-1-00; Subsec. (b)(3), Ord. No. 173,513, Eff. 9-26-00.