

Member Unions:

American Federation of State, County, & Municipal Employees, Council 36, AFL-CIO

Association of Deputy District Attorneys, MEBA, AFL-CIO

Association for Los Angeles Deputy Sheriffs, MEBA, AFL-CIO

Association of Public Defender Investigators, AFL-CIO

California Association of Professional Employees, MEBA, AFL-CIO

California Federation of Interpreters, CWA Local 39000, AFL-CIO

Committee of Interns & Residents, SEIU 1957

Deputy Probation Officers Union, Local 685, AFSCME, AFL-CIO

International Union of Operating Engineers, Local 501 AFL-CIO

Los Angeles County Building & Construction Trades Council, AFL-CIO

Los Angeles County Firefighters, Local 1014, AFL-CIO

Los Angeles County Lifeguard Association, MEBA, AFL-CIO

Los Angeles County Professional Peace Officers Association, MEBA AFL-CIO

Los Angeles County Public Defenders Union

Teamsters Local 911

Union of American Physicians & Dentists, AFSCME, AFL-CIO



Coalition of County Unions
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Derek Hsieh, Chair
Dave Gillotte, Co-Chair

March 21, 2026

Supervisor Hilda Solis
500 W. Temple Street
Room 856
Los Angeles, CA 90012

Dear Supervisor Solis,

On behalf of the Coalition of County Unions, I am writing about the proposed amendments to Title 5 of the County Code listed as Agenda Item #12 on the Board's agenda for the March 24, 2026, Board meeting. The proposed amendments substantially alter and diminish the working conditions of members of the Probation Department.

The proposed amendments make a number of significant changes, including but not limited to:

1. Allowing hearings on employment status to be based entirely on hearsay evidence.
2. Doubling from 12 months to 24 months the length of the probationary period for Probation employees.
3. Doubling from 30 to 60 days that amount of time employees named in a criminal complaint or indictment can be suspended without pay.
4. Allowing an unpaid suspension based on a criminal complaint or indictment to be imposed without any evidence of the employee's guilt other than the complaint or indictment itself.
5. Changing the rules concerning the appeals of unpaid suspensions of up to five days.
6. Limiting the ability of employees to challenge terminations from employment.
7. Changing the method of serving notices of disciplinary action.

These changes impact negotiable working conditions. The law is clear that the County must provide notice to the labor organizations representing impacted employees and must offer to negotiate over the changes with those organizations.

While we understand that there may be significant operational challenges within the Probation Department and declaration of an *emergency*, the CCU wanted to ensure that the County is living up to labor obligations. Additionally, the CCU believes that the challenges to these actions are best brought by the impacted employee groups with clear standing, and if the County desires to expand or rely on this action, we would be firmly in opposition.

Please do not hesitate to contact me if you or your staff have any questions.

Respectfully submitted.



Derek Hsieh
Chair

cc:

Matthew Maldonado, Executive Director
AFSCME Council 36

Lynnette Howard, Business Agent
AFSCME Council 36

Curtis Chambers, President
AFSCME Local 685