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September 3, 2021

Sheriff Alex Villanueva
c/o BOLRAC-Employee Relations
Lieutenant Irma Chevalier
211 W. Temple St., 5th Floor
Los Angeles, CA 90012
Email: avillan@lasd.org, litcheval@lasd.org

RE : LIEUTENANT PROMOTIONAL EXAMINATION

Dear Sheriff Villanueva:

Please be advised that PPOA is requesting to "Meet and Confer" pursuant to the MMBA over the proposed changes to the LT Candidate's educational degree validation requirements.

On April 09, 2021, the Los Angeles County Sheriff's Department circulated a flier specifying the application process for the 2021 LT promotional exam.

Specifically, the flier noted:

"Candidates who have attained an associate degree or higher must email an official copy of their degree, transcripts, or letter from an accredited institution that shows the **degree conferred and the date of graduation** to SEUpromotionalteam@lasd.org."

As you may recall we met and conferred over the change to the study guide materials and timing of the test. We agreed to postpone the test and return to past practice. Now it appears the LASD is retroactively changing the bargained for process to add the mandatory providing of transcripts, where none was required, retroactively after the applications have already been accepted and the test has been administered. None of which was bargained for.

PPOA is requesting the following:

1. Immediately cease and desist from mandating transcripts until a reasonable "Meet and Confer" takes place.
2. Notification to all impacted members that the deadline for providing said transcripts has been postponed to a date to be determined.

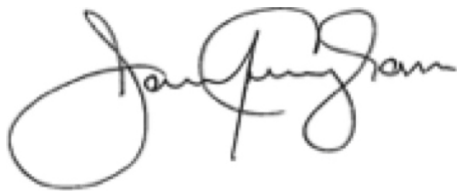
3. LASD agrees to engage in Meet and Confer over the unilateral changes to the application process.

PPOA understands there may be a concern as to the validity or sufficiency of the information provided by some candidates as to proof of a degree. A concern, which you have chosen to resolve by changing an agreed upon flier and process without bargaining, is in direct violation of the MMBA and subject to an unfair labor practice charge.

As always, we look forward to getting to the table to resolve this issue. In the interim LASD cannot mandate transcripts from all candidates without an agreement or the imposition of the new policy.

Please contact the undersigned by 5:00 this evening with an acknowledgement of receipt and the Department's position on our demands by Tuesday, September 07, 2021.

Best Regards,

A handwritten signature in black ink, appearing to read "James J. Cunningham". The signature is fluid and cursive, with a large loop at the beginning and end.

James J. Cunningham Esq.
Law Offices of James J. Cunningham A.P.C.

cc: Tab Rhodes (via email)
Wayne Quint (via email)