



LOS ANGELES COUNTY  
EMPLOYEE RELATIONS COMMISSION  
500 West Temple Street  
Hall of Administration, Room 374  
Los Angeles, CA 90012-2718  
[ERCOMfilings@bos.lacounty.gov](mailto:ERCOMfilings@bos.lacounty.gov)  
213-974-2417

**CHARGE ALLEGING UNFAIR EMPLOYEE RELATIONS PRACTICE  
AGAINST MANAGEMENT**

**INSTRUCTIONS:**

- A. This charge may be filed pursuant of the Employee Relations Ordinance No. 9646, Section 5.04.240 (a)(b).
- B. Complete this form and submit an electronic .pdf copy to [ERCOMfilings@bos.lacounty.gov](mailto:ERCOMfilings@bos.lacounty.gov).
- C. Charging Party is responsible for the notification to Respondent within (3) calendar days of filing and shall provide proof of service to ERCOM via [ERCOMfilings@bos.lacounty.gov](mailto:ERCOMfilings@bos.lacounty.gov).

DO NOT WRITE IN THIS SPACE

CASE NO. \_\_\_\_\_

DATE FILED \_\_\_\_\_

**Charge Against:**

Name: County of Los Angeles Sheriff's Dept. Address: 500 West Temple Street

The above named County of L.A. Sheriff's Dept. has engaged in and/or is engaging in unfair employee (employer) relations practices within the meaning of Section 5.04 subsection(s) 240(A)(1), (3) of the Employee Relations Ordinance or Section \_\_\_\_\_ subsection(s) \_\_\_\_\_ of the Commission Rules and Regulations.

**Basis of Charge:** (Be specific as to facts/actions, names, addresses, dates, etc. Attach additional pages if required)  
[SEE ATTACHED]

**Requested Remedy (if applicable):**

1. Find that by unilaterally implementing the BWC policy on April 28, 2025 during active negotiations, the Department breached its obligation to negotiate in good faith with PPOA in violation of Section 5.04.240 of the County Code/the MMBA.
2. Find that by implementing the BWC policy prior to responding to PPOA's April 25, 2025 RFI, the Department breached its obligation to respond to lawful requests for information in violation of Section 5.04.240 of the County Code/the MMBA.
3. Require the Department to rescind the BWC policy implemented on April 28, 2025.
4. Require the Department to complete meet and confer over the BWC policy implemented on April 28, 2025.
5. Require the Department to make whole PPOA or any adversely impacted PPOA members as a result of the Department's actions in this case.
6. An order for such further relief as the Commission determines may be appropriate under the circumstance.

**Charging Party:**

Full Name of Party(ies) filing charge: (If Employee Organization give full name, including local and and/or number)  
Professional Peace Officers Association

Contact Person: James J. Cunningham Email: jjc@jimcunninghamlaw.com

Cell Phone: (619) 871-9116 Office Phone: (619) 819-9288

Mailing Address (include zip code): 10405 San Diego Mission Road Ste 200, San Diego, CA 92108

**Additional Relevant Information:****Declaration**

I declare that I have read the above charge(s) and verify under penalty of perjury that the statements therein are true to the best of my knowledge and belief.

Signature \_\_\_\_\_

Printed Name James J. Cunningham

Title: Attorney

For: Professional Peace Officers Assoc.

Date: May 5, 2025