



History of the Coalition of County Unions

The Coalition of County Unions (CCU) began in 1970 for the purpose of uniting all certified bargaining representatives for collective strength in bargaining with the County of Los Angeles over “*Fringe Benefits.*”

This was the year that collective bargaining over wages, benefits, hours, and working conditions began in Los Angeles County under the new law called the Myers-Milias-Brown Act (MMBA). It was this “new” California legislation, passed in 1968, that gave employees of local government, namely city, and special districts in California, the right to bargain collectively with their employer.

Between the passage of MMBA and the start of collective bargaining in Los Angeles County, the County set up the Employee Relations Ordinance (ERO). The ERO governs collective bargaining in the County. The ordinance also set up the Employee Relations Commission (ERC). The ERC governs collective bargaining in the County and decides the proper bargaining units and conduct elections of employees in those bargaining units to set up the certified unit representative.

The CCU was not a “certified representative” under the County’s new Employee Relation Ordinance; however, all the member unions of the CCU were certified representatives of one or more of the newly created bargaining units set up by the Employee Relations Commission. Since 1970, the CCU has bargained effectively for the fringe benefits enjoyed by all represented County employees.

What are Fringe Benefits?

Fringe Benefits are the benefits of County employment enjoyed by represented County employees regardless of job title, pay level, or what County department you work in. These benefits (for example retirement, vacations, sick leave, etc.) are in detail on our website at www.CoalitionOfCountyUnions.com. These benefits are in addition to those benefits negotiated as part of your Union’s “unit” contract with the County. To see the entire Fringe Benefit MOU, go to www.CoalitionofCountyunions.com and click on Fringe Benefit MOU.

In Los Angeles County, there are two classes of employees:

- *Represented employees*, who are in bargaining units and whose wages, benefits, hours and conditions of employment are in a Memorandum of Understanding (MOU); and,
- *Nonrepresented employees*, who are in positions of management, not covered by an MOU, and do not have collective bargaining rights.

There are differences between the benefits enjoyed by represented employees and non-represented employees. Over the years, management of the County determined that non-represented employees should have different benefits than the represented employees. These non-represented benefits are the “perks” of being a County management employee.