

# RESUME - Tony Butka

## Contact Information:

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## Education:

**BA, English & History, Cal State Fullerton  
Graduate School, University of California**

## Experience

**2012 - Current**

**Part-time Interim Executive Director, Los  
Angeles County Employee Relations  
Commission**

**2005 - 2012**

**Presiding Conciliator, State of California  
Department of Industrial Relations,  
Mediation & Conciliation Service**

Perform lead functions and case assignments for So. California mediators, including employment interviews & training. Mediate labor disputes between cities, counties, special districts, K-12, Community Colleges, and Universities and their employee organizations. Handle election requests for certification, decertification, agency shop, Merit System (Civil Service) status. Mediate employment disputes between employees and their peers and/or managers, as well as disciplinary actions and contract disputes. Conduct training of the parties in Interest Based bargaining techniques.

**1995 - 2005**

**Chief, Civil Service/Employee Relations  
Commission, Los Angeles County**

Establish & maintain lists for arbitrators, hearing officers, and mediator fact-finders, in conjunction with the Board of Supervisors. Conduct training programs for the neutrals, and remove neutrals whose performance was unsatisfactory.

Act as liaison between the two Commissions, county departments, labor organizations, and the Board of Supervisors.

Oversee and administer the investigation & processing of unfair practice charges, arbitration requests, certification, unit modification, and decertification petitions, as well

as conduct elections. Write draft decisions for the Employee Relations Commission, for final review and determination by the Commission.

Administer all hearing requests, all hearing requests, amounting to roughly 450 per annum for the Civil Service Commission, and 300 per annum for the Employee Relations Commission.

**1993 - 1995**

**Executive Officer, Los Angeles County  
Relations Commission**

Oversee and administer the investigation & processing of unfair practice charges, arbitration requests, certification, unit modification, and decertification petitions, as well as conduct elections. Write draft decisions for the Employee Relations Commission, for final review and determination by the Commission

Responsible for budget and administration of the Commission and its staff. During this time period, the Commission was a stand-alone department.

**1991 -1993**

**General Representative, Graphics  
Communications Union, District Council #2**

Responsible for handling all District Council arbitration cases in California, Oregon, Washington, and Idaho. Handled NLRB charges & petitions for the District Council in Southern California, while maintaining a route of some 18 plants.

Chief negotiator for contract negotiations in Southern California for some two dozen employers in Southern California, in bargaining units from 15 - 500 employees.

**1989 - 1991**

**Director of Research and Negotiations,  
Hospital & Service Employees Union, Local  
399, SEIU**

Supervised a department of two professional staff and four clericals, overseeing some 500 contracts covering approximately 25,000 members. Personally handled negotiations for larger, more complex units, including Kaiser Permanente, Cedars-Sinai, Queen of Angles/Hollywood Presbyterian hospitals, and most initial contracts after the Local was successfully certified. Served as a part of the Union's Executive Committee, working closely with the officers on administration of the Local.

**1986 - 1988**

**Bay Area Representative, Directors Guild of  
America (DGA)**

Established and staffed a regional San Francisco office for the Guild. Monitored productions in the area, including theatricals, commercials, and administered television station contracts. Participated in negotiations for the Basic Agreement, and the Television Network Agreement.

**1982 - 1986**

**Assistant Executive Director, Motion  
& Videotape Editors Guild, Local 776, IATSE**

Liason to the West Coast & International IATSE, particularly dealing with contract negotiations, organizing, and jurisdictional disputes. Worked with the Board of Directors to computerize varous functions of the Local, including accounting and clerical functions. Handled negotiations, arbitration cases, and NLRB issues surrounding organizing and unfair labor practice charges.

**1980 - 1982**

**President, National Employee Relations  
Service (NERS).**

Developed training programs for both private and public sector employers, dealing with various statutes affecting labor relations and employment relationships. Developed and conducted union and union free training programs for the AMA (American Management Association) nationally.

Acted as a consultant for employers in dealing with various federal and state agencies, including the NLRB, PERB, OFCC, EEOC, FEHC, and legislative bodies. Also acted as the employer representative in union organizing campaigns, certification elections, and associated NLRB proceedings.

**1978 - 1982**

**Training Director, Paterson & Taggart**

Conducted attorney training and performed a sales & marketing function for the management law firm, which at the time accounted for over 50% of California public sector employee relations representation by outside counsel. Developed and conducted training programs with an emphasis on public sector cities, counties, special districts and schools. Integrated existing attorneys into these programs by region. Conducted mock bargaining programs for public agencies.

**1974 - 1977**

**Research Director, Los Angeles County  
Employees Association, Local 660, SEIU**

Assistant to the General Manager, oversaw contract negotiations for some 20+ bargaining units covering approximately 44,000 employees. Personally handled the larger, more complex negotiations. Represented the union before agencies such as the County Employee Relations Commission and the Civil Service Commission, including unfair labor practice charges, unit determination issues, and hearing.

**1970 - 1973**

**Research Director, SEIU Joint Council #8 of  
Southern California**

Worked with various public and private sector locals in contract negotiations, organizing, administrative agency hearings, arbitration cases, mediation and fact-findings. In Los

Angeles County, handled negotiations for SEIU Locals 434, 535, and assisted Local 660 in LA County. Provided liason with SEIU Local 99 (LA Schools), and SEIU Local 347 (LA City Sanitation Workers).

These duties included the establishment of Rules for the Employee Relations Commission, unit determination hearings, certification elections, and bargaining for initial agreements. Participated in the legislative negotiations for the Meyers-Milias-Brown Act, and a number of organizing efforts throughout the State of California.

**1968 - 1970**

**Social Worker, Los Angeles County**

Worked as a General Relief intake worker in Watts and later, 76th & Central offices. Became a Union shop steward on my first day of employment, before there were any California or LA public sector labor laws. Became a union activist in the Social Workers Union, Local 535 SEIU, participated in various job actions and grievances prior to the LA County Employee Relations Ordinance. Worked on the establishment of the Commission and their Rules.