

**Los Angeles County Employees Retirement Association (LACERA)**  
**Labor Negotiation Services - Responses to Questions**  
**April 14, 2021**

1. **Question:** Have the parties previously used or ever contemplated the employment of the Interest Based Approach (IBA) to the negotiations process and labor relations?

Regardless of the answer to the above question, because such a submission would be non-responsive on its face, might a response to the RFP that embodies the use of the IBA be given any consideration?

**Answer:** The parties have not previously used an Interest Based Approach to negotiations. We would consider a response that proposes IBA.