

**Establishing the Measure A Labor Council**

In November 2024, Los Angeles County (County) voters approved Measure A, the Affordable Housing, Homelessness Solutions, and Prevention Now Transactions and Use Tax Ordinance. A successor to the expiring Measure H, Measure A is a dedicated funding source to address the County’s homelessness crisis by reducing homelessness, expanding affordable housing, and increasing access to mental health and substance use recovery services.

Amongst the number of provisions ensuring accountability, definable metrics, and robust oversight is Section 27: Improving Recruitment and Retention of Homelessness Service and Prevention Workers. Those employed by the nonprofit homelessness service provider sector, especially those who perform street outreach and other frontline services, work in difficult conditions. According to a 2023 RAND study, those workers earn an average of \$40,000 to \$60,000 annually, well below the minimum salary for a living wage to afford to live in Los Angeles County. Many frontline workers face homelessness or housing instability themselves. Low wages and limited resources have

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**MOTION**

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led to burnout and high staff turnover, which impacts the quality and continuity of client care, and the effectiveness of our homelessness response system.

Section 27A of Measure A mandates that contracted homelessness services and eviction prevention workers funded by the measure must be paid a wage “aligned with public and private market conditions,” provide for wage increases and incentives, include cost of living adjustments to align these workers' pay with County and/or the Los Angeles Homeless Services Authority (LAHSA) staff wages, and not result in the displacement of public employees. Section 27B mandates the County to establish a labor council comprised of an equal number of representatives from organized labor and nonprofit social service provider leadership by June 30, 2025, to discuss pay equity, and career development at contracted service providers. This labor council will make initial recommendations to the Board of Supervisors (Board) by June 30, 2026, on a variety of compensation issues including, but not limited to, wages, benefits, pay equity, and cost of living adjustments. To fulfill the will of the voters and to address the wide-ranging challenges faced by non-profit workers in the homeless services sector, it is imperative that the labor council mandated by Measure A is properly empowered to recommend heightened standards that confront wage and benefit inconsistencies, a lack of career development opportunities, and inequitable contracting processes. This Board must initiate Section 27B of Measure A by establishing the Measure A Labor Council to ensure frontline workers in the nonprofit homelessness service provider sectors are not left behind.

**I, THEREFORE, MOVE** that the Board of Supervisors direct the Executive Office, in coordination with the Chief Executive Office-Homeless Initiative, to:

1. Establish the Measure A Labor Council on or before June 30, 2025, to make recommendations to the Board of Supervisors on compensation issues for contracted nonprofit social service providers including, but not limited to, wages, benefits, pay equity, career development, and cost of living adjustments.
  - a. The Measure A Labor Council shall be comprised of no more than eight (8) individuals with an equal number of organized labor and nonprofit social service provider leadership representatives including:
    - i. Representatives from SEIU Local 721, the Los Angeles County Federation of Labor as well as leadership from other organized labor that represents County employees or contracted service providers serving people experiencing homelessness.
    - ii. Representatives from nonprofit social service providers serving people experiencing or at risk of homelessness that includes geographic, agency size, and program portfolio diversity. At least one representative shall be nominated by a unionized nonprofit organization serving people experiencing homelessness.
    - iii. The Measure A Labor Council shall have the ability to consult with advisors from academia and other sectors to inform their recommendations.

- b. A representative from organized labor leadership and a representative from the nonprofit service provider leadership shall serve as co-chairs for the duration of the Measure A Labor Council.
  - c. Nonprofit service providers with a documented history of wage theft or other labor law violations shall be prohibited from serving on the Measure A Labor Council.
  - d. In the event of a vacancy, the Measure A Labor Council shall recommend by majority vote a replacement for Board approval.
  - e. The Measure A Labor Council's initial recommendations to the Board shall be submitted on or before June 30, 2026. The Measure A Labor Council shall strive for consensus in all decisions and note recommendations when a consensus has not been reached.
2. Provide staffing and support for the Measure A Labor Council including, but not limited to:
- a. A proposed scope of work, including but not limited to the consideration of recruitment and retention strategies for the homeless services and prevention sector related to pay, benefits, working conditions, career advancement and skills development, health and safety issues, security in the workplace, collective representation, and partnership models (such as labor-management cooperation committees or high road training partnerships).
  - b. Coordination of the Measure A Labor Council member application, screening and selection process.

- c. Meeting agendas, scheduling, public noticing and other meeting support and administration.
  - d. Coordination and consultation with LAHSA and all relevant County departments, as needed.
3. Provide a written report back within 60 days from June 30, 2025, on the establishment of the Measure A Labor Council.

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