



**PUBLIC REQUEST TO ADDRESS  
THE BOARD OF SUPERVISORS  
COUNTY OF LOS ANGELES, CALIFORNIA**

MEMBERS OF THE BOARD

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**Correspondence Received**

The following individuals submitted comments on agenda item:				
Agenda #	Relate To	Position	Name	Comments
CS-9.		Other	Monisha Parker	<p>Negotiating with labor unions in Los Angeles County while incorporating the Consumer Price Index (CPI) and Small Area Fair Market Rents (SAFMRs) and modeling aspects of Nordic labor relations (Iceland, Denmark, Sweden, Finland, Norway)—requires a structured, data-driven, and collaborative approach. Below is a step-by-step framework:</p> <p>1. Adopt Nordic-Style Social Dialogue &amp; Collective Bargaining Nordic countries rely on centralized wage bargaining, tripartite agreements (government, employers, unions), and indexation to inflation. Key steps: Establish a Tripartite Committee: • Include LA County officials, union reps, and housing/economic experts. • Use CPI data (from the Bureau of Labor Statistics) to adjust wages annually.</p> <p>• Reference SAFMRs (from HUD) to address housing affordability in wage discussions. Multi-Year Wage Agreements with CPI Adjustments: • Like Denmark/Sweden, negotiate 2-3 year contracts with automatic CPI-linked raises to prevent disputes. • Example: If CPI rises 3%, wages increase proportionally.</p> <p>2. Integrate SAFMRs into Wage Negotiations Since housing costs vary drastically across LA County (e.g., Santa Monica vs. Lancaster), use SAFMRs to tailor wage adjustments: Housing-Adjusted Wage Formula: • Base wages on SAFMR for specific ZIP codes where workers live. • Example: If SAFMR increases by 5% in a high-cost area, wages should reflect that. Housing Subsidies or Allowances: • Like Finland's housing support system, offer targeted rent subsidies for workers in expensive areas.</p> <p>3. Implement Sector-Wide Bargaining (Nordic Model) Instead of company-by-company talks, LA County could push for sectoral bargaining (like Norway): Unified Wage Standards by Industry: • Set minimum wage hikes based on CPI + SAFMR for all public sector/unionized workers. • Prevents undercutting and ensures fairness. Solidarity Wage Policy: • Narrow pay gaps by prioritizing raises for lower-income workers (Sweden's model).</p> <p>4. Use Data Transparency &amp; Trust-Building (Icelandic Model) Iceland's unions rely on open economic data to justify demands. LA County</p>

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				<div>should:<ul style="list-style-type: none"><li>• Publish CPI &amp; SAFMR Trends before negotiations.</li><li>• Independent Mediators (like Finland's National Conciliator) to facilitate talks.</li></ul></div> <div>5. Contingency: Strike Prevention Mechanisms Nordic countries avoid strikes via:<ul style="list-style-type: none"><li>• Mandatory Cooling-Off Periods (Denmark).</li><li>• Binding Arbitration (Sweden) if talks stall.</li></ul></div> <div>Implementation Steps for LA County<ul style="list-style-type: none"><li>• Formalize a Wage-Housing Task Force with unions.</li><li>• Propose Multi-Year CPI-Linked Contracts with SAFMR adjustments.</li><li>• Pilot Sectoral Bargaining for county employees.</li><li>• Legislate Backup Arbitration to prevent prolonged strikes.</li></ul></div> <div>By blending Nordic-style collective bargaining with localized SAFMR/CPI data, LA County can achieve fair, sustainable labor agreements that address both inflation and housing costs.</div>
		Item Total	1	
Grand Total			1	