

REVISED MOTION BY SUPERVISORS HILDA L. SOLIS

November 4, 2025

AND LINDSEY P. HORVATH

Labor Peace For Janitorial and Security Service Workers at County Facilities

Los Angeles County has long championed policies that promote economic opportunity, equity, and labor stability for workers across our communities. On January 5, 2016, the Board of Supervisors adopted a motion by Supervisors Hilda L. Solis and Sheila Kuehl requiring Labor Peace Agreements for certain service contracts on County property—including concessions, cleaning, cafeteria, and security services—and advancing workforce equity through living wage standards, worker retention, targeted hiring, and partnerships with social enterprises and transitional job programs.

On March 10, 2020, the Board expanded this framework through a motion by Supervisors Solis and Janice Hahn, directing the Chief Executive Officer and relevant departments to require Labor Peace Agreements as a material condition for entering into new, amended, or renewed leases, licenses, or concession agreements on County-owned or operated property that generate revenue for the County. This policy was designed to protect the County’s financial interests by minimizing disruptions caused by

MOTION

Solis	_____
Mitchell	_____
Horvath	_____
Hahn	_____
Barger	_____

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labor disputes in hospitality-related operations.

Building on these policies, and in alignment with the County's commitment to uninterrupted public service, this motion strengthens labor peace requirements for janitorial and security workers—many of whom are immigrants, women, and people of color—who maintain the health, safety, and functionality of County-owned facilities.

Labor Peace Agreements help ensure continuity of services, reduce the risk of labor disputes, and foster collaborative relationships between employers and unions. As the County continues to expand its use of Proposition A contracts for facility services, it is imperative that labor peace protections be consistently applied to safeguard both service quality and worker rights.

WE, THEREFORE, MOVE that the Board of Supervisors:

1. Direct the Chief Executive Officer (CEO), in consultation with the Department of Internal Services, County Counsel, and relevant departments, to develop a Labor Peace Agreement and Worker Retention policy applicable to all Proposition A contracts involving janitorial and security services at County-owned or County-managed facilities. The policy shall require that:
 - Evidence of a Labor Peace Agreement be furnished prior to a vendor being awarded a new contract for services, including extensions of existing service contracts and, when applicable, prior to commencing new work under an existing janitorial or security service contract.

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- Labor Peace Agreement requirements and a 90-day Worker Retention provisions, modeled after the County's recently adopted Right of Retention ordinance and the California Displaced Janitor Opportunity Act, be incorporated into all open and future Requests for Proposals (RFPs), contract extensions, and expansions of scope for existing contracts, where applicable. The policy should include thresholds for minor scope changes to ensure departments can respond to urgent or small-scale service needs without delay.
2. Instruct the CEO to report back to the Board, related to policy under Directive 1, in writing ~~in~~ within 90 days with:
- A proposed draft Labor Peace Agreement and Worker Retention policy for janitorial and security services, including definitions, applicability criteria, and enforcement mechanisms.
 - An implementation plan outlining how the policy will be integrated into County procurement processes, including timelines, operational protocols, enforcement mechanisms, and stakeholder engagement.
- ~~3. Direct the CEO to include in the report a~~
- An analysis of potential fiscal and operational impacts, and to consult with labor organizations, including SEIU United Service Workers West (USWW), to ensure the policy reflects best practices in labor stability

AGN. NO. _____

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and service continuity.

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