

October 10, 2025

Measure A Labor Council Overview & Proposed Meeting Topics

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Overview

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Measure A Ordinance

Section 27.A.

A. All contracts funding social services positions, including but not limited to homelessness services and eviction prevention workers, financed by the tax imposed by this Ordinance must:

1. Set **sufficient payment rates** to enable contractors to pay wages aligned with public and private market conditions;
2. Allow amendments, as needed, to **provide that incentives and wage increases for cost of living** similar to those offered to County staff and/or Los Angeles Homeless Services Authority staff are also available to service provider and prevention worker staff;
3. Allow **annual adjustments** to reflect cost-of-living adjustments, increases in administrative allowances, and operational cost changes due to inflation or other factors (such as supply shortages, insurance market changes, etc.);
4. Be **paid in a timely manner** to prevent unnecessary cost increases borne by service providers; and
5. Not result in **displacement of public employees**.

Multi-year contracts are encouraged to support system, service delivery, workforce, and nonprofit service provider stability.

Measure A Ordinance

Section 27.B.

- By June 30, 2025, the County shall establish a labor council with equal representation from organized labor and nonprofit social service provider leadership to **discuss pay equity and career development at contracted service providers, especially with regard to racial disparities and for those with lived experience of homelessness.**
- This council shall make recommendations to the Board of Supervisors on issues related but not limited to: **all levels of compensation, wages and benefits, and appropriate pay ranges as compared to County employees performing similar work**, including the feasibility of contracts for social services positions financed by this Ordinance meeting or exceeding area wage standards, pay equity for service provider staff, and the allowance of cost-of-living adjustments.
- The labor council shall **provide initial recommendations to the Board of Supervisors** by June 30, 2026.

Board Motion: Establishing the Measure A Labor Council Directives



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.

3. Provide a **written report back within 60 days** from June 30, 2025,* on the establishment of the Measure A Labor Council.

**Deadline was extended to September 19, 2025.*

June 10, 2025 Board Motion: <https://file.lacounty.gov/SDSInter/bos/supdocs/203891.pdf>

September 19, 2025 Report Back: <https://file.lacounty.gov/SDSInter/bos/supdocs/204154.pdf>

Board Motion: Establishing the Measure A Labor Council Directives

1a. 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.

Board Motion: Establishing the Measure A Labor Council Directives

1b. 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.**

1c. 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.**

1d. In the event of a vacancy, the **Measure A Labor Council shall recommend by majority vote a replacement** for Board approval.

1e. 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.**

Board Motion: Establishing the Measure A Labor Council Directives

2a. 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
- Partnership models (such as labor-management cooperation committees or high road training partnerships).

Measure A Labor Council Proposed Scope of Work

- Discuss compensation-related challenges
- Examine compensation practices
- Make compensation recommendations
- Address recruitment and retention strategies
- Explore partnership models



Measure A Labor Council Members

Labor Representatives

Wendy Knight
SEIU Local 721

Carmen Roberts
SEIU Local 2015

Robert Holguin
AFSCME Local 3511

Kristian Huling
AFSCME District Council 36

Service Provider Representatives

Kris Nameth
LA LGBT Center

La Keishia Childers
PATH

Tahia Hayslet
Harbor Interfaith Services

Summre Garber
Safe Parking LA

Measure A Labor Council Key Deliverables



1. Provide feedback on the **proposed Fiscal Year 2026-2027 Homelessness Budget** to the Chief Executive Office Homeless Initiative, in coordination with the new homelessness department, prior to adoption by the Board of Supervisors
2. Provide **initial recommendations** to the Board of Supervisors by June 30, 2026

Proposed Meeting Topics & Timeline

Meeting	Proposed Topics
October	1) Organizational Meeting
November	1) Presentation and Feedback on FY 2026-27 Measure A Spending Plan 2) Initial review, presentation and discussion of available local research on the homeless services workforce in Los Angeles County, key themes, and primary challenges
December	1) Presentation and discussion on workplace conditions (including health and safety concerns), training needs and models, and career advancement
January	1) Presentation and discussion on a) national and regional data and models; and b) client and program impacts of workforce challenges and solutions 2) Potential discussion of recommendations on workplace safety, training needs and models, and career advancement

Topics subject to change

Proposed Meeting Topics & Timeline

Meeting	Proposed Topics
February	1) Presentation and discussion of available workforce comparative data
March	1) Potential discussion of recommendations on compensation and benefits, pay equity, recruitment, and retention
April	1) Presentation and discussion on strategies and options for the feasibility of contracts for social services positions financed by Measure A meeting or exceeding area wage standards, pay equity for service provider staff, and the allowance of cost-of living adjustments.
May	1) Deliberation on initial draft recommendations
June	1) Review and vote on final recommendations to the Board Of Supervisors

Additional Engagement Strategies:

- Public Webinars/Town Halls
- Public Comment

Thank You

Questions & Discussion

