

LAHSA Transition FAQs



What Happened, What Is Changing and What the Next Steps Are for Our Union

All of us have heard about big plans underway to reshape how homeless services are delivered throughout Los Angeles County. Many of us have questions. Our union – SEIU 721 – is here to walk through what it means.

WHAT HAPPENED

Recently, the Board of Supervisors voted to create LA County's own homeless services department. They plan to staff this new department with a combination of staff from current county departments that touch homelessness and staff from the Los Angeles Homeless Services Authority (LAHSA) whose positions are funded by county Measure H dollars. This idea originates from a report recommendation by the 2021 Blue Ribbon Commission on Homelessness.

The goal is to improve transparency, oversight and accountability of taxpayer dollars from Measure H funding – which is now transitioning to Measure A funding – and to put them more closely under the control of the Board of Supervisors. It has been emphasized both to our union and the public that the failures, complexities and challenges of the homelessness services system are not representative of the incredible work done by us – the LAHSA workforce. Instead, they reflect the failures of the current system, which is broken.

WHAT IS CHANGING

LA County plans to begin the merger on July 1, 2025. Representatives from affected LA County departments and external groups – such as service providers for unincorporated areas – will meet to inform the design of the new county department, including its new teams and leadership structures.

The Board of Supervisors has two options as outlined in the motion which created the new county homeless service department: Special Requirements and Emergency Declaration. Everything from how many and what type of workers the new county department operationally will need to what specific workplace protections would apply and what job security employees would have has yet to be determined.

The new county department timeline to be established is January 1, 2026. Integration of county-funded programs that are currently administered by LAHSA into the new county department would occur throughout Fiscal Year 2025-26. The entire merge would be completed by June 30, 2026.

LA County leadership has committed not to scale down services or to have any service interruptions. But they have not necessarily committed to a one-for-one transfer of talent-to-positions – nor have they committed to ensuring that current employees keep their same work role and job title.

WHAT THE NEXT STEPS ARE FOR OUR UNION

SEIU 721 absolutely will be included in every step of the process to ensure minimal disruption to our union members. LAHSA Human Resources representatives have reached out to our union and we are in the process of scheduling a meeting.

We are the LAHSA workforce that has been at the literal forefront of homeless services for years – and we have earned our seat at the table. From start to finish, throughout this process, SEIU 721 will protect our members' interests by:

- Ensuring that our union's voice is heard – and that our priorities are advanced – by proactively meeting with the LA County Department of Human Resources, Housing for Health, the Board of Supervisors and any other relevant county entities or representatives
- Advancing our union priorities for lowering the barrier to entry for positions (such as examinations and wait times), maintaining current job tenure, and union membership.
- Utilizing union member leaders and stewards in this process at every step
- Prioritizing job security for all our union members, whether they are currently employed at LA County or at LAHSA

We will continue updating everyone on our union's progress as this transition moves forward. Together, we win!

April 2025