

Communication from Public

Name: UCLA Labor Center

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Council File No: 19-0229-S2

Comments for Public Posting: Please post this letter on the Fast Food Fair Work ordinance to the council file 19-0229-S2:



UCLA LABOR CENTER

August 14, 2026

Los Angeles City Council
201 N. Figueroa St.
Los Angeles, CA 90012

Re: Council File 19-0229-S2

Dear City Councilmembers:

On behalf of the UCLA Labor Center for Labor Research and Education (UCLA Labor Center), I write as a labor research and policy expert to provide analysis of the pending Fast Food Fair Work Ordinance that would provide the city's fast food workers with more stable scheduling and paid time off.

In 2022, the council [passed a law](#), the [Fair Work Week Ordinance](#), that established protections for workers at large retail establishments. Those protections include advanced notice of scheduled hours; the ability to request preferred shifts; and priority for current employees to pick up additional hours before the employer brings on new workers. The law does not apply to fast food workers. The City Council voted to ask for a report on what it would take to expand the law to do so.

About 90 percent of fast food workers are people of color, and 70 percent are women. One in three are immigrants. These workers face erratic and unpredictable work schedules, rampant violations of worker protection laws and a lack of paid vacations. They have faced constant threats of firings, hours cuts, and even employers' threats to call ICE. The current menace of mass deportation and heavily publicized raids across the country contribute to a culture of fear, further deterring fast food workers from exercising their rights.

The Fast Food Fair Work Ordinance offers solutions to these abuses that benefit fast food workers and responsible employers. It would require an annual full day in-person Know Your Rights training by an independent, trusted third party; offer protection from constantly changing schedules; and require paid time off so workers can attend the training and have time with family and take care of personal needs. Based on our experiences with Know Your Rights training in other industries, the training for this ordinance needs to be in-person and at least 6 hours in length. Additionally, an experienced training organization that has a history of advocating for workers should conduct the training.

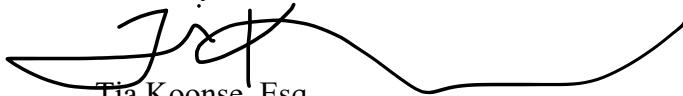
According to a survey of fast food workers, 88 percent of those surveyed [do not know how to protect themselves](#) from wage theft, sexual harassment, and dangerous working conditions. LA-area fast food workers lose [thousands of dollars a year](#) when their employers pay less than the minimum wage, according to a recent study. Moreover, fast food workers face the [most erratic scheduling](#) of the service industries studied by UCSF/Harvard.

California fast food restaurants have [not cut jobs](#) because of the new \$20 minimum wage, according to a UC Berkeley analysis. The industry's claims of massive job loss have been [retracted, debunked](#), and derided for [cherry picking](#) numbers. In fact, other employers in other industries have wrongly predicted that higher standards for workers will lead to disaster. For example, area hotels [forecasted job losses](#) when Los Angeles adopted a hotel living wage, but research shows that LA hotel [jobs increased](#) right along with wages. Finally, the modest costs of the law should have minimal impact on consumers. For example, increasing fast food workers' pay to \$20 an hour led to only modest price hikes -- around [six cents on a \\$4 hamburger](#).

In conclusion, this policy proposal aligns with what the City Council has done in past years to improve working and living conditions for workers in Los Angeles. By guaranteeing workers training on workplace rights, predictable scheduling and paid personal time off, Los Angeles can lead in empowering fast food workers and improving their lives, alongside their families, customers, and communities.

Thank you very much for your time and attention.

Sincerely,

A handwritten signature in black ink, appearing to read 'Tia', followed by a long, sweeping horizontal line that extends to the right.

Tia Koonse, Esq.
Policy Director
UCLA Labor Center