

Communication from Public

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August 7, 2025

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

RE: Council File 19-0229-S2

Dear Councilmembers,

Legal Aid at Work (LAAW) urges you to vote in favor of the Fast Food Fair Work Ordinance and support the more than 50,000 fast food cooks and cashiers in Los Angeles. As a statewide non-profit that regularly provides legal representation, counsel, and know-your-rights education and training to low-income workers and their families, we strongly support workers having access to legal information about their rights, as well as predictable schedules and paid time off.

About 90 percent of fast food workers are people of color, and nearly 70 percent are women. Roughly 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 conducted 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.

Information and Awareness About the Law is Sorely Needed

According to a survey of fast food workers, 88% of those surveyed [don't know how to protect themselves](#) from wage theft, sexual harassment and dangerous working conditions. In addition, according to a recent report that LAAW's Work

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and Family Program co-authored with SEIU and the Fast Food Worker's Union, 82% of surveyed fast food workers didn't know basic information about their right to pregnancy-related accommodations and leave and 87% reported that they were afraid to ask for changes needed at work for a healthy pregnancy due to fear of retaliation.

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, and fast food workers face the most erratic scheduling of the service industries studied by UCSF/Harvard.

Conclusion

We firmly believe that the Fast Food Fair Work law can be a transformative force. By guaranteeing workers training on workplace rights, predictable scheduling and paid personal time off, Los Angeles has the opportunity to become a leader in empowering fast food workers and improving their lives, alongside their families, customers, and communities.

We strongly urge you to advance this critical motion without any further studies, thereby affirming LA's commitment to fair treatment, security, and dignity for fast food workers, and creating a positive impact on the lives of thousands of workers and the broader community.

Sincerely,



Sela Steiger
Staff Attorney
Work & Family Program, Project SURVIVE