

Communication from Public

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Council File No: 19-0229-S2

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January 14, 2026

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

RE: Council File 19-0229-S2

Dear Councilmembers,

On behalf of the 11,000 Starbucks workers represented by Starbucks Workers United, we urge 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.

Too many Starbucks workers in Los Angeles struggle with unpredictable schedules and too few hours of work. Starbucks requires workers to be “available” (without pay) for 150% of the hours we want to work, with no guarantee we’ll actually get the hours we want and need to pay their bills. Starbucks brags about its great benefits, but too many baristas don’t meet the 20-hour threshold required to access these benefits. One week a barista is scheduled every day, then the next week could be only one or two partial-day shifts. With their schedules constantly changing, it’s difficult to plan childcare, school, or second jobs.

About 90 percent of fast food workers are people of color, and nearly 70 percent are women. Roughly one in three are immigrants.

Starbucks workers and other fast food workers in Los Angeles face erratic and unpredictable work schedules, rampant violations of worker protection laws and a lack of paid vacations. We 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.

Starbucks Workers United

- The employers' cost of training is only \$100 per worker per year, and a paid day off to attend the training, so an average store of 15-20 workers would only have a total cost of \$3,000 - \$4,000 a year (\$100 fee per worker plus \$120 per worker for wages); the only real costs are to employers violating the law.
- The scheduling protections merely expands Los Angeles' existing Fair Workweek law to include fast food workers. It currently covers retail workers only.
- The Bureau of Labor Statistics estimates that over three fourths of California's private employers offer paid vacations.
- Fast food operators added more than 550 locations in Los Angeles County in the 12 months after September 2023, when Gov. Newsom signed the law raising the fast food minimum wage, according to government data.

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 lead 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, affirming LA's commitment to fair treatment, security, and dignity for fast food workers, thereby creating a positive impact on the lives of thousands of workers and the broader community.

Sincerely,



Daisy Pitkin
Director, Starbucks Workers United
International Vice President, Workers United a/w SEIU