

## Communication from Public

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**Date Submitted:** 02/14/2026 01:53 PM  
**Council File No:** 19-0229-S2  
**Comments for Public Posting:** Please post this letter in support of the fast food ordinance to the council file 19-0229-S2:



February 13, 2026

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

RE: Council File 19-0229-S2

Dear Councilmembers,

As we work to mobilize the power of women across our city to build a safer and more equitable future for all Angelenos, we urge you to take immediate action to enact the Fast Food Fair Work Ordinance, which will provide essential protections for our city's 50,000+ fast food workers. Two-thirds of these workers are women, the vast majority are workers of color and over a quarter are immigrants. In this moment when basic rights and protections for women are under unprecedented [attack](#); ICE is [arresting](#) and [detaining](#) people on our streets and terrifying our communities; and many fast food employers are [stealing millions](#) of dollars a year from their workers' wages, it is more urgent than ever that the Council take action to pass this vital law.

Los Angeles fast food workers deal with chronically unstable schedules, insufficient work hours, abrupt hours cuts, and the threat of losing their jobs without warning.<sup>1</sup> Workplace abuses including wage theft, sexual harassment, workplace violence and a host of health and safety hazards are widespread in California's fast food restaurants, and workers frequently face employer retaliation if they report these problems.<sup>2</sup> Women fast food workers are often denied time off for prenatal care, forced to return to work before healing from childbirth, have their hours slashed, or are pushed out of their jobs due to pregnancy, parenting or caregiving responsibilities.<sup>3</sup> The consequences of these abuses can be grave, plunging workers and their families into – or deeper into – poverty at vulnerable times in their lives.<sup>4</sup>

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<sup>1</sup> Kevin Bruey, Alessandra Soto, Daniel Schneider and Kristen Harknett, Unpredictable and Unstable: Fast Food Jobs in Los Angeles, Shift Project, January 12, 2026. <https://shift.hks.harvard.edu/fast-food-jobs-in-los-angeles/>; Fast Food Workers on the Brink, California Fast Food Workers Union, SEIU, June 2025, pp. 15-31, <https://californiafastfoodworkersunion.org/wp-content/uploads/SEIU-Fast-Food-workers-on-the-Brink.pdf>.

<sup>2</sup> Step Forward Foundation and California Fast Food Workers Union, "Knowledge is Power: Workers' Rights Trainings and the Pathway to Improving Conditions in California's Fast Food Industry," <https://californiafastfoodworkersunion.org/wp-content/uploads/KYR-Report-FINAL.pdf>.

<sup>3</sup> OUR RIGHTS AT WORK: Pregnancy & Parenting in Fast Food, Legal Aid At Work, California Fast Food Workers Union, SEIU, February 2025, p. 3, <https://legalaidatwork.org/pregnancyandparentinginfastfood/>.

<sup>4</sup> OUR RIGHTS AT WORK: Pregnancy & Parenting in Fast Food, Legal Aid At Work, California Fast Food Workers Union, SEIU, February 2025, <https://legalaidatwork.org/pregnancyandparentinginfastfood/>, p. 3; Fast Food Workers on the Brink, California Fast Food Workers Union, SEIU, June 2025, pp. 30-31, <https://californiafastfoodworkersunion.org/wp-content/uploads/SEIU-Fast-Food-workers-on-the-Brink.pdf>.



The Fast Food Fair Work law will provide urgently-needed training to ensure fast food workers know their rights and are empowered to address workplace problems and abuses; and provide access to essential benefits, programs and resources. The law will also require paid time off so fast food workers can attend the training and take care of personal and family needs, and will promote job stability and economic security by safeguarding workers against abusive scheduling practices.

We support this movement, led primarily by women of color and immigrants who are raising the alarm on an industry plagued by sexual harassment, wage theft, and the denial of fundamental rights like maternity leave. Now is the time for us to all come together and ensure they—and the 50,000 fast-food workers across our city—are armed with the power of knowing their rights through this ordinance, allowing them to speak out without fear of retaliation.

Please act now to advance the Fast Food Fair Work Ordinance. It was introduced a year and a half ago, and the time to act is **now**.

Sincerely,

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Women's March  
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