

Communication from Public

Name: United for Respect

Date Submitted: 03/12/2026 11:19 AM

Council File No: 19-0229-S2

Comments for Public Posting: March 12, 2026 Los Angeles City Council 201 N. Figueroa St. Los Angeles, CA 90012 RE: Council File 19-0229-S2 Dear Councilmembers, I, as Co-Executive Director of United for Respect, 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. 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 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. Fast-food workers across Los Angeles need this protection. According to a survey of fast food workers, 88 percent of those surveyed don't 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. Fast food workers face the most erratic scheduling of the service industries studied by UCSF/Harvard. 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, Terrysa Guerra Co-Executive

Director, United for Respect terrysa@united4respect.org



2108 N ST SUITE 4413
Sacramento, CA 95816
Phone: 510-239-5037

March 12, 2026

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

RE: Council File 19-0229-S2

Dear Councilmembers,

I, as Co-Executive Director of United for Respect, 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.

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 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.

Fast-food workers across Los Angeles need this protection.

- According to a survey of fast food workers, 88 percent of those surveyed **don't know how to protect themselves** from wage theft, sexual harassment and dangerous working conditions.

UNITED for RESPECT

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- 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.
- Fast food workers face the **most erratic scheduling** of the service industries studied by UCSF/Harvard.

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,

Terrysa Guerra

Terrysa Guerra
Co-Executive Director, United for Respect
terrysa@united4respect.org

3/12/2026 | 11:11 AM PDT