

Communication from Public

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February 23, 2026

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

RE: Council File 19-0229-S2

Dear Councilmembers,

We write to you on behalf of the more than 50,000 fast-food fast food workers across our city, who are primarily black, brown, women and immigrants and who prove every day that we are essential to our communities. We have led strikes and protests throughout Los Angeles to raise the alarm on systemic workplace abuses, including wage theft, sexual harassment, and discrimination. Yet, the corporations we work for continue to prioritize profits over our health and safety, often using threats, fear and retaliation to keep us silent. Global corporations have failed to protect their workforce; the Fast Food Fair Work Ordinance is the vital solution to ensure every worker is trained, empowered, and aware of their rights.

The systemic failures of our industry are reflected in the harrowing stories of workers across Los Angeles: Cesar Lopez, who is owed thousands of dollars in wage theft after being forced to work without breaks and off the clock; Liliana Garcia, who faced retaliatory hour cuts simply for requesting time to grieve at her husband's funeral; and workers at an Eagle Rock Subway, who were forced to sweep up dead rodents and serve potentially contaminated food. These are not isolated incidents; they are the daily reality for tens of thousands of fast food workers across our city.

Regardless of the brand name on the sign, workers across Los Angeles face the same systemic hardships. We endure health and safety violations and threats of ICE being called when we organize, all while facing unpredictable schedules and retaliatory actions including firings that leave our families on the brink of homelessness.

As the federal administration escalates attacks on immigrant communities and workplace protections, the Fast Food Fair Work Ordinance is more urgent than ever. This law will provide essential "Know Your Rights" training, ensuring workers are empowered to uphold the law and access the benefits designed to protect us. It will also safeguard us against abusive scheduling practices and provide the stability our families need to thrive.



Furthermore, we must address the disinformation being spread by the opposition. A letter sent to you by “Protect Local Restaurants” claims support from civil rights groups like the NAACP and National Action Network—claims that have been proven false. If these corporations are willing to lie to city leaders, imagine the lies and exploitation they subject their workers to every day.

We are at a critical moment. It is time to hold these corporations accountable. We urge you to act now and pass the Fast Food Fair Work Ordinance. Our work—and our lives—are essential.

Sincerely,

Maria Maldonado

Maria Maldonado, Statewide Field Director, California Fast Food Workers Union