

Communication from Public

Name:

Date Submitted: 03/16/2026 01:51 PM

Council File No: 19-0229-S2

Comments for Public Posting: please post



Welcome to UNION TOWN

February 19, 2026

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

RE: Council File 19-0229-S2

Dear Council President Harris-Dawson and Members of the LA City Council,

We encourage you to vote in favor of the Fast-Food Fair Work Ordinance and support the over 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 unpredictable and irregular work schedules, frequent violations of worker protection laws, and no paid vacations. They often encounter threats of termination, hours being cut, and employers threatening to call ICE. The ongoing threat of mass deportation and widely publicized raids across the country create a culture of fear that discourages fast food workers from exercising their rights.

The Fast-Food Fair Work ordinance offers solutions that safeguard 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; provide protection from fluctuating schedules; and mandate paid time off so workers can attend the training, spend time with family, and handle personal needs.

1. The law is urgently needed.

A survey of fast-food workers found that 88 percent 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.

2. Fast food companies can afford it.

The employers' cost of training is only \$100 per worker per year, along with a paid day off to attend the training, so an average store with 15-20 workers would only incur a total cost of \$3,000 - \$4,000 annually (\$100 per worker for training plus \$120 per worker for wages); the only real costs are to employers violating the law. The scheduling protections simply expand 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 following September 2023, when Gov. Newsom signed the law raising the fast-food minimum wage, according to government data.

3. Ignore the cries of falling skies.

California fast food restaurants have not cut jobs because of the new \$20 minimum wage, according to a UC Berkeley analysis. The industry's claims of massive job loss have been retracted, debunked, and ridiculed for cherry-picking numbers. Other employers in different industries have wrongly predicted disaster due to higher standards for workers. For example, area hoteliers forecast job losses when Los Angeles adopted a hotel living wage, but research shows that LA hotel jobs increased alongside wages. The modest costs of the law should have minimal impact on consumers. For example, increasing fast-food workers' pay to \$20 an hour led to only modest price increases—about 6 cents on a \$4 hamburger.



Welcome to
UNION TOWN

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 can lead in empowering fast-food workers and improving their lives, along with those of their families, customers, and communities.

We strongly urge you to move forward with this vital motion without any additional studies, reaffirming LA's dedication to fair treatment, safety, and dignity for fast food workers, and thereby positively affecting the lives of thousands of workers and the wider community.

In Solidarity,

Yvonne Wheeler
President

Communication from Public

Name:

Date Submitted: 03/16/2026 03:39 PM

Council File No: 19-0229-S2

Comments for Public Posting: On behalf of the Protect LA Restaurants coalition, I would like to submit the attached letter in opposition to the Costly RestaurantnOrdinance (CF: 19-0229-S2). Our coalition is in strong opposition to this policy.



Los Angeles
Urban League



Western Region

LAX Chapter



Santa Monica
Venice



San Pedro
Wilmington
Palos Verdes



Beverly Hills
Hollywood



Watts

January 20, 2026

RE: Costly Restaurant Ordinance – OPPOSE ([CF: 19-0229-S2](#))

Dear Mayor Bass and Los Angeles City Council:

On behalf of the undersigned civil rights leaders, we write to express our **strong opposition to the Costly Restaurant Ordinance** targeting local restaurants in the City of Los Angeles. This ordinance will place additional, costly and unnecessary burdens on local restaurant owners – the majority of which are owned by people of color and women. This far-reaching ordinance is coming at a time when local restaurant owners are struggling to survive the costs associated with the state’s new \$20/hour minimum wage for fast food workers, food prices are up at local restaurants by [14.5%](#) and many small businesses are still trying to recover from significant losses resulting from the recent wildfires and the COVID-19 pandemic.

To be clear, we support the state’s passage of AB 1228 which provided fast food workers with a meaningful wage increase and established the nation’s first statewide Fast Food Council to evaluate and strengthen workplace standards.

But this Costly Restaurant Ordinance would undermine the state’s historic progress and create significant hardships for minority small business owners in LA – **unfairly singling out an industry that has long served as a proven pathway to business ownership for minority entrepreneurs.**

We have received serious concerns from minority small business owners, citing that this ordinance would be the final straw that forces many of them to close their doors for good. We cannot allow one of the strongholds of minority business ownership to be attacked in this fashion.

Media reports show that fast food workers are being laid off, employee hours are being cut, local restaurants are closing, and those that remain have been forced to raise their prices. **These impacts are felt most acutely by low-income and disadvantaged families struggling with California’s high cost of living.**

Many local restaurant owners have dedicated their lives and savings to purchasing and operating their restaurants. That's why they make great efforts to support their workers, give back to their communities, and help extend opportunities to others. As expected, many of their stores are in communities of color, providing career advancement training, English as a Second Language (ESL) classes, and scholarship opportunities for people in our communities who may not otherwise have them.

Now is not the time to pile on additional unnecessary burdens on local minority small business owners. We should let the existing state law play out before jeopardizing local restaurants that are critical job creators and members of our community. Please, reject the Costly Restaurant Ordinance.

Sincerely,

**California League of United Latin American Citizens
(CA LULAC)**

Brotherhood Crusade

Los Angeles Urban League

National Action Network – Western Region

National Action Network – LAX Chapter

Community RePower Movement

NAACP Southwest Area

NAACP Los Angeles Branch

NAACP San Fernando Valley Branch

**NAACP San Pedro-Wilmington-Palos Verdes
Branch**

NAACP Santa Monica-Venice Branch

NAACP Watts Branch

NAACP Beverly Hills-Hollywood Branch

Communication from Public

Name: Fatimah Hameed-Burne
Date Submitted: 03/16/2026 03:59 PM
Council File No: 19-0229-S2
Comments for Public Posting: Please post the attached letter in support of the fast food ordinance to the council file 19-0229-S2.

March 16, 2026

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

RE: Council File 19-0229-S2

Dear Councilmembers,

As a Senior Staff Attorney at A Better Balance and a Los Angeles County resident, I 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. By offering protection from constantly changing schedules, guaranteeing trainings on workplace rights, and requiring paid personal time off for workers, this ordinance will create meaningful improvements in the lives of many.

A Better Balance is a national legal advocacy nonprofit with four regional offices dedicated to promoting fairness in the workplace and helping workers meet the conflicting demands of work and family. Our organization has provided legal and policy support to fair work week and predictable scheduling campaigns throughout the nation, and we have worked on supporting implementation and enforcement of similar laws that are now in effect. We also work on pregnancy discrimination, paid family leave and paid sick leave legislation. In addition, A Better Balance runs a free and confidential helpline to help workers from across the U.S. understand their workplace rights.

Unpredictable and unstable scheduling hurts workers and their families.

This ordinance is sorely needed, particularly in our state, where fast food workers face the most erratic scheduling in the service industry.¹ According to one survey, 88 percent of fast food workers in the state are not aware of their workplace rights or how to protect themselves from wage theft, sexual harassment and dangerous working conditions.²

While workers at all income levels can benefit from having access to more flexible schedules, low-wage workers are disproportionately likely to struggle with inflexible and unpredictable work schedules. In the Los Angeles area, fast food workers lose thousands of dollars each year, around 16 percent of their income, when their employers commit wage theft and pay them less than the minimum wage.³ A significant majority of fast food workers are people of color, nearly 70 percent are women, and over a quarter are immigrants.⁴ These workers face erratic and unpredictable work

¹ Evelyn Bellew, Kristen Harkness, & Daniel Schneider, “Low Pay, Less Predictability: Fast Food Jobs in California,” The Shift Project, Harvard Kennedy School (Aug. 2022), https://shift.hks.harvard.edu/wp-content/uploads/2022/07/CA_Fast_Food_DRAFT.pdf.

² Step Forward Foundation & California Fast Food Workers Union, SEIU, “KNOWLEDGE IS POWER: Workers’ Rights Trainings and the Pathway to Improving Conditions in California’s Fast Food Industry,” 10 (Feb. 2024), <https://californiafastfoodworkersunion.org/wp-content/uploads/KYR-Report-FINAL.pdf>.

³ Workplace Justice Lab, “Wage Theft in the Fast Food Industry: Minimum Wage Violations in Los Angeles,” Northwestern University, 3 (Feb. 2025), <https://bpb-us-e1.wpmucdn.com/sites.northwestern.edu/dist/0/8117/files/2025/02/wjl-ff-la.pdf>.

⁴ “Fast Food Workers on the Brink: Precarious Work and the Path to Stability in California’s Fast Food Industry,” California Fast Food Workers Union, SEIU, 6 (Jun. 2025), <https://californiafastfoodworkersunion.org/wp-content/uploads/SEIU-Fast-Food-workers-on-the-Brink.pdf>.

schedules, rampant violations of worker protection laws and a lack of sufficient paid time off. They have faced constant threats of firings, hours cuts, and even employers' threats to call ICE. The menacing threat and risk of mass deportation and heavily publicized immigration raids across the country contribute to a culture of fear, further deterring fast food workers from exercising their rights.

Race and gender inequality with regard to harmful scheduling has only been exacerbated in recent years. During the COVID-19 pandemic, women of color were more likely than their white female and male counterparts to report having less than two weeks' notice of their schedules.⁵ And overall, women of color were 15 to 30 percent more likely to experience canceled shifts, on-call shifts, and involuntary part-time work compared with white men.⁶

Unpredictable and unstable scheduling practices are also particularly burdensome to parents and caregivers. The vast majority of parents with children under 18 are in the workforce,⁷ and approximately one-third of service sector workers are also parents.⁸ Additionally, four in 10 adults care for sick or elderly family members and 60 percent of these caregivers are employed.⁹ Parents and caregivers have an acute need for predictability and input into their schedules.

Overall, unstable and unpredictable work schedules upend lives, make effective budgeting impossible, interfere with family caregiving, and jeopardize access to benefits and financial resources. These practices are also associated with poor health outcomes in adults, negative consequences for parents' well-being, unnecessary complexity in child care arrangements, and behavioral problems in young children.¹⁰

Supporting workers also benefits employers.

Beyond benefits to workers, predictable and flexible scheduling policies also benefit employers and the economy. When workers have more predictability and input into their schedules, employers experience increased retention, attendance, and morale among employees. These gains can in turn increase a company's market value. A study of Fortune 500 companies found that, on average, firms' stock prices rose 0.36% in the days following announcements of new work-life balance initiatives.¹¹

⁵ Elaine Zundl, et. al., The Shift Project, "Still Unstable: The Persistence of Scheduling Uncertainty During the Pandemic," Harvard University, 3-4 (Jan. 2022), <https://shift.hks.harvard.edu/still-unstable/>.

⁶ *Id.* at 3.

⁷ Bureau of Labor Statistics, "Employment Characteristics of Families News Release", U.S. Department of Labor (Apr. 19, 2023), <https://www.bls.gov/news.release/famee.htm>.

⁸ Elaine Zundl, et. al., The Harvard Shift Project, "Still Unstable: The Persistence of Scheduling Uncertainty During the Pandemic," 4 (Jan. 2022), <https://shift.hks.harvard.edu/still-unstable>.

⁹ Susannah Fox, Maeve Duggan, & Kristen Purcell, Pew Research Center, "Family Caregivers are Wired for Health" (Jun. 20 2013), <https://www.pewresearch.org/internet/2013/06/20/family-caregivers-are-wired-for-health>.

¹⁰ Kristen Harkness & Daniel Schneider, "Precarious Work Schedules And Population Health," Health Affairs, 1 (Feb. 12, 2022); see also Kristen Harknett, Daniel Schneider & Sigrid Luhr, "Who Cares if Parents have Unpredictable Work Schedules?: Just-in-Time Work Schedules and Child Care Arrangements," Social Problems, Volume 69, Issue 1, 164-183 (Feb. 2022), <https://doi.org/10.1093/socpro/spaa020>.

¹¹ Executive Office of the President Council of Economic Advisors, "Work-Life Balance and the Economics of Workplace Flexibility," 23 (June 2014), https://www.shrm.org/resourcesandtools/hr-topics/employee-relations/documents/updated_workplace_flex_report_final_0.pdf.

Costly turnover can also be reduced through the implementation of fair scheduling policies. The typical cost of turnover for workers earnings under \$50,000 per year is about 20 percent of a worker's salary.¹² Low-wage workers are more committed to jobs that offer the flexibility needed to fulfill personal and family responsibilities. Thus, it comes as no surprise that workplace policies that improve flexibility have been shown to increase employee retention rates.¹³ For the fast food industry, which experiences high levels of turnover,¹⁴ increasing retention rates can add up to significant savings.

As reported in *Forbes*, research regarding Los Angeles' Fair Work Week law showed that common opposition to the policy has been unfounded:

“So here's the deal with FWW [Fair Work Week] laws. They aim to provide advance schedule notifications and schedule stability for shift workers. The laws impact companies with 300 or more workers (worldwide). They were met with resistance, with opposing forces claiming higher costs and the need to reduce the workforce in order to meet the requirements. Deputy's data shows the opposite happened – an increase in what they call ‘rostered’ or scheduled hours, and no change in the number of individuals working per shift. There was a slight increase in the number of hours worked per employee.”¹⁵

Conclusion

The Fast Food Fair Work ordinance offers solutions that benefit fast food workers *and* responsible employers. Workers have a right to know when, where, and how much they will work. When workers have a say about the details of their work schedule, they can show up to work more productive, and most effectively balance their work and family responsibilities. Unstable and unpredictable scheduling practices put an unnecessary strain on all hourly and low-wage workers, and significantly impact working families, by jeopardizing their health, access to child care, and economic stability. A Better Balance strongly supports the Fast Food Fair Work ordinance as a smart policy solution to address the problem of unpredictable and abusive scheduling and provide training on key workplace rights to fast food workers. We urge you to advance this critical motion without any further studies and to affirm the city's commitment to fair treatment, security, and dignity for fast food workers, their families, and their communities.

Sincerely,

Fatimah Hameed-Burne
Senior Staff Attorney

¹² Heather Boushey & Sarah Jane Glynn, Center for American Progress, “There Are Significant Business Costs to Replacing Employees,” 1-3 (Nov. 2012), <https://www.americanprogress.org/article/there-aresignificant-business-costs-to-replacing-employees>.

¹³ *Id.*

¹⁴ David Madland, Center for American Progress, “Raising Standards for Fast-Food Workers in California,” (Apr. 20, 2021), <https://www.americanprogress.org/article/raising-standards-fast-food-workers-california/>.

¹⁵ Nikki Baird, “Old Tech, New Mistakes: Dynamic Pricing, Facial Data, And More,” *Forbes* (Mar. 4, 2024), <https://www.forbes.com/sites/nikkibaird/2024/03/04/old-tech-new-mistakes-dynamic-pricing-facial-data-and-more/>.