

Communication from Public

Name: Christina Warden
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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.



March 17, 2026

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

RE: Council File 19-0229-S2

Dear Councilmembers,

Women Employed urges you to vote in favor of the Fast Food Fair Work Ordinance and support the more than 50,000 fast food workers, 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, cuts to hours, 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.

This ordinance is sorely needed. 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, and fast food workers face the [most erratic scheduling](#) of the service industries studied by UCSF/Harvard.

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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 delay, 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,
Christina Warden
Vice President of Policy and Programs

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