

Communication from Public

Name: Bryan Kramer

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Council File No: 19-0229-S2

Comments for Public Posting: April 8, 2026 Los Angeles City Council 201 N. Figueroa St. Los Angeles, CA 90012 RE: Council File 19-0229-S2 Dear Councilmembers, The Greater Cypress Park Neighborhood Council urges 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. It should be noted that 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 The industry's claims of massive job loss have been retracted, debunked, and derided for cherry picking numbers. Other employers in other industries have wrongly predicted that higher standards for workers will lead to disaster. For example, area hoteliers forecasted job losses when Los Angeles adopted a hotel living wage, but research shows that LA hotel jobs increased right along with 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 hikes -- around six cents on a \$4 hamburger. 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, The Greater Cypress Park Neighborhood Council

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April 8, 2026

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

RE: Council File 19-0229-S2

Dear Councilmembers,

The Greater Cypress Park Neighborhood Council urges 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.

It should be noted that 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 derided for [cherry picking](#) numbers. Other employers in other industries have wrongly predicted that higher standards for workers will lead to disaster. For example, area hoteliers [forecasted job losses](#) when Los Angeles adopted a hotel living wage, but research shows that LA hotel [jobs increased](#) right along with 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 hikes -- around [six cents on a \\$4 hamburger](#).

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



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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,

The Greater Cypress Park Neighborhood Council

