

Communication from Public

Name: Gregory Lewis
Date Submitted: 04/16/2026 09:46 AM
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.



April 16, 2026

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

RE: Council File 19-0229-S2

Dear Councilmembers,

The Los Angeles Black Worker Center 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.

The Los Angeles Black Worker Center's mission is to increase access to quality jobs; reduce employment discrimination; and improve industries that employ Black workers through action and unionization. Black people in the City of Los Angeles are experiencing high levels of unemployment, underemployment, and homelessness as a result of discrimination, wage theft, and a lack of protections in industries that employ Black workers. A vote in favor of the Fast Food Fair Work Ordinance will improve conditions for Black workers.

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. In addition, fast food companies can afford it. The employers' cost of training is only \$100 per worker per year, and a paid day off to attend the training, so an average store of 15-20 workers would only have a total cost of \$3,000 - \$4,000 a year (\$100 fee per worker plus \$120 per worker for wages); the only real costs are to employers violating the law. 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.

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,
Gregory Lewis
Director of Policy Advocacy
The Los Angeles Black Worker Center

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