

Communication from Public

Name: Rev. Jennifer Gutierrez

Date Submitted: 07/24/2025 01:22 PM

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



Clergy & Laity United
for Economic Justice

Board

Ali Tweini

Teamsters Local 2010

Co-Chair

Rev. Canon Melissa McCarthy

Episcopal Diocese of Los Angeles

Co-Chair

Christopher French

Hollywood Community Housing

Treasurer

Mary Stancavage

Meditation Coalition

Secretary

Izeah Chairez

National Union of Healthcare
Workers (NUHW)

Rabbi Neil Comess-Daniels

Beth Shir Shalom, Emeritus

Rabbi Dr. Stephen J. Einstein

Congregation B'nai Tzedek

Rabbi Daniel Mehlman

Temple Ner Tamid

Pastor Bridie Roberts

UNITE HERE Local 11

Vivian Rothstein

Santa Monica CLUE Committee

Derek Smith

United Food and Commercial
Workers International Union
(UFCW) Local 324

Rev. Gary Bernard Williams

Saint Mark United Methodist
Church

Staff

Rev. Jennifer Gutierrez

Executive Director

Sithy Bin

Faith-Rooted Organizer

Lucero Garcia

Senior Faith-Rooted Organizer

Matthew Hom

Faith-Rooted Organizer

Rev. Kara Howard

HR/Admin Manager

Pastor Cue Jn'Marie

Faith-Rooted Organizer

Julia Mata

Communications Coordinator

Rev. Dr. Rob Muthiah

Director of Leadership
Development

Autumn Overton

Faith-Rooted Organizer

Guillermo Torres

Director of Immigration

Jacki Weber

Development Director

As CLUE, we educate, organize, and mobilize the faith community to accompany workers and their families in their struggle for good jobs, dignity, and justice.

July 18, 2025

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

RE: Council File 19-0229-S2

Dear Councilmembers,

We at Clergy and Laity United for Economic Justice (CLUE) 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. CLUE organizes the faith community to support low wage workers and immigrants in their struggles for good jobs that enable them to live with dignity and meaningfully participate in the lives of their families and communities.

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, hour 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.

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. However, 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. 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,

A handwritten signature in black ink, appearing to read "Rev. Jennifer Gutierrez", written over a horizontal line.

Rev. Jennifer Gutierrez