

Communication from Public

Name:

Date Submitted: 07/31/2025 04:21 PM

Council File No: 19-0229-S2

Comments for Public Posting: Please see attached letter in strong support of the Fast Food Fair Work ordinance.



July 31, 2025

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

RE: Council File 19-0229-S2

Dear Councilmembers,

As executive director of LAANE, 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. We have seen the positive impact of the Fair Work Week ordinance for retail workers, which we strongly advocated for. This new ordinance would amplify its benefits for workers and our communities, and is sorely needed.

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.

We urge you to 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 derided for cherry picking numbers.**

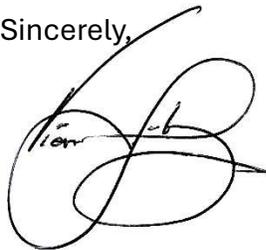
- Other employers in other industries have wrongly predicted that higher standards for workers will lead to disaster. For example, **area hoteliers forecasted job losses** when Los Angeles adopted a hotel living wage, but our research has shown that **LA hotel jobs increased right along with wages.**
- 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.**

Conclusion

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 "Victor Sanchez", with a large, stylized flourish extending from the end of the signature.

Víctor Sánchez
Executive Director

Communication from Public

Name: Arnulfo De La Cruz

Date Submitted: 07/31/2025 02:27 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.



July 31, 2025

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

RE: Council File 19-0229-S2

Dear Councilmembers,

Service Employee International Union Local 2015 (SEIU 2015) represents more than 500,000 long-term care workers statewide, with more than 246,000 workers in Los Angeles County alone—a workforce comprised primarily of women of color and immigrants. As such, we strongly 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.

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.

- 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.
- Fast food workers face the most erratic scheduling of the service industries studied by UCSF/Harvard.

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, reading "Arnulfo De La Cruz". The signature is written in a cursive style with a long, sweeping tail on the final letter.

Arnulfo De La Cruz
President, SEIU Local 2015