

Communication from Public

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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



August 4, 2025

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

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RE: Council File 19-0229-S2

Dear Councilmembers,

Jobs to Move America is a national strategic research and organizing center partnered with labor, environmental, community, faith, civil rights and academic organizations united around a common vision; that public agencies in the US, as stewards of our collective resources, should take common sense steps towards enshrining and bolstering high quality of life for working people.

It is for this reason today that we write to **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. In our city nearly 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 kidnappings 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, in-person, full day 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 to take care of personal needs.

We know that this law is needed because rigorous surveying of this industry has shown us that 88 percent of those surveyed don't know how to protect themselves from wage theft, sexual harassment and dangerous working conditions. Workers are at a disadvantage while, at the same time, LA-area fast food workers lose thousands of dollars a year when their employers pay them less than the minimum wage, according to a recent study.

It's especially alarming to allow these conditions to persist when **we also know that fast food companies can afford it**. Employers' cost of training is only \$100 per worker per year, and a paid day off to attend the training. This means that 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). Adding scheduling protections for fast food workers wouldn't be new, but merely expands on Los Angeles' existing Fair Workweek law that currently only covers retail workers.

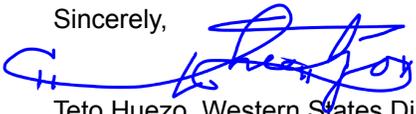
Conclusion

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. Strong worker protections like this are an example of the concrete ways that this city's leaders can

show its commitment to immigrant communities in the face of federal funding cuts, militarized immigration kidnappings and an onslaught of vitriol against our neighbors, loved ones and families.

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,



Teto Huezo, Western States Director
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