

## 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

RE: Council File 19-0229-S2

Dear Councilmembers,

I, as a student at UCSD with family in Los Angeles, 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.

Of these 50,000 vulnerable workers, around 90 percent of fast food workers are people of color, and nearly 70 percent are women. Also, roughly one in three are immigrants.

As someone who has previously worked in fast food, I understand how difficult the jobs can be. From horribly inconsistent schedules to outright dismissals of labor laws and sick pay, it can be a very frustrating experience. Managers frequently use the threat of hour cuts to force compliance among their employees, and I have even heard cases of managers threatening to call ICE. As a sanctuary city, it is your responsibility to protect these members of our community from this workplace violence.

The Fast Food Fair Work ordinance can change this. It provides protection from erratic scheduling, and requires paid time off to help these workers take care of their communities and families. Also, it would provide an annual full day Know Your Rights training by an independent, trusted third party.

As it stands, many basic labor laws we have are not respected by fast food employers, and a large reason for this is that employees don't know them.

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. As a result, many find themselves being paid less than the minimum wage, with upwards of several thousand dollars being taken from a worker every year.

Also, according to a study done by UCSF/Harvard, within the service industry, fast food workers face the most erratic scheduling.

I 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.

I 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,  
Aydin Pappas