

Communication from Public

Name: Los Angeles Worker Center Network

Date Submitted: 08/17/2026 01:17 PM

Council File No: 19-0229-S2

Comments for Public Posting: Dear Councilmembers, The Los Angeles Worker Center Network (LAWCN) 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 law is sorely needed: • 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. 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. LAWCN members include CLEAN Carwash Worker Center, Garment Worker Center, Koreatown Immigrant Workers Alliance, Los Angeles Black Worker Center, Pilipino Workers Center,

Warehouse Worker Resource Center, UCLA Labor Center, and
Bet Tzedek Legal Services. Sincerely, Armando Gudino
Executive Director, Los Angeles Worker Center Network



August 17, 2026

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

RE: Council File 19-0229-S2

Dear Councilmembers,

The Los Angeles Worker Center Network (LAWCN) 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 law is sorely needed:

- 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.

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.

LAWCN members include CLEAN Carwash Worker Center, Garment Worker Center, Koreatown Immigrant Workers Alliance, Los Angeles Black Worker Center, Pilipino Workers Center, Warehouse Worker Resource Center, UCLA Labor Center, and Bet Tzedek Legal Services.

Sincerely,

A handwritten signature in dark ink, appearing to be 'AG', with a long horizontal line extending to the right.

Armando Gudino
Executive Director, Los Angeles Worker Center Network

Communication from Public

Name: Los Angeles Area Chamber of Commerce
Date Submitted: 08/17/2026 02:04 PM
Council File No: 19-0229-S2
Comments for Public Posting:

August 17, 2026

Honorable Chair and Members
Los Angeles City Council
Economic Development and Jobs Committee
200 North Spring Street
Los Angeles, CA 90012

RE: Council File No. 19-0229-S2 – Comments on the Chief Legislative Analyst's April 22, 2026 Report on Fast Food Industry Predictive Scheduling and “Know Your Rights” Training

Honorable Chair and Councilmembers,

On behalf of the Los Angeles Area Chamber of Commerce, I write regarding your consideration this week of the Chief Legislative Analyst's April 22, 2026 report on a proposed change to the Fair Work Week (FWW) Ordinance. The CLA was responding to Council's instruction to evaluate an expansion of the ordinance to fast food establishments and the creation of a “Know Your Rights” training requirement for covered workers.

Generally, the Chamber supports Recommendation 1(a), which would define “fast food establishment” in LAMC Section 185.01(D) by reference to the same threshold already codified in California Labor Code Part 4.5.5, Section 1474 *et seq.* Adopting the State's existing definition, rather than drafting a separate City-specific standard, reduces compliance confusion for operators who must already track their status under AB 1228 and avoids the administrative burden of two overlapping definitions for the same population of businesses.

We also support Recommendation 1(b), a collective bargaining agreement exemption. If the FWW Ordinance is extended to fast-food, that exemption is the right way to avoid overriding terms that employers and unions have already negotiated for themselves. **Candidly, however, the very need for a collective bargaining exemption is itself a sign that the underlying ordinance reaches too far. Collective bargaining is a private process, already governed by federal labor law, and the City should not be legislating in that space to begin with. Had the FWW Ordinance and its proposed fast-food expansion simply stayed out of matters already subject to negotiated agreements, no exemption would be necessary in the first place. We ask the Committee and Council to treat the exemption not as evidence that the ordinance is well calibrated, but as a symptom of an ordinance that intrudes further into private bargaining relationships than it should.**

The Chamber strongly objects to Recommendation 1(c), which would create a private right of action for covered workers with respect to the Know Your Rights training requirement, and we ask the Committee to remove it before any ordinance moves forward. The City's Office of Wage Standards (OWS) is already the designated enforcement agency for the FWW Ordinance, and a separate CLA report (C.F. 23-0932) passed proposing 13 new positions to strengthen



OWS's enforcement capacity. Layering a private right of action on top of that public enforcement structure creates a second, parallel track of litigation exposure for the same conduct. That risk is compounded by the legal uncertainty the CLA's own report documents surrounding the training itself – including potential preemption by the Fast Food Council's authority under AB 1228, the newly effective SB 294 Workplace Know Your Rights Act, and the unsettled aftermath of the SB 399 “captive audience” litigation. **Attaching civil litigation exposure to a training mandate whose legal footing is still being worked out invites costly disputes over what is, at bottom, a procedural notice-and-training requirement, and it will fall hardest on smaller franchise operators least equipped to absorb it.**

More broadly, we would urge the Committee and Council to weigh carefully what the CLA's report itself concedes. In assessing cost impacts, the report relies in part on Clemens, Edwards, and Meer (2025), which found that AB 1228 alone reduced fast-food employment in California by an estimated 2.3 to 3.9 percent – a net loss of roughly 18,000 jobs statewide. The report repeatedly frames the risk of further job loss from the proposed FWW expansion and Know Your Rights training in terms of “disemployment effects,” and its ultimate conclusion is only that the incremental cost of these new mandates is smaller than the cost already imposed by AB 1228, and therefore “unlikely” to cause “significant” disemployment. That is a considerably narrower claim than a finding that the proposal is safe for jobs. **When the City's own analyst measures a new mandate by whether it will cost fewer jobs than a policy already shown to have cost thousands, that is a reason for the Committee and Council to proceed with real caution rather than reassurance, particularly while the sector is still absorbing the effects of the \$20 fast food minimum wage, the January 2025 wildfires, and deeply disruptive federal immigration enforcement actions.**

We ask the Committee and Council to proceed, if at all, only on the basis of Recommendations 1(a) and 1(b) as discussed above, to reject Recommendation 1(c) in its entirety, and to treat the disemployment risk the CLA's own report identifies as grounds for restraint rather than as a box half checked. I welcome the opportunity to discuss these points further with Members and Committee staff and would be glad to make myself available before this matter returns for consideration.

Respectfully,

Carlos Singer
Chief Policy Officer