

Communication from Public

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Council File No: 19-0229-S2
Comments for Public Posting: See attached.



August 21, 2025

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

RE: Council File 19-0229-S2

Dear Councilmembers,

Most Important Thing to Include in Letter of Support:

I, as Executive Director of KIWA 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.

Please choose one of the following sets of points on why the fast food fair work ordinance is necessary and good for the industry.

1. 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.

2. Fast food companies can afford it

- 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.
- **The scheduling protections merely expands Los Angeles' existing Fair Workweek law to include fast food workers.** It currently covers retail workers only.
- **The Bureau of Labor Statistics estimates that over three fourths of California's private employers offer paid vacations.**
- **Fast food operators added more than 550 locations in Los Angeles County in the 12 months after September 2023, when Gov. Newsom signed the law raising the fast food minimum wage, according to government data.**

3. 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 research shows 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 that reads "Alexandra Suh". The signature is written in a cursive, flowing style.

Alexandra Suh
Executive Director