

Communication from Public

Name: UNITE HERE Local 11
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Comments for Public Posting: Please see the attached letter.

UNITE HERE! Local 11

August 25, 2025

Los Angeles City Council
200 N. Spring St.
Los Angeles, CA 90012

RE: Council File 19-0229-S2

Honorable Members of the Los Angeles City Council:

On behalf of UNITE HERE Local 11, the hospitality workers' union representing 32,000 members across Southern California and Arizona, **we 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.

Much like the cooks, housekeepers, and servers we represent, 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 Fast Food Fair Work ordinance places minimal costs on employers—about \$3,000–\$4,000 a year for an average store—while only extending Fair Workweek scheduling protections that retail workers in Los Angeles already have. The only real costs fall on employers who violate the law.

Meanwhile, the industry is thriving: according to the BLS, over three-fourths of California employers already provide paid vacation, and fast food chains added 550 new locations in Los Angeles County in the year after the minimum wage increase. The law simply ensures fairness and stability for workers while holding bad actors accountable.

We firmly believe that the Fast Food Fair Work ordinance 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.

Our union strongly urges 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.

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