

Communication from Public

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Council File No: 19-0229-S2
Comments for Public Posting: Please see our attached comment letter in support of this ordinance.



August 26, 2025

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

RE: Council File 19-0229-S2

Dear Councilmembers,

On behalf of Move LA, 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. About 90 percent of fast-food workers are people of color, and nearly 70 percent are women. Roughly one in three are immigrants.

Move LA builds broad-based coalitions amongst diverse stakeholders seeking bold solutions to the region's biggest challenges—i.e., mobility, affordable housing, air quality, homelessness, and climate change. We fight for policies to ensure there are prosperous and healthy neighborhoods where people of all ages and incomes can live, work, and thrive. 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.

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.

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,



Eli Lipmen
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