

Communication from Public

Name: Los Angeles Area Chamber of Commerce
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Council File No: 19-0229-S2
Comments for Public Posting:



September 8, 2026

Honorable Council President and Councilmembers
Los Angeles City Council
200 North Spring Street
Los Angeles, CA 90012

RE: Council File No. 19-0229-S2 – Comments on Economic Development & Jobs Committee Report on Fast Food Industry Predictive Scheduling and “Know Your Rights” Training

Dear Council President and Councilmembers,

On behalf of the Los Angeles Area Chamber of Commerce, I write regarding your consideration of the Economic Development & Jobs Committee’s [report](#) to advance the Chief Legislative Analyst’s April 22, 2026 report concerning proposed changes to the Fair Work Week (FWW) Ordinance.

In a letter submitted on August 17, 2026, the Chamber expressed general support for 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.* The Chamber also noted support for Recommendation 1(b), which would establish a collective bargaining agreement exemption. Such exemption would appropriately recognize and avoid overriding terms that current employers and unions have already negotiated in good faith.

While the Chamber recognizes the Council’s interest in ensuring that workers understand their rights and that employers comply with applicable requirements, any expansion of the FWW Ordinance should be supported by clear, carefully developed language and a thorough assessment of its fiscal, operational, and legal implications. The Chamber is pleased to act as a resource as the ordinance language and implementation framework are developed, and respectfully requests that the following concerns be considered and addressed as part of the “Know Your Rights” training report back.

1. Oppose Recommendation 1(C)

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 request it be removed from any ordinance language.

The City’s Office of Wage Standards (OWS) is already the designated enforcement agency for the FWW Ordinance, and a separately approved CLA report (C.F. 23-0932) strengthens OWS’s enforcement capacity. Adding a private right of action on top of the City’s public enforcement structure would unreasonable litigation exposure and compliance costs for employers. A training requirement should first be designed as a clear, workable compliance obligation with an appropriate public enforcement



mechanism rather than the additional fear and uncertainty of predatory lawsuits employers already face.

2. Assess Fiscal Impact and Existing City Capacity Prior to Expansion

Recommendation 2 would instruct the Bureau of Contract Administration (BCA) and City Administrative Officer (CAO) to report on the personnel and budgetary resources necessary to enforce the proposed expansion. The Chamber urges Council to fully assess the operational and fiscal impacts prior to committing additional city resources, while ordinance language and enforcement framework remain under development.

The City's recent consideration to expand Office of Wage Standards (OWS) estimated a \$3 million implementation cost over the first nine months for the inclusion of 13 positions, with no approximate costs for long-term operations. A complete understanding of the fiscal impact of expanded enforcement responsibilities should include: anticipated personnel and ongoing operating costs, capacity of existing BCA and OWS staffing to absorb additional enforcement responsibilities, and the potential impact on existing enforcement priorities.

3. Extend Public Comment Before Proceeding with Recommendation 4

If Council intends to extend the "Know Your Rights" training requirement to all employees covered under the FWW Ordinance, including retail employees, employers and other affected stakeholders should have an opportunity to review and provide input on the potential fiscal and operational impacts prior to any ordinance language moving forward. Council should ensure meaningful outreach to affected retail owners and grocery operators and provide sufficient time for stakeholders to fully understand and evaluate compliance requirements.

The Chamber therefore requests that any proposal to extend the "Know Your Rights" training requirement to all employees covered by the FWW Ordinance be brought back to the Economic Development & Jobs Committee for further consideration and stakeholder input before implementation.

The Chamber requests that Council and City Attorney proceed only on the basis of Recommendations 1(a) and 1(b) as discussed above, reject Recommendation 1(c) in its entirety, and defer additional enforcement resource commitments and expansion of the "Know Your Rights" training requirement until the outstanding legal, fiscal, operational, and economic considerations have been fully evaluated.

We welcome the opportunity to discuss these points further with Members and City staff before the draft revisions to the ordinance are brought back for consideration.

Respectfully,



LOS ANGELES AREA
CHAMBER OF COMMERCE

Carlos Singer
Chief Policy Officer

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