

Communication from Public

Name: Lupita Martinez

Date Submitted: 09/29/2025 04:06 PM

Council File No: 19-0229-S2

Comments for Public Posting: August 22, 2025 Los Angeles City Council 201 N. Figueroa St. Los Angeles, CA 90012 RE: Council File 19-0229-S2 Dear Honorable Councilmembers, On behalf of the Coalition for Humane Immigrant Rights we urge the city council 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 cut, and even employers' threats to call ICE. The current menace of mass deportation and heavily publicized raids across the country contributes 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. A survey of fast-food workers found that 88 percent don't know how to protect themselves from wage theft, sexual harassment, and dangerous working conditions. At the same time, fast-food companies can afford these protections—operators added more than 550 locations in Los Angeles County in the year after Gov. Newsom signed the law raising the fast-food minimum wage. The scheduling protections simply expand Los Angeles' existing Fair Workweek law, which currently covers retail workers, to include fast-food workers as well. And despite industry claims, California fast-food restaurants have not cut jobs because of the new \$20 minimum wage. A UC Berkeley analysis shows that predictions of massive job loss have been retracted, debunked, and dismissed as cherry-picked distortions. 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 City Council has the opportunity to adopt a policy that will empower fast food workers and improve 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, Angelica Salas Executive Director
CHIRLA

Communication from Public

Name: Lupita Martinez

Date Submitted: 09/29/2025 04:12 PM

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