

Communication from Public

Name: Gustavo Medina
Date Submitted: 10/10/2025 05:12 PM
Council File No: 19-0229-S2

Comments for Public Posting: RE: Council File 19-0229-S2 (PDF letter also attached) Dear Councilmembers, I as Political Director of SEIU-UHW, United Health Care Workers West 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. According to the Workplace Justice Lab, LA-area fast food workers lose thousands of dollars a year when their employers pay less than the minimum wage. These LA-area fast food workers experience wage theft more than other non-fast food industries, including health care support, retail, transportation, and warehousing. Unfortunately, minimum wage noncompliance in the Los Angeles fast food industry is a chronic problem that has not improved with increases in the minimum wage. 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, Gustavo Medina
Political Director SEIU-UHW



UNITED HEALTHCARE
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SERVICE EMPLOYEES
INTERNATIONAL
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October 10, 2025

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

RE: Council File 19-0229-S2

Dear Councilmembers,

I as *Political Director of SEIU-UHW, United Health Care Workers West* 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.

According to the Workplace Justice Lab, LA-area **fast food workers lose thousands of dollars a year** when their employers pay less than the minimum wage. These LA-area fast food workers experience wage theft more than other non-fast food industries, including health care support, retail, transportation, and warehousing. Unfortunately, minimum wage noncompliance in the Los Angeles fast food industry is a chronic problem that has not improved with increases in the minimum wage.

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 blue ink, appearing to read 'Gustavo Medina', with a long horizontal stroke extending to the right.

Gustavo Medina
Political Director
SEIU-UHW