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MOTION

I MOVE that the matter of the Economic Development and Jobs Committee Report relative to amending the Fair Work Week Ordinance (FWWO) to extend protections to employees of fast food businesses; requiring “Know Your Rights” training for covered employers; and related matters, Item No. 1 on today’s Council Agenda (Council File No. 19-0229-S2), BE AMENDED to revise Recommendation No. 3 as follows:

3. INSTRUCT the BCA, with assistance of CLA and City Attorney, to report to Council within 180 days, with an implementation plan for a “Know Your Rights” training program, that consists of a virtual or an in-person, six-hour, biennial training for employees of fast food restaurants. The report should include the following:
 - a. A recommended timeline and ramp up period for enactment, including dates with percentage of employees trained, and consideration for owner-operators with only one location.
 - b. Options for program trainers and/or administrators based upon the Public Housekeeping Training or the “Know Your Rights” training for tenants program.
 - c. Ensuring data and privacy protections of employees taking the training.
 - d. Curriculum that will be covered in the training, including local, State, and Federal laws.
 - e. ~~Potential virtual training option for employees who have attended at least one in-person “Know Your Rights” training.~~
 - f. Estimated cost of the training to be paid by the employer, including paid time off for the employee to attend.
 - g. Enforcement options including penalties and/or private right of action, similar to other City wage laws.
 - h. Personnel and budgetary resources necessary to implement the program.

PRESENTED BY:

For Monica Rodriguez
Monica Rodriguez
MONICA RODRIGUEZ
Councilwoman, 7th District

SECONDED BY:

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SEP 08 2026

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