

**From:** [adanalvarez@local396.net](mailto:adanalvarez@local396.net)

**Name:** Adan Alvarez

**Date Submitted:** 09/26/2025

**Council File Number:** 19-0229-S2

**Comment:** September 26, 2025 Los Angeles City Council 201 N. Figueroa St. Los

Angeles, CA 90012 RE: Council File 19-0229-S2 Dear Councilmembers,  
Most Important Thing to Include in Letter of Support: Teamsters  
Local

396 urges 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. 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, Victor Mineros Secretary-Treasurer Teamsters Local 396



# TEAMSTERS LOCAL UNION NO. 396

Package and General Utility Drivers

*Affiliated with the*

INTERNATIONAL BROTHERHOOD OF TEAMSTERS

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September 26, 2025

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

RE: Council File 19-0229-S2

Dear Councilmembers,

Most Important Thing to Include in Letter of Support:

I/we, as [executive director/board members/members] of [insert name here] 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.

880 Oak Park Road . Covina, California 91724  
Phone 626.915.3636 . Fax (626) 915-3635 . Email: teamsters@local396.net



### **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,



Victor Mineros  
Secretary-Treasurer  
Teamsters Local 396