

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.

Recommendations for Council action:

1. REQUEST the City Attorney to PREPARE and PRESENT a draft Ordinance with the following amendments to the Los Angeles Municipal Code (LAMC), Chapter XVIII, Article 5:
 - a. Revise LAMC Section 185.01 (D) to include businesses identified in the North American Industry Classification System within the food services subcategories 722513, 722514, and 722515 with 60 or more establishments nationally, as codified in the California Labor Code Part 4.5.5 section 1474 et. seq.
 - b. Revise LAMC Section 185 to include a Collective Bargaining Agreement (CBA) exemption, similar to that found in the LAMC Section 186.08.
 - c. Revise LAMC Section 185 to include private right of action for covered workers.
2. INSTRUCT the Bureau of Contract Administration (BCA) and City Administrative Officer (CAO), and REQUEST the City Attorney, to report to Council on the personnel and budgetary resources necessary to enforce an expansion of the FWWO to fast food restaurants, as defined in the Chief Legislative Analyst (CLA) report dated April 22, 2026, attached to the Council file.
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 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.
4. INSTRUCT the BCA, with assistance from the CLA and City Attorney, to report to Council on including all employees covered under the FWWO into the “Know Your Rights” training program,

so that retail employees are also provided the opportunity to participate and know their rights.

5. REQUEST the City Attorney to report to Council in the event that the State takes any action that could supersede the City's law in regards to the FWWO for fast food restaurants or the "Know Your Rights" training program.

Fiscal Impact Statement: None submitted by the CLA. The CAO has not completed a financial analysis of this report.

Community Impact Statement: None submitted

SUMMARY

At the meeting held on August 18, 2026, your Economic Development and Jobs Committee considered a Chief Legislative Analyst report relative to amending the Fair Work Week Ordinance to extend protections to employees of fast food businesses; requiring "Know Your Rights" training for covered employers; and related matters.

After an opportunity for public comment was held, the Committee moved to approve the recommendations, as amended, as stated above. This matter is now submitted to the Council for consideration.

Respectfully Submitted,

ECONOMIC DEVELOPMENT AND JOBS COMMITTEE REPORT

<u>MEMBER</u>	<u>VOTE</u>
PRICE:	YES
SOTO-MARTINEZ:	YES
JURADO:	YES
NAZARIAN:	ABSENT
PARK:	YES

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-NOT OFFICIAL UNTIL COUNCIL ACTS-