

Your Community Impact Statement has been successfully submitted to City Council and Committees.

If you have questions and/or concerns, please contact the Department of Neighborhood Empowerment at NCsupport@lacity.org.

This is an automated response, please do not reply to this email.

Contact Information

Neighborhood Council: Empowerment Congress North Area NDC

Name: Thryeris Mason

Phone Number: (213) 610-3032

Email: president@gmail.com

The Board approved this CIS by a vote of: Yea(11) Nay(0) Abstain(0) Ineligible(0) Recusal(0)

Date of NC Board Action: 08/01/2019

Type of NC Board Action: For

Impact Information

Date: 09/16/2019

Update to a Previous Input: No

Directed To: City Council and Committees

Council File Number: 19-0229

Agenda Date:

Item Number:

Summary: Please see the attached.



NANDC
 North Area Neighborhood Development Council
 www.NANDC.org



September 16, 2019

The Honorable City Council, City of Los Angeles
 c/o City Clerk, Room 395
 City Hall

Re: Fair Work Week LA – CF 19-0229

On Thursday, August 1, 2019 (NANDC) Empowerment Congress North Area Neighborhood Development Council held our General Board Meeting. Agenda item VI(m) called for us to weigh in on CF 19-0229. With a vote of 11-0-0 the following resolution was approved:

WHEREAS, the retail sector is the second largest industry in the City of Los Angeles, employing an estimated 147,000 workers, and;

WHEREAS, inconsistent and erratic schedules create serious challenges to retail workers' abilities to arrange for schooling, medical appointments, and childcare, and;

WHEREAS, these inconsistent schedules result in inconsistent weekly compensation, making financial planning far more difficult for retail workers, and;

WHEREAS, the annual median income of Los Angeles retail workers is \$21,139, and;

WHEREAS, two-thirds of all retail workers reported their managers had changed their schedules after posting, and;

WHEREAS, all workers deserve dignity and respect on their jobs, and;

WHEREAS, family stability and educational achievement are positively influenced by the consistent presence of parental figures, and;

WHEREAS, a report recently released by the UCLA Institute for Research on Labor and Employment published a study surveying over 800 retail workers and found that 80 percent of retail workers do not have a set schedule week to week, and;

WHEREAS, the UCLA study further found that 77 percent of retail workers received one week or less notice of their schedules, and;

Thryeris Mason
 President

Julianne Burg
 Vice President

Samantha Burg
 Secretary

Julie Burg
 Treasurer

Marco Flores
 Area 1
 Representative

Joel Vaca
 Area 1
 Representative

Steve Pepdjonovic
 Area 2
 Representative

B. Yohaun Walker
 Area 2
 Representative

Jean Frost
 Area 3
 Representative

Rogelio Zambrano
 Area 3
 Representative

John Tieucl
 At Large
 Representative

Nina Womack
 At Large
 Representative

Cindy Gaete
 At Large
 Representative

Amy Carnes, Ph.D.
 USC Interest
 Representative

Jim Childs
 Business Interest
 Representative



WHEREAS, the UCLA study further found that 43 percent of student employees in the retail sector had to miss at least one class because inconsistent schedules, and;

WHEREAS, the UCLA study further found that erratic schedules also prevented 45 percent of retail workers from regularly accessing childcare services, and;

WHEREAS, over half of Los Angeles retail workers are women subject to the second highest rate of on-the-job sexual harassment, according to the EEOC, and;

WHEREAS, sexual harassment in the retail sector has often been tied to threats of cuts to hours or reassignment to less desirable shifts, and;

WHEREAS, policies ensuring supporting fair scheduling practices for retail workers have already been enacted in New York City, Seattle, San Jose, San Francisco, Emeryville, and the State of Oregon, THEREFORE;

BE IT RESOLVED, that the Empowerment Congress North Area Neighborhood Development Council supports the Los Angeles Fair Workweek campaign, and;

BE IT FURTHER RESOLVED, that the Los Angeles Fair Workweek policy will ensure that all retail businesses in Los Angeles with 300 or more employees globally: 1) receive two weeks' notice of their schedules, 2) are not forced to work "clopening" shifts or to remain "on-call" for shifts, 3) will not be retaliated against for requesting a change in their shift, 4) will receive additional compensation for last minute changes to their schedules, and 5) will be offered additional hours at their place of employment before employers hire additional part-time workers.

Sincerely,

Ms. Thryeris Mason

President

Empowerment Congress North Area Neighborhood Development Council

cc: Edgar Ortiz, Los Angeles Alliance for a New Economy