

Communication from Public

Name: Greater LA Small Business Coalition
Date Submitted: 11/25/2025 03:04 PM
Council File No: 23-0932
Comments for Public Posting: See attached.



Los Angeles City Council
 200 N. Spring Street
 Los Angeles, CA 90012

Subject: OPPOSE - CLA Report Recommendations on Enforcement of Workplace Violations – CF: 23-0932

Dear Council President and Members of the Los Angeles City Council:

On behalf of the greater Los Angeles business community—including organizations representing employers across retail, restaurants, health care, hospitality, construction, real estate and other key industries—we strongly oppose the recommendations outlined in the Chief Legislative Analyst’s report on Enforcement of Workplace Violations.

These recommendations would impose damaging consequences on every employer in Los Angeles—from major industries to the city’s thousands of small and minority-owned businesses that are already fighting to survive. Worse, the report was developed without any consultation with the business community. This irresponsible exclusion has produced recommendations that are unfair, discriminatory and disconnected from the realities employers and workers face.

To be clear, employers are firmly committed to protecting workers’ rights and complying with employment laws. Safe, fair workplaces are the foundation of strong businesses, thriving communities and opportunity

for employees. These proposals, however, would do nothing to strengthen compliance or improve worker protections. Instead, they would outsource City enforcement to third-party advocacy groups—granting them sweeping powers to target industries based on accusations, not facts—while stripping away due process, jeopardizing employee privacy and eliminating impartiality. Specifically, the proposals would:

- **Undermine Employee Privacy:** The proposed “co-enforcement” model would deputize outside advocacy groups, potentially exposing sensitive employee data—including immigration status—at a time when fears around enforcement are already heightened. **Employees have a fundamental right to protect their personal information from unwanted and unwarranted government and third-party intrusion.** The CLA’s own report concedes that the government “cannot share records with external entities” yet provides no plan to mitigate these risks or explain how non-governmental organizations could enforce city or state laws without violating information-sharing restrictions, undermining employee and employer privacy.
- **Erode Due Process:** The report wrongly equates investigations with violations, labeling industries as “high risk” based on unproven allegations. It recommends costly enforcement sweeps and harsher penalties—targeting employers based on accusations alone—undermining due process. **Handing enforcement power to advocacy groups with vested interests further undermines impartiality, turning enforcement into an agenda-driven process instead of a fact-based one.**

Further, the report’s push for “regulation by shaming” through a public database of resolved violations is misguided. Many workplace cases involve fact-specific, good faith disputes—such as conflicting records over reimbursements or meal breaks—not malicious wage theft. Yet the proposal would lump these employers onto the same public list as bad actors, unfairly stigmatizing businesses and pressuring them into premature settlements to avoid reputational harm. It also hands trial attorneys a “shopping list” for lawsuits, inviting frivolous claims and higher penalties. Rather than improving compliance, this approach undermines due process and disproportionately harms small and minority-owned businesses.

- **Waste Scarce City Resources on Duplicative Programs:** California already has the strongest worker protections in the nation, enforced by multiple state and county agencies. The CLA’s recommendations duplicate this work at enormous cost—**\$3 million over nine months and \$30 million over ten years**—while offering no added benefit to workers. With City deficits mounting and essential services on the chopping block, pouring scarce resources into redundant programs is fiscally reckless.

These sweeping changes would raise costs, threaten jobs, and make Los Angeles even less affordable for families and businesses. Employers deserve a seat at the table before policies of this magnitude are considered.

We urge the Council to **reject these recommendations outright** and instead engage in meaningful dialogue with the business community to develop fair, effective, and fiscally responsible solutions.

Sincerely,

Stuart Waldman, President
Valley Industry & Commerce Association

Nella McOsker, President & CEO
Central City Association of Los Angeles

Sean Piazza, Chair
California Alliance of Family Owned Businesses

Ashley Hoffman, Senior Policy Advocate
California Chamber of Commerce

Matthew Sutton, Senior Vice President
California Restaurant Association

Carlos A. Singer, SVP & Chief Policy Officer
Los Angeles Area Chamber of Commerce

Salena Pryor, President
Black Small Business Association of California

Julian Cañete, President & CEO
California Hispanic Chamber of Commerce

Olivia E Rios, Director of Operations & Programs
Los Angeles Latino Chamber of Commerce

Angela Gibson-Shaw, President & CEO
Greater Los Angeles African American Chamber of Commerce (GLAAACC)

Jackie Filla, President & CEO
Hotel Association of Los Angeles

Lynn S. Mohrfeld, President & CEO
California Hotel & Lodging Association

Marilo Halvorsen, Senior Vice President, State & Local Government Relations
American Hotel & Lodging Association

Glenn Spencer, Senior Vice President
U.S. Chamber of Commerce

Bob Smith, Executive Director
Greater Los Angeles New Car Dealers Association

Alessandra Manasco, Senior Director Government Affairs
California Fuels + Convenience Alliance

Brooke Armour Spiegel, Executive Vice President
California Business Roundtable

Lily Rocha, President
Latino Food Industry Association

Nick Chiappe, Director of Government and Regulatory Affairs
California Trucking Association

Tricia La Belle, President
Greater Los Angeles Hospitality Association

William Wei, President
Career Taiwan USA

Steve Nissen, President & CEO
Hollywood Chamber of Commerce
Daniel Conway, Vice President, Government Relations
California Grocers Association

Jeremy Harris, President & CEO
Long Beach Area Chamber of Commerce

Tracy Hernandez, Founding CEO
Los Angeles County Business Federation

Rachel Michelin, President & CEO
California Retailers Association

Robert Rivinius, Governmental Affairs Director
Family Business Association of California

Karin Wallerstein, CEO
Venice Chamber of Commerce

Roberto C. Arnold, Chairman & Founder
Multicultural Business Alliance

Lily Rocha, CEO
Latino Restaurant Association

Matthew Hargrove, President & CEO
California Business Properties Association

Paul Little, President & CEO
Pasadena Chamber of Commerce

Elise Swanson, President & CEO
San Pedro Chamber of Commerce

Mark Wilbur, President & CEO
Employers Group