

October 25, 2019

The Honorable Herb Wesson  
President, Los Angeles City Council  
200 North Spring Street  
Los Angeles, CA 90012



RE: "Fair Work Week" Ordinance

Dear Councilmember Wesson,

On behalf of Los Angeles grocers, I write regarding the implementation recommendations outlined by the Bureau of Contract Administration (BCA) intended to be used for drafting a "Fair Work Week" Ordinance. While the recommendations may reflect an amalgamation of many different policies, it neglects to provide a cohesive guideline for a complete ordinance that both respects employees and can be reasonably implemented by employers. Although likely unintended, the pulling of directives from various places that are outlined in the proposed recommendations would result in increased and unnecessary burdens on both employees and employers leading to a missed opportunity to get this right for Los Angeles.

We urge Council to review the recommendations and policy goals with regulated stakeholders before further action. It is imperative to identify both the intended and unintended consequences of the recommendations as well as consider policy approaches in whole by other California cities. Without this review the Council will be committing itself to a policy pathway that neglects to consider best practices, technical concerns, and real-world impacts.

It would be concerning if Council chose not to respond to the multiple requests from regulated stakeholders for meaningful engagement and detailed questions and comments presented to the Economic Development Committee by the Los Angeles Chamber of Commerce and Valley Industry and Commerce Association before choosing a policy direction. This concern is not a complaint, but rather an invitation to ensure Council is ultimately presented with the best policy product available.

When announcing this policy Councilmembers stated that "we believe that if together, the workers and businesses, come together and talk this out like other cities throughout this great nation we can figure this out."<sup>1</sup> We agree. Council has the opportunity right now to 'come together' and engage regulated stakeholders.

We respectfully ask Council to delay moving forward pending engagement with regulated stakeholders to fully understand the impacts and opportunities of an employee scheduling ordinance. Thank you for your consideration and we look forward to meaningful conversations.

Sincerely,



TIMOTHY M. JAMES  
Sr. Manager, Local Government Relations

cc: Members, Los Angeles City Council  
The Honorable Eric Garcetti, Mayor, City of Los Angeles  
Ms. Holly L. Wolcott, City Clerk, City of Los Angeles

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<sup>1</sup> Fair Work Week Los Angeles, (2019, February 28), Facebook Video, Retrieved October 25, 2019,  
<https://www.facebook.com/fairworkweekla/videos/vb.629037370466354/356475088527570/?type=2&theater>