

Communication from Public

Name: Daniel Ivanov

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Council File No: 19-0229

Comments for Public Posting: On behalf of the Santa Monica Democratic Club, I would like to submit the attached letter in support of the Fair Work Week Ordinance. We are strongly in favor of this policy.



SANTA MONICA
DEMOCRATIC CLUB
Santa Monica, California



President
Jon Katz

January 20 , 2022

VP Membership
Michael Soloff

Los Angeles City Council
200 North Spring Street
Los Angeles, CA 90012

VP Programs
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VP Communications
Rana Kirkland

To: Council President Nury Martinez and Economic Development & Jobs Committee
Chair Curren D. Price
CC: LA City Councilmembers

Secretary
Amy Bishop Dunbar

RE: Los Angeles Fair Work Week Ordinance (Council File 19-0229)

At-Large
Peter Bradley
Derek Devermont
Dan Hall
Patricia Hoffman
Kymberli Miles Lawson
Dolores Sloan

On behalf of the Santa Monica Democratic Club, I want to express our strong support for the LA Fair Workweek Ordinance (FWW) and would like to thank you for your leadership on moving the ordinance forward. Santa Monica and Los Angeles have a long history of partnership on workers' rights, most notably on the implementation of the \$15/hour minimum wage several years ago. We believe this policy would set a precedent for all of Los Angeles's neighboring cities to revise their own workers' rights policies to meet our current realities.

The retail industry is the second largest employer in Los Angeles, with over 140,000 retail workers in the city, with a majority of the workers from communities of color and identifying as women. As you are aware, the pandemic rattled this industry as workers in this sector became frontline essential heroes responsible for connecting our communities with the food and resources needed during these uncertain times. Many workers have been forced to choose between their health and a paycheck—and they continue to meet the challenges of the pandemic while big corporations in this sector keep bringing in record profits.

As we move toward recovery from this unprecedented pandemic, a comprehensive FWW policy will make retail and grocery work more just for these thousands of workers, make jobs in this sector sustainable, and will help uplift our communities who have been most impacted by the pandemic. Unfair scheduling impacts a huge number of working families in our city, with unstable work hours upholding a system of income inequality that keeps communities in poverty: workers in this sector are the least well off in the LA economy. The "Hour Crisis" report released by the UCLA Labor Center showed that 8 out of 10 retail workers in Los Angeles do not have a set weekly schedule, with 77 percent of workers receiving their schedules no more than one week in advance—even day-of and last-minute scheduling changes are common. This instability in scheduling has detrimental effects that also lead to poor health, stress, anxiety, lack of sleep, irregular meal times, missed medical appointments, no time off for emergencies or

special events, and little chance to plan ahead for family, school, and additional work commitments. A recent study released by The Economic Round Table found that over 58% of Kroger workers have work schedules that change at least every week, and that 67% say they do not earn enough money to pay for basic expenses every month.

Our retail and grocery workers deserve access to high quality jobs and scheduling stability that affords them a good quality of life, positive work-life balance, dignity, and respect.

The heart of this policy will ensure that retail workers in the city:

- Receive two weeks' notice of their schedules;
- Are not forced to work "clopening" shifts or to remain "on-call" for shifts;
- Will not be retaliated against for requesting a change in their shift;
- Will receive additional compensation for last-minute changes to their schedules; and
- Will be offered additional hours at their place of employment before employers hire additional part-time workers.

The policy will apply to employers with at least 300 employees globally in the retail and grocery sector, including chains and franchises, covering around 70,000 workers in the city.

We look forward to Los Angeles joining the growing chorus of cities that have passed fair scheduling policies, including New York City, San Francisco, Seattle, Philadelphia, and Chicago. Our essential workers in the retail and grocery industry should not have to keep facing the same challenges that they did prior to the pandemic.

Thank you for your leadership.

A handwritten signature in black ink, appearing to read "Jon Katz". The signature is stylized with a large "J" and a prominent "K".

Jon Katz
President, Santa Monica Democratic Club