

## Communication from Public

**Name:** Michael Barth  
**Date Submitted:** 11/07/2019 02:25 PM  
**Council File No:** 19-0229

**Comments for Public Posting:** Dear Members of the Los Angeles City Council: On behalf of the San Fernando Valley Young Democrats, a club representing more than 200 young activists and professionals, we ask you to support the fight for healthy, predictable workweeks, access to hours, and flexibility by supporting the Fair Workweek Ordinance. We are concerned with the pervasiveness of this unsustainable and burdensome pattern of unpredictable work scheduling that impacts our ability to balance important personal, family, and community matters. As you know, the current state of retail scheduling is a source of great instability and strain for Los Angeles' workers. To address poverty in Los Angeles, we need to ensure that the thriving retail economy provides reliable jobs that deliver stability for working families. We hope that we can count on your support by voting in favor of the Fair Workweek Ordinance. Thank you, Michael Barth President San Fernando Valley Young Democrats



# COALITION

## ENDORSEMENT LETTER

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### TO OUR COALITION PARTNERS:

As you know, the current state of retail scheduling is a source of great instability and strain for Los Angeles' workers.

To address poverty in Los Angeles, we need to ensure that the thriving retail economy provides reliable jobs that deliver stability for working families.

We appreciate your continued support in the fight for healthy, predictable workweeks, access to hours, and flexibility.

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Organization Name:

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Contact Name:

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Phone Number:

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Email address:

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### We can help with:

- |  |   |
|--|---|
| <input type="checkbox"/> Testimony           | <input type="checkbox"/> Online support                 |
| <input type="checkbox"/> Mobilization        | <input type="checkbox"/> Presenting to staff            |
| <input type="checkbox"/> Fundraising         | <input type="checkbox"/> Letter writing                 |
| <input type="checkbox"/> City Council visits | <input type="checkbox"/> Recruiting other organizations |

## Communication from Public

**Name:** Human Impact Partners

**Date Submitted:** 11/06/2019 03:22 PM

**Council File No:** 19-0229

**Comments for Public Posting:** November 6, 2019 Council President Herb Wesson Los Angeles City Council 200 N Spring St, Los Angeles, CA 90012 RE: Los Angeles Fair Workweek Ordinance; Council File 19-0229 Dear Council President Wesson and Members of the Los Angeles City Council: On behalf of Human Impact Partners, we wish to express our strong support of the Fair Work Week Ordinance and the recommendations outlined by the Bureau of Contract Administration. Over 70,000 retail workers in Los Angeles deserve access to high quality jobs and scheduling stability that affords them a high quality of life and positive work-life balance. We wish to thank the Council sponsors of the policy, the Bureau of Contract Administration, and the City Attorney's office for their due diligence in outlining the policy and enforcement. Retail workers play an important role in customer experiences - they give us advice on what clothes we purchase, answer questions about food ingredients, and much more. However, retail workers are among the least well-off in the Los Angeles Economy. The UCLA Labor Center released a report earlier this year called "Hour Crisis" which showed, among other details, that 8 in 10 retail workers in Los Angeles do not have a set weekly schedule, while 77 percent of workers receive their schedules no more than one week in advance. Studies have highlighted the deleterious impacts of unfair scheduling practices not just on workers' income, but on their health and well-being, their children's long-term outcomes, and more. Research has shown that by adopting fair scheduling policies, companies also benefit. A pilot project that was implemented at 28 GAP stores in large cities across the country from 2015-2016 showed that stores' return on investment was high, with median sales increasing by as much as 7 percent. This results in millions of dollars worth of new revenue for retail companies. We strongly support the recommendations of the Bureau of Contract Administration, and that City Council agree to provide fair and just scheduling for their employees by passing a policy which ensures that retail workers in the city: 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. For these, as well as many more reasons, and on behalf of retail workers everywhere, we strongly support this process moving forward. Thank you for your consideration in this matter. In solidarity, Sari Bilick Senior Public Health Organizer Human Impact Partners

**November 6, 2019**

Council President Herb Wesson  
Los Angeles City Council  
200 N Spring St,  
Los Angeles, CA 90012

**RE: Los Angeles Fair Workweek Ordinance; Council File 19-0229**

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

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2. Are not forced to work "clopening" shifts or to remain "on-call" for shifts;
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For these, as well as many more reasons, and on behalf of retail workers everywhere, we strongly support this process moving forward.

Thank you for your consideration in this matter.

In solidarity,



**Sari Bilick**  
Senior Public Health Organizer  
Human Impact Partners