

UNITEHERE! Local 11

April 6, 2026

Honorable Gianni Infantino
Président, Fédération Internationale de Football Association
FIFA Strasse 20, P.O Box # 8044
Zurich, Switzerland
gianni.infantino@fifa.org

E. Stanley Kroenke
Kroenke Sports & Entertainment (KSE)
1000 Chopper Circle
Denver, CO 80204

Re: Demands for Worker Protections at the 2026 FIFA World Cup in Los Angeles

Dear Messrs. Infantino and Kroenke:

Since Los Angeles was selected as a host city, our members — the backbone of this region's tourism industry — have demanded that FIFA honor its stated commitment to human rights. In 2021 and 2022, during the selection process, our members sought meetings with FIFA to raise these concerns. In October 2024, they called on FIFA to endorse our Olympic and Paralympic Wage. FIFA ignored every one of these requests.

In little more than two months, the FIFA World Cup comes to Los Angeles at SoFi Stadium, and the collective bargaining agreement covering 2,000 cooks, dishwashers, servers, and bartenders at that venue has expired. We have serious and growing concerns about whether workers and Angelenos will be treated fairly and share meaningfully in the economic benefits of this tournament. Our members are prepared to do whatever it takes, up to and including a strike, to defend themselves against abuse and secure a safe workplace, fair working conditions, and housing security.

FIFA's recent World Cups have left a disturbing record of abuse. In Qatar, migrant workers faced rampant wage theft and were subjected to life-threatening conditions. In Russia, workers constructing stadiums endured extreme cold and unsafe conditions that cost lives. These were not isolated failures — they were the predictable result of prioritizing spectacle over accountability. The recent award of the FIFA Peace Prize to Donald Trump—even as he launched war after war, fostered violent tactics by immigration agents, and used the military to quell domestic protests—only deepens our concern that FIFA is not meaningfully committed to ensuring respect for workers and the communities that will make the games possible.

While suites at SoFi Stadium for the opening match with the United States team on June 12 are being sold for \$112,000, the workers who will serve every meal and drink and clean every dish

in that building are working without a contract. That is the contradiction at the heart of this World Cup, and it is one we intend to confront.

We have three demands.

1. FIFA and KSE must demand that ICE plays no role in the World Cup.

Last week, we informed all of our signatory employers — including food service contractor Legends/ASM at SoFi Stadium — that ICE and Border Patrol represent a direct threat to worker and guest safety. Over the past year, ICE and U.S. Customs and Border Protection have terrorized communities across the Los Angeles area through violence and brazen violations of constitutional rights. Acting DHS Director Todd Lyons has announced that ICE will play a “key part” at the 2026 World Cup. ICE activity at World Cup events would shatter the safe and welcoming environment FIFA has promised the world.

FIFA must publicly declare that ICE has no place in our city and no role in this tournament.

2. FIFA must ensure that SoFi Stadium workers enjoy fair working conditions.

We have a collective bargaining agreement with Legends/ASM, the food and beverage contractor at SoFi Stadium. Yet without notice to the union or our members, FIFA announced that On Location — its official hospitality partner — would be operating food and beverage at the venue. This unilateral move raises immediate and serious questions: Does our contract follow the work? Are our members protected? Who is actually the employer of record? FIFA has created a situation in which a new corporate entity has been inserted into the employment relationship with potentially no accountability to the workers or the union that represents them. We have formally requested basic information about these arrangements but have received nothing. This is the black hole of subcontracting accountability that has characterized FIFA's worst labor failures — the same opacity that preceded the wage theft and worker deaths in Qatar and Russia.

It is well-documented that subcontracting arrangements are often vehicles for abuse. On March 10, 2026, the Long Beach City Prosecutor filed criminal grand theft wage charges against the CEO of a Legends/ASM subcontractor whom workers allege paid them in cash, failed to pay overtime, and sometimes required them to perform consecutive eight-hour shifts under different names to conceal the violations. This case is not an aberration — it is the direct consequence of a subcontracting system designed to evade accountability.

FIFA and KSE have a responsibility to ensure that nothing like this happens in their venues. Yet, in 2025 alone, SoFi Stadium logged more than 113,000 hours of subcontracted labor. That volume of subcontracting creates enormous opportunity for wage theft, benefit stripping, and the elimination of union standards — all while insulating FIFA's corporate partners from responsibility.

FIFA cannot brand itself a champion of human rights while the subcontracting system at its own flagship U.S. venue is a vehicle for worker exploitation.

Beyond wage theft, we are deeply alarmed by the accelerating use of artificial intelligence and automation to eliminate hospitality jobs. Technology is increasingly being deployed not to enhance the worker experience, but to replace workers entirely — eliminating positions held by cooks, servers, bartenders, and dishwashers who have spent years building careers in this industry. The World Cup must not become a showcase for the displacement of working people. FIFA and KSE must commit to ensuring that no technology deployment at SoFi Stadium during the World Cup results in the elimination of union positions, and that any use of AI or automation is subject to meaningful bargaining with the workers it affects.

3. FIFA and KSE must actively support affordable housing for workers.

Angelenos are facing a severe housing affordability crisis — one that is especially acute in Inglewood, the community surrounding SoFi Stadium, where UNITE HERE Local 11 represents hundreds of workers. Many can no longer afford to live near where they work, and instead face grinding long-distance commutes each day. This crisis has been worsened by the explosion of short-term rentals — including those facilitated by FIFA partner Airbnb — which have removed thousands of units of housing from the rental market.

We call on FIFA and KSE to actively support the following:

Workforce Housing Fund for Hospitality Workers: We are working with employers to establish a Workforce Housing Fund to develop affordable housing specifically for hospitality workers in the communities — like Inglewood — where they work. FIFA and KSE must support and contribute to this effort.


Moratorium on Short-Term Rentals: Airbnb and similar platforms are decimating rental housing stock across Los Angeles, and particularly in Inglewood. A regional moratorium would return an estimated 10,000 units to the housing market. FIFA must publicly support legislation to restrict short-term rental platforms — and sever its corporate partnership with Airbnb.

Overpaid CEO Tax in Los Angeles and Inglewood: FIFA and KSE should endorse ballot initiatives in Los Angeles and Inglewood to tax companies that pay their chief executives more than 50 times their median worker's salary. Revenue generated would fund affordable housing construction, critical infrastructure, after-school programs, and protections for immigrant families.

The world will be watching Los Angeles this summer. Billions of fans will see this city as FIFA intends to present it — welcoming, and alive with possibility. But behind every meal served and every drink served will be workers who deserve more than promises. They deserve safe and fair working conditions and a community they can afford to live in.

We look forward to your prompt response.

Sincerely,



Kurt Petersen
Co-President
UNITE HERE Local 11

cc Los Angeles City Council
Los Angeles Mayor Karen Bass
Inglewood City Council
Inglewood Mayor James T. Butts, Jr.
Los Angeles Sports & Entertainment Commission
LA28 Board