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The Institutes for Research on Labor and Employment (IRLEs) were founded at UC Berkeley and UCLA in 1945 as the Institute of Industrial Relations. The Institutes carry out and support research, education, and community outreach concerning labor and working life with a broad, interdisciplinary emphasis. They currently work with scores of faculty from over a dozen different academic disciplines, spanning the humanities, social sciences, and the professional schools at both campuses, while also actively engaging a similarly broad set of undergraduate and graduate students. The IRLEs’ research and education mandate has expanded from its original scope of labor and industrial relations to incorporate many related areas of study, such as: low-wage labor markets, employer-based health insurance, the high tech workforce, immigration, globalized labor markets, work and technology, cultural geography, green jobs and the green economy, workforce demography and work and family issues. As the global economy becomes increasingly interlinked, the role of the California workforce within the Pacific Rim region has grown in importance.

The UCLA IRLE has 3 chief goals:
• Generate information in a wide range of formats (from academic publications to policy reports to technical assistance) that can help make work better in California, the US, and the world.
• Build the capacity of workers (and their organizations), managers, professionals, and policy-makers to take steps to improve workplaces and working life.
• Create spaces for dialogue within and among researchers, practitioners, and students regarding workplace issues.

These goals embody the IRLE mission—to carry out and support research, education, and community outreach concerning labor and working life with a broad, interdisciplinary emphasis—within the broader UCLA core mission of: “Education, Research, and Service.”
The UCLA Institute for Research on Labor and Employment (IRLE) is a multidisciplinary research center dedicated to the study, teaching, and discussion of labor and employment issues. Through the work of its units—the IRLE Academic Unit, Center for Labor Research and Education (CLRE), or more commonly the Labor Center), the Labor Occupational Safety and Health program (LOSH)—the Institute forms wide-ranging research agendas that carry UCLA into the Los Angeles community and beyond.

At the end of World War II, when organized labor in the United States was at the peak of its political power and influence, industrial relations units were established at many universities around the nation. In 1945, Governor Earl Warren established two such units at the University of California: one at UCLA, the other at Berkeley. The two institutes were the first arms of the University of California to offer specialized research and education programs to the organized labor movement, researchers and students.

In the decades since its founding, the UCLA Institute has played an important role in the intellectual life of the university, and it also has contributed to the national dialogue on employment and labor issues. The establishment of the Center for Labor Research and Education (1964), the Labor Occupational Safety and Health Program (1978), and the Human Resources Round Table (1986) within the Institute further consolidated the ties between the labor community and the university. But as the power of organized labor waned in the 1970s and 1980s, the Institute was faced with substantial budget cuts. Academic interest in the traditional field of industrial relations also declined during this period. In 1995, however, new leadership came into power at the national AFL-CIO and, soon after, organized labor in California was revitalized, leading to renewed intellectual interest in labor and employment issues as well. This led to a major new initiative in 2000, when the state legislature established the UC Institute for Labor and Employment (ILE), a research program housed jointly at UCLA and UC Berkeley which built on the two IIRs that had been established 44 years earlier.

In December 2003, Governor Arnold Schwarzenegger declared a fiscal state of emergency and eliminated ILE’s budget for the remainder of the fiscal year. In early 2004, after an outpouring of public support, the University agreed to cover most staff salaries through June 2004. Beginning in 2004–05, the work of the ILE was restructured, maintaining the statewide research funding on all UC campuses through a new system-wide Labor and Research Education Fund. Other activities continued to be housed at the UCLA and UC Berkeley Institutes, which both changed their names in spring 2007, and are now known as the Institutes for Research on Labor and Employment. The Miguel Contreras Labor Program, which serves as an umbrella over all the UC labor research and education programs, was approved by the UC Regents in early 2007.

In 2008, the Miguel Contreras Labor Program was targeted for line-item veto by Governor Schwarzenegger, threatening to eliminate both the UCLA and UC Berkeley IRLE campuses. After an outpouring of support—more than 400 UC faculty and academic staff members signed a letter of protest—the University of California, Office of the President agreed to continue funding for the Institutes for that fiscal year.
Institute-wide organizational support and administrative leadership is provided by the IRLE Business Office, which is led by the Chief Administrative Officer and includes the Senior Fund Manager, Operations Coordinator, Programming Coordinator, and the Departmental Technology Associate. For more detailed information on IRLE’s administrative structure, please see the attached organization chart (organization chart below).

IRLE is well-served by its Faculty Advisory Committee (FAC), which is currently comprised of 16 Senate faculty from a variety of disciplines. The committee meets quarterly and plays an important role in advising the Director and staff and helping to guide the program’s work. The Labor Center also has an active Advisory Committee of its own, comprised of labor and community representatives, which meets regularly and provides valuable input for the faculty and staff.

Below is a list of current IRLE Faculty Advisory Committees and departments.

- Maylei Blackwell (Chicana/o Studies)
- Chris Erickson (UCLA Anderson School of Management)
- Akhil Gupta (Anthropology)
- Toby Higbie (History)
- Sanford Jacoby (UCLA Anderson School of Management)
- Robin D.G. Kelly (History)
- Ching Kwan Lee (Sociology)
- Ninez Ponce (UCLA Fielding School of Public Health)
- Janice Reiff (History)
- Mark Q. Sawyer (Political Science)
- Katherine Stone (UCLA School of Law)
- Abel Valenzuela (Chicana/o Studies & Urban Planning)
- Till Von Wachter (Economics)
- Roger Waldinger (Sociology)
- Ed Walker (Sociology)
- Noah Zatz (UCLA School Law)
A significant part of IRLE activities is supported by external sources, including grants and gifts. LOSH is almost entirely supported by grants and HARRT applies a membership fee to support its activities. The Labor Center has traditionally relied on support from its constituencies and from the annual Labor Center fund raising banquet to support its programs and research, and in the last two years, has significantly grown its grant-writing. The Academic Unit has likewise expanded its grant and contract activities, securing some modest external sources of support this year.

### FY 2014-2015 Fund Sources

#### Extramural Funding: Institute for Research on Labor and Employment (IRLE)
**Principal Investigator:** Chris Tilly

<table>
<thead>
<tr>
<th>Award Title</th>
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<th>Award Type</th>
<th>Budget Period Begin Date</th>
<th>FY1415 Total / Project Total</th>
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<tr>
<td>Initial Scan of the Construction Sector in Guatemala and Costa Rica</td>
<td>American Center for International Labor Solidarity (Solidarity Center) (AFL-CIO)</td>
<td>Contract</td>
<td>9/12/2014-12/31/2014</td>
<td>$9,996 / $9,996</td>
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<td>Informal Construction and Domestic Work: Collaborative Research on Institutional Influences in Job Quality</td>
<td>Ford Foundation</td>
<td>Grant</td>
<td>7/1/2014-6/30/2016</td>
<td>$132,000 / $132,000</td>
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#### Extramural Funding: Institute for Research on Labor and Employment (IRLE)
**Principal Investigator:** Noah Zatz

<table>
<thead>
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<th>FY1415 Total / Project Total</th>
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### Extramural Funding: Center for Labor Research and Education (Labor Center)
**Principal Investigator: Kent Wong**

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<td>Social Program Agreement - Labor Center</td>
<td>County of Los Angeles</td>
<td>Contract</td>
<td>9/1/2014-10/31/2015</td>
<td>$500 / $500</td>
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<td>Los Angeles Black Worker Center</td>
<td>Liberty Hill Foundation</td>
<td>Grant</td>
<td>2/20/2014-12/30/2014</td>
<td>$10,000 / $10,000</td>
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<td>New World Foundation</td>
<td>Grant</td>
<td>1/29/2015-1/29/2016</td>
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<td>Dream Resource Center</td>
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<td>12/1/2014-11/30/2015</td>
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<td>Dream Summer National Leadership Program</td>
<td>The Berger Marks Foundation</td>
<td>Grant</td>
<td>6/1/2015-5/31/2016</td>
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<td>Dream Resource Center Healthy Community Leadership Program 2014-2015</td>
<td>California Wellness Foundation</td>
<td>Grant</td>
<td>7/1/2014-6/30/2015</td>
<td>$130,000 / $130,000</td>
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<td>Los Callejonas: Garment Worker Stories from Los Angeles</td>
<td>CAL Humanities Foundation</td>
<td>Grant</td>
<td>7/1/2014-6/30/2015</td>
<td>$10,000 / $10,000</td>
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<tr>
<td>Dream Summer 2014</td>
<td>Rosenberg Foundation</td>
<td>Grant</td>
<td>6/1/2014-5/31/2015</td>
<td>$30,000 / $30,000</td>
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<td>Dream Summer Alumni Network</td>
<td>California Community Foundation</td>
<td>Grant</td>
<td>11/1/2014-10/31/2015</td>
<td>$35,000 / $70,000</td>
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### Extramural Funding: Center for Labor Research and Education (Labor Center)
**Principal Investigator: Victor Narro**

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</thead>
<tbody>
<tr>
<td>AFL CIO Worker Center Affiliation Research</td>
<td>University of Illinois/ New World Foundation</td>
<td>Subcontract</td>
<td>7/1/2014-11/30/2014</td>
<td>$15,000 / $15,000</td>
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<tr>
<td>Capacity and Leadership Development Support for Worker Centers</td>
<td>Ford Foundation</td>
<td>Grant</td>
<td>7/1/2014-6/30/2016</td>
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### Extramural Funding: Labor Occupational Safety and Health (LOSH) Program
**Principal Investigator: Linda Delp**

<table>
<thead>
<tr>
<th>Award Title</th>
<th>Sponsor Name</th>
<th>Award Type</th>
<th>Budget Period Begin Date</th>
<th>FY1415 Total/ Project Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>School Action for Safety &amp; Health (SASH) Program</td>
<td>University of California, Berkeley/CA Department of Industrial Relations</td>
<td>Subcontract</td>
<td>7/1/2014-6/30/2015</td>
<td>$5,000 / $5,000</td>
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<td>Worker Occupational Safety and Health Training Education Project</td>
<td>CA Department of Industrial Relations</td>
<td>Contract</td>
<td>7/1/2014-6/30/2015</td>
<td>$220,000 / $220,000</td>
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<tr>
<td>Cal/OSHA Outreach and Cross-Trainings with Worker Organizations</td>
<td>CA Department of Industrial Relations</td>
<td>Contract</td>
<td>2/2/2015-6/30/2016</td>
<td>$100,000 / $200,000</td>
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<tr>
<td>Safe Patient Handling Training Project</td>
<td>University of California, Berkeley/CA Department of Industrial Relations</td>
<td>Subcontract</td>
<td>4/1/2015-3/31/2016</td>
<td>$6,750 / $6,750</td>
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<td>Strengthening Labor - Community Health &amp; Safety Capacity in Southern California through Worker Leaders and a Model Labor-Management Partnership</td>
<td>DOL-Department of Labor Occupational Safety and Health Administration</td>
<td>Grant</td>
<td>9/30/2014-9/30/2015</td>
<td>$164,986 / $164,986</td>
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<td>Hazardous Material Worker Health and Safety Training (U45), Cooperative Agreement</td>
<td>NIH-NIEHS National Institute of Environmental Health Sciences</td>
<td>Cooperative Agreement</td>
<td>8/1/2014-7/31/2015</td>
<td>$1,780,478 / $8,813,341</td>
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<tr>
<td>Entertainment Safety Project</td>
<td>IATSE-Entertainment and Exhibition Industries Training Trust Fund</td>
<td>Contract</td>
<td>10/20/2014-10/19/2015</td>
<td>$244,530 / $244,530</td>
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<tr>
<td>For Core Operating Support to Improve the Health of the People of California</td>
<td>California Wellness Foundation</td>
<td>Grant</td>
<td>4/1/2015-3/31/2016</td>
<td>$50,000 / $50,000</td>
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</tbody>
</table>
UCLA IRLE is most proud of the impact we have on improving workers’ lives and workplaces. The following section details noteworthy student involvement, publications, and events.
From researching to presenting at workshops to assisting through Graduate Student Researcher (GSR) positions, students are an active and important component of IRLE’s work. The following are highlights of student involvement.

**Maritza Lee**, a Master’s of Urban and Regional Planning Student, assisted director Chris Tilly with global research on organizing among informal workers in construction and domestic work. Urban Planning Doctoral student Patrick Adler (below) contributed to research on the retail workforce and on trends in unionization in California (resulting in State of the Unions 2014). Chris Tilly also worked with Master of Urban and Regional Planning students Ana Tapia, Ramon Quintero, and Ariana Vito (not shown) on trends in retail employment.

**Reports**

Throughout the 2014-15 academic year, IRLE has released eight reports. These reports include:

“Los Angeles Rising: A City that Works for Everyone”
“From Undocumented to dACAmented: Impacts of the deferred Action for Childhood Arrivals (dACA) program”
“Walmart’s Limited Growth in Urban Retail Markets: The Costs of Low Labor Investment”

**Policy Briefs**

During the academic year of 2014-15, IRLE published 20 new policy briefs on topics ranging from family friendly work policy and undocumented youth to wage theft in trucking and the hidden costs of property tax limitations—along with many other issues. Examples of 2014-15 briefs include:

No. 26 “Wage Theft Along California’s South Coast: A Survey of Low Wage Workers in Santa Barbara and Goleta”
No. 32 “Representations of Unions in American and Canadian Social Studies Standards”
No. 34 “Local Government Models of Diversity, Equity, and Inclusion in Employment”
State of the Unions 2014

By Chris Tilly and Patrick Adler, Institute for Research on Labor and Employment

Each year on Labor Day, the Institute for Research on Labor and Employment (IRLE) releases a report on the State of unionization in Los Angeles, California and the United States. The 2014 State of the Union report adds a discussion of unions in Greater San Francisco. Greater San Francisco is not only the state’s wealthiest region, it along with Los Angeles, is one of the most unequal in the country. This report uses union data as a departure point for a discussion of how unions do and do not counteract income inequality.

FIGURE 1: Union Density in Los Angeles, San Francisco, California and the United States, 1995-2014

<table>
<thead>
<tr>
<th>Year</th>
<th>Los Angeles</th>
<th>San Francisco</th>
<th>California</th>
<th>United States</th>
</tr>
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<tbody>
<tr>
<td>1995</td>
<td>13%</td>
<td>15%</td>
<td>11%</td>
<td>10%</td>
</tr>
<tr>
<td>2014</td>
<td>16%</td>
<td>18%</td>
<td>14%</td>
<td>13%</td>
</tr>
</tbody>
</table>

Working Papers

IRLE research affiliates, scholars, staff and faculty contribute to IRLE’s working paper series, which has a total of 69 publications published between 2006 and 2014. The following working papers were submitted during Academic Year 2014-15.

Labor Relations and the Development of the Aerospace Industry in Mexico
Javier Salinas | September 2014

Gains or Pains?—Effects of US-China Trade on US Employment: Based on a WIOT Analysis from 1995 to 2011
Feng Dai | June 2015

Migrant Workers’ Educational Mismatch and the Labor Market in China
Ni Tang | September 2014

Fear and Mistrust: The Relationship Among Japanese American Farmers, Organized Labor, and Future Generations
Michael Ishimoto | July 2015

What Property Tax Limitations Do to Local Finances: A Meta-Analysis
Isaac W. Martin | May 2015

Books

Dreams Deported: Immigrant
Edited by Kent Wong & Nancy Guarneros | July 2015

How Global Migration Changes the Workforce Diversity Equation
Co-edited by Massimo Pilati, Hina Sheikh, Francesca Sperotti, Chris Tilly | 2015

LABOR CENTER REPORTS


“Hanging by a Thread! Los Angeles Garment Workers’ Struggle to Access Quality Care for their Children,” Garment Worker Center, Research Action Design, and UCLA Labor Center, with support from the Ms. Foundation for Women

“Health Impact Assessment of the Proposed Los Angeles Wage Theft Ordinance,” Human Impact Partners, the UCLA Labor Center, and Restaurant Opportunities Center-Los Angeles (ROC-LA), August 2014, with support from The Kresge Foundation

“Nuestros Derechos como Trabajadoras del Hogar: Educación Popular para un Cambio Laboral,” UCLA Labor Center, with support from the Ford Foundation

“Orange County on the Cusp of Change,” UCI Community & Labor Project and UCLA Labor Center, July 2014, with support from the Marisla Foundation and California Civic Participation Funders

“Undocumented and Uninsured: Pol[ICE] In My Head,” Dream Resource Center, with support from The California Endowment

“Your Health Matters! Enrolling in Medi-Cal as a California DACA Recipient,” Carlos Juarez and Nadia De Leon, Dream Resource Center, with support from The California Endowment


“Los trabajadores que se organizan en la plaza: Contra-movimiento de una fuente inesperada.” Chris Tilly and Enrique de la Garza, José Luis Gayosso, and Hugo Sarmiento. Economia Critica 18, Fall 2014: 160-80.


RLE has an active event schedule; each of the units coordinates a number of conferences, talks, and special events on the UCLA campus and in the community. The following highlight major annual, co-sponsored, and special events of the Institute.

Annual Events

**HARRT Annual Retreat [November 6-8, 2014]**
Each year, the Human Resources Roundtable produces a three day retreat, giving HARRT members an in-depth look at contemporary HR issues. The HARRT Retreat features talks from UCLA faculty, scholars and practicing HR executives. The 2014 retreat included topics such as, “Economic Forecast and the Effect on Jobs,” “Leadership, Technology and Digital Engagement,” “Manage Your Online Reputation to Build a Trusted Employer Brand,” and “New Directions in Performance Management.”

**2014-15 Annual Benjamin Aaron Labor Law Lecture [January 22, 2015]**
This annual lecture series is held in honor of Benjamin Aaron, a leading expert on U.S. and comparative labor law. Professor Aaron was Director of IRLE from 1960-1975 and a Professor of Law at UCLA from 1960 until his death in 2007. The 2014 program featured Marsha S. Berzon, Judge of the United States Court of Appeals for the Ninth Circuit. Judge Berzon spoke about Justice William J. Brennan and his judicial contributions to the field and muse about how the lack of labor and employment expertise among current judges and justices may be affecting the development of the law in these areas now. This event is sponsored by the UCLA Institute for Research on Labor and Employment, the Los Angeles County Bar Association - Labor and Employment Law Section and the Project on Work and Employment Regulation, UCLA School of Law.

**Workers’ Memorial Week of Action [April 27 - May 1, 2015]**
This annual lecture series is held in honor of Benjamin Aaron, a leading expert on U.S. and comparative labor law. Professor Aaron was Director of IRLE from 1960-1975 and a Professor of Law at UCLA from 1960 until his death in 2007. The 2014 program featured Marsha S. Berzon, Judge of the United States Court of Appeals for the Ninth Circuit. Judge Berzon spoke about Justice William J. Brennan and his judicial contributions to the field and muse about how the lack of labor and employment expertise among current judges and justices may be affecting the development of the law in these areas now. This event is sponsored by the UCLA Institute for Research on Labor and Employment, the Los Angeles County Bar Association - Labor and Employment Law Section and the Project on Work and Employment Regulation, UCLA School of Law.

**UCLA Labor Center Banquet [May 14, 2015]**
The 2015 banquet was held at the Center at Cathedral Plaza in Downtown Los Angeles. This year’s honorees were three outstanding women leaders: Toni G. Atkins, Speaker of the Assembly, California State Assembly, 78th District, Randi Weingarten, President of American Federation of Teachers, and Maria Elena Durazo, Vice-President, Civil Rights, Diversity and Immigration Affairs UNITE HERE International Union.
Colloquium Series

IRLE colloquium talks bring speakers from a variety of disciplines, institutions and countries to UCLA to engage with faculty, students and the public. Each colloquium talk is Cosponsored by another UCLA department or school to further encourage intercampus and multidisciplinary dialogues.

Harry Arthurs | Osgoode Hall Law School
Presented by the Institute for Research on Labor and Employment (IRLE); cosponsored by Globalization and Labor Standards (GALS), UCLA Canadian Studies Program, and UCLA Public Policy

"Labor Women" and Reflecting on API Women in Labor Today [November 12, 2014]
Renee Tajima-Pena | UCLA, Asian American Studies
Mayle Blackwell, UCLA | Chicana/o Studies
Quynh Nguyen | Organizer and featured in the "Labor Women" film
Presented by the Institute for Research on Labor and Employment (IRLE); cosponsored by UCLA Asian American Studies and Gender Studiesexecutive.

Christina Greer | Fordham University, Political Science
Presented by the Institute for Research on Labor and Employment (IRLE); cosponsored by the UCLA Migration Program

Book Talk: “Meet Joe Copper: Masculinity and Race on Montana’s World War II Home Front” [January 28, 2015]
Matthew Basso | University of Utah, Gender Studies and History
Presented by the Institute for Research on Labor and Employment; cosponsored by UCLA Gender Studies and History Department

Sarah Swider | Wayne State, Sociology
Presented by the Institute for Research on Labor and Employment; cosponsored by the UCLA Center for Chinese Studies

After Marikana: The State, the ANC, and the Future of the Labor Movement in South Africa
Trevor Ngwane | University of Johannesburg, Sociology
Gay Seidman | University of Wisconsin, Sociology
Dinga Sikwebu | Johannesburg, United Front Coordinator of the National Union of Metalworkers of South Africa
Presented by the UCLA Center for Social Theory and Comparative History & Center for African Studies and African Studies IDP; cosponsored with the Institute for Research on Labor and Employment

IRLE Dialogue: Southern California Port Truck Drivers: Exploitation and Resistance
Scott Cummings | UCLA School of Law
Jesse Halvorsen | UC Santa Barbara Department of History
Sanjukta Paul | UCLA Law School
Victor Narro | UCLA Labor Center
Presented by the Institute for Research on Labor and Employment (IRLE)
Special Events

**Young Workers Rising Block Party [September 27, 2014]**

The UCLA Labor Center and Los Angeles County Federation of Labor shut down the street to celebrate 50 years of worker justice and put the spotlight on young workers standing up for change. The event was full of music, food, and games such as “Is my boss trippin’?” Multiple community, social justice and labor organizations were in attendance with speakers, prizes and information on current campaigns.

Engaged Research [October 31, 2014]

The UCLA Labor & Workplace Studies program has created a space to support data and research-literacy for students, workers, and activists. The Engaged Research portal is organized per the methodology (qualitative and quantitative) and illustrative of the ways in which research actualizes change for our communities. The presenter for this program was Sayil Camacho, graduate student at UCLA.

Day of Learning

In 2015, HARRt introduced a new event to the human resource community, “Day of Learning.” More than 180 human resources professionals from global companies and institutions located in the Western United States were in attendance. During the day, several key topics affecting the practice of human resources were discussed including an opening keynote speech by Judy D. Olian, Dean of UCLA Anderson School of Management and John E. Anderson, Chair in Management on qualities of effective leaders, along with Ian Larkin, Assistant Professor in the Strategy Group, UCLA Anderson School of Management who discussed the development and implementation of HR strategy. Also, Iris Firstenberg, Adjunct Associate Professor of Management and Organizations, UCLA Anderson School of Management spoke about her book “Extraordinary Outcomes.” The event closed with the presentation of awards to members of HARRt companies who had made significant human resources contributions within their respective companies.

Cosponsored Events

**Living and Laboring Off the Grid: Black Women Prisoners and the Making of the “Modern” South, 1865-1920 [February 12, 2015]**

Speaker: Talitha LeFlouria - History (Florida Atlantic University)

Presented by the UCLA Center for the Study of Women; Cosponsored by Ralph J. Bunche Center for African American Studies, Labor Studies Program/Institute for Research on Labor and Employment, Institute for American Cultures, Department of English, Department of Gender Studies, Department of African American Studies, and International Institute

**Organizing Latino Immigrants in the Informal Economy: The Successful Care of the Association of Latin American Gardeners of Los Angeles [May 13, 2015]**

Speakers: Alvaro Huerta – Ethnic & Women’s Studies (Cal Poly Pomona), Adrian Alvarez – Community Activist & Co-founder of ALAGLA, Juan Gomez-Quinones, History (UCLA), Scott Cummings – School of Law (UCLA), and Victor Narro – School of Law and Labor Center (UCLA)

Presented by UCLA Chicano Studies Research Center; Cosponsored by César E. Chávez dept. of Chicana/o Studies, David J. Epstein program in Public Interest Law and Policy, Dept. of History, Dept. of Urban Planning, International Institute, International Program on International Migration, Latin American Institute, Labor Center, Institute for Research on Labor and Employment, plus URBAn-LA

**New Strategies for Youth Employment: Rebuilding Community Jobs in the Face of Globalization [May 14, 2015]**

Speakers: Teresa Cordova – Great Cities Institute (University of Illinois at Chicago) and Jose Osuna (Homeboy Industries)

Presented by the UCLA Urban Planning Department; cosponsored with the Institute for Research on Labor and Employment

**Author-Meet-Critics on Skills of the “Unskilled”: Work and Mobility among Mexican Migrants [May 15, 2015]**


Presented by the UCLA Migration Program; cosponsored with the Institute for Research on Labor and Employment
HARRT Round Tables

HARRT Roundtables bring together senior HR executives with academics to engage in diverse and current dialogue on contemporary HR issues.

Executive Round Tables

HARRT welcomed several new members to the Executive Round Table in 2015. The program offerings were expanded to the senior human resources executives with extended sessions and topics that included: the workplace of the future, social media’s effects on employees, using culture to develop the employee brand, using teams effectively in business, new trends in performance management, and new approaches to talent acquisition. Also, several presentations were made on big data, data analytics in human resources, and how to protect employee privacy using best practices in cyber security.

Associate Round Table: “Data Analytics: The Future of HR” [February 3, 2015]

HARRT welcomed several new members to the HARRT Associate Program. This new program offered several informative sessions to a select group of human resources professionals from member companies. Some of the topics that were discussed included coaching and communicating effectively, how top companies approach employee engagement, using analytics in human resources, and the application of change strategies in leadership.

Round Table and Town Hall Meeting [February 19, 2015]

HARRT co-hosted a round table and town hall meeting with DCIIA, an industry organization composed of plan sponsors, consultants and vendors all with the same mission—to enhance the defined contribution plans for employees and make a Defined Contribution plan a retirement vehicle not just a savings plan. It was a very collaborative effort and included a number of academics as well as government officials from the IRS, the Dept. of Labor and the others to address the current issues facing retirement adequacy for DC participants. This meeting was part of a series of roundtables and town halls across the nation which allowed plan sponsors a venue to address specific challenges and to hear from both academia and the government on a number of issues.

The following sections detail the programs and activities that help the IRLE accomplish its goals of generating information to improve work in California, the US, and the world, building the capacity of workers and their organizations along with policy-makers to improve workplaces and working life, and creating spaces for dialogue between researchers, practitioners, and students around the topic of workplace issues.
Labor & Workplace Studies Minor (LBR&WS)

The Labor and Workplace Studies minor, a joint project of the IRLE Academic Unit and the Labor Center, offers UCLA undergraduates an opportunity to learn about contemporary and historical aspects of work and the forces that influence labor markets, employment policies, and social movements seeking greater economic equality.

Courses in the minor explore issues of labor market, public policy, employment relations, unions, and working-class movements. Minor curriculum emphasizes the intersection of the classroom, experiential learning, and critical reflection, using traditional instructional strategies along with service learning placements and field research. Through these programs, students learn about labor and employment policies, employee and employer education practices, and institutional structures that impact working people in Los Angeles.

With 140 students enrolled in the Labor & Workplace Studies minor in 2014-2015, student interest in our program continues to increase. To meet this demand, IRLE is in the process of expanding, institutionalizing, and systematizing our curriculum and service learning placements so that all our students have the opportunity to draw from a varied course schedule and participate in high-quality experiential learning.

Labor and Workplace Studies Students: At a Glance

The Labor and Workplace Studies students come from a variety of majors, encompassing disciplines spread across both the social and natural sciences. In the 2014-2015 academic year, 140 students enrolled into the minor. In addition, 52 students graduated with Labor and Workplace Studies in June 2015, becoming the largest graduating class for the minor.

2014-2015 Labor and Workplace Studies Students Breakdown by Primary Major

<table>
<thead>
<tr>
<th>LBR&amp;WS Minor: Enrollment Breakdown by Primary Major</th>
<th>Number of Students</th>
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</thead>
<tbody>
<tr>
<td>African American Studies</td>
<td>1</td>
</tr>
<tr>
<td>Anthropology</td>
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<td>Asian American Studies</td>
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<tr>
<td>Chicana and Chicano Studies</td>
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<td>Communication Studies</td>
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<td>Economics</td>
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<td>English</td>
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<tr>
<td>Gender Studies</td>
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</tr>
<tr>
<td>Geography</td>
<td>2</td>
</tr>
<tr>
<td>Global Studies</td>
<td>2</td>
</tr>
<tr>
<td>History</td>
<td>7</td>
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<tr>
<td>Human Biology and Society</td>
<td>1</td>
</tr>
<tr>
<td>International Development Studies</td>
<td>4</td>
</tr>
<tr>
<td>Japanese</td>
<td>1</td>
</tr>
<tr>
<td>Latin American Studies</td>
<td>1</td>
</tr>
<tr>
<td>Linguistics</td>
<td>1</td>
</tr>
<tr>
<td>Music</td>
<td>1</td>
</tr>
<tr>
<td>Neuroscience</td>
<td>1</td>
</tr>
<tr>
<td>Philosophy</td>
<td>2</td>
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<tr>
<td>Political Science</td>
<td>21</td>
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<tr>
<td>Psychology</td>
<td>14</td>
</tr>
<tr>
<td>Psychobiology</td>
<td>1</td>
</tr>
<tr>
<td>Sociology</td>
<td>15</td>
</tr>
<tr>
<td>Spanish</td>
<td>7</td>
</tr>
<tr>
<td>Study of Religion</td>
<td>1</td>
</tr>
<tr>
<td>Undeclared</td>
<td>1</td>
</tr>
<tr>
<td><strong>Total Students:</strong></td>
<td>140</td>
</tr>
</tbody>
</table>
SERVICE LEARNING

Over 70 students spent 10 hours or more in more than 30 service learning activities throughout Los Angeles and neighboring areas. Students engaged in events, workshops, trainings, and activities around local social movements which have been inspired by the philosophy of nonviolence. Examples of active participation in contemporary social movements in Los Angeles include outreach for May Day resource fair, interaction with high school students in an educational simulation on collective bargaining, recruitment for a campus awareness campaign on solitary confinement, and logistical and committee support for the Immigrant Youth Empowerment Conference.

Students also worked with Para Los Ninos, a local non-profit organization whose mission is to integrate schooling with family support, mental health services and community engagement opportunities. The students were involved in a 35-hour service learning field work project with Para Los Ninos to assess the immediate referral needs of their parents and support the creation of a database to facilitate the process and follow-up needed. Collaborating in a group, students also contextualized their work with Para Los Nino within the growing social movement for quality public schooling and equitable college and university access.

Other Training and Community Projects from the Labor and Workplace Studies Minor Include:

Young Workers in Los Angeles Research Project - The Young Workers in Los Angeles Research Project documents the experiences of young workers in retail, fast food, grocery stores and restaurants in the county. This multi-method research and media project engages and integrates young workers and stakeholders as researchers. Students have played a key role in developing the research instruments, fielding the survey, conducting interviews, coding the data, creating visual information about the data, and acting as spokespeople with the media and in policy arenas to disseminate the findings.

Oral History Project: Undocumented Voices - The Oral History Project, also known as Undocumented Voices, is a collaboration with Arizona State University. It is a public humanities project that seeks to document the lives of undocumented youths and, in the process, create a public conversation about what it means to be an undocumented immigrant in the United States. The Oral History project, encompassing interviews, data collection, photos and primary source documents, will be included in the digital archive and traveling exhibition to engage and bring to public audiences the voices and experiences of undocumented youths.

Ethnographic Research with LAUSD - In order to better understand the reproduction and alleviation of inequality in urban school programs, students conducted ethnographic, place-based research in specific LAUSD neighborhoods and in a specific Los Angeles K-12 school in that neighborhood.

INTERNSHIP PROGRAMS & LEARNING OPPORTUNITIES

Labor Summer Research Internship Program (LSRIP)

LSRIP offers a dual learning experience for students over the summer. Through a combination of lectures, key readings, and active participation in hands-on research with local unions and organizations, students will develop an understanding of critical debates regarding the role of research and socio-economic contexts that impact low-wage workers and their families. In summer 2015, students helped develop and test a survey designed to map and capture primary data of street vendors in selected neighborhoods. The interns worked in partnership with East Los Angeles Community Corporation (ELACC), a coalition of community and labor groups which aims to legalize street vending in Los Angeles. The data collected by LSRIP participants will support the campaign’s efforts to inform the City of Los Angeles as it creates a city-wide street vendor program.

Occupational Health Internship Program (OHIP)

LOSH serves as a primary site for, a NIOSH-funded initiative to support innovative labor and community outreach and research projects and to recruit a diverse group of young professionals to meet the needs of today’s OHS workforce. The Occupational Health Internship Program pairs graduate and undergraduate student interns with labor unions and community organizations to carry out research projects on worker health and safety topics. In summer 2015, LOSH provided placement and mentorship to four OHIP teams in Southern California including projects with SEIU 121RN (workplace violence prevention among healthcare workers), Pilipino Worker Center (sleep concerns among in-home caregivers), St. John’s Well Child and Family Clinics (providing OHS services for working patients of community health centers), and UNITE HERE Local 11 (injury experiences of hotel housekeepers in Orange County). On June 16–18, 2015, LOSH hosted a three-day national orientation for 30 interns from OHIP sites around the country. The orientation included workshops, panel discussions, and worksite visits.

Community Scholars 2015

The Community Scholars is a joint initiative of UCLA’s Department of Urban Planning and the Labor Center, the Community Scholars Program recognizes the important role that community and labor leaders play in shaping community development policy. Every year, the class convenes graduate students with community, labor, and city leaders to address a current issue or policy theme in Los Angeles.

Through the class, hundreds of students and community leaders have come together to tackle pressing issues facing Los Angeles. Students in the course develop concrete planning and project management skills and expand their professional network by working closely with city and community leaders. One past class’s research on green jobs led the City of Los Angeles to pass an ordinance that created the Los Angeles Green Retrofit and Workforce program to retrofit buildings across the city, while creating quality jobs. Another class led to a multi-union organizing effort on Los Angeles manufacturing.

This year’s Community Scholars class focused on immigrant integration in Los Angeles’s Pico Union area, with an emphasis on housing, education, healthy communities, and labor. The education group created a Spanish-language resource guide for recent immigrants, and the health group organized a health fair in MacArthur Park. Groups on labor and housing created policy reports that they presented at Los Angeles City Hall.
LOSHE TRAININGS

The Labor Occupational Safety and Health Program utilizes established partnerships with local and international labor unions, community groups, schools, local and state government agencies, academia, Small businesses, and community health providers to develop and run multi-lingual training and education programs. In order to maximize impact with the resources available, LOSH emphasizes a “train-the-trainer” approach, preparing workers to return to their workplaces to take leadership roles in health and safety efforts.

OSH staff educated approximately 700 workers, community members and employers this year in awareness, skills-building, and leadership courses.

<table>
<thead>
<tr>
<th>Training Program</th>
<th>Courses</th>
<th>Trainees</th>
<th>Contact Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>Targeted Training Programs:</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hazardous Waste Worker Training Program</td>
<td>14</td>
<td>209 trainees</td>
<td>3,880 hours</td>
</tr>
<tr>
<td>HazMat Disaster Preparedness Training Program</td>
<td>14</td>
<td>165 trainees</td>
<td>1,320 hours</td>
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<tr>
<td>Minority Worker Training Program</td>
<td>19</td>
<td>38 trainees</td>
<td>12,752 hours</td>
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<tr>
<td>School Action for Safety and Health</td>
<td>1</td>
<td>18 trainees</td>
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<tr>
<td>Injury/Illness Prevention Program</td>
<td>2</td>
<td>37 trainees</td>
<td></td>
</tr>
<tr>
<td>School Action for Safety and Health</td>
<td>2</td>
<td>43 trainees</td>
<td></td>
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<tr>
<td>Warehouse Workers Training program</td>
<td>3</td>
<td></td>
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<tr>
<td>Leadership Training Programs:</td>
<td></td>
<td></td>
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</tr>
<tr>
<td>Worker Occupational Safety and Health Specialist Courses</td>
<td>72</td>
<td>106 trainees</td>
<td></td>
</tr>
<tr>
<td>Susan Harwood Capacity Building Grant - OSHA</td>
<td>2</td>
<td>11 trainees</td>
<td>44 hours</td>
</tr>
<tr>
<td>Totals</td>
<td></td>
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BLACK WORKER CENTER

The Labor Center launched the Los Angeles Black Worker Center in 2010; this past year, it became an independent organization and is in the process of establishing 501(c)3 status.

Roughly half of all black workers in Los Angeles County are unemployed or underemployed, earning $12 per hour or less. Black workers have difficulty finding a stable place to live, putting food on the table, affording health care, or accessing quality education. The Black Worker Center works to reverse the black jobs crisis in Los Angeles by increasing access to quality jobs, reducing employment discrimination, and improving industries that employ black workers.

READY TO WORK

Apprenticeship programs are one of the few career pathways where people from disadvantaged backgrounds—such as veterans, those without a college degree, or those with a criminal record—can have access to quality, family-sustaining careers. However, entrance to apprenticeship programs is extremely competitive. Through the Ready to Work program, The Black Worker Center partners with agencies, community groups, employers, and unions to create a direct pipeline for disadvantaged community members to secure quality careers. The program combines intensive job readiness training with tutoring and mentoring.

Since the program began less than a year ago, more than twenty graduates have been hired in various fields. Most have found jobs in construction. A few participants are now working at Kinki Sharyo, building new rail cars for the expanding Los Angeles Metro lines. Le Daya Epps, participated in the Ready to Work Program to help her compete for a coveted apprenticeship in construction in the Laborers International Union. She was one of the only two women who completed the program, and she is now part of a crew building the new Crenshaw/LAX light rail line. Her success story caught the attention of Michelle Obama, who invited her to attend President Obama’s State of the Union address.
IMPROVING LOW-WAGE WORK

UCLA IRLE initiatives aim to improve low-wage work serve a broad range of Californians and include important research that puts it at the cutting edge of making bad jobs better. Recent research includes ground-breaking new surveys and field research and compilations and syntheses of the state of knowledge. Below detail the highlights of the IRLE and its units’ activities that focus on improving work for those in the low-wage sector.

GLOBAL RETAIL LANDSCAPES

IRLE has continued to conduct research on how retail work varies around the world, how it has changed, and how retail jobs in the United States—some of the worst jobs in the labor market—could be improved.


Wal-Mart’s recent effort to expand into the most urban retail markets is indicative of the company’s new long-term growth strategy. Starting in the late 2000s, the company initiated a new campaign to expand into urban areas using a smaller store format designed to increase the company’s share of the urban grocery market. This research shows Wal-Mart’s growth in urban areas has been severely limited and the company continues to only control a small proportion of the market in the most urban areas of the U.S. As a result of their limited growth in urban markets, the company continues to annually lose $97 billion in potential sales revenue. Based on an extensive review of publicized campaigns against the company, this research finds the poor reputation of Wal-Mart as an employer and local business have mobilized urban communities against the company’s expansion into their neighborhoods.

RETAIL WORK ROUND THE GLOBE

IRLE Director Chris Tilly and Francois Carré of The University Of Massachusetts Boston Are Nearing Completion Of Their Book Tentatively Titled Retail Work Round The Globe, examining the changing patterns of retail employment in the United States and comparing those patterns with retail sectors in Mexico and five European countries. The main takeaway is that despite the growth of global retail giants like Wal-Mart, retail jobs continue to differ significantly across countries, and that the main determinant of these differences is laws, labor relations, and other institutions.

INSURGENT LABOR STRATEGIES

IRLE Director Chris Tilly and UCLA Urban Planning Professor Marie Kennedy have been extending their research on Latin American social movements to potential approaches in the United States. In their recent article, “Latin America’s ‘third left’ meets the US workplace,” published in the University of California Irvine Law Review in 2014, they argue that the US labor movement could make more use of “Occupy”-type strategies, such as business occupations, to improve or save jobs. They point to the example of Argentina’s “recuperated enterprises” (closed businesses reopened extralegally and run as worker cooperatives) and similar movements in Latin America, but also to the US housing movement’s use of rent strikes, eviction-blockings, and other tactics to challenge the dominance of private property and shift assets to collective and community control.

ECOLOGICAL SUSTAINABILITY ROUNDTABLE

The Economic Sustainability Roundtable is an ongoing forum series, launched in Fall 2014, on challenges, strategies, and public policy opportunities regarding helping those who are struggling to survive economically in Los Angeles. IRLE co-organizes these with the LA Economic Roundtable, the Los Angeles Alliance for a New Economy, the Program on Environmental and Regional Equity at USC, and the UCLA Labor Center. In 2015-16, forum topics included the minimum wage, informal employment in Los Angeles, and “sharing economy” businesses Uber and AirBnB.

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LOSH Support for Policy Initiatives

LOSH education, technical assistance, and research contributed to policy initiatives to advance occupational health interventions, health care services for low wage workers, and government rulemaking and enforcement activities on the following issues:

Integrating Occupation and Industry into Electronic Health Records
LOSH has supported efforts by healthcare providers to gather data on patients’ work to inform diagnosis and treatment of work-related conditions and to enhance surveillance of occupational injury and illness nationwide. LOSH has submitted written comments to NIOSH and is assisting a local network of federally qualified community health centers with a NIOSH-funded pilot project to incorporate industry and occupation data in their EHR. LOSH has also facilitated training on OHS and workers’ compensation with local community clinic staff and providers, in collaboration with the Workers’ Compensation Enforcement Collaborative and the CDPH Occupational Health Branch.

Cal/OSHA Heat Illness Prevention Standard
LOSH has contributed to improved implementation of the standard through evaluation of outreach and education programs. LOSH staff contributed to an evaluation report on Cal/OSHA efforts to promote compliance with the standard statewide and published a written analysis of the state’s efforts in a peer-reviewed journal. Linda Delp also testified at a hearing in Fall 2014 regarding revisions to the standard.

California Interagency Refinery Task Force
LOSH staff members have participated in meetings of the governor’s task force defined to prevent refinery fires and explosions, an initiative stemming from the August 2012 Richmond Chevron refinery fire that led to record fines and criminal charges. LOSH has also collaborated with partners at UC Berkeley to convene labor and environmental justice stakeholder groups and to create a worker education program on refinery safety.

Health and Safety for Temporary Workers
Linda Delp was the lead author on a APHA policy statement regarding the need for more effective health and safety protections for individuals hired to work as temporary or contract workers. The policy was sponsored by the APHA Occupational Health and Safety Section and was adopted by APHA in November 2014.

Preventing Workplace Violence in Healthcare Settings
LOSH has supported efforts by Service Employees’ International Union (SEIU) Local 121RN to promote a new Cal/OSHA workplace violence prevention regulation. The regulation aims to protect workers in healthcare settings from acts or threats of physical violence, harassment, intimidation, or other threatening disruptive behavior. As part of these efforts, LOSH staff have participated in Cal/OSHA Standards Board hearings in Southern California and have advised the union on the Cal/OSHA standard-setting process.

LOSH Community Outreach

Southern California Occupational Safety and Health Activist Network
LOSH serves a lead role in the SoCal Network to promote worker health and safety with an emphasis on immigrant workers and others in low wage jobs. LOSH, SoCal/COSH, the L.A. County Federation of Labor and representatives from SoCal worker centers meet regularly to strengthen collaborative activities with government agency representatives from Cal/OSHA and the Dept. of Labor Standards Enforcement.

Visión y Compromiso
In December 2014, LOSH participated in the annual Visión y Compromiso Statewide Promotoras Network Conference in Burbank, CA. The conference featured more than 900 promotoras from organizations around the state. LOSH participated in the conference by providing a two-hour awareness session on the importance of health and safety for those who serve community members who work in a diversity of industries and settings. A total 27 promotoras participated in the workshop where they learned about how to prevent workplace violence. Additionally, LOSH had an exhibition/resource table with materials in English and Spanish.

Injury Experiences of Low-Wage Workers
LOSH received a contract from the Commission on Health and Safety and Workers’ Compensation, California Department of Industrial Relations, to reanalyze data from the 2008 Unregulated Work Survey of workers in the low-wage labor market. The analysis focused on data from a subset of 613 respondents who indicated they had experienced one or more serious injuries on the job in the three years prior to the survey. The data were used to identify patterns of work-related injury and common injury experiences of workers in the low-wage labor market, including barriers to workers’ compensation. LOSH also sought to identify similarities and differences between the experiences of injured low-wage workers in Los Angeles versus the other two study cities.

Health and Safety Concerns of LAX Airport Service Workers
LOSH worked under a contract with SEIU United Service Workers West (USWW) Airport Division and Menzies Aviation to investigate working conditions among an estimated 750 workers at Los Angeles International Airport (LAX) represented by USWW. The target workforce included cargo handlers, ramp agents, mechanics, and other “below the wing” airline service workers employed by Menzies, and cabin cleaners employed by Menzies subcontractor Scientific Concepts.

The project team interviewed a total of 147 workers at cargo warehouses, mechanic shops, and terminals to document hazards of concern, workers’ experiences with work-related injuries, job safety training received, and perceived barriers to hazard or injury reporting. The findings are intended to support the development of a joint labor-management health and safety program, including the creation of a health and safety committee with worker representation across various worksites and job classifications.
Re:Work Institute for WORKER JUSTICE

Wage Theft
Across California, thousands of people work for free, as unscrupulous employers violate wage and hour laws. The Labor Center has published critical research on wage theft. In 2010, “Broken Laws, unprotected Workers, and Wage Theft and Workplace Violations in Los Angeles” reported that low-wage workers in Los Angeles lose $26.2 million in wage and hour violations every week. The problem persists because of lack of enforcement. The Labor Center’s 2013 study “Hollow Victories” showed that 83 percent of workers who hold a court-ordered claim to receive their unpaid wages never see a dime.

This year, Labor Center staff played a key role as experts and technical advisors for media and policymakers on local and state policy. When Los Angeles moved to raise its minimum wage to $15 an hour, the Labor Center worked closely with workers and policymakers to ensure that the city could enforce this new minimum wage. The center has also been an active convener of worker centers and unions, providing technical support for a statewide initiative on wage theft. The center is currently conducting a study on wage theft in Orange County.

Young Worker Research Project
Young workers are the faces that greet us in coffee shops, fast food establishments, retail stores, restaurants, and grocery markets. Over a quarter of all Los Angeles workers are between the ages of sixteen and thirty. They are a core part of our economy but in Los Angeles County, their 16-percent unemployment rate is double the national rate. Far from the stereotype of privileged, white “millennials,” young workers are diverse and face particular struggles to make ends meet.

The Labor Center’s study “Young Workers in Los Angeles” compiles data on wage earners between the ages of eighteen and twenty-nine, employed in low-wage industries such as retail and restaurants. This multimethod research and media project is a unique participatory research endeavor that has engaged and integrated young workers and stakeholders as researchers. The project engages students at campuses across Southern California as well as workers from diverse industries, community organizations, and unions throughout Los Angeles County. Young people are at the forefront of the project, playing key roles in developing the research instruments, fielding the survey, conducting interviews, coding the data, creating visual information about the data, and acting as spokespeople with the media and in policy arenas to disseminate the findings.

This year the Labor Center’s Young Worker Research Project received UCLA’s Lemelson Award for Innovative Digital Projects in Social Research. This award will fund the creation of an animated video and social media outreach to publicize the survey’s findings.

Parent Worker Project
With funding from the W.K. Kellogg Foundation, the Parent Worker Project kicked off its first cohort this year. The project works closely with janitor parents to expand their leadership skills through workshops, field trips, and cultural activities held at work sites, schools, and the janitors’ union hall. Parents learn about the public education system, how to voice their interests and concerns, and how to foster meaningful partnerships to improve their children’s education.

By engaging low-wage, immigrant janitor parents at work, at school, and at their unions, the Parent Worker Project is developing a cadre of parent leaders to advocate for their children’s education, an innovative model to improve educational opportunities for janitors’ families and communities.

Parent workers conducted participatory research with a hundred janitor parents with young children (three-to-eight years old) about their needs and educational issues. Themes from this research shape the program’s curriculum. The program’s goal is to train fifteen parent workers to conduct parent engagement workshops with approximately five hundred parents in three Los Angeles Unified School District regions (Downtown Los Angeles, South Los Angeles, and the San Fernando Valley). Through this work, parents will develop the skills to be local and national spokespeople on early childhood education.

Re:Work Radio
Re:Work Radio trains UCLA students and community members in storytelling and radio production and is currently the only radio show in the country that focuses on work. The thirty-minute episodes air at 6:30 p.m. on Fridays on KPFK, the Southern California Pacifica affiliate. The shows also air online through iTunes and Stitcher.

This year, Re:Work Radio won a national Gracie Award for Outstanding Portrait/Biography in the category for local, public, and student radio and television. The winning segment, “Baby’s Bodyguard,” follows Pati Garcia, a doula who supports pregnant mothers and has witnessed over seventy births. The story paints a portrait of her rebellious career and her complicated and deeply personal relationship with the medical system.

Re:Work also received a grant from Cal Humanities to produce an episode on LA’s garment district workers, “Los Callejones.” The Labor Center worked with the Garment Worker Center to collect worker stories.
EXPANDING to other CAMPUSES

The UCLA Labor Center has been actively engaged with university and community partners in Orange County and San Diego to help seed community-labor partnership projects in Southern California.

UCI Community Labor Project

In partnership with UC Irvine and the Orange County Federation of Labor, the UCLA Labor Center launched the UC Irvine Community and Labor Project and released a report with exhaustive data on the county’s landscape, “Orange County on the Cusp of Change.”

Orange County is at a tipping point on several fronts as demographic, economic, and political conditions shift. Historically rural and conservative Orange County must address new hardships, like unemployment and underemployment, low wages, poor education access, language isolation, lack of affordable housing, overcrowding, homelessness, poverty, environmental problems, and xenophobia. People of color are the new majority in Orange County but disproportionately face issues such as poverty, language isolation, and educational attainment challenges.

In the face of these challenges, the UC Irvine Community and Labor Project is bringing together university and community partners to strategize about how to address these issues.

UCSD Community Labor Project

Similarly, the UC San Diego Community Labor Project has been building relationships with community and academy partners in San Diego. The project has attracted academic advisors from a broad range of disciplines on campus, with both qualitative and quantitative research backgrounds.

With the support of the UCLA Labor Center, the project conducted the Research and Organizing Internal Capacity Survey for the San Diego Labor Council. In December 2014, the Labor Center facilitated a conference with key labor leaders and worker center leaders to discuss policy initiatives in San Diego to address the needs of low-wage workers. Two UCLA Institute for Research on Labor and Employment grants allowed the project to conduct community outreach to define research questions and key issues and outline a community partnership strategy in the areas of low-wage labor, economic justice, and mass incarceration and deportation.
The Dream Resource Center has emerged as a national source of innovative research, education, and policy information on immigration issues. The project believes that young people deserve the right to learn, be healthy, and pursue their dreams—regardless of immigration status.

Dream Summer
Since 2011, the Labor Center’s Dream Summer National Leadership Program, a project of the Dream Resource Center, has trained and placed 420 immigrant youth leaders in 15 states and raised $2.1 million to help immigrant youth achieve their college dreams. As the very first national internship program primarily for undocumented youth, this program has become a national model.

In 2014, the Dream Resource Center reviewed more than 300 applications and accepted 74 interns representing California, Arizona, New Mexico, Texas, Florida, New York, and Washington DC. Dream Summer 2014 focused on health, the connections between mass incarceration and deportation, and the intersecting identities of immigrant youth. Training topics included public speaking, social media etiquette, networking, Organizing 101, and event planning.

Over the course of the ten-week program, interns were placed at various social-justice and labor organizations across the country. At one host organization, Immigrant Legal Resource Center (ILRC), interns carried out a project known as “DACA Mondays,” held at the Fresno Mexican Consulate, assisting undocumented youth with questions related to Deferred Action for Childhood Arrivals.

Dream Summer 2014 added another outstanding cohort to a growing alumni network of immigrant youth who continue to have an impact on immigrant rights, immigrant integration, and social justice throughout the nation.

Healthy California
The Healthy California project develops leaders at the intersection of immigrant rights and health care access and promotes immigrant wellness throughout California.

This year, Healthy California released the third report in the “Undocumented and Uninsured” series, “Poll[CE] In My Head.” Emerging from the 2013 Dream Summer Healthy California cohort, “Undocumented and Uninsured” is the first study on health care access by and about immigrant youth. Researchers in the cohort surveyed 550 immigrant youth throughout California, including undocumented youth and DACA recipients.

Healthy California also produced a guide called “Your Health Matters!” that gives detailed information on how to apply for Medi-Cal as a DACA recipient.

ADAPT
Experiencing Organizing Informal Workers (EoIW) is a global network of researchers conducting comparative research on informal worker organizing around the world. The network includes researchers from the United States and Canada in the global North, and Brazil, China, India, Korea, Mexico, and South Africa in the global South, and has connections with researchers in other countries as well. UCLA IRLE is the institutional home of the network.

2014-15 publications generated by this network include (see Staff Publications, Academic Unit for full information) four reports and articles:

- An article on international federations of informal worker organizations, in Perspectives on Work, published by the Labor and Employment Research Association
- Two articles based on a comparison of day labor organizing in Los Angeles with street vendor organizing in Mexico City, published in the Spanish political economy journal Economía Crítica and the US historical journal International Labor and Working Class History
- A report on precarious construction work in Guatemala and Costa Rica, commissioned by the AFL-CIO Solidarity Center.

IRLE director Chris Tilly was a co-author of all of these studies, and UCLA Urban Planning Doctoral student Hugo Sarmiento was a co-author on the latter three.

Currently, EoIW researchers from China, India, Korea, Mexico, South Africa, and the United States, coordinated by Tilly, are conducting comparative research on informal construction worker and domestic worker organizing across those six countries. The research is being carried out in partnership with the International Domestic Worker Federation, the National Domestic Workers Alliance, and the National Day Laborer Organizing Network, with funding from the Ford Foundation.
Global Solidarity

The Global Solidarity Project of the UCLA Labor Center believes that in a global economy, unions and workers must come together across borders. Every day, we build international partnerships among labor leaders and scholars and conduct key research to improve labor standards and working conditions throughout the world.

The Global Solidarity project hosted a two-day event, “Solidarity from the Ground Up: An Organizers’ Trinational Exchange,” that brought together labor leaders from the United States, Mexico, and Canada. Representatives from the agricultural, energy, steel, mining, recycling, and auto parts industries shared strategies and promoted a culture of unity among trade unionists.

The Labor Center facilitated two subsequent delegations of labor leaders to hotspots of labor rights violations. Heeding calls for solidarity, a delegation traveled to Ciudad Acuña, Mexico, where the visited the communities and homes of auto parts plant workers who were demanding a democratic union. The delegation was coordinated with the Comité Fronterizo de Obreras/os (CFo or Workers Border Committee), a grassroots Mexican organization. Closer to the Canadian border and in coordination with Washington state nonprofit Community to Community, a delegation from the Global Solidarity project visited agricultural fields, labor camps, and provided solidarity to a farm worker campaign to form a new union.

The Labor Center has been at the forefront in advancing relations between labor scholars and labor leaders in the Pacific Rim as well, facilitating the first formal partnership between unions in China and the United States. In November 2014, the Labor Center organized a delegation of leaders from the Los Angeles County Federation of Labor, including then Executive Secretary-Treasurer Maria Elena Durazo, to meet with the Shanghai Trade Union Council. The delegation also met in Beijing with Chinese union delegates who were the first to participate in an AFL-CIO national convention in Los Angeles in 2013. The Labor Center recruited two US labor scholars to teach for six months at the trade union college in Vietnam beginning in fall 2015.
APPENDICES

Appendix A: IRLE Staff

Leadership
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Noah Zatz
IRLE Associate Director

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Ellen Sheehan
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Kevin Riley
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Karen Murray
Office Manager and Events Coordinator
Fernando Tapia
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Samantha Quintero
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Flor Vasquez
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Ana Alvarez
Environmental Career Worker Training Project Coordinator
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Stephanie Ngan
Curriculum Developer
Rania Sabty-Daily
Industrial Hygienist
Hector Flores
Worker Health & Safety Educator/Coordinator
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Associate Professor
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Ching Kwan Lee
Professor
Sociology

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Professor, Urban Planning and Chicano Studies

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Distinguished Professor
Sociology

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Noah Zatz
Professor
School of Law

Appendix C: Labor Center Advisory Committee

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Thom Davis
International Association of Theater and Stage Employees Local 80

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Joshua Pechthalt
California Federation of Teachers

Leonard Potash
American Federation of State, County, and Municipal Employees District Council 36 Retirees

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Nancy Romero
International Brotherhood of Electrical Workers Local 18

Elena Roschdi
Service Employees International Union Workers United

Judith Serlin
International Brotherhood of Teamsters Local 2010

Robert Smith
International Union of Painters and Allied Trades District Council 36

Loretta Stevens
Los Angeles Black Worker Center

Manuel Valenzuela
International Brotherhood of Teamsters

Cristina Vazquez
Service Employees International Union Workers United

Henry Walton
KPFK Labor Review, Retired

Goetz Wolff
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David Young
Writers Guild of America

Goetz Wolff
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Ed Rendon
International Brotherhood of Teamsters Joint Council 42

Nancy Romero
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LA County Probation Department

Sherri Bell
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Daisy Robles
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Andres Noriego
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