

## *History and Overview*

The UCLA Institute for Research on Labor and Employment (until early 2007 known as the Institute of Industrial Relations, or IIR) is the intellectual center for research and education on labor and employment issues at UCLA. First established in 1945 (along with a similar Institute at UC Berkeley), the IRLE brings together faculty, graduate students, and undergraduates with an interest in this interdisciplinary field. Throughout the past six decades, the Institute has also been engaged in community service. Indeed, the IRLE's mission parallels that of the University of California as a whole, embracing the three goals of research, teaching, and service. Although funding levels and specific activities have fluctuated over the Institute's long history, this basic tripartite mission has remained intact.

The UCLA Institute, together with its counterpart on the UC Berkeley campus, was first established by the California State Legislature in 1945, upon the recommendation of then-Governor Earl Warren. In the immediate aftermath of World War II, when organized labor in the U.S. was at the peak of its political power and influence, similar Industrial Relations units were established at universities around the country. As Clark Kerr, founding Director of the Berkeley Institute, recalled much later, "We came in as the very first effort of this big university to make contact with the trade unions. It was Earl Warren's way of saying that the unions were recognized as an important part of California society."<sup>1</sup>

The two Institutes initially functioned as an integrated statewide unit, with a "Northern Division" at Berkeley and a "Southern Division" at UCLA. They jointly engaged in research, teaching and community service from the outset, under the leadership of Kerr at Berkeley, and Paul Dodd, the first director of the IIR at UCLA. A statewide coordinating committee had representatives from both campuses, and both IIRs played a major role in the intellectual life of the university, as well as contributing to the ongoing national dialogue on employment and labor issues. Particularly in the early years, they captured considerable attention from the wider public as well. The very first IIR conference, held in 1947 as a joint event on the two campuses, attracted over 10,000 people, for example.<sup>2</sup>

The two Institutes also have a long history of sponsoring (and, in many cases, publishing) distinguished scholarship in the labor and industrial relations field, as well as a long record of service and teaching in this area. From the outset, they offered specialized educational services to the organized labor movement as well as to the management community, including extension courses, courses in the regular campus curriculum, and special educational programs designed to meet the needs of both management and labor.

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<sup>1</sup> Clark Kerr, "Fireside Chat," *Arbitration 2000*, Proceedings of the 53<sup>rd</sup> Annual Meeting, National Academy of Arbitrators, San Francisco A, June 1-3, 2000 (Washington: Bureau of National Affairs). See also Kerr's recent memoir, *The Gold and the Blue* (Berkeley: University of California Press, 2001) for discussion of the early history of the IIRs.

<sup>2</sup> Institute of Industrial Relations, *Annual Report 1947* (University of California, Berkeley and Los Angeles)

Over the years, the two IIRs became increasingly autonomous, with less joint, statewide work than in the 1940s and early 1950s. In 1964 each Institute added a Center for Labor Research and Education (CLRE), once again as a result of legislative action. This further expanded the labor outreach and labor education work of the two Institutes. This change occurred in response to appeals from the California Labor Federation (AFL-CIO), reflected in a resolution at its 1962 convention, which expressed the desire for an expansion of UC-based labor education and research, with an arrangement that would provide some autonomy for labor-oriented programs in the context of the more neutral labor-management “industrial relations” agenda that had guided the work of the Institutes. The resulting CLREs flourished in the years that followed and established ongoing relationships with organized labor in both Northern and Southern California.

At UCLA, the Institute also added two additional sub-units in later years: The Labor Occupational Safety and Health (LOSH) program, founded in 1979, and the Human Resources Round Table (HARRT), established in 1986.

Starting in the late 1970s, and especially during the 1980s and early 1990s, the power of organized labor nationally as well as in California was sharply diminished. This development, combined with an unfavorable economic environment, eventually led to major budget cuts affecting both Institutes. Academic interest in the field of industrial relations also declined during this period. The cuts were especially severe on the UCLA campus, where in the early 1990s the Institute suffered a cut of more than 50 percent. Not surprisingly, the result was a period of relative inactivity. Between 1994 and 2001, the Institute at UCLA had no permanent Director. A serious disparity between the two campuses, which previously had moved along parallel tracks, now emerged. By the end of the 1990s, the UCLA Institute’s permanent budget was only about half that of its UC Berkeley counterpart, and the activities of the UCLA Institute – especially in the research area – declined precipitously.

A new, happier chapter in this history of the Institutes’ history opened on July 1, 2000, when the California State legislature once again intervened. On that date the legislature appropriated funding for the new UC Institute for Labor and Employment (ILE), a statewide Multicampus Research Program. The ILE builds on the past work of the two campus IIRs while extending their scope to the statewide level and reaching out to all the other UC campuses (none of which had existed in 1945 when the Institutes were first established).

Five years prior to the legislation that established the ILE, organized labor enjoyed a burst of revitalization. In 1995, a new leadership came to the helm at the national AFL-CIO; and in California too, the labor movement enjoyed a period of increased influence during the last years of the 1990s. As in the 1940s, it was labor’s resurgence that led the state legislature to enhance the resources available to the university to support research, teaching and service in the labor and employment field.

The ILE’s founding reinvigorated the UCLA and Berkeley Institutes as well as each of their CLREs, and for a few years the work of all these entities was closely coordinated,

with overlapping staffing and programs, while at the same time maintaining the integrity and autonomy of each unit. In March 2001, Ruth Milkman was appointed as the director of the ILE and soon after she also became Director of the UCLA Institute (which had for the previous seven years had caretaker, Acting Directors without normal appointments).

Both units undertook a variety of research, teaching and service initiatives, some with a statewide reach and some focused on the UCLA campus. In addition, the UCLA Labor Center, which received a major infusion of resources with the establishment of the ILE, launched numerous new initiatives in this period. Because so many aspects of the southern California labor and employment landscape – from immigration and increased diversity, to growing economic inequality, to innovations in union organizing – are forerunners of national trends, the Institute’s revitalized research agenda and output have attracted widespread attention on the national and international levels in the 21<sup>st</sup> century. And the expanded service activities of the Institutes gave UCLA faculty and students unprecedented access to research opportunities in the community.

In the state’s midyear budget cuts imposed by the Governor’s office in late 2003, the ILE’s budget was reduced dramatically, by \$1.4 million (out of \$4 million for fiscal year 2003-04), forcing the suspension of a number of activities which would otherwise have occurred in this period. More modest cuts to the UCLA Institute’s budget (as part of across-the-board cuts to all the UC Organized Research Units) in the period under review reduced the funding available on the campus level as well. ILE funding was restored in the state budget for 2004-05, but then cut again in 2005-06. Since that time funding has been stable, but only after a protracted period of uncertainty during the state budget process. This has been a serious problem for the UCLA Institute and the other UC labor research and education programs.

In response to this dramatic year-to-year fluctuation in funding, in 2004-05 the ILE was decentralized and restructured. A portion of what were formerly ILE funds was allocated to each of the two CLREs and campus Institutes (at UCLA and at UC Berkeley), and another large allocation was established to support what had been the ILE’s statewide faculty grants and fellowships program. That program became the UC Labor and Employment Research Fund (LERF), now housed at the UC Office of the President and serving the entire UC system. In 2006-07 a new Labor Studies Development Fund, also housed at UCOP, was added to help stimulate Labor Studies curriculum development throughout the state, and later a Labor Education and Outreach Fund was added as well.

The UCLA Institute underwent an External 5-Year Review in 2005-06. The review committee was chaired by Professor Thomas A. Kochan, of the MIT Sloan School of Management. Other outside members were Professor Dorothy Sue Cobble of the Rutgers University Labor and Employment Relations Department and Professor Arne Kalleberg, Senior Associate Dean of Social Science at the University of North Carolina, Chapel Hill. UCLA Professors Naomi Lamoreaux and Joseph Ostroy were the internal members of the review committee. The reviewers’ report praised the Institute’s work, while expressing deep concern about the recent period of funding instability. The report noted that the Institute’s “faculty and students have been on the forefront of broadening out the study of

industrial relations by examining, among other topics: the changing demographics of the workforce, family leave policies, immigration issues, global labor standards, and new labor union strategies and union-community relations.”

Shortly after celebrating their 60<sup>th</sup> anniversaries, both the UCLA and Berkeley Institutes changed their names in January 2007. They are now known as the twin Institutes for Research on Labor and Employment (IRLEs), a name reflecting the transformation of the state as well as the national economy from a manufacturing-centered to a post-industrial configuration. At the same time, with the approval of the UC Regents, the statewide UC labor programs were renamed in honor of the late Miguel Contreras, the former head of the L.A. County Federation of Labor, who died at age 52 in 2005. The Miguel Contreras Labor Program (MCLP) is now the statewide umbrella organization housing the IRLEs and CLREs at UCLA and UC Berkeley, as well as the LERF and other statewide funds.

In 2007-08, a faculty search committee was appointed to find a new Director for the IRLE to succeed Ruth Milkman, who indicated a desire to step down. The search, chaired by the Institute’s Associate Director, Professor Chris Erickson, considered several excellent candidates and then recommended Chris Tilly, then of the University of Massachusetts at Lowell for the position. Tilly accepted and was appointed as Professor of Urban Planning on July 1, 2008 and will become IRLE Director on September 1, 2008.

#### *Historical Timeline*

1945	UCLA IIR established by the California Legislature
1946	Director Paul A. Dodd appointed
1949	Director Edgar L. Warren appointed
1957	Director George H. Hildebrand appointed
1960	Director Benjamin Aaron appointed
1964	Center for Labor Research and Education established
1976	Acting Director Frederic Meyers appointed
1976	Director Frederic Meyers appointed
1979	Director Daniel J.B. Mitchell appointed
1978	Labor Occupational Safety and Health Program established
1986	Human Resources Roundtable established
1986	Benjamin Aaron Lecture Series established
1990	Director David Lewin appointed
1990	Specialization in Labor and Workplace Studies established
1994	IIR relocated into the School of Public Policy; major budget cut
1994	Acting Director Archie Kleingartner appointed
1997	Acting Director Rosina Becerra appointed
1998	Acting Director Paul Ong appointed
2000	Institute for Labor and Employment (ILE) established
2001	Director Ruth Milkman appointed
2001	IIR relocated into the College of Letters and Sciences
2004	Acting Director Gary Blasi appointed
2004	Memorandum of Understanding restructuring ILE signed
2005	Director Ruth Milkman reappointed
2008	Director Chris Tilly appointed

## *Administrative Structure*

In the period covered by this report, the IRLE was administered by the Director (Ruth Milkman, Sociology) with the assistance of the Associate Director (Christopher Erickson, Management), as well as a Faculty Advisory Committee, appointed by Social Sciences Acting Dean Reynaldo Macias and chaired by Sanford Jacoby (Management). The Committee members for 2007-2008 include: Gary Blasi (Law), Karen Brodtkin (Anthropology), E. Richard Brown (Public Health), Susan Ettner (Medicine), Miriam Golden (Political Science), Toby Higbie (History), Jacqueline Leavitt (Urban Planning), Daniel J.B. Mitchell (Management), Don Nakanishi (Asian-American Studies), Janice Reiff (History), Katherine Stone (Law), Abel Valenzuela (Urban Planning), and Roger Waldinger (Sociology). The Committee meets quarterly and helps disseminate word about IRLE activities as well as offering valuable advice and feedback to the Director.

The Institute also includes three key sub-units, which play a role in shaping its agenda:

- In 1964, the UCLA Center for Labor Research and Education (CLRE, or the “Labor Center”) became the first such entity, along with a similar Center at UC Berkeley. The Labor Center’s mission is to build a bridge between the organized labor community in southern California and UCLA.
- In 1978, the Labor Occupational Safety and Health Program (LOSH) became part of IIR. Like the Labor Center, LOSH is involved in community outreach; it also conducts research on issues affecting the health of workers and on the quality of workplace environments.
- In 1986, the Human Resources Round Table (HARRT) was created, linking human resource practitioners in the region to faculty and other intellectual resources at UCLA.

All three of these specialized sub-units have substantial autonomy, but operate under the IRLE umbrella and enjoy the services of its administrative staff. They all serve as gateways to the wider community for students and faculty alike, facilitating the development of a synergistic relationship between the IRLE’s research, teaching and service activities. That synergy is a hallmark of the Institute’s recent work.

Both the academic core of the IRLE and each of its three sub-units has a highly effective faculty and administrative staff, depicted in the organizational chart on the next page.

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## ***IRLE Colloquia and Public Programs***

The IRLE regularly organizes colloquia on labor and employment topics, bringing prominent scholars from around the U.S. and the world to the campus. These events have been consistently well-attended and help to put the Institute "on the map" among faculty and graduate students in the UCLA campus community. Below is a list of all the colloquia and other public programs of an academic nature held over the 2007-08 academic year. Although the IRLE was the primary sponsor of all of these events, some were co-sponsored (at our invitation) by other units, as indicated below.

### ***Fall Quarter 2007***

October 15, 2007. "A Constructive Force Against Radicalism: The Origins of Labor Anti-Communism." Jennifer Luff, IRLE Postdoctoral Fellow. Co-sponsored with the U.S. History Colloquium.

October 25, 2007. "Is There A Future for Employment Class Action Lawsuits?" Ben Aaron Annual Labor Law Lecture. Brad Seligman of The Impact Fund. Co-sponsored with the Los Angeles County Bar Association.

November 8, 2007. "The Labor Process Revisited: Institutional Polymorphism and Organizational Political Economy in the Manufacturing Field." Matt Vidal, IRLE Postdoctoral Fellow. Co-sponsored with the Sociology Seminar on Theory and Research in Comparative Social Analysis.

December 6, 2007. "National Capitalisms, Global Production Networks, OR Who is Going To Tame the Market? Labor Standards in the Global Clothing Industry." Christel Lane, Cambridge University. Co-sponsored by the Department of Sociology and the Center for International Business Education and Research, AGSM.

### ***Winter Quarter 2008***

January 11, 2008. "Wal-Mart: Toward a Social and Cultural History." Nelson Lichtenstein, UC Santa Barbara. (Director Search Job Talk)

January 23, 2008. "Why So Slow? The Advancement of Women". Virginia Valian, City University of New York. Co-sponsored by UCLA Faculty Diversity and Development. Co-sponsored with the UCLA Faculty Diversity Office.

January 25, 2008. "The Missing Link in the Labor and Trade Debate: The Impact of Global Competition on Domestic Labor Regulation." Katherine V.W. Stone, UCLA School of Law. (Director Search Job Talk)

February 1, 2008. "Beyond the Local: Research and Policy Lessons from Day Labor." Abel Valenzuela, UCLA Departments of Urban Planning and Chicana/o Studies. (Director Search Job Talk)

February 8, 2008. "The Big-Box Revolution Meets National Institutions: Retail Jobs around the World." Chris Tilly, University of Massachusetts, Lowell. (Director Search Job Talk)

February 13, 2008. "Beyond the Fields: The Untold Impact of César Chávez and the UFW on Today's Progressive Movements." Randy Shaw, San Francisco independent scholar. Co-sponsored with the Department of Chicana and Chicano Studies.

February 21, 2008. "International Labor Standards and National Regulatory Agencies: U.S. Influence, European Models, and Latin American Outcomes." Andrew Schrank, University of New Mexico.

March 3, 2008. "Workers as Suburbanites: Implications of Home and Community Life for Class Identity." Becky Nicolaides, UCLA Center for the Study of Women. Co-sponsored with the American History Colloquium.

### *Spring Quarter 2008*

April 18, 2008. "The Future of Employment Research: What Has Politics Got To Do With It?" Carola Frege, London School of Economics. Co-sponsored by the Anderson Human Resources & Organizational Behavior Department.

April 24, 2008. Book Talk: "The Big Squeeze: Tough Times for the American Worker" Steven Greenhouse, *The New York Times*.

April 29, 2008. "The Writers' Guild of America Strike: Challenges and Opportunities." Jeff Hermanson & David Young, National Writers Guild.

May 16, 2008. "From the Global to the Local: The Contributions of Daniel J.B. Mitchell to the Study of Labor and Public Policy." Featuring Chris Erickson, Michael Dukakis, Archie Kleingartner, Arleen Liebowitz, David Lewin, and Mahmood Zaidi.

May 27, 2008. Mini-Conference: "Today We March, Tomorrow We Vote: Latino Migrant Civic Engagement in L.A." Featuring Angélica Salas, Coalition for Humane Immigrant Rights of Los Angeles; Erica Bernal, NALEO Educational Fund; Ricardo Ramirez, University of Southern California. Co-sponsored by the UCLA Labor Center.

June 2, 2008. Book Talk: "Global Unions: Challenging Trans-National Capital Through Cross-Border Campaigns." Kate Bronfenbrenner, Cornell University.

June 20, 2008. Conference: "Organizing Low-Wage Workers In 21st Century Los Angeles: A Dialogue With Scholars and Advocates." Featuring Dan Clawson, University of Massachusetts, Amherst; Janice Fine, Rutgers University; Nik Theodore, University of Illinois, Chicago, along with 11 papers by UCLA faculty and graduate students.

## ***LERF Research Grants and Fellowships***

The statewide Labor and Employment Research Fund (LERF) provided support for labor and employment research for a number of UCLA faculty and graduate students during the 2007-08 academic year. Grants and fellowships were awarded in the fall of 2007 (to support activities in calendar year 2008). Below are the names of faculty and graduate students at UCLA who were awarded funds by the LERF.

### **I. Faculty Grants**

#### *Data Generation/Research:*

Scott Cummings, Law, \$19,486

“Law in the Struggle for Economic Justice: The Los Angeles Experience”

Miriam Golden, Political Science, \$37,149

“Update and Expansion of Dataset on Unions, Employers, Collective Bargaining and Industrial Relations”

Frank (“Toby”) Higbie, History, \$15,918

“Working Class Readers, Libraries, and Networks of Self-Education”

#### *Conference Planning:*

Edward Telles, Sociology, \$15,000

“Conference on the State of Black-Brown Relations: Challenges for Inter-Racial Organizing in Los Angeles”

Linda Delp, LOSH, \$15,000

“Long-term Care Workforce Issues for the Next Decade”

John Rogers, Education, \$15,000

“More Justice for Janitors: The Potential Role of Low-Wage Sector Unions in Educational Reform”

### **II. Graduate Student Awards**

#### *Mini-Grants (\$4000)*

Veronica Terriquez, Sociology

“Work Schedules, Union Representation, and Parental School Involvement”

Amanda Sheeley, Social Welfare

“Local Innovation or Race to the Bottom? The Effects of Devolution of Welfare in California”

#### *Thesis Grant (\$7500)*

Joshua Bloom, Sociology

“The Power and Challenge of Sustaining Unity: Black Community Leadership in SEIU’s Los Angeles Security Unionization Campaign”

*Dissertation Grant* (\$30,000)

Mingie Sun, Geography

“Inter-provincial Permanent and Temporary Migration in China”

## ***IRLE Faculty Mini-Grants***

In the fall of 2007, the IRLE issued a request for proposals to UCLA Senate Faculty, inviting applications for grants of up to \$15,000 for labor and employment research or conference support. 19 proposals were submitted and the 13 listed below were funded.

1. Cesar Ayala, Sociology. "Organizing Public Sector Workers in Puerto Rico"
2. Miriam Golden, Political Science. "Working Group on Wealth and Power in the Post-Industrial Era"
3. Ruben Hernandez-Leon, Sociology. "The Second Generation at Work: The Early Employment Careers of Immigrants"
4. Sanford Jacoby, Management. "Labor and Financial Markets"
5. Yih-ling Hser, Neuropsychiatric Institute. "Life Course Trajectories of Employment: Exploring the Impacts of Drug Use."
6. John Laslett, History. "Paradise Neither Lost nor Gained: A Short History of Los Angeles Workers, 1877-2004"
7. Jackie Leavitt, Urban Planning. "Conference for Community Scholars"
8. Ivan Light, Sociology. "Effect of State Minimum Wage Laws on Mexican Immigrant Settlement, 1980-2000"
9. Kelly Lytle-Hernandez, History. "Migra! A History of the U.S. Border Patrol in the U.S.-Mexico Borderlands"
10. John Rogers, Education. "The Value of Learning: Exploring the Importance of Worker Education in the Context of Contract Negotiations"
11. Geoffrey Tate and Liu Yang, Management. "The Human Factor in Corporate Restructuring Decisions."
12. Edward Telles, Sociology. "Conference on Black-Brown Relations in L.A."
13. Roger Waldinger, Sociology. "Public Attitudes Toward Immigration: Are the Views of Union Members Different?"

## ***IRLE Research Projects and Extramural Grants***

### ***1. Unregulated Work – Survey Project***

During the period of this review, the largest research project housed at IRLE is a large-scale survey of immigrants and other low-wage workers, undertaken in collaboration with researchers at Cornell University, the University of Illinois, Chicago, and the National Employment Law Project's New York City office. The UCLA part of the project is designed to explore the prevalence and nature of labor law violations in Los Angeles; other researchers are conducting similar surveys in Chicago and New York.

Using Respondent Driven Sampling, the project aims to address the following issues:

- How common are workplace violations, such as subminimum pay, overtime that is not properly compensative, and illegal/unsafe working conditions?
- Which industries and occupations have high concentrations of violations?
- What are the characteristics of the workers who are most affected?

IRLE Director Ruth Milkman is the Principal Investigator on this project, along with Labor Center Project Director Victor Narro and IRLE Research Associate Ana Luz Gonzalez. The work on the project is supported by a \$286,000 extramural grant from the Haynes Foundation, as well as some IRLE matching funds. The Russell Sage Foundation, the Ford Foundation, and the Joyce Foundation are also supporting the Chicago and New York components of the project.

The Los Angeles interviewing began in April 2008 and has as of July over 1000 workers had already been surveyed. Fieldwork will continue through September and the grant itself ends in December 2008.

### ***2. Paid Family Leave in California***

Over the past several years, with a mix of extramural funding (from the Sloan Foundation and NICHD) as well as IRLE funds, Director Ruth Milkman, in collaboration with Professor Eileen Appelbaum at the Rutgers University Center for Women and Work, have conducted a series of research efforts on California's paid family leave program. The most recent was a survey conducted in the summer and fall of 2007 of 921 adult Californians, which documented the extent of awareness of the state program among various population groups. IRLE is seeking extramural funds for a more extensive project on this topic.

### ***3. Worker Centers and Low-Wage Worker Organizing***

IRLE Director Ruth Milkman, Labor Center Project Director Victor Narro, and Graduate Student Researcher Joshua Bloom coordinated a team of faculty and graduate students who met regularly over the 2007-08 year to discuss case studies of low-wage worker organizing in the Los Angeles area. This effort culminated in a day-long convening held on June 20, 2008. The papers presented at the conference are being revised for possible publication as an edited volume.

### ***4. Comparing Union and Nonunion Workers***

With an extramural grant of \$10,000 from the Economic Policy Institute, IRLE Postdoctoral Scholar Matt Vidal, under the supervisor of Director Ruth Milkman, is preparing a white paper comparing union and nonunion workers in several different industries to analyze the impact of unionization (or deunionization) on wages, benefits, and working conditions.

## *Visiting Scholars and Postdoctoral Fellows*

The IRLE was home to two postdoctoral scholars during 2007-08: Jennifer Luff, a Ph.D. in American Studies from the College of William and Mary, and Matt Vidal, a Ph.D. in Sociology from the University of Wisconsin. Both have obtained new positions since their IRLE visits; Luff at UC Irvine and Vidal at King's College, London. After another round of competition for these postdoctoral positions in 2007-08, two new fellows were appointed for the 2008-09 academic year. They are John Ahlquist, a Ph.D. in Political Science from the University of Washington, and Angele Stuesse, a Ph.D. in Anthropology from the University of Texas.

During 2007-08, the IRLE also hosted Visiting Scholar Peter Philips, who was on sabbatical leave from the Economics Department at the University of Utah. Philips is an expert on labor relations in the construction industry and has published over 25 peer-reviewed journal articles in labor economics.

IRLE had two short-term visitors as well: Dr. Timo Fleckenstein, a Research Officer in Comparative Social Policy at Oxford University, who writes about comparative family/work policies; and Tilda Khoshaba, a senior lecturer in Industrial Relations at the University of Western Sydney (Australia) who has published extensively on sports unionism.

## *The Labor and Workplace Studies Minor*

The IRLE is home to an Interdepartmental Program (IDP) in Labor and Workplace Studies, serving undergraduates in the UCLA College of Letters and Sciences. Originally established as an undergraduate “specialization,” and since 2003 as an undergraduate minor, the LWS program has attracted a growing number of students.

The minor is designed to familiarize students with workplace issues and the ways in which these are addressed by workers, unions, employers, community organizations, legislators and policy makers. During 2007-2008, the Faculty Advisory Committee for the program was chaired by Urban Planning Professor Jacqueline Leavitt, with additional members: Christopher L. Erickson (Management); Sanford M. Jacoby (Management); Ruth Milkman (IRLE and Sociology); Daniel J.B. Mitchell (Management and Public Policy); Karen J. Orren (Political Science) and Abel Valenzuela Jr. (Chicana/o Studies and Urban Planning).

Elizabeth Espinoza is the Student Affairs Officer for the Labor and Workplace Studies minor and is on the staff of IRLE’s Center for Labor Education and Research. She oversees coordination of the minor on a day-to-day basis. Dr. Gaspar Rivera-Salgado, a project director for the Labor Center, is also involved as a faculty consultant to the minor. IRLE Director Ruth Milkman is also actively involved in building the curriculum.

The core course for the minor is the General Education cluster course on “Work, Labor, and Social Justice in the U.S.,” which is cross-listed with the IDP and has been taught for the past six years, has been a key recruiting ground for LWS. Another important development for the minor is IRLE’s Postdoctoral Fellowship Program (see the previous section of this report), which brings two postdoctoral scholars to the campus each year. Among their duties is to teach a one-quarter undergraduate course in the IDP which counts toward the minor. In addition, for the past two years UCR Professor Emeritus Edna Bonacich has taught a course in LWS (cross-listed with Sociology and African American Studies), on “Race and Labor.”

The growing visibility of the minor has helped to enhance contact with undergraduates across the College, as can be seen through the wide variety of majors represented in Table 1 (see next page). As that Table also shows, enrollment in the LWS minor has grown in the past year. A total of 71 students were enrolled in the minor during 2007-2008, spread across a variety of majors. This is a record high. Twenty-two students in the minor graduated in 2007-2008, another record high, while only 3 withdrew.

Table 1: Enrollment, Labor and Workplace Studies Minor, 2006-08.

	2007-2008	2006-2007
Enrollment	71	63
Graduated (includes June 08 grads)	22	17
Withdrew	3	5
Total as of July 2008/July 2007	46	41
<b>Enrollment Breakdown by Majors:</b>		
Political Science <sup>3</sup>	14	14
Sociology	11	9
History	5	8
Chicana/o Studies <sup>4</sup>	9	6
Economics	4	5
Women's Studies	4	4
Psychology	4	3
Biology	0	2
English	4	2
Geography	0	2
International Development Studies <sup>5</sup>	2	2
Biochemistry	0	1
Business Economics <sup>6</sup>	3	1
Latin American Studies	1	1
Mathematics	1	1
Spanish & Portuguese	1	1
Undeclared	2	1
Anthropology	1	0
Asian Am	1	0
Ecology, Behavior and Education	0	0
Communications	0	0
Philosophy	1	0
Global Studies	2	0
Statistics	1	0

<sup>3</sup>One of these students reports Political Science as a second major for 2006-2007; two students report Political Science as a second major for 2007-2008

<sup>4</sup>Three of these students report Chicana/o Studies as their second major for 2007-2008

<sup>5</sup>One additional student reports International Development Studies as their second major for 2007-2008

<sup>6</sup>One additional student reports Business Economics as their second major for 2007-2008

## *Center for Labor Research and Education*

The IRLE's Center for Labor Research and Education, known to many as "the UCLA Labor Center," plays an important role as a bridge between the university and the labor community in Los Angeles and Southern California. As the Los Angeles area has become a national focal point for labor innovation and immigrant-worker organizing, the role of the Labor Center has also grown. By developing extensive research and educational projects involving the university and the labor community, the Labor Center has attracted national attention for its creative programs and initiatives.

The Labor Center's community service efforts primarily focus on labor unions and the broader Southern California workforce, especially new immigrants and the changing multicultural workforce. As part of the university, the Labor Center serves as an important source of information about unions and workplace issues for interested scholars and students. At the same time, the Center is a key point of access for the labor community to the university's resources and programs.

The Labor Center staff and faculty in 2007-08 included Director Kent Wong; Policy Analyst Sharon Delugach; Project Directors June McMahon, Victor Narro, Lola Smallwood Cuevas, Janna Shaddock-Hernández, Gaspar Rivera-Salgado, and Jan Tokumar; Project Coordinators Cristina Lopez, Gillian Claycomb, Lanita Morris, and Joaquin Calderon; Senior Administrator Julie Monroe; Student Affairs Officer Elizsbeth Espinoza; and Administrative Assistants Andrea Arias, Alexandra Topete, John Vu, and Maria Ochoa. Kent Wong has been the Director for seventeen years and previously served as staff attorney for the Service Employees International Union in Los Angeles.

The Labor Center's advisory committee meets on a quarterly basis to provide advice and support. The committee consists of forty Southern California labor leaders representing more than one million union members in the private and public sectors.

The current work of the Labor Center is divided into four major areas of work: campus initiatives, labor education, the Miguel Contreras Center, and the California Construction Academy. The latter two are new areas of work launched in the 2007-2008 academic year. The Miguel Contreras Center's focus is on research and policy on immigration and immigrant workers, and while the California Construction Academy is devoted to research and policy in the construction industry.

*Campus Initiatives.* The Labor Center plays a major role in the Labor and Workplace Studies minor, and its staff often teach courses in labor studies as well as in other UCLA departments. Kent Wong was a member of the teaching team for the GE cluster course, Work, Labor and Social Justice, for the five years from 2002 to 2007. Kent Wong and Janna Shaddock-Hernández also offered a course starting in 2007 and again in 2008 on "Immigrant Rights, Labor, and Higher Education," which focused on the situation confronting undocumented students in higher education. The students from the class published a book, *Underground Undergrads: UCLA Undocumented Immigrant Students Speak Out*, which has been widely distributed and has received extensive media coverage nationally. Kent Wong also teaches regularly in the Asian American Studies Department.

Janna Shadduck-Hernández has also taught the GE cluster course and is currently teaching three courses through World Arts and Culture: “Arts in the Community”; “Arts Practice”; and “Labor, Social Justice, and the Arts.” She also taught two Chicana/o Studies courses, “Race and Gender,” and “Field Research Methods,” in Spring 2008.

Victor Narro frequently teaches in Chicana/o Studies Department, offering courses on “Race and Gender,” “The United Farm Workers Movement and the AFL-CIO,” and “Field Research Methods.” He developed and taught a new course on immigrant worker centers in Spring 2008 as well.

Gaspar Rivera-Salgado was part of the team teaching the GE cluster course in 2007–2008, as well as a summer session course. He taught “Race and Gender” in Chicana/o Studies in Fall 2007 as well.

June McMahon has taught a service-learning seminar through the GE cluster several times and also regularly teaches a course on labor-management cooperation, offered through the UCLA Management School.

The Labor Center and the Urban Planning Department have jointly sponsored the Community Scholars class for the last sixteen years. Taught by Urban Planning Professor Jackie Leavitt and Lecturer Gilda Haas, the Community Scholars program has been recognized nationally as an innovative program that brings together labor and community leaders and graduate students in the Urban Planning Department to engage in participatory research on the Los Angeles community. The 2007-2008 Community Scholars class was offered by Professor Peter Philips, an IRLE Visiting Scholar on leave from the University of Utah. The course focused on the Los Angeles construction industry, and produced a report (to be published in late 2008) on the research conducted by Professor Philips and the community scholars on project labor agreements.

The UCLA Labor Center also sponsors many student internship opportunities for UCLA graduate and undergraduate students. The most ambitious of these initiatives is the Summer Internship Program. From 2005 to 2008, over one hundred students have been placed in internships with labor and community organizations. They participate in weekly educational seminars, including tours of the city and meetings with key labor and community leaders. Several students who participated in this program have been offered and accepted jobs with the placement organizations, either full-time positions, in the case of students who had already graduated from UCLA, or part-time jobs that they performed during the school year. In addition, the Labor Center works with numerous graduate and undergraduate student interns during the academic year.

*Labor Education.* The UCLA Labor Center offers a series of leadership schools for Southern California’s diverse workforce. The first Spanish-language leadership school in the country was offered at UCLA, bringing together janitors, truck drivers, day laborers, and workers from the hotel, laundry, construction, car wash, and home care industries. The Labor Center also offers an African American, Asian American, and LGBTQ leadership school, as well as cosponsoring the annual AFL-CIO Western Region Summer Institute for Union Women, which will be held at UCLA in August 2009.

The Labor Center regularly offers customized educational programs for individual unions. Among the most successful have been a series of labor-management cooperation programs for the Department of Water and Power and the electrical workers union (IBEW); and for Kaiser Hospital and the Service Employees International Union (SEIU).

The Labor Center also sponsors the Collective Bargaining Education Project, which provides educational opportunities for thousands of high school students to learn about labor relations and contract negotiations. This project received initial funding from the Federal Mediation and Conciliation Service and is now funded by the L.A. Unified School District and the United Teachers Los Angeles. High-school teacher Linda Tubach has trained teachers in nearly every public high school in Los Angeles using a dynamic, participatory curriculum. This project has been hailed as a model of labor education and has been replicated nationally.

Labor Center Director Kent Wong is the co-chair of the California State Assembly Speaker's Commission on Labor Education, established by former Assembly Speaker Bob Hertzberg and now staffed and supported by the current Speaker, Karen Bass. The commission's charge is to discuss ways to strengthen the field of labor education throughout public education and higher education in California.

The Labor Center has also worked closely with the L.A. Community College Board of Trustees, the L.A. Trade Technical College's Labor Center, the L.A. Community College Faculty Guild, and the L.A. County Federation of Labor to launch a new community-college labor studies program, the Dolores Huerta Labor Institute. This program was launched in 2007 and represents the largest expansion of community-college labor studies in the country in many decades. UCLA alumnus John Delloro is the Director, and has developed creative labor studies curricula at many L.A. community colleges.

The Labor Center's most ambitious project in the labor education area is the Downtown Labor Center, which opened in 2002 in the MacArthur Park neighborhood of Los Angeles. The DLC has meeting and office space, a resource library, and a conference area that holds 200 people. The DLC provides unprecedented opportunities for more union members and workers to access UCLA resources and facilities, and gives the Labor Center a visible presence in an important, centrally located neighborhood that houses many union members, workers, and immigrants. In spring 2008, UCLA Chancellor Gene Block visited the Downtown Labor Center and met with L.A. labor leaders, including the Secretary-Treasurer of the L.A. County Federation of Labor, María Elena Durazo.

Another educational initiative originally launched by the Labor Center is *Labor Review*, the only radio show by and for working people in the region. The show airs on KPFK Radio each Thursday evening. Henry Walton, a member of the Labor Center's advisory committee, is the host. Kent Wong and other Labor Center staff are frequent guests.

*The Miguel Contreras Center.* The Labor Center has been involved in numerous policy and research initiatives on immigration and immigrant workers in recent years. Los Angeles has emerged as not only a focal point of the national labor movement but also as the center of the immigrant-rights movement. In 2006, the largest immigrant-rights demonstrations in U.S. history

took place in Los Angeles. Because a large and growing sector of the L.A. working class is foreign-born, this is a crucial area to explore.

In 2008, the UCLA Labor Center launched the Contreras Center, named in honor of the former leader of the L.A. County Federation of Labor. This center will build on the Labor Center's extensive work with immigrant workers throughout the years. The Labor Center runs the only ongoing Spanish-language leadership school in the country, the Colegio Liderazgo Laboral, which has provided unprecedented opportunities for a new generation of immigrant union and worker leaders. The Center also conducts extensive educational activities with union leaders, staff, and members on a wide range of immigration issues.

In the past year, Labor Center staff conducted extensive research on the L.A. car wash industry, notorious for its labor law violations. In addition, the Labor Center works with many unions and immigrant-worker centers to explore common ground and mutual collaboration. Victor Narro has been leading the work of the UCLA Labor Center on most of these initiatives. He also collaborated with IRLE Director Ruth Milkman on the low-wage worker research project mentioned above (see p. 13)

*California Construction Academy.* The other initiative launched in 2008 is the California Construction Academy. The Labor Center received a \$120,000 grant from the California Construction Agency Labor-Management Cooperation Trust to launch a new program to strengthen education and research with building-trades unions, contractors, and community partners.

David Sickler has been hired as a consultant to lead this new initiative. He previously was director of employment relations with the L.A. Department of Water and Power, a commissioner with the L.A. Board of Public Works, and Southern California director of the State Building and Construction Trades Council. He is uniquely qualified to lead this exciting new initiative, given his experience with both labor and management as well as his strong policy background in the construction industry.

The focus of the California Construction Academy is on innovative policy, such as the recently adopted construction careers policy of the L.A. Community Redevelopment Agency. Under the construction careers policy, the CRA has committed to adopt project labor agreements with local-hire provisions. This provides good, middle-class jobs in the construction industry, with a strong commitment to hire from low-income communities.

The second focus of the California Construction Academy will be on "green jobs" in the construction industry. This is a significant new development that has major implications for the construction industry and the environment. The 2009 Community Scholars class is planning a focus on the issue of green jobs and environmental justice.

Three additional areas of the Labor Center's work are noteworthy: publications, community service, and international exchange.

*Publications.* The Labor Center published *Underground Undergrads: UCLA Undocumented Immigrant Students Speak Out* in Spring 2008. This book was the culmination of a two-quarter UCLA course taught by Kent Wong and Janna Shaddock-Hernández. Students in the course

researched the issues around undocumented students in higher education, immigration, and education policy, and they interviewed undocumented students about the daunting challenges they face and wrote and edited much of the book. This is the second Labor Center publication in which students played the central role (the first was the 2006 *Sweatshop Slaves: Asian Americans and the Garment Industry*.)

In 2008-09, the Labor Center plans to publish another book entitled *Invisible No More: Los Angeles Homecare Workers Revitalize the Labor Movement*, edited by Lola Smallwood Cuevas, Kent Wong, Linda Delp, and Julie Monroe. The Los Angeles home care workers successfully organized the largest union victory in the past fifty years when 74,000 home care workers joined the union in 1999. This book analyzes their organizing campaign, features interviews with the union leaders and members, and evaluates the impact of this organizing victory on the broader labor movement.

Along with Jeff Grabelsky and Janice Fine, Victor Narro wrote an article, "Construction Industry and Immigrant Workers," which recently appeared in *Labor Studies Journal*.

Forthcoming publications include a chapter by Kent Wong and Janna Shaddock-Hernández, "Immigrant Workers and the New American Labor Movement" to appear in *New Directions in the Study of Work and Employment: Revitalizing Industrial Relations as an Academic Enterprise*, London: Edward Elgar Publishing Ltd., edited by Charles Whalen. Gaspar Rivera-Salgado co-authored a chapter with Luis Escala-Rabadán, "Migration, Collective Remittances and Development: Mexican Migrant Associations in the United States," which will appear in *Global Migration and Development*, edited by Ton van Naerssen and Annelies Zoomers, Rutledge International Press: Migration Series.

Kent Wong serves on the editorial board of *New Labor Forum*, published by the Joseph Murphy Institute, City University of New York. He has also written articles for *Asian Week* newspaper, the American Federation of Teachers magazine, *UCLA Today*, *UCLA Magazine*, and other Asian American community and labor union newspapers.

The Labor Center publishes a semiannual newsletter, *Labor Education News*, and about two thousand copies are distributed in California and throughout the country.

*Community Service.* In 2006, Kent Wong received the Founder's Award from the Liberty Hill Foundation, a community service award from the Community Coalition of Los Angeles, and an award from the Strategic Actions for a Just Economy. In 2008, he received the Miguel Contreras Award from the American Federation of State, County, and Municipal Employees Local 685. In 2007, Victor Narro received the Joe Hill Award from the Los Angeles-Orange County Organizing Committee and an award from the National Lawyers Guild.

*International Exchange.* The UCLA Labor Center has also been involved in international scholars' exchanges. From 2006 to 2008, the Labor Center hosted scholars and trade union leaders from the following countries: Mexico, Canada, Cuba, Venezuela, Brazil, England, Ireland, Australia, China, Hong Kong, Taiwan, Japan, Korea, the Philippines, Vietnam, and South Africa. Labor Center staff have participated in conferences in Mexico, Canada, Japan, and China.

The Labor Center is currently hosting a “Transnational Institute of Social Change,” that was first initiated by Manuel Pastor at UC Santa Cruz. This program brings together labor and community leaders from California and Mexico to learn from one another and to share experiences in research and policy.

The Labor Center has also been instrumental in arranging for several study tours of China and Vietnam and in facilitating relations between scholars and labor unions in those countries and the United States. In 2006, Kent Wong traveled with L.A. Mayor Antonio Villaraigosa as part of his trade delegation to China. The following summer, Kent Wong organized the first delegation of union leaders from the Los Angeles County Federation of Labor to establish formal relations with the Shanghai Municipal Trade Union Council. In 2008, Kent Wong brought L.A. School Board President Monica Garcia and United Teachers of Los Angeles President A.J. Duffy to Shanghai to establish a high-school teacher and student exchange program between Los Angeles and Shanghai.

In fall 2007, Kent Wong traveled to Japan to help inaugurate a newly established Labor Center at Hitotsubashi University in Tokyo. The director of the Labor Center, Hirohiko Takasu, spent six months with the UCLA Labor Center several years ago, and his experience inspired the launch of Japan’s first university-based Labor Center. In fall 2008, Kent Wong will lead a national delegation of U.S. labor educators to participate in the first labor education exchange with the Vietnam Trade Union University.

## ***Labor Occupational Safety and Health Program***

The Labor Occupational Safety and Health (LOSH) Program is a nationally recognized center with a special emphasis on serving the Southern California workforce. Founded in 1978 and now celebrating 30 years of service, LOSH has established ties to local and international labor unions, community groups, schools, local and state governmental agencies, and community health providers. LOSH provides bilingual (English-Spanish) occupational health and safety education programs in the community, teaches UCLA courses; researches the conditions of immigrant, low-wage and youth workers who are disproportionately impacted by job hazards; and provides input into public policies to improve worker health and safety. LOSH emphasizes leadership development and capacity-building to achieve its mission of creating safe and healthful work environments where workers actively participate in decisions to improve job conditions.

LOSH is uniquely situated to bridge university resources and community needs in the region to address the occupational health component of critical social issues that include labor relations, immigration, economic and environmental justice. LOSH's multi-ethnic bilingual staff of fourteen bring experience in public health, participatory adult education, curriculum development, industrial hygiene and hazmat programs, social work, public policy, and quantitative and qualitative research methods, as well as community-based and intervention effectiveness skills. Program goals include:

- Reduce work-related injuries and illnesses with a focus on the disproportionate impact of job hazards on people of color, immigrants, and low wage workers.
- Strengthen the capacity of unions, worker centers and community based organizations to address health and safety issues in the workplace and in the policy arena.
- Create and support an educated network of activists and build alliances with organizations to advocate for stronger health and safety programs and policies
- Support the efforts of employers to promote worker participation in worker health and safety programs, including labor-management programs
- Recruit more students into the field of labor and occupational safety and health

With an operational budget of about \$1 million in grant funding, LOSH educates hundreds of workers yearly and similarly provides technical assistance to many other workers and organizations. The LOSH education model emphasizes a train-the-trainer approach preparing workers and worker representatives to educate others at the workplace or community level.

Current initiatives focus on high-risk populations who are especially vulnerable to workplace health and safety hazards: recent immigrants, young workers, home care workers, construction workers, hazmat handlers and emergency responders including workers at the Los Angeles/Long Beach ports.

## **1. Hazardous Waste Worker Training Project**

Source of Funds: National Institute of Environmental Health Sciences (NIEHS)  
Funding Period: \$377,753 for 08/01/07- 07/31/08  
Workers Trained: Thirty-two classes from 2-40 hours for 521 workers  
(as of April 30, 2008)

LOSH is the lead organization in a five-university Western Region Universities Consortium (WRUC), which educates over 3,000 workers and professionals each year to develop or strengthen occupational health programs for workers who handle hazardous materials, respond to environmental emergencies, and clean up hazardous waste.

LOSH is responsible for overall fund management, curriculum development and quality training programs, data collection and analysis, and evaluation. Other Consortium members are UC Berkeley, the University Extension program at UC Davis, Arizona State University, and the University of Washington. The Consortium has provided innovative hazardous waste/hazmat training for the past 21 years in English and Spanish in EPA Regions IX and X. WRUC members trained 2,458 workers throughout California, Arizona, the Pacific Northwest, Alaska and the US-Mexico border in the 9-month period through April 30, 2008.

LOSH collaborates with worker centers to provide day laborer training in participatory bilingual and Spanish language classes that include innovative education activities to reach workers with limited literacy skills. LOSH also collaborates with unions and community organizations such as Women in Non-Traditional Employment Roles (WINTER), to reach low-wage Spanish-speaking and African American workers.

Special curriculum and outreach programs were created to educate workers and the broader community about Cal-OSHA's Heat Illness Prevention Regulation. LOSH initiated a train the trainer program with health promoters to educate day laborers throughout Los Angeles County to take action that would prevent heat stress and fatalities. LOSH's Industrial Hygienist (IH) also visited several industrial laundries to assess and educate workers about chemical and biological hazards, especially in the soil sort area where heat stress is an added concern due to use of PPE.

LOSH worked with NIEHS at the FEMA Joint Field Office in Pasadena California during the California Wild Fires at the end of 2007. During the mission, the Project director assisted in the development of safety bulletins for workers around the fire areas. During the first part of 2008, LOSH used that safety information to assist Cal-OSHA in training California Conservation Corps employees working around fire debris in the San Diego, California area.

The LOSH IH was also part of a bi-national team of occupational health professionals including physicians and industrial hygienists who conducted a workplace health and safety assessment at the US-Mexico border through worker interviews and lung function testing with 68 miners as well as a worksite assessment of the giant, open-pit copper mine and processing plants in Cananea, Sonora, Mexico where workers are on strike for improved conditions. The OHS team released a report through the Maquiladora Health and Safety Support Network (MHSSN) on November 12, 2007, describing serious safety and health hazards at the Cananea mine operations that require immediate and long-term corrections to protect workers from accidents and occupational diseases. This report is available on the MHSSN web site:

<http://mhssn.igc.org/CananeaOHSReport.pdf>

## **2. HazMat Disaster Preparedness Training Project (NIEHS)**

Source of Funds: National Institute of Environmental Health Sciences  
Funding Period: \$161,547 for 09/01/07- 07/31/08  
Workers Trained: Fifteen courses from 2-40 hours for 234 LA/Long Beach workers  
(as of April 30, 2008)

The goal of the Ports Worker Training project is to ensure that dock and other transport workers who handle goods transported through West Coast ports receive health and safety awareness training. Training enables them to play an active role in identifying risks to their own and the community's safety and security, and ensures that they are able to respond appropriately in the event of HAZMAT emergencies or other disasters. LOSH, as lead organization, oversees the project at West Coast ports, working with UC Berkeley and the University of Washington.

To further build relationships between workers and community members, LOSH is incorporating materials and training on workers' exposure to diesel fuel and exhaust and updates on policy initiatives to control diesel exhaust exposure into upcoming workshops. The LOSH IH attends targeted community meetings to strengthen relationships with local environmental justice community-based organizations. LOSH cosponsored a Goods Movement conference, "Healthy Solutions for Communities" in November 2007 and held a workshop for workers and community residents interested in the safe transport of hazardous materials and exposure to diesel exhaust.

## **3. Worker Occupational Safety and Health Training and Education Program (WOSHTEP)**

Source of Funds: California Department of Industrial Relations Commission on Health and Safety and Workers' Compensation  
Funding Period: \$391,500 for 07/01/07 – 06/30/08  
Numbers Trained: - Eleven 24-hour WOSH Specialist courses, 120 workers trained in English and 79 in Spanish totaling 199 workers  
- One 32-hour Train-the Trainer course of eight WOSH Specialists  
- Thirteen awareness courses, ranging from 1-16 hours; 185 workers trained in Spanish and 157 in English (total: 342 workers)  
- One 2 ½ day Young Worker Leadership Academy attended by 22 youth, 7 youth mentors and 6 adult sponsors.

The purpose of the WOSHTEP Program is to promote safety and health programs by developing leadership among workers and their representatives, focusing on high hazard industries and workers who are traditionally underserved.

*WOSH Specialists & Trainers Networks* implement 24-hour leadership training through a statewide network of educators who are mentored by LOSH staff. LOSH provides curriculum, Train-the-Trainer and refresher courses, technical assistance, resources and ongoing communication through a listserv and semi-annual newsletter. LOSH staff, WOSH trainers and the Southern California Coalition on Occupational Safety and Health collaborate each year to host a Workers Memorial Day event, honoring workers who are killed or seriously injured on the job.

*Outreach & Awareness* – Staff also conduct shorter “awareness” sessions to targeted underserved groups – those employed in industries on the high hazard list, those with numerous injuries and illnesses, Spanish-and Chinese-speaking recent immigrant workers, youth, and other underserved groups. LOSH collaborates with Neighborhood Legal Services to educate workers at the Mexican consulate on worker health and safety (e.g. heat stress, rights) through the *Ventanilla de Salud* community health education project. Monthly education sessions in January, February and April 2008 reached over 300 workers who have little or no access to health information.

*Train the Trainer courses* – An English Train-the-Trainers course was held in September 2007 in Los Angeles for 8 participants representing companies, unions, and community based organizations.

*Small business outreach & education* – New training materials have been developed and 2-hour courses held to help small business owners and managers train their employees to participate in identifying and controlling hazards.

*Materials Development* - LOSH developed an Awareness module as an introduction to workplace safety and health for low-wage, limited-literacy, and immigrant workers in the informal sector with limited time and/or background experience in the U.S. workplace. With visual materials that illustrate legal resources and social challenges, workers use a card game to identify and exercise what they can do to be active participants in advancing healthy and safe workplaces. Staff also developed and piloted a module on emergency preparedness for workers that helps them identify the top 3 emergencies most likely to occur in their workplace; know what to do during those emergencies; and help develop or strengthen worksite Emergency Action Plan.

#### **4. Youth Project**

Source of Funds: The California Wellness Foundation (TCWF)  
Funding Periods: \$52,257 for 01/01/07 – 12/31/07  
\$50,000 for 01/01/08 -12/31/08  
Numbers Trained: 01/01/07 – 12/31/067, outreach & education to 933 middle, senior high and university students and 542 adults  
01/01/07 – 07/31/07, outreach and education to approximately 1,500 senior high and university students and 285 adults  
(as of June 25, 2008)

The LOSH Youth Project was initiated in January 1996 with funding from the California Endowment and the National Institute for Occupational Safety and Health to educate high school students through school-based curricula and peer education activities in the South Los Angeles community. Since then, LOSH youth activities have evolved with supplemental funding from TCWF and the California Commission on Health and Safety and Workers’ Compensation to expand beyond local high schools, now reaching youth statewide through an annual 3-day Young Worker Leadership Academies (YWLA). A guide with an accompanying CD of sample materials explaining how to implement a leadership academy has been developed and used by Massachusetts and Washington State to implement YWLAs LOSH staff convened a “reunion” in December 2007 that included a media outreach workshop for 4 adults and 10 academy participants who participated in the January 2007 YWLA.

The 22 youth and 7 youth alumnae mentors who participated in the February 2008 YWLA worked in teams to implement:

- School and community presentations
- Video for employers – working with an animation grad student
- Radio and Video 30-second Public Service Announcements – using findings from a survey of youth and employers
- Booths at career fairs and community events with information on child labor laws
- Presentations at Workers’ Memorial Day events, teacher conferences and classrooms
- Community Billboard
- Continuation of an ongoing *Youth in Power* student-run service learning club at Manual Arts High School
- A web page for young workers with links to resources
- YWLA Alumnae created a formalized network using MySpace:

## **5. Dissemination of Research Results on California Home Care**

Source of Funds: UC Labor and Employment Research Fund

Funding Period: \$15,000 for 01/08 – 12/31//09

This project builds on the work of the California Homecare Research Working Group, funded by the UC Institute for Labor and Employment in 2001, 2002 and again in 2007. Researchers and key labor and consumer stakeholders from the Working Group share current research findings and discuss how they can inform policy at regular meetings; most recently held in October of 2007. The Working Group website at the UC Berkeley Labor Center has been updated; abstracts and links to more than 20 new studies will be posted this year. Two Working Group representatives will present this October at the V International Congress on Women, Work and Health in Zacatecas, Mexico.

## **Academic courses, Student Internships & Publications**

LOSH collaborates with the Association of Occupational and Environmental Clinics to recruit students into the field of occupational health through a national initiative, the Occupational Health Internship Program, supervising from 4-6 interns each summer in projects to improve health and safety conditions for car wash workers, taxi drivers, laundry workers, day laborers, hotel workers and chemical and refinery plant workers. Ongoing internships are also provided for six UCLA undergraduate students. As well, a social welfare graduate student from USC and industrial hygiene graduate students are trained through the LOSH hazardous waste/hazmat program.

In Spring 2008, an introductory course, “Improving Worker Health: Social Movements, Policy Debates, and Public Health Interventions was taught by the LOSH Director through the School of Public Health Community Health Sciences Department and cross-listed through Environmental Health Sciences, Health Services, Urban Planning and the Labor and Workplace Studies minor.

Publications during the period under review include:

Delp, Linda, Laura Podolsky and Tomas Aguilar. "Risk Amid Recovery: Occupational Health and Safety of Latino Immigrant Workers in the Aftermath of the Gulf Coast Hurricanes." Chapter in forthcoming book: *Displaced City: Hurricane Katrina and the Unequal Recoveries of New Orleans* to be published by Russell Sage, 2008.

Barr, Heather, Garrett Brown, Octavio Castro, Robert Cohen, Marian Fierro, Enrique Medina, Moises Ortega, Ingrid Zubieta. "Workplace Health and Safety Survey and Medical Screening of Miners at Grupo Mexico's Copper Mine, Cananea, Sonora, Mexico, October 5-8, 2007. Report available at: <http://mhssn.igc.org/CananeaOHSReport.pdf>. Forthcoming article to be published in the *International Journal of Occupational and Environmental Health*.

## **Advisory Boards**

LOSH staff participates in occupational health and safety program, policy and funding decisions at the local, state and national level through membership on the following Advisory Boards.

- Cal/OSHA Advisory Committee
- Worksafe Advisory Board
- National Institute for Occupational Safety & Health (NIOSH)
  - So. California Education & Research Center
  - National Intervention Effectiveness Peer Review Panel
  - National Occupational Research Agenda (NORA) Forum
- Liberty Hill Environmental Justice Board
- SoCalCOSH
- American Public Health Association Occupational Safety & Health Section

## ***Human Resources Roundtable (HARRT)***

The Human Resources Round Table (HARRT), under the leadership of Professor Archie Kleingartner and Executive Director Linda Newton, has worked successfully in recent years to recruit new membership and develop its programs. For more than two decades, HARRT faculty and senior executives have provided an important link to management for the IRLE. Through HARRT UCLA academics provide resources for practitioners of human resource management, and member companies provide access for faculty and student research projects, and gain opportunities to bring their practical leadership experience in Human Resource management to the classroom.

Much of the 2007-08 academic year has been devoted to transition plans for HARRT, in light of Chair Kleingartner's retirement, effective June 30, 2008. Succeeding him will be co-chairs Daniel J.B. Mitchell and David Lewin. Professors Mitchell and Lewin have been affiliated with HARRT since its inception in 1986, and thus are extremely well equipped to lead it.

*Structure.* HARRT has a Faculty Advisory Committee comprised of faculty from the UCLA Anderson School of Management, the School of Public Policy and the School of Education. This committee advises HARRT on policy, programs and standards with particular emphasis on academic rigor and faculty and doctoral student involvement. In addition to faculty who serve on the advisory committee, a larger group of Faculty Associates retains affiliated status and works collaboratively to share research and topics for academic and professional audiences. There is also an Executive Committee, made up of HARRT's chair, the Executive Director, and selected UCLA and HARRT alumni. This group meets semi-annually to provide input to the programs and strategic objectives of HARRT. Program Planning Committees develop topics and suggestions for program format and speakers.

Not only are faculty involved in a governance role on the Faculty Advisory Committee, but they also play a prominent role in shaping and participating in HARRT programs. Doctoral and MBA students are encouraged to attend meetings and to write articles for the HARRT Quarterly newsletter. HARRT also engages in cooperative arrangements with the UCLA Anderson School Forecast, the Center for International Business Education and Research (CIBER), the UCLA Lewis Center for Regional Policy Studies, the IS Associates, the Anderson School Executive Education Programs; USC's Center for Effective Organizations (CEO), and UCSD's Rady School of Business. Collaboration includes joint sponsorship of events, discounts on programs to HARRT members, and an expanded pool of experts to involve in programs.

*Membership.* HARRT currently has 40 corporate members and 6 alumni members. Members come from a wide variety of industries: professional services, financial services, food service, uniform and janitorial services, medical equipment, engineering, retail, technical services, and processed and packaged goods. Counties represented include Los Angeles, Ventura, Orange and San Diego. Due to a recent dues increase (from \$4000 to \$5000) as well as corporate downsizing and consolidation, as well as several retirements, HARRT has lost some members. However, new members have joined as well. In the year under review new members include Neutrogena, DirecTV, Macerich, CB Richard Ellis, Evangelical Christian Credit Union, Aramark, Children's Hospital, and Roll International. Plans for additional recruiting are underway as well.

*Programs.* HARRT disseminates academic research in Round Table Presentations, a Quarterly Newsletter and through working papers on its website. Round Table and Retreat programs for 2007-08 focused on such topics as “Innovation” (the theme of this year’s retreat), “Diversity in the Workplace,” “Growing through Mergers, Acquisitions and Strategic Alliances,” and “The Strategy Paradox.”

*Strategic Planning.* In anticipation of the current leadership transition, HARRT engaged in a strategic planning process during 2007-08 under the guidance of its Faculty Advisory Committee. As part of this process, the executive committee conducted a series of interviews with its members. The responses mentioned the following ways in which HARRT members value the organization:

- Linkage of senior HR executives with UCLA faculty: HARRT is viewed as a “partnership between academia and the HRM profession” and the association with UCLA as an esteemed academic institution enhances its image for members.
- Caliber and high level of executive members. Other organizations have a mix of various levels within the HR profession; HARRT has only senior HR executives which promotes the peer-to-peer exchange.
- Dialogue and Networking: HARRT has a collegial atmosphere in which members feel welcome, and they enjoy the interaction, expression of views, and camaraderie of their peers, and the absence of “sales pitches.”
- Growth and Learning Opportunities: Topics are thought-provoking with high level concepts and models and applicability to real world issues.
- Practical Application: Best practices and business models shared by practitioners are highly valued. Members gain insight from “living” cases and lessons learned presented by their colleagues.
- Forward Thinking/Big Picture View: Members value the strategy focus of HARRT which incorporates where business is going and HR’s role. ess.

Respondents also praised HARRT as the organization to go to for the latest research and for “new ideas.” Many of them especially value the two-day Retreat, and the speakers at other HARRT programs. The also expressed a desire for more involvement by UCLA faculty and a closer relationship with the Anderson School.

## HARRT Programming – 2007-08

- March 15, 2007**      **“Managerial Misclassification: Issues and Implications”**  
Speaker: Professor David Lewin, UCLA Anderson School  
3:30-7:00 PM, UCLA Faculty Center, Hacienda Room
- May 16, 2007**      **“Inside Talent Attraction and Engagement: Insights in  
Increasing Fit and Performance in the Workplace”**  
Speaker: Tamara Erickson, President, Concourse Research Institute,  
3:30-7:00 PM, UCLA Faculty Center, Sequoia Room
- Oct. 4-6, 2007**      **HARRT Annual Retreat**  
Theme: **“Innovation: New Insights, Viewpoints, and Roles for  
Thinking Differently and Adding Value”** Laguna Niguel
- Dec. 5, 2007**      **“Diversity 2007: Aligning Policy, Strategy and Values to  
Enhance Performance”**  
3:30-7:00 PM, UCLA Faculty Center, California Room
- April 2, 2008**      **“Building Dynamic Capabilities through Mergers,  
Acquisitions, and Strategic Alliances”**  
Speakers: **George Geis**, Adjunct Professor of Management  
**David Lewin**, Neil H. Jacoby Chair in Management  
3:30-7:00 PM, UCLA Faculty Center, Sequoia Room
- June 4, 2008**      **“The Case for Strategic Flexibility”**  
Speaker: **Michael Raynor**, Deloitte Research Fellow  
3:30-7:00 PM, UCLA Faculty Center, Hacienda Room
- Sept. 10, 2008**      **“Built for Talent”**  
Speaker: **Edward E. Lawler III**, Distinguished Professor,  
USC Marshall School of Business
- Nov. 6-8, 2008**      **HARRT Annual Retreat**

## HARRT Corporate Members

July, 2008

1. Frank Borst, Executive Vice President, Ministry Banking Solutions, ECCU
2. Jennifer Buchholz, Senior Vice President, Global Human Resources, CB Richard Ellis
3. Rebecca Chandler, Vice President, Human Resources, Loyola Marymount University
4. Stan Duncan, Senior Executive Vice President, North American Human Resources, Westfield Corporation, Inc.
5. Robin Elledge, Senior Vice President, Human Resources, Hot Topic
6. Diane Featherstone, Senior Vice President, Human Resources, Edison International
7. Elizabeth W. Ganem, Executive Vice President, Home Loans Human Resources, Washington Mutual
8. Paula Garavaglia, Vice President, Human Resource Services, Farmers Group, Inc.
9. Bill Goodmen, Executive Vice President, Human Resources and Administration, THQ Inc.
10. David R. Goodrich, Vice President, Human Resources, Parsons Corporation
11. Sue Hagen, Senior Vice President, Corporate HR and Industrial Relations, Dole Food Company, Inc.
12. Patricia Hamrick, Worldwide Director, Human Resources, Neutrogena Corporation
13. Cozette Hart, Director for Human Resources, JPL
14. Michael J. Henry, Director of Personnel, County of Los Angeles
15. Lynn Heymont, Vice President, Human Resources/West Coast, CBS
16. Lester L. Hicks, Vice President, Human Resources, Bobrick Washroom Equipment, Inc.
17. Anne Hill, Senior Vice President and Chief Human Resources Officer, Avery Dennison
18. Mark Hoffman, Senior Vice President, Human Resources, St. Jude Medical
19. Kimberly Hunt, Vice President, Human Resources, Liz Claiborne, Inc.
20. Paul James, Senior Vice President, Human Resources and Administration, The DirecTV Group, Inc.

21. Kenneth Kahrs, Executive Vice President, Human Resources, Universal Studios, NBC Universal
22. Alan Kaye, Senior Vice President, Human Resources, Mattel, Inc.
23. John Kelly, Senior Vice President, Human Resources, Capital Group
24. Genene Kruger, Senior Vice President, Human Resources, Macerich
25. Beth Lasich, Senior Vice President, Human Resources, Aramark
26. Charlotte Lazar-Morrison, General Manager, Human Resources and Administration, The Aerospace Corporation
27. Lubbe Levin, Assistant Vice Chancellor, Human Resources, UCLA
28. Steve Milovich, Senior Vice President, Corporate Human Resources, The Walt Disney Company
29. Debra Ortega, Vice President, Human Resources, Huntington Hospital
30. Patty Pogemiller, Director of Talent Acquisition, Deloitte Consulting
31. Mashi Rahmani, Chief Executive Officer, MMC, Inc.
32. G. Joyce Rowland, Senior Vice President, Human Resources, Sempra Energy
33. Hugo Santos, Vice President, Human Resources, Childrens Hospital Los Angeles
34. Diane Shapiro, Director of Human Resources, The Boeing Company
35. Nick Shauer, Vice President, Human Resources, Masterplan, Inc.
36. Gus Siekierka, Corporate Vice President, Human Resources, Computer Sciences Corporation
37. Laura Soloff, President, The Art Institute of Los Angeles
38. Jackie Trask, Vice President, Human Resources Worldwide, Jafra Cosmetics International
39. Bin Wolfe, Pacific Southwest People Leader, Ernst & Young
40. Michael Wolfe, Vice President, Human Resources, Roll International Corporation