UCLA Institute for Research on Labor and Employment

REPORT ON ACTIVITIES 2009-2010

AUGUST, 2010
# Table of Contents

**Introduction** ......................................................................................................................... 2  
About IRLE .................................................................................................................................. 3  
Brief History ................................................................................................................................. 4  
**Governance Structure** .............................................................................................................. 5  
Current IRLE Leadership .............................................................................................................. 6  
Organizational Chart .................................................................................................................... 7  
Changes, Issues and Concerns in Governance ............................................................................ 8  
**Current Focus Areas** .................................................................................................................. 9  
**Contribution to UCLA’s Mission** ............................................................................................... 10  
Research ...................................................................................................................................... 10  
  Direct Research .......................................................................................................................... 10  
  Supported Research .................................................................................................................... 15  
Publications ................................................................................................................................. 19  
IRLE Academic Events .................................................................................................................. 24  
Research Dialogues ....................................................................................................................... 27  
Awards .......................................................................................................................................... 27  
Teaching ....................................................................................................................................... 28  
Students In Research .................................................................................................................... 33  
Civic Engagement .......................................................................................................................... 36  
  Community-Oriented Public Events ......................................................................................... 37  
Southern California and US Workforce Initiative ........................................................................ 40  
Global Workforce Initiative ........................................................................................................ 50  
Diversity ...................................................................................................................................... 51  
**Financial Issues** ....................................................................................................................... 53  
**Looking Forward to 2010-2011** .............................................................................................. 55  

**Appendix A** – IRLE Faculty Advisory Committee  
**Appendix B** – Labor Center Advisory Committee  
**Appendix C** – HARRT Faculty Advisory Committee  
**Appendix D** – HARRT Faculty Associates  
**Appendix E** – HARRT Membership Roster  
**Appendix F** – Labor and Workplace Studies Minor Faculty Advisory Committee  
**Appendix G** – Labor and Workplace Studies Minor Field Work and Internship Placements
Since 1945, the UCLA institute for Research on Labor and Employment (IRLE) has been committed to excellence in research, teaching and civic engagement. The 2009-2010 year was no exception, and despite a challenging fiscal and political environment, IRLE maintained a vigorous and productive schedule of research and events. Described in detail in this annual report, these achievements include:

- Global partnerships with colleagues in China, Vietnam, Brazil and Mexico.
- Increased profile and collaborations with the Los Angeles labor community organizations.
- Improved collaboration between IRLE units on research projects.
- The development and support of scholarly networks across UCLA departments and research centers.
- Over 40 publications (books, articles, working papers, etc) by IRLE faculty and staff. One major IRLE report, *Broken Laws, Unprotected Workers* sparked editorials in the *New York Times* and *Washington Post*.
- Over 50 academic and community events, hosted at both UCLA and at the Downtown Labor Center.
- Formalization of an IRLE Visiting Scholar Program, initiated this year with five scholars from four countries.
- Highest enrollment to-date (107) for the undergraduate Labor and Workplace Studies Minor.

IRLE is laying the groundwork to build on these accomplishments and to initiate new research and outreach programs and events. There is no doubt that 2010-11 will be a financially challenging year for IRLE, and indeed for the whole University of California system. IRLE plans to meet these challenges by further expanding recently launched grant-writing and development efforts that brought in significant funds in the current year, and by building added synergies among the units of IRLE and through collaborations. Particularly exciting are IRLE’s growing number of global partnerships. Please see “Looking Forward to 2010-2011” on page 55 for an overview of IRLE’s long-term goals.

The 2009-2010 report on activities is divided into six main sections that detail the above accomplishments and additional activities of the research center:

I. **Introduction** - a description of IRLE unit philosophies and a brief history of the Institute
II. **Governance Structure** – a guide to IRLE leadership and structure
III. **Current Focus Areas** – 2009-2010 areas of focus which guide many of IRLE program agendas
IV. **Contributions to UCLA’s Mission** – touching on research, teaching, service, civic engagement, and diversity. The section starts with a thorough account of IRLE research activities, including research projects, supported research, publications and events. It also includes significant attention to IRLE teaching endeavors, the Institute's extensive civic engagement initiatives as well as a report on IRLE's commitment to a diverse working environment and research agenda.
V. **Financial Issues** – an overview of 2009-2010 finances, including development
VI. **Looking forward to 2010-2011** – an outline of goals and direction for the 2010-2011 year
The UCLA Institute for Research on Labor and Employment (IRLE) is responsible for initiating, facilitating and disseminating research on work, labor and employment issues. These goals are accomplished on local, national and global levels through the activities and constituencies of the four units:

- **The IRLE Academic Unit** is responsible for academic research and education. The unit forges interdisciplinary research ties with scholars to generate publications, programming and teaching opportunities within the fields of labor and employment. Closely tied to the UCLA campus, the unit is a department within the College of Letters and Science and co-manages the Labor and Workplace Studies Minor with the Center for Labor Education and Research.

- **The Center for Labor Research and Education (Labor Center)** focuses on applied research, education and outreach. Located in downtown Los Angeles, the Labor Center is the bridge between UCLA research and resources and community, labor, and government populations. The Labor Center also shares responsibility with the Academic Unit for the Labor and Workplace Studies Minor.

- **The Labor Occupational Safety and Health Program (LOSH)** conducts research, education and outreach on issues related to safe workplaces. LOSH's diverse training programs unite workers, employers, academics, health officials and policy makers around UCLA and California. LOSH also reports to the Center for Occupational and Environmental Health in the UCLA School of Public Health.

- **Human Resources Round Table (HARRT)** supports education and outreach in the field of human resources within a private (membership) network of executives and academics. HARRT is strongly influenced and driven by its partnership with the UCLA Anderson School of Management.
The UCLA Institute for Research on Labor and Employment (initially and formally named the Institute of Industrial Relations) was founded, along with an equivalent institute at UC Berkeley, in 1945 by Governor Earl Warren.

Born out of the postwar boom in political power and influence of organized labor, 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. The establishment of the Center for Labor Research and Education within the Institute in 1964 further consolidated the ties between the labor movement and the university and created an opportunity for UCLA to expand its reach beyond the Westwood campus.

Despite a decline in the influence of organized labor in the 1970s and 1980s, the UCLA Institute expanded, adding the Labor and Occupational Safety and Health program in 1978 and the Human Resources Round Table in 1986. A revitalization of organized labor in California led to establishment of the UC-wide Institute for Labor and Employment (ILE) in 2000, a research program housed jointly at UCLA and UC Berkeley which built on the two IIRs that had been established 55 years earlier. Reflecting how conceptions of labor and work have changed since 1945, the Institute increasingly worked with a wide range of actors outside the university, including unions but also community and advocacy organizations, businesses, and government.

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 Labor and Employment Research Fund in the UC Office of the President. Other activities continued to be housed at the UCLA and UC Berkeley Institutes, which both changed their names in 2007 to the current 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.
The UCLA Institute for Research on Labor and Employment is an organized research unit within the UCLA College of Letters and Science as well as an affiliated program of the UC-wide Miguel Contreras Labor Program.

IRLE is governed by a Director, who is appointed by the Dean of the Social Science Division for a term of 5 years. The Director is responsible for overall IRLE leadership as well as the activities and direction of the IRLE Academic Unit. The Director shares IRLE governance with an Associate Director and a Faculty Advisory Committee, with whom he meets to discuss, strategize and implement initiatives of the Institute. The Faculty Advisory Committee members serve open-ended terms.

The Director has immediate oversight over the Academic Unit, which provides overall organizational support to the units. Members of the Academic Unit include the Research Director, Chief Administrative Officer, Fund Manager, Personnel Coordinator, IT Coordinator and administrative support for the Director.

In addition to the overall Directorship, administration is delegated to unique leadership structures within the units:

LOSH is managed by a Program Director, who shares direction of LOSH activities with an Associate Director of Program Administration and an Associate Director of Education.

The Labor Center is managed with a Director and the advice of the Labor Center Advisory Committee, who are made up of activists and labor leaders, along with a UCLA faculty representative. This group supports the goals and mission of the Labor Center through fundraising, program support and joint projects.

HARRT is governed by a Faculty Advisory Committee composed of its Faculty Co-Chairs and senior faculty from the Anderson School and Graduate School of Education and Information Science. The Faculty Advisory Committee consists of senior level faculty identified and recruited by the faculty chair(s). This committee advises HARRT on policy, programs and standards with particular emphasis on academic rigor and faculty and doctoral student involvement. The Director of the IRLE serves in an ex-officio capacity. The Executive Committee consists of the Executive Director, two former corporate senior HR executives, and one senior researcher (retired) with IRLE. This group meets semi-annually with the chairmen to provide input to the programs, strategic objectives and special projects of HARRT. They also provide suggestions for topics, speakers and program format. Members are nominated by the Executive Director, approved by the Faculty Chairs and confirmed by the committee based on experience and qualifications.
Director: Professor Chris Tilly (Urban Planning)
Associate Director: Professor Toby Higbie (History)
Faculty Advisory Committee: Please see Appendix A

Labor Center Director: Kent Wong
Labor Center Advisory Committee: Please see Appendix B

LOS Director: Linda Delp
Associate Director of Programs: Laurie Kominski
Associate Director of Education: Deogracia Cornelio

HARRT Co-Chairs: Professors Daniel Lewin, Daniel J.B. Mitchell (UCLA Anderson)
HARRT Managing Director: Linda Newton
HARRT Faculty Advisory Committee, Please see Appendix C

As the organizational chart on the following page shows, 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.
The main challenge in IRLE governance is the relationship between the units. The autonomy of the units is healthy and efficient and relations among the units are cordial. Looking forward, IRLE seeks to build on these strengths to more fully take advantage of opportunities for coordination and collaboration. IRLE is continuing a policy of having the leadership of HARRT, the Labor Center, and LOSH make brief reports at each quarterly Faculty Advisory Committee meeting and have two Institute-wide staff gatherings each year, as well as regular meetings and communications among key administrative staff from throughout the Institute. As of 2009-10, three cross-unit task forces have been formed: the Minor Task Force to oversee the Labor and Workplace Studies Minor (supplementing the work of the Minor’s Faculty Advisory Committee), the Funding Task Force to share information on funding opportunities and coordinate our grant-writing process, and the Communications Task Force to coordinate our approach to communications and media. Finally, the Director has increased the frequency of consultations with the Directors of the Labor Center and LOSH, the Co-Chairs of HARRT, and with members of the Faculty Advisory Committee.
The UCLA Institute for Research on Labor and Employment is broadly dedicated to research, outreach and education on issues related to labor and employment, however major research projects and programs are currently organized around three central areas of focus:

**Southern California and U.S. Workforce Initiative:** Improving the number, quality, and accessibility of jobs in Southern California in particular, and in the United States as a whole through research, outreach and education. Areas of particular focus within this region include low-wage work, unemployment and the social safety net, immigrant integration, and green jobs.

**Global Work Initiative:** Analyzing global comparisons and connections in the world of work and employment. In the 2009-2010 year, particular attention was paid to labor landscapes in China and Mexico.

**Labor and Workplace Studies Minor:** Continuing to develop the Minor in Labor and Workplace Studies, focusing on cross-listed courses and possible core courses.

With these three foci guiding much of IRLE’s research and programming, IRLE also seeks to strengthen its reputation as a leading research center, by advancing the following organizational goals:

**Collaboration within IRLE:** Building on previous years’ progress to increase communication, consultation, and partnerships among the units.

**Collaboration within the scholarly community:** Increasing the opportunities for collaborative projects with other units of UCLA, and overall nurturing the expansion of our community of scholars studying work, labor, and employment.

Within this framework, each unit has undertaken some work linked to the Institute-wide themes, while also engaging in work that is unique to the particular unit. The individual research projects, programs and initiatives that further these themes are described in the following section on Contributions to UCLA’s Mission.
Contribution to UCLA’s Mission

ACADEMIC EXCELLENCE: RESEARCH

The Institute for Research on Labor and Employment shares the primary mission of research development, dissemination and application with its home campus. Each unit of IRLE addresses this mission by embarking on direct research projects, knowledge sharing through events and publication opportunities and support of scholarship. In addition to furthering traditional pathways of academic thought, IRLE generated and supported research is utilized in course development, training programs and community engagement.

Research strategies for each unit fall under the direction of the unit heads and IRLE Director with assistance from the Research Director, allowing for wide-ranging examination of labor and employment issues over the entire Institute. Although pursuing distinct research themes, each unit shares a core commitment to collaboration and the building of interdisciplinary research networks. Research projects are often conducted across UCLA departments and at times, with colleagues elsewhere. IRLE Small Grant and Visiting Scholar programs also encourage collaboration and scholarship across campuses. IRLE programs often extend collaborations beyond traditional academic networks. LOSH, the Labor Center and HARRT have established networks and research agendas among diverse professional communities, including government, labor unions and executives.

The following research projects have been ongoing or initiated directly by IRLE staff members and faculty over the 2009-2010 year.

Broken Laws, Unprotected Workers
The report, “Broken Laws, Unprotected Workers” published in September 2009 was based on a 2008 survey of more than 4,000 workers in low-wage industries in Chicago, Los Angeles and New York. The report, authored by Annette Bernhardt of the National Employment Law Project, former IRLE director Ruth Milkman, Nik Theodore of the University of Illinois-Chicago, and Victor Narro, Project Director at the Downtown Labor Center (among others), indicates that low-wage workers are often subject to routine violations in core workplace protections, such as overtime, workers compensation, meal break and minimum wage rate. The research and subsequent report also analyzed how job, employer and worker characteristics affected the prevalence and type of workplace violation and reported on the damaging cost to communities, government and individuals. The authors concluded the report with suggestions for strengthening public policy to address these issues. The surprisingly high level of workplace violations detailed in the report was a very powerful finding, and attracted significant media attention, with editorials in the New York Times and the Washington Post. The report also drew attention from government officials, including Labor Secretary Hilda Solis.
Corporate Behavior in the United States and China
Labor Center Director Kent Wong and Scott Myers have been working Jiao Qian at the Chinese Institute of Industrial Relations (CIIR) with graduate students at UCLA and the CIIR to study and compare the behavior of major U.S. corporations in package delivery and a number of other sectors.

Cross-Border Labor Alliances
The Institute for Transnational Social Change (ITSC), led by Gaspar Rivera-Salgado, is currently researching existing transnational worker networks between the US and Mexico, with attention paid to the nature of the network structure; best practices of network building and management; the way workers engage their partner organizations; and similarities and differences in terms of organizational capacity between members of these networks.

ITSC is also focusing on workforce development, training, and human capital building strategies in the context of transnational networks and labor markets. This will include an analysis of key case studies of highly cross-border integrated industries such as agriculture and tourism, which operate on both sides of the border with the same sources of transnational capital and the same labor force.

ITSC has increased the collaboration among low wage worker organizations through a series of planning meeting that resulted in a major bi-national July 2009 convening of both Mexican and US labor leaders. ITSC has produced a summary report of select presentations and discussions from the July 2009 meeting which included: a history of U.S.-Mexico cross-border relations, the current landscape of US-Mexico solidarity, a panorama of Mexico’s independent labor movement, organizing immigrants, challenges to budding partnerships, lessons from long-term allies, and prospects for future collaboration.

ITSC has increased coordination with established partners on implementation of activities based on research conducted by ITSC and is in the process of finalizing a case study report of a cross-border campaign led by ENLACE and SEDEPAC against Sarah Lee, Inc. This case study highlights the major lessons learned from the perspective of the participants and allies (workers in Mexico, organizers from SEDEPAC and Enlace, as well as union allies both in Mexico and the U.S., among others). This study will offer key insights for transnational organizing and a tool to train organizers on Enlace’s Integrated Organizing Approach developed and tested during the Sarah Lee campaign.

A second report written in collaboration with Mexico-based independent union FTA, and colleagues from the Universidad Autonoma Metropolitana-Iztapalapa will address the role of Labor Arbitration Boards, Juntas de Conciliación y Arbitraje, in mediating labor relations in Mexico.
Green Jobs
This initiative involves action from three of the four units:

- LOSH Director Linda Delp worked with a group of students and community-based practitioners from labor, environmental, community, and municipal government sectors, to examine the growing market for green construction jobs and the need for new labor, training and safety standards for the industry.

- IRLE Director Chris Tilly and Research Director Lauren Appelbaum have collaborated with other IRLE staff and colleagues at UC Davis and UC Berkeley, with funding from the California Energy Commission to design a center for the clean energy workforce, based on interviews with experts across the clean energy and workforce development fields.

- The California Construction Academy, a Labor Center program, building on earlier work on Project Labor Agreements, has dedicated resources to investigating energy efficiency and the developing green jobs industry. Their May 2010 report highlights how and why a deep green approach to energy efficiency can unlock the opportunities to maximize emission reductions, energy savings, and job creation.

Global Retail Landscapes
For the past several years, IRLE Director Chris Tilly has been studying variation and change in retail jobs in the United States and Mexico, with a goal of understanding the drivers of such variation and change, determinants of job quality, and public policy, management strategy, and organizing approaches that could lead to better jobs. Tilly is collaborating with Dr. Françoise Carré, Research Director of the Center for Social Policy at the University of Massachusetts Boston. The project, supported by funds from the Ford, Rockefeller, and Russell Sage Foundations, the Upjohn Institute for Employment Research, a UCLA Faculty Senate grant, and the Fulbright Scholar Program includes fieldwork in both Mexico and the United States and is expanding to include partnerships in Europe. Carré and Tilly are working on a monograph, tentatively titled Working in Retail Around the World.

How Unions use Research
IRLE Director Chris Tilly and a team of UCLA graduate students led by Joshua Bloom are developing a research project to determine how labor unions bring research to bear on the development of strategy. The team has begun discussions with a global group of collaborators in Brazil, China and Mexico and a number of European countries.

Immigrant Integration
The UCLA Downtown Labor Center has been involved in numerous policy and research initiatives on immigration and immigrant workers with a particular focus on Los Angeles populations. Headed primarily by Victor Narro, research completed on immigrant worker centers, labor violations and worker abuse has led the Labor Center to facilitate collaborations with unions and immigrant workers to explore common ground on these issues. The new IRLE report “Wage Theft and Workplace Violations in Los Angeles” is one output of this research. Along a related line, the report “Today We March, Tomorrow We Vote: Latino Migrant Civic Engagement,” (after a 2008 conference of the same name) compiles analyses by civic leaders and academics on the current integration of immigrant workers in to the labor movement.
*Immigrant Integration (cont.)*

Janna Shadduck-Hernandez is also continuing to carry out research on the experience of undocumented immigrant (AB 540) college students. Through the research and analysis of student writing, ethnographic field notes and observations and in-depth interviews, Shadduck-Hernandez is examining the impact on their educational experience as a result of their community and immigrant experience. Shadduck-Hernandez plans to present the findings at the 2011 American Educational research Association Meeting and has applied for additional funding through the Kellogg Foundation Racial Healing initiative.

*Low-Wage Worker Organizing In Los Angeles*

The 2010 publication of *Working for Justice: The L.A. Model of Organizing and Advocacy* signified the culmination of several years of research on low-wage worker organizing campaign in Los Angeles. Former IRLE Director Ruth Milkman, Labor Center Project Director Victor Narro, and Graduate Student Researcher (Sociology) Joshua Bloom led discussions on Los Angeles labor movements with members of the UCLA Public Sociologists Working Group and faculty and students from other UCLA departments. The group used worker organizing case studies to examine how LA’s distinctive political and economic policies, as well as the significant population of undocumented immigrants, have shaped the area’s labor movement, and how in turn that labor movement’s innovative strategies reshaped the workplace for tens of thousands of low-wage workers. The research was a unique collaborative project. Scholars from this group (many of them chapter authors) engaged directly with community organizers, allowing them unprecedented access to primary documents and insight into the sentiments, origins and timelines of the organizing campaigns. The in-process research was presented at a June 20, 2008 mini-conference, “Organizing Low-Wage Workers In 21st Century Los Angeles: A Dialogue with Scholars and Advocates.”

*Parents, Students, and the Public Schools*

Janna Shadduck-Hernandez at the Labor Center heads a multi-faceted research project to examine the impact of labor education, higher education, workforce development and leadership training on parent workers (including immigrant workers) and their children. In the Parent Worker/Student University program, a collaboration with SEIU Local 1877’s Building Skills Partnership, Shadduck-Hernandez has developed a curriculum with participatory workshops for working-class and union-member parents to learn the necessary tools to better understand the public education system and the pathways to high quality jobs and higher education. The program is currently being adopted by other SEIU local chapters and has garnered support from the United Way and the Ford Foundation.

In addition to the Parent Worker/Student University curriculum development, Shadduck-Hernandez has worked with the newly established Miguel Contreras Learning Complex (MCLC), developing and piloting a curriculum centered on a biography of Miguel Contreras, the late Los Angeles labor leader, holding parent workshops, and facilitating parent, teacher, and student involvement in a community mural project (with celebrated muralist Judy Baca) planned for summer 2010 at MCLC. To support this work, Shadduck-Hernandez has submitted a grant proposal to the Miguel Contreras Foundation.
Parents, Students, and the Public Schools (cont.)
An additional component of this research is the Labor and Education Collaborative, a partnership with the UCLA Institute for Democracy, Education and Access, the UCLA School of Law’s Program in Public Interest Law and Policy, eight local union chapters, the Community Coalition and Inner City Struggle. This collaborative seeks to document the needs of member’s children education and learn how unions interact and work with their members on educational issues the members experience as parents. Shadduck-Hernandez has collaborated with Veronica Terriquez (USC, Department of Sociology) to coordinate 250 in-depth interviews with parent-workers, and plans to begin analyzing the resulting data during summer 2010.

Unemployment and Life Decision Making
IRLE Research Director Lauren Appelbaum plans to survey a sample of adults statewide to determine the impact of structural unemployment on life course decisions. She will examine direct effects as well as the potential moderating effects of the respondents’ world-view, in particular their degree of Belief in a Just World, a well established psychological survey item, which has been shown to improve coping in the face of adverse life events. Appelbaum is submitting proposals to the National Science Foundation and the Institute for New Economic Thinking to fund this research effort.

VI International Congress on Women, Work, and Health
Women workers face a unique set of challenges including gender inequality, reproductive issues, unpaid and compulsory labor, sexual harassment and discrimination, and balancing work-family demands. The Congress, co-sponsored by LOSH, was held in Zacatecas, Mexico from October 27-31, 2008. Following up over the 2009-2010 year, LOSH Director Linda Delp and the Conference’s General Secretary are heading an editorial team to publish key articles in a special Fall 2010 issue of the journal New Solutions: A Journal of Environmental and Occupational Health Policy. The articles will feature work done in India, Spain, Brazil, Mexico, Canada and the US.
Building and sustaining a network of scholarship in the field of labor and employment is a primary goal of IRLE’s Academic Unit. In recent years, IRLE has created programs – small grants, Research Affiliates and Visiting Scholars that allow for research collaboration, knowledge sharing and publications over global and local networks.

**Visiting Scholars**
IRLE Visiting Scholars are invited to spend a month to year in residence at UCLA, working on a research project and meeting with UCLA scholars and students. Visiting scholars contribute to the intellectual progress of IRLE research projects, as well as contribute to the Working Paper series and colloquia.

**2009-2010 Visiting Scholars:**

Jin Nam Choi  
Associate Professor of Organizational Behavior and Human Resource Management, Seoul National University

Barry Eidlin  
PhD Candidate, Department of Sociology, University of California, Berkeley

Guillaume Mesmin  
Assistant Professor, Department of Sociology and the Laboratory for Analysis of Social Problems and Collective Action, Université Victor Segalen, Bordeaux, France

Suresh Naidu  
PhD Candidate, Department of Economics, Harvard University

Kirsty Newsome  
Senior Lecturer, Department of Human Resource Management, University of Strathclyde

IRLE Visiting Scholars: Barry Eidlin, Guillaume Mesmin, Jin Nam Choi
Research Affiliates
IRLE Research Affiliates are a community of interdisciplinary scholars working on issues of labor and employment. While their research is independent from that of IRLE, they frequently contribute to IRLE’s Working Paper series, colloquia and conferences. Many of the current 40 Research Affiliates are UCLA faculty, although scholars from national and international universities (China, Brazil, France) are represented. A list of current IRLE Research Affiliates can be found at http://www.irle.ucla.edu/research/IRLEResearchAffiliates.html. Building on this theme of research collaboration and UCLA community, Research Director Lauren Appelbaum will begin a new initiative in 2010-2011 to bring UCLA scholars working on similar themes of labor and employment together. This network would be made up of UCLA researchers across disciplines, which would gather at monthly brown-bag seminars to discuss and share their research on common topics.

IRLE Small Grants
Following the suspension of the Labor and Employment Research Fund and additional IRLE budget restrictions, small grants were severely limited during the 2010 fiscal year. Despite these constraints, IRLE contributed $185,000 in small grants to support faculty and students during the 2010 fiscal year. Both faculty and student grant applications were reviewed by a committee of IRLE staff and faculty and awards were selected based on the contribution to the IRLE research and program agenda with special consideration given to those not funded in the past.

Faculty Research Grants
In 2009-2010, IRLE awarded approximately $85,000 in small grant funds to UCLA faculty. Awarded proposals represent sixteen faculty over eight UCLA departments and support conference and course development as well as faculty research projects in the field of labor and employment. Faculty proposals funded in 2009-2010 include the following:


“Keep Moving: The Mobility Responses of Mexican Immigrant Workers to the US Economic Crisis” – Ruben Hernandez-Leon, Sociology

“Southern California History of Organizing Project (SoCalHOP): Course Development Grant in Support of Student Research on Los Angeles Labor and Working Class History” – Frank T. Higbie, History

“The Labor Question of Chinese Capitalism in Africa” – Ching Kwan Lee, Sociology


“The Work of the University” – Susanne Lohmann, Political Science
Faculty Research Grants (cont.)


“Stigma of Unemployment” – Margaret Shih, Anderson School of Management

“Conference on Employment Regulation After the Standard Employment Contract: Innovations in Regulatory Design” – Katherine Stone, School of Law

“Teachers as (Displaced) Laborers in California” – Carlos Alberto Torres, School of Education and Information Studies

“Street Vending Convening and Conference” – Abel Valenzuela Jr., Center for Study of Urban Poverty

“Socio-economic Mobility Among the New Second Generation” – Roger Waldinger, Sociology


“Re-entry and Racial Justice: Challenges and Opportunities for Disparate Impact Theory” – Noah Zatz, School of Law

Student Research Grants

IRLE small grants benefit graduate students of all disciplines who are studying at UCLA and the four University of California campuses located in southern California. To encourage cross-campus relationships, students at the four non-UCLA campuses must identify a UCLA collaborator (faculty member or graduate student) with whom they will be communicating regularly on their research project.

This year, IRLE funded 40 student research projects on a variety of topics, from workplace issues in Starbucks Corporation, new media firms and green jobs to labor law efforts in Jamaica, Cambodia and Madrid.
Distribution of IRLE Faculty Grants, by Department - FY2010

- Anderson School of Management: 42%
- Center for the Study of Urban Poverty: 9%
- Education: 15%
- History: 11%
- School of Law: 6%
- Political Science: 4%
- Sociology: 6%

Distribution of IRLE Graduate Student Small Grants, by Department - FY2010

- Anthropology: 43%
- Communications: 9%
- Economics: 9%
- English: 5%
- Global and International Studies: 4%
- History: 3%
- Information and Computer Sciences: 15%
- Political Science: 8%
- Sociology: 3%
- Urban Planning: 3%
IRLE has an active role in disseminating research on labor and employment. Regular newsletters and research briefs supplement books, journal articles and a working paper series. Many of the publications are available on the unit websites and many have been translated into Spanish for wider community distribution. Below is a list of publications from 2009 - 10.

**Books and Edited Collections**


**Publications**

**Papers, articles, chapters, reports, and in-progress**

**Linda Delp (Director, LOSH)**


**Ruth Milkman**

**Victor Narro**

**Gaspar Rivera-Salgado**


Gaspar Rivera-Salgado (cont.)

Janna Shadduck-Hernandez

Lola Smallwood-Cuevas


Chris Tilly (Director)


In addition to the above publications, Professor Tilly is an Editorial Associate at *Dollars & Sense* and sits on the editorial board of the *Rose Series in Sociology* (American Sociological Association).

**Kent Wong (Director, Labor Center)**


Kent Wong serves on the editorial board of the *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*, the *UCLA Magazine*, and other Asian American community and labor newspapers.
Research Briefs

Inaugurated in May 2009, IRLE Research Briefs focus on labor and employment issues in California. Under the auspices of Research Director Lauren Appelbaum, IRLE continued the Research Brief series into its second year with the following publications:

#2, July 2009: Good, Green, Safe Jobs: The Los Angeles Green Retrofit and Workforce Program, Linda Delp (LOSH), Elizabeth Stewart (Center for Labor Research and Education) and Lauren Appelbaum (IRLE)

#3, October 2009: Unions and Education Justice: The case of SEIU Local 1877 Janitors and the ‘Parent University’, Veronica Terríquez (USC), John Rodgers (UCLA School of Education), Gary Blasi (UCLA School of Law), Janna Shadduck Hernandez (Center for Labor Research and Education) and Lauren Appelbaum (IRLE)

#4, December 2009: California Crisis: A Portrait of Unemployed Workers, Lauren Appelbaum (IRLE)

#5, June 2009: Competitive Strategies and Worker Outcomes in the US Retail Industry, Françoise Carré (University of Massachusetts, Boston), Chris Tilly (IRLE), and Lauren Appelbaum (IRLE)

In addition to the above research briefs, a special edition brief is published each year on Labor Day. IRLE’s State of the Unions outlines union membership at local, California and national levels. The 2009 report was researched and written by IRLE Research Director Lauren Appelbaum and economics graduate student, Ben Zipperer from the University of Massachusetts, Amherst.
Working Papers

As part of IRLE’s Working Paper series, IRLE faculty and affiliated researchers produced five papers in 2009-2010. The IRLE Working Paper series includes 24 total publications, published between 2006 and 2010, which are available online at http://escholarship.org/uc/uclairle. The 2009-2010 Working Papers include:


Change and Continuity in Labor Relations in Mexico at the Beginning of the 21st Century, Enrique de la Garza, Universidad Autónoma Metropolitána-Ixtapalapa

Modelos de Producción y Mercado de Trabajo de los Profesionistas en México, Héctor Gaspar, Universidad Autónoma Metropolitána-Ixtapalapa

Trabajo Cognitivo y Control Sobre el Proceso de Trabajo: La Producción de Software
Enrique de la Garza and J. Guadalupe Rodríguez Gutiérrez, Universidad Autónoma Metropolitána-Ixtapalapa

Homeland Security: Theme of the New Deal, Daniel JB Mitchell, UCLA Anderson School of Management

Newsletters

Both HARRT and the Labor Center produce quarterly newsletters that are distributed to their academic and community constituencies Labor Education News and HARRT Quarterly include updates on programs and publications at IRLE as well as articles by staff and affiliated faculty.
The IRLE Academic Unit has an active event schedule. An established colloquium series features speakers from a variety of disciplines and institutions. The Unit also organizes or co-sponsors several academic conferences per year and presents the well-attended Annual Ben Aaron Lecture with the Los Angeles County Bar Association. Events are often a collaborative effort between IRLE, other UCLA unit or community organizations. Nearly every event this year was co-sponsored by another UCLA unit or collaborating institution and the events are attended by a diverse blend of faculty from UCLA and elsewhere, graduate and undergraduate students, and activists from the Los Angeles area.

For events presented by the Labor Center, LOSH and HARRT, please see the “Community-Oriented Public Events” section on page 37.

Summer/ Fall 2009

October 19: IRLE Colloquium - “Division of Labor: California’s Renewed Budget Crisis Splits the Union Movement”
By Daniel J.B. Mitchell, UCLA
Co-sponsored with the Department of Sociology’s Work, Labor, and Social Movements Working Group (WLSM) and the Center for the Study of Urban Poverty

November 4: IRLE Colloquium - “Teacher, Sailor, Call Center Operator: Race and the Making of Filipino Labor Niches in Emerging Global Markets”
By Steve McKay, UC Santa Cruz
Co-sponsored with the Departments of Sociology, Asian American Studies and the Center for the Study of Urban Poverty

November 12: IRLE Colloquium - “Why is There No Labor Party in the United States?”
By Robin Archer, London School of Economics
Co-sponsored with the Department of Sociology

November 18: IRLE Colloquium - “Whatever Happened to Labor Law Reform?”
By Steve Early, journalist and lawyer
Co-sponsored with the Communications Studies Department

October 8-9: IRLE Conference - “Work and Inequality in Global Economy: China, Mexico and US”
Co-sponsored with Murphy Institute for Worker Education and Labor Studies, City University of New York, Center for Chinese Studies, UCLA, Center for International Business Education and Research, UCLA, Center for Mexican Studies, UCLA, Center for the Study of Urban Poverty, UCLA
October 26: IRLE Annual Ben Aaron Labor Law Lecture - “Department of Fair Employment and Housing: The canary in a mineshaft for employment law”
By Phyllis Cheng, Director, California Department of Fair Employment & Housing
Co-sponsored by the Labor and Employment Law Section of the Los Angeles County Bar Association, Asian-American Studies Center, Center for the Study of Women, Department of Asian-American Studies, Department of Women’s Studies, UCLA Epstein Program in Public Interest Law and Policy, the Center for the Study of Urban Poverty

October 23: Workshop - “Labor Markets and Workplace Dynamics in New Destinations of Mexican and Latino Immigration”
Co-sponsor. Organized by the Migration Study Group the Center for Mexican Studies and the International Institute

Winter 2010

January 7: IRLE Colloquium - “Wage Theft and Workplace Violations in Los Angeles”
By Ruth Milkman, Victor Narro and Ana Luz González

By Barry Eidlin, UC Berkeley

February 19: IRLE Colloquium - “Water is the Burning Issue: Fluid Politics and the Contradictions of Local Government”
By Gillian Hart, UC Berkeley

March 3: IRLE Colloquium - “Power Politics: Environmental Activism in South Los Angeles”
By Karen Brodkin

Co-sponsor. Organized by UCLA School of Law Critical Race Studies Program

March 18: IRLE Colloquium - “Union Resilience Down Under? Reflections on Near Death Experience”
By John Buchanan, University of Sydney, Australia
Spring 2010

April 1: IRLE Colloquium - “Work After Globalization: Building Occupational Citizenship”
By Guy Standing, University of Bath (UK)

April 14: IRLE Colloquium - “Migra! A History of the U.S. Border Patrol”
By Kelly Lytle-Hernandez, UCLA

April 26: IRLE Colloquium - “Building a Green Economy in Los Angeles and Beyond”
By Dr. Joan Fitzgerald, Northeastern University - Law, Policy and Society Program

By Suresh Naidu, Harvard University

April 30: Workshop - “Workshop on Immigrants and their Homelands: Engagements, Impacts, Responses”
Co-sponsor. Organized by Immigration Study Group and International Institute

May 12: IRLE Colloquium - “Mobilizing Law for Low-Wage Workers: Evidence from Los Angeles”
By Scott Cummings, UCLA

May 14: Forum –“Contesting the Streets: Street Vending, Open Air Markets and Public Space”
Co-sponsor. Organized by UCLA Center for Urban Poverty and the USC Center for the Study of Immigration Integration

May 26: IRLE Colloquium - “Unemployment and Precarious Work in Brazil: How International Comparisons Illuminate Brazilian Workers’ Experiences”
By Nadya Araujo Guimarães, University of São Paulo

May 28: IRLE Conference - “Strategic Decision-Making in Labor and Social Movement Organizations”
Co-sponsored by the UCLA Department of Sociology Work, Labor and Social Movements Working Group.
IRLE researchers are frequent contributors to the scholarly community and are often called to present their work in a range of forums outside of UCLA. In the 2009-2010 year, these events included:

Talks and conference papers at CSU Fullerton, CSU Los Angeles, CSU San Jose, Central European University (Budapest), the Chinese Center for Industrial Relations (Beijing), City University of New York, Colegio de la Frontera Norte (Tijuana), East L.A. College, Fudan University (Shanghai), Indiana University, L.A. Trade Tech College, Occidental College, New School for Social Research, Pitzer College, Seattle Community College, Stanford University, Universidad Autonoma Metropolitana-Xochimilco (Mexico City), UC Berkeley, UC Irvine, UC Riverside, UC San Diego, UC Santa Cruz, University of Nebraska and the University of Washington,


In addition, IRLE staff have been elected to serve and are affiliated with various professional organizations, including the Coalition for Humane Immigrant Rights of Los Angeles, the International Society for Political Psychology, Rutgers’s Center for Women and Work, the California Federation of Teachers, New World Foundation, the National Lawyers Guild, American Economic Association, American Sociological Association, Latin American Studies Association, Planners Network, Grassroots International, Eastern Economic Associations, and Union for Radical Political Economics.

Victor Narro was recognized at the Institute de Educación Popular del Sur de California (IDEPSCA) annual dinner on July 30, 2009 and also received the Mario Vazquez Award for Community Service from the Los Angeles County Federation of Labor.

Kent Wong received the United Association for Labor Education's 2010 Award for Outstanding Contributions to the Field of Labor Studies.
Teaching is an important aspect of IRLE’s academic and community work. Advancing and sharing research, networking and training future community leaders all result from IRLE’s teaching diverse, multidisciplinary teaching program.

**Labor and Workplace Studies Minor**

The Labor and Workplace Studies (LWS) minor offers UCLA undergraduates the opportunity to learn about the workplace and the social, political, and economic forces that influence it. The minor places emphasis on the labor market, public policy, employment relations, unions, and working-class movements. It also explores issues of race, class, and gender in the workplace. This interdisciplinary approach offers students an in-depth understanding of a broad array of issues related to labor and the workplace. The minor helps prepare students for a variety of careers, including labor relations, human resource management, law, domestic and international government work, union organizing, and economic forecasting.

The Labor and Workplace Studies Minor is a joint project of the IRLE Academic Unit and the Labor Center. The Minor curriculum and philosophy is governed by a Faculty Advisory Committee (See Appendix F) whose current chair is IRLE Associate Director, Toby Higbie. Day-to-day operations of the minor, including coordinating courses and faculty, advising students and minor programming are administered by Student Affairs Officer II, Elizabeth Espinoza.

Enrollment in the LWS minor has grown steadily since its first year (2003-2004) and enrollment was at 107 for the 2009-2010 year, exceeding 100 for the first time. Student majors are concentrated in Political Science, Sociology, Economics and Chicano/a studies, but also represent Women's Studies, History and other disciplines. Scholars and staff affiliated with the UCLA Labor Center make up the majority of Minor faculty and teach a wide variety of courses. The chart following this section illustrates the courses, faculty and students in the LWS Minor.

An important component of the LWS minor is the emphasis on hands-on research and community work that exposes students to a variety of disciplines and careers within labor and workplace studies. About two hundred UCLA students participate each year in the internships and over a hundred of the students have gone on to successfully obtain jobs with labor and community organizations based on this research experience.

**Service Learning**

Several of the LWS courses offer a service learning component, in which the faculty arranges for interested students to participate in 40 hours of fieldwork at a community organization over the quarter. This fieldwork often culminates in a paper or in-class presentation given by the student. Appendix G lists courses, by instructor, with service learning components and gives details about the service learning assignment and community organizations.
**Labor Summer Institute/ Labor Summer Internships**

The Labor Summer Institute is a 195A course that combines a lecture course (that meets both at UCLA and at the downtown Labor Center) with 15 hours of fieldwork at a community organization. Due to budget cuts and staff reduction, the Labor Summer Institute was suspended after the summer 2008 term though IRLE continues to offer the Labor Summer Internships through the independent study, 195B program, in which students apply for internships directly with the organizations. This year, the LWS minor offered full-time paid internships and part-time unpaid internships to UCLA students. Full-time interns at the junior/senior/recent graduate level received a $500-600 per week stipend for 8 weeks. Part-time interns completed their internship in 6 weeks and had the option to work closely with a faculty advisor to earn 5 units of academic credit. LWS staff and faculty met with the LWS interns three times over the course of the summer to provide participants with engaging discussions on their internship experiences and the opportunity to bond with other students who have similar interests in social-justice work. Looking to expand the opportunities available to students and organizations, the Labor Center is currently developing a database to help facilitate the matching of student internships with local organizations.

Organizations who have hosted interns include: AFSCME International, CLEAN Carwash, CLUE-LA, CARE-CEN-Day Labor Program, Garment Worker Center, Enlace, Homeless Outreach Program Integrated Care System, Koreatown Immigrant Workers Alliance, United Farm Workers, and UNITE HERE Local 11.

---

Graduating Labor and Workplace Studies Minor Students participate in the Annual Labor Center Banquest on May 20, 2010.
## LABOR AND WORKPLACE STUDIES MINOR, 2009-2010 COURSES

<table>
<thead>
<tr>
<th>Faculty</th>
<th>FALL 2009</th>
<th>WINTER 2010</th>
<th>SPRING 2010</th>
<th>SUMMER 2010</th>
</tr>
</thead>
<tbody>
<tr>
<td>Janna Shadduck-Hernandez</td>
<td><strong>WAC 103</strong> Arts in Community</td>
<td><strong>WAC 177SL</strong> Taking Action: Arts Practice &amp; Community Service</td>
<td></td>
<td><strong>LBR&amp;WS 195B</strong>: Internships in LBR&amp;WS</td>
</tr>
<tr>
<td>Victor Narro</td>
<td><strong>CSM128/LBR&amp;WS M128</strong> Race, Gender &amp; US Labor</td>
<td><strong>LBR&amp;WS167/ ASIANAM M166C/CSM130/AFROAM M167</strong>: Worker Center Movement: Next Wave Organizing for Low-Wage &amp; Immigrant Workers</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Ken Wong and Lola Smallwood-Cuevas</td>
<td><strong>LBR&amp;WS 194</strong> Non-Violence &amp; Social Movements Research Group</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Kent Wong and Victor Narro</td>
<td><strong>LBR&amp;WS M166A/ASIA AM M166A/CS M156A</strong> Immigrant Rights, Labor &amp; Higher Ed</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Kent Wong</td>
<td><strong>LBR&amp;WS M117/COM HLTH CM1170</strong> Improving Worker Health</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Linda Delp</td>
<td><strong>ASIAN AM 113</strong> Asian Americans &amp; the Law</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Gabrielle Raley</td>
<td><strong>LBR&amp;WS M165/AFROAM M165/SOCIO M165</strong> Sociology of Race &amp; Labor</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Gilda Haas and Janna Shadduck-Hernandez</td>
<td>Community Scholars- Curriculum around GREEN JOBS</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Kent Wong</strong></td>
<td><strong>LBR&amp;WS M125</strong> U.S/Mexico Relations (Raul Hinojosa-Ojeda)</td>
<td><strong>LBR&amp;WS M119</strong> Asian American &amp; Pacific Islander Labor Issues (Glenn Omatsu)</td>
<td><strong>LBR&amp;WS M121</strong> Latino Poverty (Abel Valenzuela)</td>
<td><strong>LBR&amp;WS M122</strong> Planning Issues in Latino Communities (Raul Hinojosa-Ojeda)</td>
</tr>
<tr>
<td><strong>Linda Delp</strong></td>
<td><strong>LBR&amp;WS M121</strong> Latino Poverty (Abel Valenzuela)</td>
<td></td>
<td><strong>LBR&amp;WS M122</strong> Planning Issues in Latino Communities (Raul Hinojosa-Ojeda)</td>
<td><strong>LBR&amp;WS M123</strong> Chicano/Latino Community Formations (Raul Hinojosa-Ojeda)</td>
</tr>
<tr>
<td><strong>Gilda Haas</strong></td>
<td><strong>LBR&amp;WS M144</strong> Women’s Movement in Latin America (Maya Blackwell)</td>
<td></td>
<td><strong>LBR&amp;WS M145</strong> Media: Gender, Race, Class and Sexuality (Rhonda Hammer)</td>
<td><strong>LBR&amp;WS M172</strong> Free Speech in the Workplace (Keith Fink)</td>
</tr>
<tr>
<td><strong>Janna Shadduck-Hernandez</strong></td>
<td><strong>LBR&amp;WS M180</strong> Southern CA Regional Economy (Goetz Wolff)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Other LBR&amp;WS COURSES taught by affiliated IRLE Faculty</strong></td>
<td>COMM STDS/LBR&amp;WS M117 Negotiation</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Other Courses cross-listed with LBR&amp;WS</strong></td>
<td>COMM STDS/LBR&amp;WS M117 Negotiation</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
### Labor and Workstudy Minor Student Profile:

#### 2009-2010 LWS Minor: Enrollment Breakdown by Major

<table>
<thead>
<tr>
<th>Major</th>
<th>Number of Students</th>
</tr>
</thead>
<tbody>
<tr>
<td>Anthropology</td>
<td>7</td>
</tr>
<tr>
<td>Asian Am</td>
<td>3</td>
</tr>
<tr>
<td>Biology</td>
<td>3</td>
</tr>
<tr>
<td>Chicana/o Studies</td>
<td>17</td>
</tr>
<tr>
<td>Economics</td>
<td>10</td>
</tr>
<tr>
<td>Environmental Science</td>
<td>1</td>
</tr>
<tr>
<td>Global Studies</td>
<td>1</td>
</tr>
<tr>
<td>History</td>
<td>7</td>
</tr>
<tr>
<td>International Development Studies</td>
<td>5</td>
</tr>
<tr>
<td>Mathematics</td>
<td>2</td>
</tr>
<tr>
<td>Neuroscience</td>
<td>2</td>
</tr>
<tr>
<td>Political Science</td>
<td>24</td>
</tr>
<tr>
<td>Psychobiology</td>
<td>1</td>
</tr>
<tr>
<td>Psychology</td>
<td>5</td>
</tr>
<tr>
<td>Social Welfare</td>
<td>1</td>
</tr>
<tr>
<td>Sociology</td>
<td>10</td>
</tr>
<tr>
<td>Statistics</td>
<td>1</td>
</tr>
<tr>
<td>Studies of Religion</td>
<td>1</td>
</tr>
<tr>
<td>Undeclared</td>
<td>1</td>
</tr>
<tr>
<td>Women’s Studies</td>
<td>4</td>
</tr>
<tr>
<td>World Arts &amp; Cultures</td>
<td>1</td>
</tr>
</tbody>
</table>

#### LWS Minor: Enrollment Breakdown by Gender:

<table>
<thead>
<tr>
<th>Gender</th>
<th>Number of Students</th>
</tr>
</thead>
<tbody>
<tr>
<td>Female</td>
<td>80</td>
</tr>
<tr>
<td>Male</td>
<td>27</td>
</tr>
</tbody>
</table>
Graduate: Community Scholars
The Community Scholars Program is a joint initiative of UCLA’s Department of Urban Planning and the Center for Labor Research and Education that recognizes the important role that community and labor leaders play in shaping community development policy in Los Angeles. Through the Community Scholars Program, community and labor leaders, regardless of their educational background, participate in a special applied research project seminar along with graduate students for two academic quarters. The project always culminates in a unique product designed by the scholars and students. Students who complete the program receive a certificate of completion from the UCLA Urban Planning Department. A new theme is selected each academic year and the 2010 Community Scholars course built from prior efforts about the green economy with a focus on popular education.

Participants in this year’s Community Scholars program, “Popular Education 2.0: Explaining Green Jobs to the People” included graduate students in urban planning and law, community activists and leaders and artists. The course was led by Urban Planning faculty member Gilda Haas with assistance from Marcie Hale, a graduate student in UCLA’s Department of Urban Planning, Uyen Le from the California Construction Academy and Janna Shadduck-Hernandez of the Downtown Labor Center and UCLA’s Department of World Arts and Culture.

Course participants divided into five working groups to produce popular education products for specific constituencies, which included:

• An interactive health and nutrition workshop that includes a cartoon and game to help the Market Makeovers program build a customer base for a local market in East L.A. that will be upgraded to provide fresh fruits and vegetables.

• A web-site, brochure, and other presentation materials for Native Green, a fledgling green landscaping cooperative comprised of former day-laborers.

• An interactive Green Economy Curriculum produced for the Black Workers Center’s leadership academy for young workers entering building trades apprenticeships.

• A homeowners’ guide to green retrofits that can save money on utility bills as well as programs that are available to assist, targeted towards residents of East L.A. and Crenshaw.

• A poster designed for the California Construction Academy that targets building trade union leaders and explains what policy strategies can both improve the environment and build union density.

• The course culminated in report entitled “Tools for a Greener Economy: A Popular Education Strategy” and a “Gallery” event where those organizations could receive their product, and see those produced for others along with other interested parties. All attendees received a DVD of all of the above products and the report.
IRLE has always recognized the value in supporting student research. Students involved in IRLE activities often become community leaders or go on to propose research, training and projects that directly better local communities and some even have become community leaders themselves after graduating. Each unit has extensive opportunities for student involvement.

**Academic Research**
The IRLE Academic Unit offers graduate students and undergraduates access to traditional academic experiences. Graduate students are invited to present research and contribute to IRLE’s Working Paper series. Recent publications, including *Low-Wage Worker Organizing and Advocacy*, *The Gloves-Off Economy* and *Working for Justice* have had portions co-authored by UCLA graduate students. In addition, IRLE hosts a Graduate Student Conference each year to showcase student research. This year’s conference, “Strategic Decision Making in Labor and Social Movement Organizations” featured 15 papers given by graduate students from UCLA, UC Berkeley, Cornell University and the University of Sydney among others. In addition to this networking and research sharing opportunity, Director Chris Tilly and Faculty Advisory Committee member Ching Kwan Lee organized a multidisciplinary UCLA Labor Study Group, which has attracted over 20 graduate students from across the campus.

In addition to this collegiate support, IRLE also financially supports student research through the IRLE mini-grants. This year, IRLE funded 40 student research projects from the five University of California campuses located in southern California. Faculty grants this year also contain significant research opportunities for students – many included support for graduate student researchers, interns or other student expenses.

HARRT involves students in academic arenas. Doctoral, MBA and MPP students are invited to attend meetings, network and write articles for the *HARRT Quarterly* newsletter. Volunteers and works study students learn valuable research and management skills through assisting with HARRT programs and a mentoring program designed by the HARRT managing director.

**LOSH Occupational Health Internship Program**
For the past six years, LOSH has collaborated 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 (OHIP). The purpose of OHIP is to provide an experiential learning process: students learn about the field of occupational health and safety from the perspective of workers. Unlike typical internships that place students in corporate settings, OHIP assigns students with unions, worker centers, and community-based organizations. This provides an opportunity to learn directly from those with most at stake; the workers. The skills and interests of the interns are linked with the needs of workers’ health and safety concerns. Four interns have worked full time at LOSH while many others have continued in the field by pursuing graduate degrees.

Currently, LOSH is sponsoring eight undergraduate and graduate student interns as part of the OHIP program. The students are working in pairs on four research projects in collaboration with labor and community organizations:
• Two students are working with the California Healthy Nail Salon Collaborative to investigate health concerns related to toxic chemical exposure and other hazards facing nail salon workers.

• Two students are working with the Los Angeles Alliance for New Economy (LAANE) to investigate hazmat health and safety concerns and identify injuries among workers in the waste recycling industry.

• Two students are working with the CLEAN Carwash Campaign to investigate chemicals of concern in the carwash industry, identify “greener” alternatives and to develop health education materials and to support Health and Safety Committee members with a heat illness prevention campaign for workers.

• Two students are working with United Steel Workers Local 675 to strengthen their capacity to take action to improve workplace health and safety conditions; to educate members about climate change legislation and California’s Global Warming Solutions Act; and to build bridges between workers and community members with the goal of creating a coordinated approach to confront refinery hazards that affect their health.

Ongoing internships were also provided for UCLA undergraduate students and a social welfare graduate student from USC while industrial hygiene graduate students were trained through the LOSH Hazardous Waste/Hazmat program during the Spring break. OHIP students have gone on to present research at conference and poster session and a former OHIP intern employed by LOSH is now the Western Region Coordinator for the program.

**Research In Coursework**

As described in the Teaching section of this report, commitment to research and fieldwork is an integral component of the Labor and Workplace Studies Minor. Courses offer several learning components to engage students with research and fieldwork with community organizations. The Labor Center Summer Internships (also described in the teaching section) also offer opportunities for student involvement in research and community events. A description of this year’s courses and service learning opportunities of the Labor and Workplace Studies Minor can be found in Appendix G.

The graduate-level Community Scholars program also emphasizes research. This year’s coursework involved a case study approach, with students conducting research and interviews in government and academic environments. In addition, students participated in the culminating Community Scholars conference and helped to prepare the final course report.
Graduate Student Researchers
In addition to the many graduate students supported by IRLE Small Grants, IRLE also directly hires graduate students for research projects. The 2009-2010 students include:

Khadeeja Abdulla (Public Health), a 2008 OHIP intern now a GSR, was funded by NIEHS to help supervise the LOSH 2010 summer interns.

Erinn Carter (Political Science) assisted with activities and programs at the Black Worker Center.

Diana Denham (Latin American Studies and Urban Planning) worked with Chris Tilly on analyzing the quality of retail jobs in the United States, Canada, and Mexico.

Clare Robbins Fox (Urban Planning) worked with the California Construction Academy.

Andrey Gordienko (Cinema and Media Studies) worked with Abel Valenzuela on cataloging research on inequality at UCLA-based research centers.

Yelizavetta Kofman (Sociology) assisted with activities and programs at the Black Worker Center.

Anthony Ocampo (Sociology) was the main organizer of the May 2010 conference on “Strategic Decision-Making in Labor and Social Movement Organizations”.

Natalie Price (Public Health) worked with LOSH and the LA Taxi Worker Alliance to organize the first-ever taxi worker health fair. The event was held at the Westchester Recreation Center. She also conducted literature searches to assist with research and publications.

Yidi Xien worked on projects related to Pacific Rim labor movements.

Above: Students and community-based practitioners participate in the Community Scholars program.
The Labor Center, LOSH, and HARRT are particularly involved in civic engagement, applied research, public policy, and service. By their nature, many of IRLE’s civic engagement activities are grounded in Southern California communities, businesses, organizations, and agencies—speaking to a wide range of constituencies, from human resource executives at the largest corporations, to activists from Los Angeles’ poorest communities. The Labor Center and LOSH in particular have been highly creative in developing an international exchange component to service and outreach activities, particularly making connections with counterparts—and helping LA-area community partners to connect with their own counterparts—in China and/or Mexico. And of course, immigration is both a Southern California issue and an international one.

Under “Academic Excellence,” the academic contributions of all four units were discussed. Here, we start by listing major community-oriented public events of the units, and then discuss broader projects under each of the major thematic areas of focus of IRLE.

Before summarizing these events and projects, we note at the outset that many IRLE events related to academic research, and listed in the Academic Excellence section, also include a strong civic engagement component. For example:

- The October 2009 conference, “Work and Inequality in the Global Economy,” included practitioners as featured speakers (former Labor Secretary Ray Marshall, labor activists and advocates from the United States and Mexico), discussants, and participants. The final day of the conference was held at the Downtown Labor Center to increase accessibility to a broad cross-section of the community.

- Two IRLE colloquia took place at the Downtown Labor Center and were largely targeted to community audiences. The launch of Wage Theft and Workplace Violations in Los Angeles drew a large and highly engaged audience of labor and community activists and advocates. Joan Fitzgerald’s talk on her book Emerald Cities, co-sponsored by community-based organizations SCOPE and LAANE, attracted labor, community, and environmental practitioners interested in the green jobs issue.
Community-Oriented Public Events

Summer/Fall 2009

Labor Center Events:
July 16: Labor Center Book Talk - “Why David Sometimes Wins: Leadership, Organization & Strategy in the California Farm Worker Movement”
By Marshall Ganz

September 2: Labor Center Book Talk - “The Retail Revolution: How Wal-Mart Created a Brave New World of Business”
By Nelson Lichtenstein, University of Santa Barbara
Co-sponsored with the Horizon Institute

By Ana Luz González, Ruth Milkman and Victor Narro
Co-sponsored with the Horizon Institute

September 26: Labor Center Forum - “Transnational Community Development”
By Adriana Cortés Jiménez, Fundación Comunitaria del Bajío

October 1: Labor & Workplace Studies Open House
Hosted by Conciencia Libre (student organization)

October 23: Forum - DREAM STREET and the Inland Empire’s Ruthless Homebuilding Industry
By Douglas McCulloh, Photographer/Author and members of the NDLON & LIUNA! Homebuilding Campaign
Funded by UCLA Migration Studies Group, co-sponsored with Labor and Workplace Studies Minor, Cesar E. Chavez Department on Chicano and Chicana Studies

LOSH Events:
August 5: Conference – “Working in Unity, Greening our Communities”
Co-sponsored with the Labor Center and the LA Apollo Alliance/SCOPE

HARRT Events:
September 16: HARRT Round Table - “Health Care Reform: 2009”
Featured Speaker: Gerald Kominski, UCLA Center for Health Policy Research, UCLA School of Public Health.
Panelists: Arleen Leibowitz, UCLA School of Public Affairs; Mark Peterson, UCLA School of Public Affairs; Stanley Stead, Stead Health Group

Winter 2010

**Labor Center Events:**

**January 19:** Labor Center Event – “Fundraiser for Haiti”  
Speakers: George Laguerre, owner of TiGeorges’ Chicken; Maxine Waters, Congresswoman District 35

**February 2:** Labor and Workplace Studies Minor Fieldtrip: Townhall on Immigration Reform  
Student participation funded by Office of Instructional Development Grant  
Townhall organized by Congresswoman Lucille Roybal-Allard and Congressman Luis Guitierrez

**February 17:** Labor Center Forum - “Report from Vietnam”  
By Marty Hittlman, CFT; Carl Friedlander, AFT #1521; Kent Wong, Labor Center; An Le, Asian Pacific American Legal Center

**February 18:** Labor Center Workshop – “Immigrant Workers’ Rights Training”  
Co-sponsored by National Immigration Law Center, United Food and Commercial Workers Union Local 1428

**March 2:** Labor and Workplace Studies Minor Information Session

**March 8:** Labor Center Event - “Book Release Party – Working for Justice”

**LOSH Events:**

**February 20:** LOSH Workshop – “Workplace Health and Safety Refresher”

**February 25-27:** Statewide Young Workers Leadership Academy  
Co-sponsored with UC Berkeley Labor Occupational Health Program

**March 10:** LOSH Talk – “Looking at the Present through the Past: Occupational and Environmental Health and Safety Issues in Historic Government and Industrial Firms”  
By Mark Catlin, Industrial Hygenist, Service Employees International Union

**April 24:** LOSH/Labor Center Event - Workers’ Memorial Day Forum and Resource Fair  
Co-sponsor with Labor Center, SoCalCOSH. Speakers: Congresswoman Judy Chu, 32nd District; Congresswoman Laura Richardson, 37th District; Dave Campbell, Secretary-Treasurer of United Steelworkers 675; and Hank Cierpich, Fatality Investigator for the California Department of Public Health.

LOSH staff, WOSH trainers, the UCLA Labor Center, 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. In 2010, almost 200 workers, community leaders, union members, and students gathered at the UCLA Downtown Labor Center on Saturday, April 24th to honor those injured or killed on the job in 2009-10. The day officially began when over 30 vehicles departed on a symbolic funeral procession through Central Los Angeles. Upon returning to the Labor Center, a wide range of speakers shared their experiences about dangers in the workplace.
Winter 2010 (cont.)

**HARRT Events:**

**February 11: HARRT Round Table - “Creative Problem Solving in Challenging Times”**  
By Iris Firstenberg, UCLA Anderson School of Management

---

**Spring 2010**

**Labor Center Events:**

**April 13: Labor Center Event – “UCLA Social Justice Non-Profit Career Fair”**  
With: Office of the President, Undergraduate Student Association Council (USAC), UCLA School of Public Affairs, UCLA Community Programs Office, Center for Civil Society, IDEALIST.ORG, UCLA Career Center

**April 23: Labor Center Workshop - “Giving Workers a Voice in the 2010 Elections and Beyond”**  
Co-sponsored by International Labor Communications Association, AFL-CIO, Change to Win, United Teachers of LA

**April 24: Labor Center Community Event – “Worker’s Memorial Day”**

**May 20: Annual Labor Center Banquet**  
Honorees: John A. Perez, Speaker California State Assembly; Leo W. Gerard, President, United Steelworkers; Connie M. Leyva, President, California Labor Foundation

**LOSH Events:**

**April 27-28: LOSH Workshop – “Worker Safety and Health”**

**April 28: LOSH Talk – “Workers Compensation”**  
Co-sponsored by the Division of Workers Compensation, Retraining and Return to Work Program.

**June 5: LOSH Workshop - “Green Chemistry Workplace Training”**

**June 16-18: LOSH Event - National Occupational Health Internship Program Orientation**

**HARRT Events:**

**May 12: HARRT Round Table – “Strategy: New or Normal?”**  
By John de Figueiredo, UCLA Anderson School of Management
SOUTHERN CALIFORNIA AND U.S. WORKFORCE INITIATIVE

Labor Center

Black Worker Center
Los Angeles Black Worker Center (BWC) is housed at the Labor Center and was a project of Lola Smallwood-Cuevas. The Los Angeles Black Worker Center is an incubator project of the UCLA Labor Center and its African American Leadership School. The BWC uses education, training, research, and strategic coalition-building to link workers, community, unions, students, and others in an alliance focused on permanently solving the black job crisis of unemployment and bad jobs. The BWC is dedicated to economic justice and the cause of sustained, meaningful, and quality employment for African American workers in the Los Angeles area. The LA Black Worker Center planning committee includes: SCLC-LA, NAACP, APRI, UCLA Labor Center, Occidental College, SCOPE, LAFLA, LA County Fed Community Services, UC Berkeley, A New Way of Life, and First New Christian Fellowship Baptist Church. The Black Worker Center founders include AFT 1521A, AFSCME 3090/DC36/SEIU 721, and HERE/UNITE. Supporters include SEIU SOULA 2006, AFSCME-UDW, and IBEW 11.

California Construction Academy (CCA)
Housed at the downtown Labor Center and led by Daniel Villao, this initiative received its second-year grant ($150,000) and a third-year extension from the California Construction Agency Labor Management Cooperation. The CCA conducts research and educates on best practices in the construction industry. Focusing on the analysis of job creation and local hiring and training opportunities, recent CCA projects have examined Project Labor Agreements (PLA), American Recovery and Reinvestment Act (ARRA) funds, the impact of green building innovations, and the expansion of work opportunities due to green jobs.

Labor Center Leadership Institute
A series of innovative leadership programs throughout the year draw broad participation from labor and community organizations to train and strengthen the next wave of leadership in the social and economic justice movements. Each school provides worker-leaders and organizers a unique opportunity to understand and analyze the labor movement, the challenges to workplace justice, and the social issues impacting the movement. The schools also help participants develop organizing strategies to overcome these challenges utilizing popular education methodologies. Leadership schools currently available include: African American Leadership, Asian American Leadership School, Lesbian, Gay, Bisexual, Transgender, Queer Leadership School, Spanish-Language Leadership School (Colegio) and the Summer Institute on Union Women.
Labor and Workplace Studies Minor
The Labor and Workplace Studies (LWS) Minor, a joint project of the Academic Unit and the Labor Center, is a major arena for civic engagement.

The Labor Center’s Summer Internship Program and the academic year service-learning components link students to a variety of community organizations and projects, including placing about 200 students a year in internships. The students and organization have direct access to each other’s resources; students actively learn the inner workings of labor organizations and movements, while organizations draw on student enthusiasm, support and passion to strengthen their cause. Many of the students have gone on to obtain full-time jobs at the community organizations where they had interned.

The impact of the internship program is palpable among the student community. In 2009-10, Cinthia Flores, a LWS Minor, served as the Undergraduate Student Association’s first Latina President. In an interview just before her graduation, she commented, “The Labor and Workplace Studies Minor has been the most enjoyable part of my UCLA experience, hands down. It got me out in the community. In the Labor Summer Internship Program, I really was able to put into practice my goals about organizing, and to learn how to make it work. I was placed with the Koreatown Immigrant Workers Alliance. I was blown away! It was one of the most amazing experiences of my life.”

Labor Review
“Labor Review” is the only radio show by and for working people in Los Angeles. “Labor Review” appears on KPFK Radio 90.7 and is broadcast each Thursday evening from 7:00 to 8:00 p.m. Henry Walton, who serves on the Labor Center’s advisory committee, is the host. Kent Wong and other UCLA Labor Center staff are frequent guests.

The Miguel Contreras Foundation
The Miguel Contreras Foundation is an initiative of the Los Angeles County Federation of Labor, with the support of the UCLA Labor Center. UCLA Labor Center Advisory Committee Chair and Los Angeles County Federation of Labor executive secretary-treasurer, María Elena Durazo, founded and directs the organization, which is housed at the downtown Labor Center. Labor Center Director Kent Wong serves as Secretary of the Board.

The Foundation focuses on three initiatives Contreras championed: educational access, civic participation, and immigrant integration. Training, workshops and educational materials developed by the Foundation will help strengthen the labor movement throughout Los Angeles.

The Labor Center and the Miguel Contreras Foundation work closely to support each other. As mentioned in the research section, Janna Shadduck-Hernandez has applied for a grant through the Foundation to support her work at the Miguel Contreras Learning Complex, a high school in the Los Angeles Unified School District.
The Miguel Contreras Worker Resource Center

Miguel Contreras Worker Resource Center is under the leadership of Victor Narro. Named after the late, great labor leader Miguel Contreras, the center works to carry out his vision of building bridges between the civil rights, immigrant rights, and labor movements to bring about economic justice for Los Angeles.

The Contreras Center’s key programs focus on leadership programs for workers, an online resource center, monthly clinics, and cultural events. In the next few months, the Contreras Center will offer a series of monthly workshops for organizers and worker-leaders on topics relating to the rights of immigrant workers and offer opportunities for workers from different campaigns the opportunity to learn from each other and share best strategies on maintaining strength and unity in the face of opposition.

The Contreras Center plans to develop a web site and onsite library of resource materials, such as DVDs, tool kits, leadership development materials, and research documents and studies on immigration and immigrant workers. The Contreras Center will incorporate art and culture to build unity among workers from different ethnic backgrounds.

Above: Community members participate in Workers Memorial Day on April 28.
Hazardous Waste Worker Training Project
Source of Funds: National Institute of Environmental Health Sciences (NIEHS)

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 23 years in English and Spanish in EPA Regions IX and X. Courses offered cover the spectrum of hazardous waste site, TSD, emergency response, hazmat transportation and hazard communication as well as other courses specific to particular occupations (e.g. county mental health workers, LA school district employees, etc.). Courses are visually and verbally oriented to keep all students engaged and curriculum is often adapted from real-life examples to enhance workers’ ability to prevent and respond to those incidents. The workshops often include small group activities and acting out responses to hazard scenarios to demonstrate assimilation of training information. Refresher courses in particular provide an opportunity to assess how the knowledge gained in the longer courses has been used.

LOSH collaborates with worker centers to provide day laborer training in both bilingual and Spanish-only language classes and additionally 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. During the past year LOSH implemented their 40 hour Hazardous Waste training curriculum in Spanish for mono-lingual Spanish speakers. In June 2010, a refresher session in Spanish on Green Chemistry was held at the UCLA downtown Labor Center.

LOSH is also responsible for training instructors of these courses. In December 2009, LOSH conducted a day-long trainers exchange to review updated training methods. These included new classroom activities as well as training videos that can be used to enhance training and new equipment used for the outside hands-on activity. The guest speaker this year was Peter Sinsheimer, Executive Director of the UCLA Law and Environmental Health Sustainable Technology and Policy Program, who spoke about green chemistry. LOSH staff and trainers keep themselves updated as well, participating in technical symposiums, workshops and national safety and health agendas.

LOSH has been involved in NIEHS’s recent oil spill response efforts in the Gulf Coast. Linda Delp has been regularly involved on conference calls to discuss the deployment of NIEHS grantees to the area to serve as trainers. The Project identified one Spanish-speaking consultant who is willing to deploy to the region if needed, and is gathering information on others who might be available as well.
HazMat Disaster Preparedness Training Project
Source of Funds: National Institute of Environmental Health Sciences (NIEHS)

The primary goal of the Western Region Universities Consortium (WRUC) HazMat Disaster Preparedness Training Program is to ensure that dock and other transport workers who handle goods transported through West Coast ports receive health and safety awareness training. This training enables port workers to play an active role in identifying risks to their own and the community’s safety and security, and ensures that they will be able respond appropriately in the event of hazmat emergencies or other disasters.

LOSH, as lead organization, oversees the project at west coast ports, working with the University of Washington’s Northwest Center for Occupational Health and Safety and the UCB Labor Occupational Health Program. In the past year, LOSH has provided Hazardous Materials Industry Technician and First Responder Awareness training to the aerospace industry, hospitals, Los Angeles Unified School District, Edwards Air Force Base, Los Angeles Metro Worksource Center and various community groups. LOSH has also collaborated on custom HazMat projects including one for Local 13 (Longshore Workers), Local 63 (Clerks) and Local 94 (Foremen) in LA/Long Beach to provide courses ranging from 2-hour first responder awareness sessions to 40-hour technician-level trainings and one for the Pacific Maritime Association (PMA) to provide hazmat awareness as part of the PMA’s General Safety Training for foremen. LOSH also offers certified emergency response training through the California Specialized Training Institute (CSTI).

Staff also expanded the disaster preparedness training activities beyond the ports to utility workers; military, school, and hospital personnel; and firefighters who may need to respond to hazmat emergencies. To encourage this expansion, LOSH staff attend targeted community meetings to strengthen relationships with local environmental justice and other community-based organizations. LOSH is currently working towards growing the project outside of Southern California, through partnerships with chairs of the ILWU Coastwise Safety Committee and Coastwise Education Committee.

Hazardous Waste Worker Training Project—ARRA Supplement
Source of Funds: American Recovery and Reinvestment Act of 2009 (ARRA), National Institute of Environmental Health Sciences (NIEHS)

In 2009, LOSH received supplemental ARRA funding through our NIEHS parent grant to develop new educational materials and conduct training to meet the needs of workers in emerging industries such as green construction and retrofits and green chemistry. The project has been carried out as collaboration with consortium partners at the UC-Berkeley Labor Occupational Health Program (LOHP) and the University of Washington. Under this supplemental grant, LOSH has developed an 8-hour green jobs/green buildings curriculum and an 8-hour curriculum on basic principles of green chemistry. The green building training will enable workers to identify and respond to potential hazards in green construction and retrofit jobs. The green chemistry courses focus on identifying chemical hazards and safer alternatives and controlling exposure.
To date, LOSH has conducted 17 courses to 283 trainees. Training has been provided to participants of pre-apprenticeship programs in Watts, Venice and East Los Angeles; building trade apprentices, staff of workforce development programs, members of the United Steelworkers union, car wash workers and worker health and safety specialists from a variety of industries. In addition, we have developed content for an e-learning tool on green building concepts for use in training courses. A final version of the tool will be completed by the end of the grant period.

Source of Funds: American Recovery and Reinvestment Act of 2009 (ARRA), National Institute of Environmental Health Sciences (NIEHS)

In summer 2010 LOSH received supplemental ARRA funding through our NIEHS parent grant to hire 4 OHIP interns and a GSR in a supervisory role. Please see the Students in Research section of this report for more information on OHIP and LOSH GSRs.
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

LOSH is the Southern California Resource Center for the statewide Worker Occupational Safety and Health Training and Education Program (WOSHTEP), a worker leadership program administered by the Commission on Health and Safety and Workers’ Compensation in the Department of Industrial Relations. Initiated in 2002 with funding from California Workers’ Compensation Reform legislation, WOSHTEP serves a variety of industries, and participants come from diverse occupations and work settings. Special emphasis is placed on reaching employers and workers in industries with significant injuries, illnesses and workers’ compensation cost. Focus is also on groups with special needs, such as those who do not speak English as their first language, workers with limited literacy, young workers, and other traditionally underserved industries or groups of workers. WOSHTEP offers a 24-hour basic health and safety (WOSH) training courses, 32 hour Train-the-Trainers course for WOSH specialists, shorter awareness sessions; small business resources; and young worker health and safety leadership programs. All training programs are offered in Spanish and English and are described below:

**WOSH Specialists 24-hour Courses** - During the report period, nine courses were provided for 183 individuals in collaboration with southern California community colleges, IDEPSCA’s Green Gardening Cooperative, San Bernardino Superior Court, the California Division of Workers Compensation Return to Work Program, and Esperanza’s Community Health Promoters Training Program. A special course focused on Helen Bernstein High School students engaged in a labor studies program. The open enrollment courses for workers were held in English and in Spanish.

**Train the Trainer courses** – An English Train-the-Trainer course was held in July 2009 in Los Angeles for 10 participants representing unions, state agencies, private employers, and worker centers.

**WOSH Specialists & Trainers Networks** - After participating in the 24-hour training, WOSH Specialists are encouraged to take a leadership role in promoting health and safety in their workplaces. They are mentored by LOSH staff, and encouraged to participate in Train-the-Trainer and refresher courses, receive technical assistance, resources and ongoing communication through a listserv and newsletter with updates, educational pieces and activist recognition twice a year. They participate in events such as the nationally observed Workers Memorial Day, on April 28th of each year, where they are updated on new government regulations and collective efforts, and where they join others to reaffirm a commitment to preventive actions in the workplace and the community.
Community Outreach Model
Through WOSHTEP, LOSH has developed and is currently implementing a new Community Outreach Model by partnering with community-based organizations to effectively reach and educate particularly vulnerable worker populations that traditionally lack resources and support. To better reach these underserved populations, LOSH and the collaborating organizations develop short educational sessions/activities and innovative materials that are adapted to the distinctive needs and resources of the workers they serve with regard to language, literacy, hazards specific to their community, as well as community relations and skills. Community Outreach projects initiated in 2008-9 and continuing through 2009-10 include the development of materials for day laborers in partnership with IDEPSCA, a 2-hour training session for restaurant workers in collaboration with the Koreatown Immigrant Workers’ Alliance (KIWA), and the development of a committee to introduce worker safety and health education at the Holy Cross Catholic Church Outreach Center, which helped bring to the community a photo exhibit about day laborers work and lives and an awareness session about workplace safety and health. Another project initiated in 2009-10 included work with the CLEAN carwash workers coalition. Activities included training to support the development of the Coalition’s worker health and safety committee, participation in health fairs through workshops and informational tables and activities, and the development of educational materials such as stickers advocating for bathroom breaks, shade and first aid.

Small Business Outreach & Education – Training materials have been developed for restaurants, janitorial services, dairies and general businesses and 2-3 hour courses held to assist small business owners and managers to train their employees to participate in identifying and controlling hazards. LOSH collaborated with the State Compensation Insurance Fund to deliver a general business session for 45 managers and owners in Monterey Park, and with 25 members of the Pacific Association of Building Services Contractors (PABSCO) to deliver janitorial services training in Santa Ana.

Apprenticeship-In collaboration with LOHP and the State Building and Construction Trades Council, LOSH implemented recommendations resulting from the 2009 needs assessment report that focused on adapting and piloting WOSHTEP materials for building trades’ pre-apprenticeship and apprenticeship programs. A combination of fourteen existing and new case studies with an accompanying training guide was drafted and piloted.
Young Workers Project  
Source of Funds: The California Wellness Foundation (TCWF)

The LOSH Young Workers 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’s WOSHTEP Program to expand beyond local high schools, now reaching youth statewide through two annual 3-day Young Worker Leadership Academies (YWLA), one hosted at UCLA and another at UC Berkeley that engage approximately 60 youth and 12 adult sponsors each year. This program educates youth entering the workforce about the importance of health and safety on the job. It also informs them of their workplace rights and responsibilities and prepares them to take an active role as health and safety leaders at work and in their communities. Projects carried out during May (Safe Jobs for Youth Month on California) reached more than 1,000 young workers.

School Action for Safety and Health  
Source of Funds: UC Berkeley Labor Occupational Health Program (LOHP)

In June 2009, LOSH entered a partnership with the UC Berkeley Labor Occupational Health Program (LOHP) to carry out the School Action for Safety and Health (SASH) Project funded by the Commission on Health and Safety and Workers’ Compensation. The program will include training and resources to enable schools or school districts to develop or improve Injury and Illness Prevention Programs (IIPs) and to make other health and safety improvements that will help protect school or school district employees from injuries and illnesses on the job. LOSH’s role is to participate in advisory board meetings, develop and review IIP materials tailored for school district personnel, conduct outreach and teach one-day trainings for SASH representatives at the county level.

Heat Illness Prevention Campaign  
Source of Funds: UC Berkeley Labor Occupational Health Program (LOHP)

In summer 2010, LOSH again partnered with LOHP on the California Department of Industrial Relations funded Heat Illness Prevention Campaign - a multi-level approach for non-English speaking workers and employers in the agriculture, construction and landscape industries. LOSH staff have taken the lead in conducting a needs assessment, market testing, and community outreach plans to reach low-wage Latino construction and landscaping workers; developed an educational tool to assist workers in filing effective complaints with Cal/OSHA. In addition, LOSH has partnered with DIR’s Cal/OSHA to present a webinar on heat illness for District inspectors, and coordinated the evaluation to be conducted by the independent evaluator from the UCLA Center for Public Health and Disasters.
California Department of Public Health MOU: FACE Fact Sheet Translation and Dissemination

Source of Funds: California Department of Public Health

FACE is part of the Occupational Health Branch within the California Department of Public Health (CDPH) and funded by the National Institute of Occupational Safety and Health. The CA/FACE program tracks and investigates fatalities in Los Angeles County, identifying conditions that lead to fatal injuries at work. FACE Fact Sheets allow for employers and employees to plan more effective ways to prevent fatal injuries in the future and LOSH is collaborating with the CDPH to translate these into Spanish and to disseminate them to Southern California workers in high risk jobs or occupations at health fairs, day laborer events, union events, worker trainings and also set up a display at the UCLA downtown Labor Center.

Other LOSH Initiatives:

Chemical Safety
LOSH has also been working to change chemical policies through participation with the Safer Cleaning Chemical Campaign locally and nationally with the new OSHA leadership (David Michaels) and Labor Secretary Hilda Solis. The new partnership with the California Healthy Nail Salon Collaborative will not only help train workers and salon owners but will help phase out the Toxic Trio (toluene, formaldehyde and dibutyl phthalate).

Employment Education and Outreach
LOSH was recently selected as an informational/resource partner for the Employment Education and Outreach (EMPLERO) partnership. EMPLEO is an alliance of organizations and government agencies that assist Spanish-speaking workers and employers with work-related concerns. Callers are referred to EMPLEO partners for assistance by trained volunteers answering the EMPLEO toll-free helpline.

Office Ergonomics
LOSH is working in collaboration with AFSCME District 36/Local 3090 to assess the contribution of work-related and individual factors to the prevalence of musculoskeletal disorders among clerical workers in Los Angeles.

Taxi Driver Health and Safety
LOSH is working with the Los Angeles Taxi Worker Alliance to conduct additional analysis of data on taxi driver health and safety collected by professors Gary Blasi (Law) and Jackie Leavitt (Urban Planning) in 2006 as part of a larger study of the taxi industry.
GLOBAL WORK INITIATIVES

Institute for Transnational Social Change

Institute for Transnational Social Change (ITSC) is led by Project Director Gaspar Rivera-Salgado and Project Coordinator Veronica Wilson and serves as a hub for cross-border collaboration among key worker-led organizations (independent unions, worker centers, NGOs, and academics) in Mexico and the United States. Cross-border collaboration among key worker-led organizations on both sides of the border addresses the needs of a low-wage workforce that is often hard-to-reach like migrant workers, women in the garment industry, farm workers, miners, and other workers who are subject to the complexities of industries dominated by highly mobile transnational corporations. ITSC’s activities aim to increase opportunities for cross-border collaboration and increase access to projects and programs of organizations that conduct leadership development, health and safety trainings, and build organizational capacity.

International Exchange

Outside of the institutionalized research affiliate and visiting scholar programs, IRLE continues to seek out and build applied research networks and educational partnerships with international institutes and communities. IRLE Director Chris Tilly has begun talks for IRLE to participate in the Global Labor University, a partnership of higher education facilities that offer mid-career programs in labor and employment to union activists from around the world. The current partners include Germany (University of Kassel and Berlin School of Economics), South Africa (University of Witwatersrand), Brazil (State University of Campinas) and India (Tata Institute of Social Sciences).

Labor in Asia

The Labor Center is active in promoting awareness and knowledge of union activities and movements, particularly in Asian countries and in the current year, Labor Center Director Kent Wong has traveled to China and Vietnam to build on earlier partnerships. In August 2009, Kent accompanied Change to Win Chair Anna Burger and SEIU President Andy Stern to establish formal relations with the All China Federation of Trade Unions, representing 219 million Chinese workers and in the following months, organized a delegation from the Los Angeles County Federation of Labor to Shanghai to participate in a study tour on green jobs. In April 2010, Kent Wong spoke at a conference at the Shanghai Normal University and organized a delegation of California education unions to meet with the Shanghai Teachers Union. Following the success of the China visits, Kent recently a delegation of labor leaders to Vietnam and will be working with the U.S. State Department on a 2010 initiative to strengthen the field of labor and industrial relations in Vietnam.

Above: Vice Chairwoman Sun Chunlan (ACFTU) and Chair Anna Burger (CtW) meet in Beijing.
As issues of class, race and ethnicity, and gender are often intertwined with discussion on labor and employment, IRLE has always maintained close attention to diversity in staff, community constituents and programs.

Reaching out to diverse communities is central to IRLE’s teaching philosophy. The Labor Studies Minor includes courses on immigrants rights, Asian American and Pacific Islander labor issues, Chicano/Latino Community Formations and women in the labor movement and instructors include Latino, Asian American and African American practitioners. These instructors include:

- Latino scholar-practitioners Victor Narro and Gaspar Rivera-Salgado, Program Directors at the Labor Center
- African American Civil Rights veteran James Lawson
- Asian scholar-practitioner Kent Wong, Director of the Labor Center

LWS classes also draw on the diversity of the student body itself to examine issues of class stratification, race and ethnicity, gender, and immigration status, and in many cases bring students into direct contact with leaders and communities of color through field-based research and guest speakers.

In addition, internships connected to these and other Labor Studies courses bring UCLA students into direct contact with leaders and communities of color through field-based research and guest speakers. The presence at UCLA of IRLE and the Labor Center and their public identification with issues of low-wage work, immigration, communities of color, and social movements also help attract a diverse group of graduate students to a variety of programs, notably in Sociology and Urban Planning.

IRLE and Labor Center talks, panels, and conferences similarly bring a diverse group of scholars and practitioners into contact with the UCLA community. As one example, the 2009-10 IRLE Academic Unit Colloquia brought in one African American scholar, three Asians, and two Latinos, as well as a number of scholars from other countries. Many of the talks were co-sponsored by UCLA ethnic studies centers and/or the Center for the Study of Women. The Labor Center’s lineup of speakers was even more diverse. And the conferences were perhaps the most diverse of all, ranging from “Work and Inequality in the Global Economy” featuring Chinese and Mexican scholars, to “Contesting the Streets” which included ethnic street vendors from across the country, to “Intersectionalities” featuring scholars of color from across the United States. The Labor Center’s Leadership Series, which offers leadership training to community activists and union members, draws supportive and positive attention to diversity with schools aimed at African American, Asian American, LGBT communities and an annual Summer Institute on Union Women.
An important ongoing Labor Center project, part of the focus on immigrant integration, is work with undocumented immigrant students at UCLA, through collaboration with the Improving Dreams, Equality, Access and Success (IDEAS) student organization and sponsorship of the Dream Fund that provides scholarships for undocumented students. The tragic May 2010 deaths in a car accident of Tam Tran and Cynthia Flores, recent UCLA graduates and national leaders of the movement for the rights of undocumented students, shook all those with connections to the movement. A memorial on campus, organized by IDEAS, brought together a somber crowd of 500, but also became a celebration of the two young women’s lives and a moving educational event on undocumented students’ struggles. Speakers included Labor Center Director Kent Wong, IRLE Faculty Advisory Committee member Abel Valenzuela, and many others who had worked closely with Tran and Flores.

Through many of its core research programs, IRLE draws awareness to ethnic communities in Los Angeles and the United States. The Labor Center’s work on immigration involves relationships with Latin American and Latino communities as well as Asian and Asian-American communities in Los Angeles. These close and respectful partnerships have led to advanced academic research and publications, including, but not exclusively, the following 2010 publications: Working for Justice: The LA Model of Organizing and Advocacy, Wage Theft and Workplace Violations in Los Angeles: the Failure of Employment and Labor Law for Low Wage Workers, Organizing on Separate Shores: Vietnamese and Vietnamese American Union Organizers, and Women’s Work: Los Angeles Homecare Workers Revitalize the Labor Movement. Similarly, LOSH’s training programs and research often are expanded by partnerships with diverse community groups. LOSH Workshops are often conducted in English and Spanish, and the LOSH Spanish Resources Development project seeks to compile Spanish language educational materials for workers and employers. Additional LOSH projects have involved the cooperation of Chinese and Korean worker communities.

An expanding IRLE attention to global labor markets has also added to the diverse culture of communities connected to IRLE. The 2009 conference on Work and Inequality in the Global Economy focused on Mexico and Chinese labor communities and included speakers from both countries. IRLE Visiting Scholars have included researchers from Spain, Korea, and France and IRLE Working Papers include publications submitted from China, Mexico and Brazil.

Reflecting the diversity of communities served, the IRLE staff is also highly diverse. Many staff, including those in leadership and management roles, identify as Latino/a, and other staff identify as African-American, Asian and Filipino/a and include natives of Colombia, Guatemala and Mexico. In addition, more than half of IRLE employees are women.

Reflecting the diversity of communities served, the Institute’s staff is highly diverse, as shown in the table below (which includes all four units).

<table>
<thead>
<tr>
<th></th>
<th>White</th>
<th>African-American</th>
<th>Latino/a</th>
<th>Asian</th>
<th>Filipino/a</th>
<th>Totals</th>
</tr>
</thead>
<tbody>
<tr>
<td>Men</td>
<td>13%</td>
<td>0%</td>
<td>10%</td>
<td>5%</td>
<td>0%</td>
<td>28%</td>
</tr>
<tr>
<td>Women</td>
<td>53%</td>
<td>15%</td>
<td>43%</td>
<td>8%</td>
<td>8%</td>
<td>72%</td>
</tr>
<tr>
<td>Totals</td>
<td>65%</td>
<td>15%</td>
<td>53%</td>
<td>13%</td>
<td>8%</td>
<td></td>
</tr>
</tbody>
</table>
The funding environment has been highly challenging for the IRLE units, particularly following the previous year’s targeted line-item veto of UC labor programs by Governor Schwarzenegger, compounded by the widespread pain of UC and statewide budget cuts. Although state funding was reinstated in 2009-10, it was provided at a severely reduced level. In response, IRLE and its units redoubled efforts to increase collaborative activities that pool resources, to write grants and to solicit supporting contributions. Although we were not able to completely offset the reductions in state funding, we were able to mount a strong set of activities and programs during 2009-10. Given still further budgetary reductions expected in 2010-11, IRLE will be scaling back some programs, but maintaining its core programs of research, teaching, and outreach, and continuing to ramp up external fund-raising efforts.

Extramural Support
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 fundraising banquet to support its programs and research.

A list of the grants applied for and/or received in 2009-2010 is below. In the forthcoming year, IRLE will continue to make grant seeking a priority and will investigate both private foundations and federal sources.

Additional gifts to the Labor Center include $50,000 from the Service Employees International Union to advance a research project involving labor standards in China and the United States and a $50,000 grant from the Tides Foundation. Private donations, including those given at the annual Labor Center banquet, are an important part of the Institute’s funding. This year, these donations added over $250,000 to IRLE’s programs and operations. Additional, though more modest, income is obtained through book sales and through HARRT membership fees.

Moving in to 2010-2011, advancing a broader overall development strategy will become a priority for IRLE leadership. Initial steps have included the premier of an online donation site through the UCLA Foundation (https://giving.ucla.edu/Standard/NetDonate.aspx?SiteNum=339 ) and planning meetings with the Development office in the College of Letters and Science to identify additional grant opportunities, donor populations and strategy.
## IRLE Extramural Support Received, 2009-2010

<table>
<thead>
<tr>
<th>UNIT</th>
<th>PI</th>
<th>SPONSOR</th>
<th>TYPE</th>
<th>AMOUNT</th>
</tr>
</thead>
<tbody>
<tr>
<td>Academic</td>
<td>MILKMAN</td>
<td>Russell Sage Foundation</td>
<td>GRANT</td>
<td>70,630</td>
</tr>
<tr>
<td>Academic</td>
<td>MILKMAN</td>
<td>Annie Casey Foundation</td>
<td>GRANT</td>
<td>50,000</td>
</tr>
<tr>
<td>Academic</td>
<td>MILKMAN</td>
<td>Ford Foundation</td>
<td>GRANT</td>
<td>250,000</td>
</tr>
<tr>
<td>Academic</td>
<td>MILKMAN</td>
<td>Employment Development Department</td>
<td>CONTRACT</td>
<td>48,635</td>
</tr>
<tr>
<td>Academic</td>
<td>TILLY</td>
<td>W.E. Upjohn Institute for Employment Research</td>
<td>GRANT</td>
<td>10,000</td>
</tr>
<tr>
<td>Academic</td>
<td>TILLY</td>
<td>California Institute for Energy and Environment (UC)</td>
<td>MCA</td>
<td>36,195</td>
</tr>
<tr>
<td>Academic</td>
<td>TILLY</td>
<td>US Department of Education</td>
<td>SUBAWARD</td>
<td>1,080</td>
</tr>
<tr>
<td>Academic</td>
<td>TILLY</td>
<td>Russell Sage Foundation</td>
<td>GRANT</td>
<td>35,000</td>
</tr>
<tr>
<td>Academic</td>
<td>TILLY</td>
<td>CHANCELLOR</td>
<td>FRG</td>
<td>3,000</td>
</tr>
<tr>
<td>Labor Center</td>
<td>WONG</td>
<td>UCB/Open Society Institute</td>
<td>MCA</td>
<td>71,282</td>
</tr>
<tr>
<td>Labor Center</td>
<td>WONG</td>
<td>CCILMCT</td>
<td>GRANT</td>
<td>450,000</td>
</tr>
<tr>
<td>Labor Center</td>
<td>WONG</td>
<td>Ford Foundation</td>
<td>GRANT</td>
<td>300,000</td>
</tr>
<tr>
<td>Labor Center</td>
<td>WONG</td>
<td>Nathan G. Cummings Foundation</td>
<td>GRANT</td>
<td>150,000</td>
</tr>
<tr>
<td>Labor Center</td>
<td>WONG</td>
<td>City of LA; Community Dev. Dept</td>
<td>CONTRACT</td>
<td>49,500</td>
</tr>
<tr>
<td>Labor Center</td>
<td>CCA</td>
<td>California Construction Academy Labor</td>
<td>GRANT</td>
<td>150,000</td>
</tr>
<tr>
<td>Labor Center</td>
<td>WONG</td>
<td>Management Trust Fund</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Labor Center</td>
<td>WONG</td>
<td>Miguel Contreras Foundation</td>
<td>CONTRACT</td>
<td>78,651</td>
</tr>
<tr>
<td>Labor Center</td>
<td>WONG</td>
<td>Ford Foundation</td>
<td>GRANT</td>
<td>250,000</td>
</tr>
<tr>
<td>Labor Center</td>
<td>SHADUCK</td>
<td>United Way of Greater Los Angeles</td>
<td>GRANT</td>
<td>50,000</td>
</tr>
<tr>
<td>Labor Center</td>
<td>SHADUCK</td>
<td>United Way of Greater Los Angeles</td>
<td>GRANT</td>
<td>50,000</td>
</tr>
<tr>
<td>Labor Center</td>
<td>WONG</td>
<td>California Wellness Foundation</td>
<td>GRANT</td>
<td>200,000</td>
</tr>
<tr>
<td>Labor Center</td>
<td>WONG</td>
<td>New World</td>
<td>GRANT</td>
<td>20,000</td>
</tr>
<tr>
<td>Labor Center</td>
<td>WONG</td>
<td>Institute of International Education</td>
<td>GRANT</td>
<td>15,750</td>
</tr>
<tr>
<td>LOSH</td>
<td>DELP</td>
<td>NIH/NIEHS</td>
<td>GRANT</td>
<td>612,772</td>
</tr>
<tr>
<td>LOSH</td>
<td>DELP</td>
<td>NIH/NIEHS/ARRA</td>
<td>GRANT</td>
<td>302,558</td>
</tr>
<tr>
<td>LOSH</td>
<td>DELP</td>
<td>CA Industrial Relations Commission</td>
<td>GRANT</td>
<td>38,500</td>
</tr>
<tr>
<td>LOSH</td>
<td>DELP</td>
<td>California Wellness Foundation</td>
<td>GRANT</td>
<td>77,040</td>
</tr>
<tr>
<td>LOSH</td>
<td>DELP</td>
<td>Labor Occupational Health Program (UC</td>
<td>GRANT</td>
<td>97,500</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Berkeley)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>LOSH</td>
<td>DELP</td>
<td>National Institute for Occupational Safety</td>
<td>GRANT</td>
<td>9,956</td>
</tr>
<tr>
<td></td>
<td></td>
<td>and Health</td>
<td></td>
<td></td>
</tr>
<tr>
<td>LOSH</td>
<td>DELP</td>
<td>California Department of Public Health</td>
<td>GRANT</td>
<td>12,000</td>
</tr>
</tbody>
</table>
Like the rest of the UC system, the UCLA Institute for Research on Labor and Employment is faced with the challenge of doing more with less.

More, because the times call for it. In the United States, with unemployment hovering around 10 percent nationally, and 12 percent in California, the need for job creation and policies to jump-start the economy are sorely needed. The passage of major reforms in health care and financial regulation speak to the widespread sense that the old rules of the game have failed, though there continues to be much debate over what new rules will work better. In China, the unprecedented wildcat strike wave that erupted in May and June of 2010 points to the need for renewed attention to global economic inequality and a stronger voice for workers worldwide. In Greece and Spain, but also in California, attempts to resolve budget deficits by slashing compensation for government employees have sparked protests and dissent. The varying impacts of the economic crisis and varying efforts to come up with collective solutions from above and from below are worldwide concerns. Working people, their situation, needs, interests, and organizations, stand at the middle both of the crisis and of possible solutions. UCLA IRLE has much to contribute to these solutions through research, teaching, and service on global and local levels.

Less, because, of course, California’s ongoing budget crisis imposes it. The reduction in state funds, which is even sharper in percentage terms for IRLE than for UCLA as a whole, is part of a changed fiscal landscape that will not soon return to the status quo ante.

A significant goal for the next fiscal year will be boosting grant funding and donor contributions in order to do more. The 2009-2010 year demonstrated that IRLE’s unprecedented priority on grant writing, reaching out to foundations and potential donors can be very successful. IRLE’s ability to link in-depth research with highly effective outreach to community constituencies appeals to many potential funding sources. IRLE’s thematic foci—immigrant integration, green jobs, unemployment and the safety net, global comparisons and connections, among others—speak to some of the key issues confronting California, the United States, and the world.

Another component of solving the less, is to make better use of synergies, multiplying the impact of our work. For 2010-2011, IRLE will continue to create new channels of communication, coordination, and increasingly, collaboration within the units. IRLE is exploring new ways to collaborate with counterpart research centers that also address themes of inequality, whether by race, ethnicity, gender, sexual identity, or class. In addition, IRLE is actively discussing cooperation with other academic departments and inter-departmental programs that have a shared interest in field-based undergraduate education that builds on our long history of outreach work.
Identifying and strengthening synergies among our units will be another key programmatic focus. For example, a green jobs focus means working with the city of Los Angeles on designing its building energy efficiency retrofit, working with the California Energy Commission on options for a national center for the clean energy workforce, and also analyzing China’s concerted entry into the green energy technology field. Another example would be IRLE’s field-based approach to education, which often directly involves undergraduates in research on topics such as immigrant integration or the working conditions of the Southern California workforce. These collaborations and alliances with multiple communities on a single project strengthen IRLE research and provide unprecedented access to data and research resources, allowing for a more comprehensive and accurate look at labor and employment.

Perhaps the most exciting arena in the search for synergies is the global one. IRLE has been strengthening connections with researchers and practitioners in China, Mexico, Brazil, Vietnam, and the United Kingdom. Channels of communication include a stream of visiting scholars and colloquium speakers, reciprocal participation in conferences here and abroad, delegations of scholars and practitioners to discuss various forms of collaboration, and a growing body of collaborative, comparative research.

IRLE’s plans for 2010-11, then, aims to continue these proven directions. Major goals for next year will be:

• Exert added efforts to raise external funds
• Develop and exploit synergies, in local and global arenas
• Continue focus on the Southern California and U.S. Workforce Initiative, the Global Work Initiative, and the Labor and Workplace Studies Minor.

We at IRLE are convinced and committed that, while 2010-11 will be a challenging year for IRLE from a financial standpoint, it will be an exciting and fertile one in terms of programming.
Institute for Research on Labor and Employment Faculty Advisory Committee

Janice Reiff (Chair)
Associate Professor
History

Gary Blasi
Professor
School of Law

E. Richard Brown
Director, Center for Health Policy Research
Professor, School of Public Health

Christopher Erickson
Professor
Anderson School of Management

Miriam Golden
Professor
Political Science

Toby Higbie
Associate Professor
History

Sanford Jacoby
Howard Noble Professor of Management
Anderson School of Management

Jacqueline Leavitt
Professor
Urban Planning

Ching Kwan Lee
Professor
Sociology

Daniel J.B. Mitchell
Professor Emeritus
Anderson School of Management and School of Public Affairs

Ruth Milkman
Professor
Sociology

Don Nakanishi
Professor Emeritus, Asian American Studies Center
Professor, Asian American Studies
Professor, Social Sciences and Comparative Education Division, Graduate School of Education and Information Studies

Mark Q. Sawyer
Associate Professor
Political Science

Katherine Stone
Arjay and Frances Fearing Miller Professor of Law
School of Law

Abel Valenzuela
Director, Center for the Study of Urban Poverty
Professor, Urban Planning and Chicano Studies

Roger Waldinger
Distinguished Professor
Sociology

Noah Zatz
Professor
School of Law
**CENTER FOR LABOR RESEARCH AND EDUCATION ADVISORY COMMITTEE**

**MARÍA ELENA DURAZO** *(Chair)*  
Los Angeles County Federation of Labor, AFL-CIO

**MICHAEL BILBREY**  
California School Employees Association

**CHERIE BROKAW**  
Communications Workers of America, District 9

**VELMA BUTLER**  
American Federation of Teachers, Local 1521A

**DAVID CAMPBELL**  
United Steelworkers, Local 675

**TERESA CONROW**  
International Brotherhood of Teamsters

**THOM DAVIS**  
International Alliance of Theatrical Stage Employees, Local 80

**KATARINA DEL VALLE THOMPSON**  
Service Employees International Union, Local 721

**HUMBERTO GOMEZ**  
Southern California District Council of Laborers

**MICHEAL HARTIGAN**  
Communications Workers of America, Local 9400

**HART KEEBLE**  
Iron Workers, Local 416

**PAUL LEE**  
California School Employees Association

**MICHAEL MASSEY**  
Piping Industry Progress and Education Trust Fund

**MIKE MILLER**  
United Auto Workers, Region 5

**JOEL OCHOA**  
International Association of Machinists and Aerospace Workers, Local 1484

**KATHY OCHOA**  
Service Employees International Union, Local 721

**CHERYL PARISI**  
American Federation of State, County, and Municipal Employees District, Council 36

**JOSHUA PECHTHALT**  
United Teachers Los Angeles - American Federation of Teachers, Local 1021

**LEONARD POTASH**  
American Federation of State, County, and Municipal Employees District, Council 36 Retirees

**ED RENDON**  
International Brotherhood of Teamsters, Joint Council 42

**NANCY ROMERO**  
International Brotherhood of Electrical Workers, Local 18
ELENA ROSCHDI
Service Employees International Union, Workers United

BRIAN RUDIGER
Service Employees International Union United Service Workers West

JUDITH SERLIN
Service Employees International Union, Local 121RN

DAVID SICKLER
California State Building Trades Council

KEITH SKOTNES
United Automobile, Aerospace and Agricultural Implement Workers of America International Union, Region 5

RICHARD SLAWSON
Los Angeles/Orange Counties Building and Construction Trades Council

ROBERT SMITH
International Union of Painters and Allied Trades District, Council 36

LORETTA STEVENS
Service Employees International Union Western Region

MICHAEL STRAETER
United Food and Commercial Workers International Union, Local 1442

MANUEL VALENZUELA
International Brotherhood of Teamsters

CRISTINA VAZQUEZ
Service Employees International Union Workers United

HENRY WALTON
Labor Review

GOETZ WOLFF
UCLA School of Public Affairs

DAVID YOUNG
Writers Guild of America
HUMAN RESOURCES ROUND TABLE FACULTY ADVISORY COMMITTEE

DAVID LEWIN (Co-Chair)
Neil H. Jacoby Chair in Management, Human Resources and Organizational Behavior
UCLA Anderson School of Management

DANIEL J.B. MITCHELL (Co-Chair)
Professor Emeritus
UCLA Anderson School of Management and School of Public Affairs

ARCHIE KLEINGARTNER (HAART Founder and Chair Emeritus)
Professor Emeritus, UCLA Anderson School of Management
Founding Dean, School of Public Affairs

CHRISTOPHER ERICKSON
Professor and Senior Associate Dean
UCLA Anderson School of Management

SANFORD JACOBY
Howard Noble Professor of Management
UCLA Anderson School of Management

WELLFORD WILMS
Professor, UCLA Graduate School of Education & Information Studies
Co-Director, Institute for Nonviolence in Los Angeles
UCLA HUMAN RESOURCE ROUND TABLE FACULTY ASSOCIATES

**CORINNE BENDERSKY**  
Assistant Professor  
UCLA Anderson School of Management

**E. RICHARD BROWN**  
Director, UCLA Center for Health Policy Research  
Professor, UCLA School of Public Health

**JENNIFER CHATMAN**  
Paul J. Cortese Distinguished Professor of Management  
UC Berkeley Haas School of Business

**SAMUEL A. CULBERT**  
Professor  
UCLA Anderson School of Management

**CHRISTOPHER ERICKSON**  
Professor  
UCLA Anderson School of Management

**SUSAN ETTNER**  
Professor  
UCLA School of Public Health & School of Medicine

**ERIC FLAMHOLTZ**  
Professor  
UCLA Anderson School of Management

**GEORGE GEIS**  
Adjunct Professor  
UCLA Anderson School of Management

**NOAH GOLDSTEIN**  
Assistant Professor  
UCLA Anderson School of Management

**ANDREW HARGADON**  
Associate Professor  
UC Davis Graduate School of Management

**MICHAEL INTRILLIGATOR**  
Professor Emeritus  
UCLA School of Public Affairs

**SANFORD M. JACOBY**  
Howard Noble Professor of Management  
UCLA Anderson School of Management

**UDAY KARMARKAR**  
LA Times Professor of Technology and Strategy  
UCLA Anderson School of Management

**ARCHIE KLEINGARTNER**  
Professor Emeritus  
UCLA Anderson School & School of Public Affairs

**BARBARA LAWRENCE**  
Professor  
UCLA Anderson School of Management

**ARLEEN LEIBOWITZ**  
Professor of Policy Studies  
UCLA School of Public Affairs

**DAVID LEWIN**  
Neil H. Jacoby Chair in Management, Human Resources and Organizational Behavior  
UCLA Anderson School of Management

**DANIEL J.B. MITCHELL**  
Professor Emeritus  
UCLA Anderson School of Management and School of Public Policy
PAUL ONG
Professor of Urban Planning
UCLA School of Public Affairs

WILLIAM OUCHI
Sanford and Betty Sigoloff Chair in Corporate Renewal
UCLA Anderson School of Management

TONY RAIA
Professor Emeritus (Recalled)
UCLA Anderson School of Management

MARGARET SHIH
Associate Professor, Human Resources and Organizational Behavior
UCLA Anderson School of Management

ROBERT SPICH
Senior Lecturer
UCLA Anderson School of Management

KATHERINE STONE
Professor
UCLA School of Law

MIGUEL UNZUETA
Assistant Professor, Human Resources and Organizational Behavior
UCLA Anderson School of Management

MAIA YOUNG
Assistant Professor, Human Resources and Organizational Behavior
UCLA Anderson School of Management

WELLFORD WILMS
Professor, UCLA Graduate School of Education & Information Studies
Co-Director, Institute for Nonviolence in Los Angeles
APPENDIX E

UCLA Human Resource Round Table
Corporate Membership Roster

Dina Barmasse-Gray
Senior Vice President, Human Resources
The Cheesecake Factory

Kim Congdon
Regional Vice President, Human Resources
Time Warner Cable, West Region

Tami Corbin
Vice President, Human Resources
International Game Technology

Martin Cozyn
Executive Vice President, Human Resources
Occidental Petroleum Corp.

Stan Duncan
Sr. EVP, HR and Global Head of Mgmt. & Org. Dev.
Westfield Corporation, Inc.

Karren Fink
Vice President, Human Resources
Edmunds.com

David Goodrich
Vice President, Human Resources
Parsons Corporation

Kris Graves
Senior Vice President, Human Resources
THQ

Louis Gutierrez
SVP, Human Resources
Turner Broadcasting Systems

Sue Hagen
Senior Vice President, Human Resources and Industrial Relations
Dole Food Company, Inc.

David Heath
Vice President
Panasonic Avionics

Lynn Heymont
Executive
Vice President, Human Resources
Deluxe Entertainment

Les Hicks
Vice President, Human Resources
Bobrick Washroom Equipment, Inc.

Anne Hill
Senior Vice President and Chief Human Resources Officer
Avery Dennison Corp.

Karen D. Hill
Vice President, Human Resources
TransAmerica

Mark Hoffman
Senior Vice President, Human Resources
St. Jude Medical

Sherri Hollingsworth
Head of Human Resources
University of Utah Hospitals and Clinics

Kimberly Hunt
Vice President, Human Resources
Liz Claiborne, Inc.

Paul James
Senior Vice President, Human Resources and Administration
The DirecTV Group, Inc.

Linda Johns
Executive Vice President, Human Resources
Fox Entertainment Group
KENNETH KAHRS  
Executive Vice President, Human Resources  
Universal Studios, NBC Universal

ALAN KAYE  
Senior Vice President, Human Resources  
Mattel, Inc.

JOHN KELLY  
Senior Vice President, Human Resources  
Capital Group

MARIANNE LAMUTT  
Executive Vice President, Human Resources  
City National Bank

CHARLOTTE LAZAR-MORRISON  
General Manager, Human Resources and Administration  
The Aerospace Corporation

LUBBE LEVIN  
Assistant Vice Chancellor, Human Resources  
UCLA

KATHY MANDATO  
Senior Vice President, Human Resources  
Comcast Entertainment Group

RICK MERRITT  
Vice President, Human Resources  
International Rectifier

PATRICIA MILLER  
Vice President, Human Resources  
Southern California Edison

STEVE MILOVICH  
Senior Vice President, Human Resources, Disney/ABC Television Group  
The Walt Disney Company

MICHELE NAGIN  
Executive Director of Employee Services  
Los Angeles Department of Water & Power

CYNDER NIEMELA  
SVP, Chief Talent Officer  
Creative Channel Services

TOM NORTON  
Senior Vice President, Human Resources  
KB Home

PATTY POGEMILLER  
Director of Talent Acquisition  
Deloitte

MASHI RAHMANI  
Chief Executive Officer  
MMC, Inc.

GEORGE ROSE  
Executive Vice President, Human Resources & Administration  
Sony Pictures Entertainment

JOYCE ROWLAND  
Senior Vice President, Human Resources  
Sempra Energy

HUGO SANTOS  
Vice President and Chief Human Resources Officer  
Children’s Hospital Los Angeles

TERRY SCHULER  
Executive Vice President and Chief HR Officer  
East West Bank

DIANE SHAPIRO  
Director, Human Resources  
The Boeing Company

GUS SIEKIERKA  
Corporate Vice President, Human Resources  
Computer Sciences Corporation

LEE SMITH  
EVP of Corp. Development, CAO, General Counsel & Secretary  
Guitar Center, Inc.
Patricia Summers
SVP, Human Resources
Jacobs Engineering Group

Jackie Trask
Vice President, Human Resources Worldwide
Jafra Cosmetics Intl, Inc.

Kiko Washington
Senior Vice President, Worldwide Human Resources
Warner Bros. Entertainment

Michael Wolfe
Vice President, Human Resources
Roll International Corporation

Bob Zierk
Vice President, Human Resources
Black and Decker HHI Group
LABOR AND WORKPLACE STUDIES MINOR FACULTY ADVISORY COMMITTEE

TOBY HIGBIE (Chair)
Associate Professor
History

CHRISTOPHER ERICKSON
Professor
Anderson School of Management

SANFORD JACOBY
Howard Noble Professor of Management
Anderson School of Management

JACQUELINE LEAVITT
Professor
Urban Planning

CHING KWAN LEE
Professor
Sociology

KAREN J ORREN
Professor
Political Science

CHRIS TILLY
Director, IRLE
Professor, Urban Planning

ABEL VALENZUELA
Director, Center for the Study of Urban Poverty
Professor, Urban Planning and Chicano Studies
Victor Narro
Service Learning Requirement: A major fieldwork/research methods project (30 hours).

Affected Courses:
Race, Gender and US Labor  (CSM128-LBR&WS M128 – Fall 2009)
48 out of 60 students participated in field work:

- CLEAN Carwash Campaign (15)
- Loncheros (Taco Truck) Justice Campaign (6)
- National Day Laborer Organizing Network wage claim clinic and campaign (15)
- Miguel Contreras Foundation Parent Leadership Project (12)

Worker Center Movement: Next Wave Organizing for Low-Wage and Immigrant Workers (LBR&WS M167/CHICANO M130/ASIAN AM M166C/AFRO-AM M167 – Winter 2010)
34 out of 47 students participated in field work:

- CLEAN Carwash Campaign (12)
- Loncheros (Taco Truck) Justice Campaign (5)
- Miguel Contreras Foundation Parent Leadership Project (10)
- Black Worker Center Project (7)

Additional service learning courses supervised:
CHICANO 199 (1 student), LBR&WS 199 (1 student), LBR&WS 195B (2 students)

Kent Wong and Victor Narro
Service Learning Requirement: Each student will be required to participate in a service learning/field work project focused on the issue of undocumented students’ access to higher education and the federal DREAM Act. Each group will present a work product at the end of the quarter, and each group will prepare a 30-minute in-class presentation for the last day of class. You must complete 40 hours of service learning (which may include 10 hours of travel time) in order to satisfy this service learning/field work requirement.

Affected Course:
Immigrant Rights, Labor and Higher Education (LBR&WS M166A/CHICANO M166A/ASIAN AM M166A – Spring 2010)
45 undergraduate students divided up into the following working group:

- Media and Communications (15)
- Public Education and Outreach (15)
- Fundraising (15)

**Janna Shadduck-Hernandez**  
Service Learning Requirement: A major fieldwork/research methods project (30 hours).

Affected Course:  
**Arts in Communities (WAC103 – Winter 2010)**

70 students conducted field work for the following organizations:

- Bresee Foundation (Filmmaking and Digital Media Program, Seth Ekland)
- AIDS Performance Team
- ArtMoves Exhibition
- SPARC-Social and Public Art Resource Center
- Center for the Study of Political Graphics
- Venice Arts
- Collage Dance Theater
- Roy and Edna Disney/CalArts Theater (REDCAT)
- Highways
- Los Angeles Poverty Department
- Cornerstone Theater
- Self Help Graphics
- Southern California Library for Social Studies and Research
- Losh-UCLA (Labor Occupational Safety and Health) U.S. Child Labor Manga Comic Book Project
- Miguel Contreras Learning Complex: School for Social Justice

Additional service learning courses supervised:  
LBR&WS 199 (2 students), WLD ARTS 199 (1 student), LBR&WS 195B (1 student), WLD ARTS 195 (2 students)

**Gaspar Rivera-Salgado**  
Service Learning Requirement: During the first week of the quarter, students will be assigned to a local organization engaged in social justice or social service work. Students are expected to spend FIVE hours in the field each week, for a total of no less than 40 hours throughout the quarter. Students are expected to communicate about their placement regularly. Part of the students’ final grade will be based on the host organizations’ evaluation of their work in the field.
Affected Course:
**Work, Labor and Social Justice (GE M24CW – Spring 2010)**
All 15 undergraduate students participated in field work:

- Black Worker Center Project (4)
- CHIRLA (3)
- CLEAN Carwash Campaign (4)
- Miguel Contreras Foundation Parent Leadership Project (4)

Additional service learning courses supervised:
LBR&WS 199 (1 student)

**Linda Delp**
Service Learning Requirement: During the quarter, students will dedicate approximately 10 hours to field work to become familiar with a local campaign to improve conditions in the workplace and/or the surrounding community. Field work can be conducted individually or in teams. Potential campaigns and details of assignment will be discussed in class. As part of the field work, students will participate in at least one community/union-based meeting or event such as Workers’ Memorial Day. Students will also visit a worksite and/or interview workers about their perspective on job hazards, controls, and relevant policy issues. Students will keep a log summarizing field work activities.

Affected Course:
**Improving Worker Health**
*(LBR&WS M170/Community Health Sciences M170 & M470/Urban Planning M470/Environmental Health Sciences M471 - Spring 2010)*
10 undergraduates and 4 graduate students participated in the field work:

- CLEAN Carwash Campaign
- LA Taxi Workers’ Alliance (LATWA) Health Committee
- United Steel Workers Local 675 (UCLA-LOSH and Communities for a Better Environment, CBE)
- UCLA-LOSH and worker centers representing low wage construction, landscape, car wash and agricultural workers: Preventing Heat Illness & Fatalities
- So Cal COSH and UCLA-LOSH: Workers’ Memorial Day/Public Awareness
- LAANE, Los Angeles Alliance for a New Economy: Waste/Recycling campaign