



University of California, Los Angeles Institute for Research on Labor and Employment Annual Report | 2012-2013

Table of Contents

About IRLE	p. 5
Goals	p. 6
IRLE Units	p. 7
IRLE History	p. 8
Organizational Structure	p. 9
Finances	p. 11
2012-2013 Highlights	p. 18
Student Involvement	p. 19
Publications	p. 20
Events	p. 27
Annual Events	p. 27
Colloquium Series	p. 32
Cosponsored Events	p. 34
Special Events	p. 36
HARRT Events	p. 39
Issue Areas	p. 41
Educating for Better Workplaces	p. 42
Labor & Workplace Studies Minor	p. 42
Internship Programs	p. 55
LOSH Trainings	p. 59
Black Worker Center	p. 67
California Construction Academy	p. 75

Improving Low Wage Work	p. 78
LOSH Outreach & Applied Research	p. 78
ReWork Project	p. 82
Immigrant Integration	p. 92
Dream Resource Center	p. 92
Immigrant Workforce Implementation	p. 96
Global Flows and Networks	p. 97
IRLE Research	p. 97
Visiting Scholars	p. 101
Institute for Transnational Social Change	p. 103
Pacific Rim Solidarity: China & Vietnam	p. 104

Instructions for navigating this document:

- To skip directly to a particular section, click on the page number in this Table of Contents that corresponds to the section you are interested in
- At any time, you can return to this Table of Contents by hovering over the page header (“PG |IRLE ANNUAL REPORT” or “IRLE ANNUAL REPORT | PG”)

About IRLE

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



The UCLA IRLE has 3 chief goals:

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

These goals embody the IRLE mission—to carry out and support research, education, and community outreach concerning labor and working life with a broad, interdisciplinary emphasis—within the broader UCLA core mission of: Education, Research, and Service

“IRLE has a superb staff that is highly committed and cares deeply about making work better.”

~Chris Tilly, IRLE Director

The UCLA Institute for Research on Labor and Employment is a UCLA Organized Research Unit and an academic department within the UCLA College of Letters and Science, Division of Social Sciences. The UCLA IRLE’s work brings together several key sub-units, all of which play a role in shaping its research agenda:



IRLE Academic Unit

The Academic Unit supports academic research and programming on employment and labor topics in a variety of academic disciplines, with a special focus on low wage and informal work.



Center for Labor Research & Education (Labor Center)

The Labor Center and its programs promote research, education, policy, and outreach on workplace issues to improve the lives of workers, students, and our communities, with a special focus on low wage, vulnerable, and immigrant



HARRT at UCLA

Human Resources Round Table (HARRT)

HARRT fosters relationships between academics and senior-level practitioners to enhance the practice and teaching of human resource management, shaping the quality of the future workforce.



Labor Occupational Safety & Health (LOSH)

Losh promotes safe workplaces through teaching and education, research, and policy advocacy on occupational and environmental health issues.

All of these specialized sub-units have substantial autonomy, but operate under the IRLE umbrella and benefit from the services of its administrative staff.



Institute History

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

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

In December 2003, Governor Arnold Schwarzenegger declared a fiscal state of emergency and eliminated ILE’s budget for the remainder of the fiscal year. In early 2004, after an outpouring of public support, the University agreed to cover most staff salaries through June 2004. Beginning in 2004–05, the work of the ILE was restructured, maintaining the statewide research funding on all UC campuses through a new system-wide Labor and Research Education Fund. Other activities continued to be housed at the UCLA and UC Berkeley Institutes, which both changed their

names in spring 2007, and are now known as the Institutes for Research on Labor and Employment. The Miguel Contreras Labor Program, which serves as an umbrella over all the UC labor research and education programs, was approved by the UC Regents in early 2007.

In 2008, the Miguel Contreras Labor Program was targeted for line-item veto by Governor Schwarzenegger, threatening

Units Established:

- **Labor Center | 1964**
- **LOSH | 1978**
- **HARRT | 1986**

to eliminate both the UCLA and UC Berkeley IRLE campuses. After an outpouring of support—more than 400 UC faculty and academic staff members signed a letter of protest—the University of California, Office of the President agreed to continue funding for the Institutes for that fiscal year.

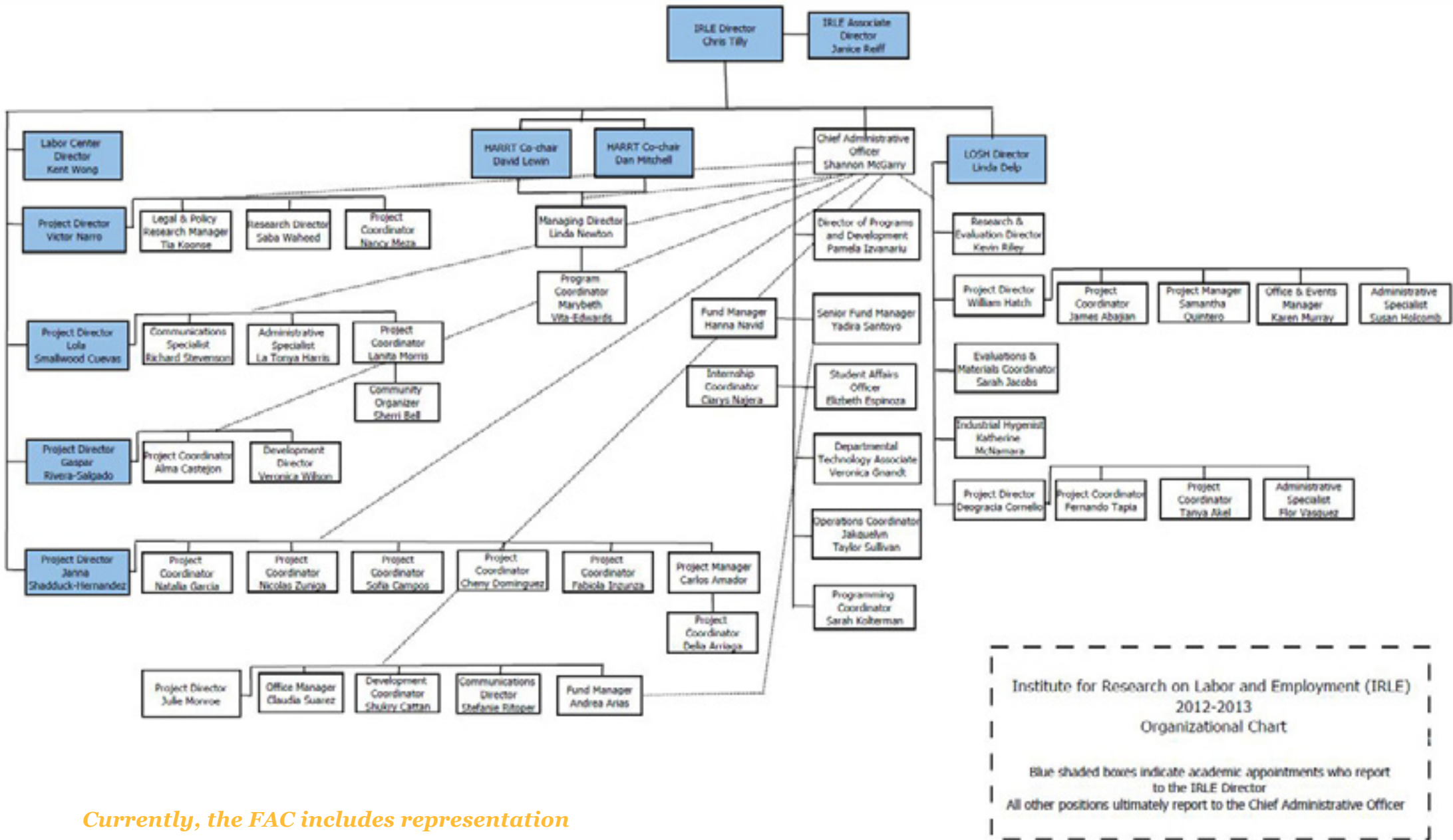
Despite being levied with continued budget uncertainty in the years after 2008, the UC Berkeley and UC Los Angeles Institutes for Research on Labor and Employment have maintained a high level of academic excellence and civic action and continue to reinforce their relationship with the University of California community.

Organizational Structure

IRLE is led by a Director, who is appointed by the Dean of the Social Science Division of the UCLA College of Letters and Science. The Director is advised by an Associate Director and a Faculty Advisory Committee, with whom he meets to discuss, strategize, and implement initiatives of the Institute. Day-to-day management of each of the IRLE units is delegated to unit directors, who report to the IRLE Director.

Institute-wide organizational support and administrative leadership is provided by the IRLE Business Office, which is led by the Chief Administrative Officer and includes the Senior Fund Manager, Operations Coordinator, Programming Coordinator, and the Departmental Technology Associate. For more detailed information on IRLE’s administrative structure, please see the attached organization chart.

As mentioned above, the IRLE is well-served by its Faculty Advisory Committee (FAC), which is currently comprised of 14 Senate faculty from a variety of disciplines. The committee meets quarterly and plays an important role in advising the Director and staff and helping to guide the program’s work. The Labor Center also has an active Advisory Committee of its own, comprised of labor and community representatives, which meets regularly and provides valuable input for the faculty and staff.



Currently, the FAC includes representation from the departments of: Anthropology, Chicana and Chicano Studies, History, Law, Management, Political Science, Public Policy, Sociology, and Urban Planning.



Scan the above QR Code or click here to view our org chart in more detail

Finances

The funding environment remains a highly challenging one for IRLE. State funding has continued to be provided at a severely reduced level. In response, IRLE and its units have continued and expanded efforts to increase collaborative activities that pool resources, to write grants and to solicit supporting contributions. Although we have not been able to completely offset the reductions in state funding, we have once more mounted a strong set of activities and programs.

In the face of continuing budget uncertainty, IRLE will be focusing on its core programs of research, teaching, and outreach, keeping other past programs on hold for the time being, and continuing to ramp up external fund-raising efforts. Through these efforts, IRLE has become the largest contract and grant recipient in the UCLA Division of Social Sciences.

A significant part of IRLE activities is supported by external sources, including grants and gifts. LOSH is almost entirely supported by grants and HARRT applies a membership fee to support its activities. The Labor Center has traditionally relied on support from its constituencies and from the annual Labor Center fund raising banquet to support its programs and research, and in the last two years, has significantly grown its

grant-writing. The Academic Unit has likewise expanded its grant and contract activities, securing some modest external sources of support this year.

In the forthcoming years, IRLE will continue to make grant seeking a priority and will investigate both private foundations and federal sources. Private donations, including those given at the annual Labor Center banquet, are an important part of the Institute’s funding. Additional (though more modest) income is obtained through book sales, through HARRT membership fees, and through the Student Leadership Academy, a summer internship program for which local labor unions invest in the opportunity to host recent college graduates interested in working in the labor movement. Moving forward in the next five years, further developing a broader overall development strategy will be a priority for IRLE leadership. In addition to the Labor Center’s annual Banquet, the IRLE Academic Unit plans to inaugurate a fundraiser to reach out to new constituencies on behalf of the Labor Studies Minor. To this end (along with other grant writing and programmatic goals), in January 2012 the Institute hired a full-time Director of Programs and Development.

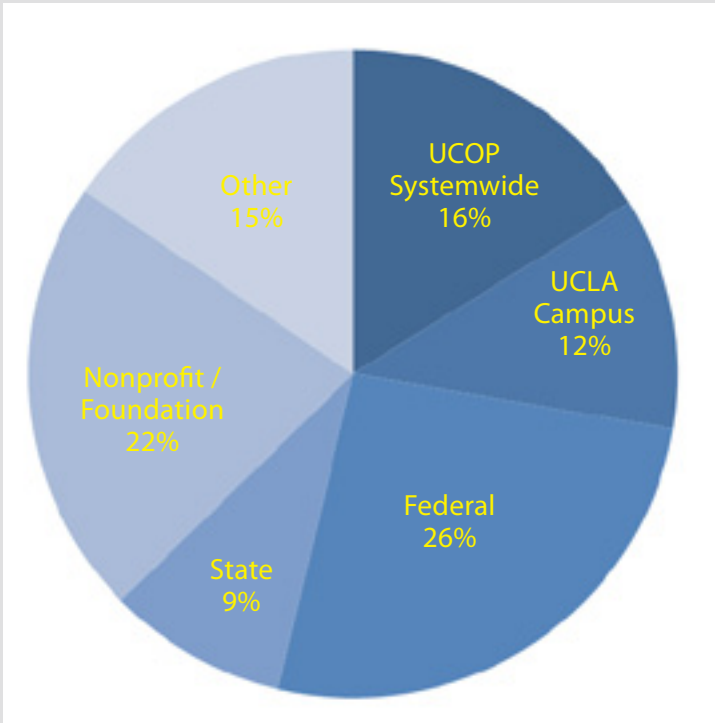
FY 2012-2013 Fund Sources

Extramural Funding: Institute for Research on Labor & Employment

Principal Investigator: Chris Tilly

Award Title	Sponsor	Award Type	Project Period	FY13 Total / Project Total
Retail Work Around the Globe	Russell Sage Foundation	New--Grant	05/01/10-10/31/12	\$0 / \$35,000
Uneasy Alliances: Union and Informal Worker Organizing in the US and Mexico	University of CA / Institute of Mexico and the United States (MEXUS)	New--Grant	07/01/12-06/30/13	\$12,500 / \$12,500
Monitoring and Enforcing Labor Standards in Subcontract Work Through Involvement of Worker Organizations: Lessons from Brazil, China, India, & South Africa	U.S. Department of Labor	New--Contract	09/24/12-09/30/13	\$88,391 / \$88,391

FY 2012-2013 Fund Sources



IRLE has become the largest contract and grant recipient in the UCLA Division of Social Sciences

Extramural Funding: Labor Center

Principal Investigator: Kent Wong

Award Title	Sponsor	Award Type	Project Period	FY13 Total / Project Total
Workplace Safety & Health Education	California Wellness Foundation	Mod/Amndmnt--Grant	07/01/12-06/30/13	\$0 / \$200,000
Worker Center Best Practices	Ford Foundation	New--Grant	10/01/10-03/31/14	\$0 / \$450,000
LA Black Worker Center	Liberty Hill Foundation	New--Grant	08/01/11-07/31/12	\$20,000 / \$20,000
Dream Resource Center	Marguerite Casey Foundation	New--Grant	07/14/11-07/13/12	\$15,000 / \$15,000
Dream Resource Center	New World Foundation	New--Grant	07/13/11-07/13/12	\$15,000 / \$15,000
LA Black Worker Center: Building Up Heath Matters Project	The California Endowment	New--Grant	09/01/11-10/31/12	\$0/ \$75,000
Dream Resource Center	San Francisco Foundation	New--Grant	04/01/12-03/31/13	\$20,000 / \$20,000
LA Black Worker Center	Open Society Institute (SOROS Foundation)	New--Grant	11/01/11-10/31/13	\$400,000 / \$400,000
Dream Resource Center	New World Foundation	New--Grant	02/02/12-02/02/13	\$60,000 / \$60,000
2012 Dream Summer Leadership Program	Rosenberg Foundation	Spplmnt--Grant	04/01/12-03/31/13	\$6,500 / \$58,500
Dream Summer 2012	Marguerite Casey Foundation	New--Grant	03/23/12-03/22/13	\$15,000 / \$15,000
Garment Industry Research and Wage Claim Process Development	California Department of Industrial Relations	Mod/Amndmnt--Contract	04/01/12-06/30/14	\$338, 903 / \$462, 039

Extramural Funding: Labor Center

Principal Investigator: Kent Wong

Award Title	Sponsor	Award Type	Project Period	FY13 Total / Project Total
Dream Summer Community Health Leadership Program	Liberty Hill Foundation	New--Sub-contract	05/01/12-04/30/13	\$80,000 / \$80,000
Workforce Development Initiatives with Worker Centers	Ford Foundation	New--Grant	05/01/12-04/30/14	\$300,000 / \$300,000
Dream Resource Center	Ford Foundation	New--Grant	11/01/12-10/31/14	\$250,000 / \$250,000
LA Black Worker Center	Liberty Hill Foundation	New--Grant	08/04/12-08/03/13	\$20,000 / \$20,000
City of Los Angeles Sector Workforce Intermediaries Program	City of Los Angeles	New--Sub-contract	08/01/12-01/31/13	\$150,000 / \$150,000
LA Black Worker Center	The California Wellness Foundation	New--Grant	01/01/13-12/31/14	\$150,000/ \$150,000
Unit Based Team Co-Lead Curriculum Development and Training	Kaiser Foundation Research Institute	New--Contract	01/01/12-12/31/12	\$85,000 / \$85,000
Dream Resource Center	New World Foundation	New--Grant	01/30/13-01/30/14	\$60,000 / \$60,000
Social Program Agreement--LA Black Worker Center	County of Los Angeles	New--Contract	02/01/13-06/30/13	\$10,000 / \$10,000
Dream Resource Center	San Francisco Foundation	New--Grant	04/01/13-05/31/14	\$15,000 / \$15,000
Women’s Dream Summer	The Berger Marks Foundation	New--Grant	06/01/13-12/31/13	\$10,000 / \$10,000

Extramural Funding: Labor Center

Principal Investigator: Kent Wong

Award Title	Sponsor	Award Type	Project Period	FY13 Total / Project Total
Dream Summer Community Health Leadership Program	The California Endowment	New--Grant	06/01/13-05/31/14	\$390,000 / \$390,000
Dream Summer 2013	Unbound Philanthropy	New--Grant	06/01/13-05/31/14	\$60,000 / \$60,000
Dream Summer 2013	Rosenberg Foundation	New--Grant	06/01/13-05/31/14	\$40,000 / \$40,000
Children’s Defesnes Fund Freedom School 2013	Children’s Defense Fund	New--Subgrant	03/01/13-09/30/13	\$20,000 / \$20,000
Workforce Development Leadership Academy	California Construction Industry, Labor-Management Cooperation Trust	Cont.--Grant	04/01/08-03/31/13	\$350,000 / \$1,050,000
Institute for Transnational Social Change	Ford Foundation	New--Grant	03/01/10-08/31/12	\$0/ \$250,000

Extramural Funding: Labor Center

Principal Investigator: Gaspar Rivera-Salgado

Award Title	Sponsor	Award Type	Project Period	FY13 Total / Project Total
Festivals and Migrant Transnational Communities Between Mexico and the United States: The Guelaguetza in California	University of California / Institute for Mexico and the United States (MEXUS)	New--Grant	07/01/12-12/31/13	\$12,250 / \$12,250

Extramural Funding: Labor Center

Principal Investigator: Victor Narro

Award Title	Sponsor	Award Type	Project Period	FY13 Total / Project Total
City of Seattle Construction Compliance Evaluation	City of Seattle	Mod/Amndmnt--Contract	04/15/13-03/31/14	\$45,000 / \$50,000
Economic Losses to California Business Resulting from the Underground Economy	California State Board of Equalization	New--Contract	04/15/13-06/30/13	\$7,599 / \$7,599

Extramural Funding: Labor Occupational Safety & Health

Principal Investigator: Linda Delp

Award Title	Sponsor	Award Type	Project Period	FY13 Total / Project Total
CAL/OSHA Outreach and Cross-trainings with Worker Organizations	California Department of Industrial Relations	New--Contract	06/01/13-06/30/15	\$100,000 / \$199,999
Susan Harwood Training Program FY 2011	Cleary and Laity United for Economic Justice--CA	Mod/Amndmnt--Subgrant	10/01/11-09/30/12	\$38,969 / \$38,969
CA School Action Safety & Health Program (SASH)	University of California, Berkeley	New--Sub-contract	07/01/13-06/30/13	\$4,000 / \$4,000
Behind the Scenes in the Tourism, Car Wash, and Waste Industries: Health & Safety Training for Low Wage & Immigrant Workers in Southern California	U.S. Department of Labor	New--Grant	09/30/12-09/30/13	\$181,390 / \$181,390
Worker Occupational Safety & Health Training Education Project (WOSHTEP)	California Department of Industrial Relations	Cont.--contract	07/01/12-06/30/14	\$220,000 / \$440,000

Extramural Funding: Labor Occupational Safety & Health

Principal Investigator: Linda Delp

Award Title	Sponsor	Award Type	Project Period	FY13 Total / Project Total
Hazardous Material Worker Health & Safety Training Cooperative Agreement	National Institute of Health / National Institute of Environmental Health Sciences	Cont.-- Coop. Agreement	08/17/10-07/31/15	\$1,703,807 / \$8,993,693
CA School Action Safety & Health Program (SASH)	University of California, Berkeley	Cont.Sub-contract	07/01/11-06/30/13	\$0 / \$10,000
Heat Illness Prevention Campaign (HIPC)	University of California, Berkeley	Cont.Sub-contract	06/01/11-02/28/13	\$0 / \$100,000
Supporting Worker Leaders to Promote Health and Safety in the Workplace	California Wellness Foundation	New-- Grant	01/01/12-12/31/14	\$150,000 / \$150,000
Behind the Scenes in the Tourism, Car Wash, and Waste Industries: Health & Safety Training for Low Wage & Immigrant Workers in Southern California	U.S. Department of Labor	Mod/ Amndmnt --Grant	09/30/11-09/30/12	\$0 / \$187,000
Heat Illness Prevention Campaign Summer 2012	University of California, Berkeley	New--Sub-contract	06/01/12-11/30/12	\$103,667/ \$103,667
Community Engagement in Occupational & Environmental Health Research	National Institutes of Health / National Institute of Environmental Health Sciences	New-- Grant	05/06/13-04/30/14	\$10,000 / \$10,000
Susan Harwood Training Program FY 2013	Clergy and Laity United for Economic Justice-- CA	New-- Subgrant	10/01/12-09/30/13	\$33,143 / \$33,143

2012-2013

Highlights



UCLA IRLE is most proud of the impact we have on improving workers’ lives and workplaces. The following section details noteworthy student involvement, publications, events, and staff honors.

Student Involvement

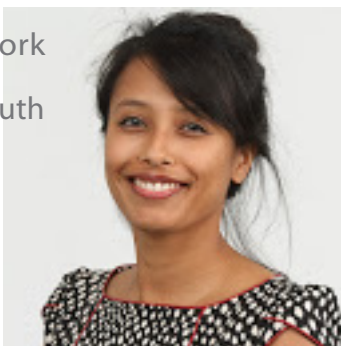
From researching to presenting at workshops to assisting through Graduate Student Researcher (GSR) positions, students are an active and important component of IRLE's work. The following are highlights of student involvement.

[Student Research]

Graduate students— [Paola Bassignana](#), [Lisa Glancy](#), [Mayra Navvaro](#), and [Alba Peña](#)—from Professor Goetz Wolff's Sectoral Analysis class contributed to background research for the California Construction Academy's Los Angeles County Construction Intermediary Needs Assessment.

[GSR]

[Hina Sheikh](#), Urban Planning Graduate student, assisted Director Tilly with literature review, analysis, writing, editing, and helping to track and manage the four subcontracts for the "Monitoring and enforcing job quality in contracted work in Brazil, China, India, and South Africa" project.



[Young Worker Leadership Academy]



On February 7-9, 2013, LOSH co-facilitated the annual [Young Worker Leadership Academy](#), in partnership with the UC Berkeley Labor Occupational Health Program (LOHP). Four teams from Los Angeles participated. Young worker teams learned their basic workers' rights and are expected to turn in a completed project focused on raising awareness around injuries/illnesses inside their campus or in their community.

Research Publications

[Policy Briefs]

No 13: California Crisis: The Ups and Downs of Recovery—Where Have the Unemployed Workers Gone? | May 2013

[Lauren D. Appelbaum](#), IRLE Research Affiliate

No 14: Business Incubators in Metropolitan Los Angeles: Job Creators or Boondoggles? | April 2013

[Taner Osman](#), IRLE Research Affiliate

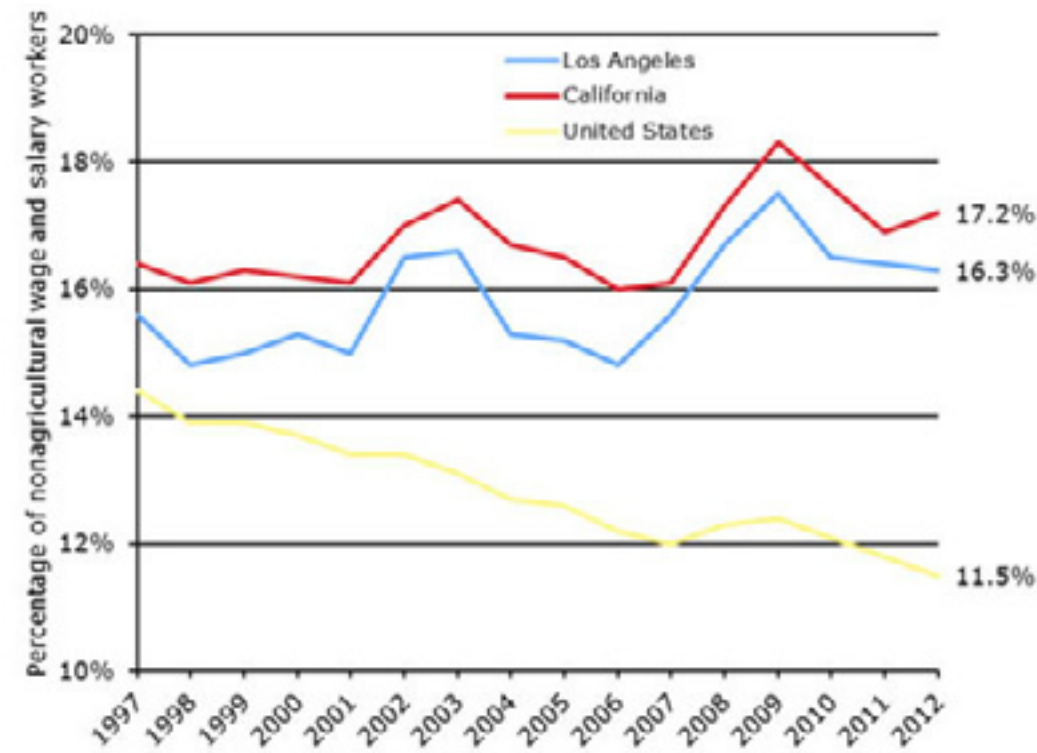
State of the Unions 2012

Julia Tomassetti & Chris Tilly, Institute for Research on Labor & Employment
Ben Zipperer, University of Massachusetts, Amherst

Each Labor Day beginning in 2005, the IRLE produces and publishes State of the Unions, a report profiling unionization in Los Angeles, the state of California, and the United States. The report is based on an analysis of the U.S. Current Population Survey, conducted by the U.S. Bureau of Labor Statistics and the U.S. Census Bureau.

At the time of publication (September 2012), the report suggested that the sustained jobs crisis produced by the Great Recession of 2008-2010 was abating, however it continued to depress the country's unionization rate. Despite this, the findings also showed that unions remain of vital importance to the lives of working people.

Figure 1. Union Density in Los Angeles, California, and the United States, 1997-2012



Working Paper Series

IRLE research affiliates, scholars, staff and faculty contribute to IRLE's working paper series, which has a total of 55 publications published between 2006-2013. The following working papers were submitted in 2012-2013:

Why Do Robots Rebel? The Labor History of a Cultural Icon

Tobias Higbie | September 2012

Government-led Vocational Training System and its Lessons: In Case of South Korea Before the IMF Economic Crisis

Young-Sun Ra | September 2012

Development, Disparity, and Colonial Shocks: Do Endowments Matter?

Idrees Khawaja | November 2012

What Does Labour Law Have To Say About Especially Vulnerable Women Victims?

Noemí Serrano Argüello | December 2012

Employment Patterns among Women: A Comparative Study of Rural Malawi and Rural Pakistan

Amira Hassan & Asma Hyder | December 2012

Globalization and the Middle Class

Katherine V.W. Stone | December 2012

The Decline in the Standard Employment Contract: Evidence from Ten Advanced Industrial Countries

Katherine V.W. Stone | December 2012

[New Books]

Between the Low Road and the High Road: Logics of Valorization and Regimes of Lean Production in US Manufacturing

Matt Vidal | December 2012

Workforce Diversity in Manufacturing Companies and Organizational Performance: The Role of Status-Relatedness in Internal Processes

Sun Young Sung & Jin Nam Choi | January 2013

Trade Unions, Inequality, and Democracy in the US and Mexico

Chris Tilly | January 2013

Occupational Class and the Marriage Premium: Exploring Treatment Mechanisms

Patrick Adler & Özge Öner | May 2013

Stirring the Pot and Adding Some Spice: Workers Education at the University of California, 1921-1962

Tobias Higbie | June 2013



2012-2013 books include volumes edited by IRLE research affiliates and an original work made possible in part by an IRLE research grant:



Reconnecting to Work: Policies to Mitigate Long-Term Unemployment and Its Consequences

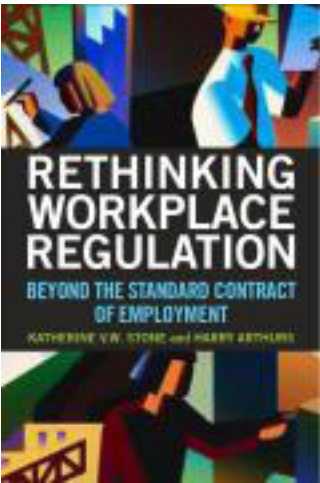
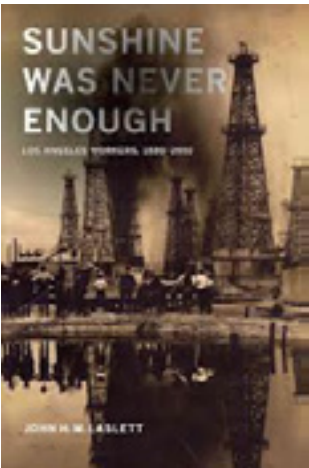
Lauren D. Appelbaum, Ed. | November 2012, Upjohn Institute Press

Chapters present research that examines the psychological as well as economic consequences of experiencing a prolonged spell of joblessness, including discussions of policies to increase job creation and to get the long-term unemployed back into jobs.

Sunshine Was Never Enough: Los Angeles Workers, 1880-2010

John H.M. Laslett | November 2012, University of California Press

“Both fast-paced and sophisticated, Sunshine Was Never Enough shows how labor in all its guises—blue and white collar, industrial, agricultural, and high tech—shaped the neighborhoods, economic policies, racial attitudes, and class perceptions of the City of Angels.” ~University of California Press



Rethinking Workplace Regulation: Beyond the Standard Contract of Employment

Katherine V.W. Stone & Harry Arthurs, Eds. | February 2013, Russell Sage

“With its ambitious scope and broad inquiry, Rethinking Workplace Regulation illustrates the diverse innovations countries have developed to confront the policy challenges created by the changing nature of work. The experiments evaluated in this volume will provide inspiration and instruction for policy-makers and advocates seeking to improve worker’s lives in this latest era of global capitalism.” ~Russell Sage Foundation

[Staff Publications]

Improving the state of labor and employment can only be done by engaging in discussions on the economy, workers and policy. IRLE staff contribute to these discussions by publishing their research in academic journals and community outlets. IRLE staff published 17 articles, papers and reports in 2012-2013. Highlights are listed by unit:

**Winner of Sage
Publications
“Best Article”
2012**

Chris Tilly, with Philippe Askenazy, Jean-Baptiste Berry, Françoise Carré, and Sophie Prunier-Poulmaire. “Working in Large Retailers: A US-France Comparison.” *Work, Employment, and Society*. 26 (4): 588-605, 2012.

IRLE Academic Unit

Chris Tilly. “Trade Unions, Inequality, and Democracy in the US and Mexico.” *Rethinking Development and Inequality* 2(2013).

Chris Tilly. “‘So Far from God, so Close to the United States’, and Yet...: Unexpected Differences in Modern Retail Jobs Between Mexico and the United States.” *Revue Interventions Économiques/Papers in Political Economy* 47 (2013).

Chris Tilly. Labor in the Global South: Transnational Turmoil, Latin American Lessons. *Perspectives on Politics*. Perspectives on Politics, 11(1): 193-99, 2013.

Chris Tilly, Lauren Appelbaum, & Juliet Huang. “Economic and Production Impacts of the 2009 California Film and Television Tax Credit.” In Daniel J.B. Mitchell, ed., *California Policy Options 2013*. Los Angeles: Lewis Center, Luskin School for Public Affairs.

HARRT

Donald Nadalin and Michael Liu. “The Role of HR Leaders in Organizational Change” (talk by Patrick M. Wright and Richard Antoine). *HARRT Quarterly*: Summer-Fall 2012.

Lindsey Long. “Strategic Thinking as a Leadership Differentiator” (talk by Phillip Leslie). *HARRT Quarterly*: Winter-Spring 2013.

LOSH

Kevin Riley, Linda Delp, Deogracia Cornelio, & Sarah Jacobs. “From Agricultural Fields to Urban Asphalt: The Role of Worker Education to Promote California’s Heat Illness Prevention Standard.” *New Solutions* 22(3): 297-323, 2012.

Linda Delp, Kevin Riley, Sarah Jacobs, Diane Busy, Kathy Kirkland, Ingrid Denis, Matt London, & Robert Harrison. “Shaping the Future: Ten Years of the Occupational Health Internship Program.” *New Solutions*, Forthcoming

Labor Center

Daneil Villao, Hugo Sarmiento, & Uyen Le. “Generating Demand for Green Jobs: Transforming the Residential, Commercial, and Institutional Energy Efficiency Retrofit Markets through Community Partnerships.” *Presented at tje American Council for an Energy Efficiency Economy (ACEEE)’s Summer Study, 2012*.

Gaspar Rivera-Salgado. “Pueblos Indígenas Transnacionales: The Intellectual Legacy of Michael Kearney.” *Latin American Perspectives*, Forthcoming.

Héctor R. Cordero-Guzmán, Pamela A. Izvănariu, & Victor Narro. “The Development of Sectoral Worker Center Networks.” *The ANNALS of the American Academy of Political and Social Science* 647 (1):102-123, 2013

Victor Narro & Janna Shadduck-Hernandez. “Day Laborers.” In *Hidden Lives and Human Rights in the United States: Understanding the Controversies and Tragedies of Undocumented Immigration*, Forthcoming.

Events

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

[Annual Events]

2012 Annual Benjamin Aaron Labor Law Lecture [October 4, 2012]

This annual lecture series is held in honor of Benjamin Aaron, a leading expert on U.S. and comparative labor law. Professor Aaron was Director of IRLE from 1960-1975 and a Professor of Law at UCLA from 1960 until his death in 2007.



The 2012 program featured Cliff Palefsky, one of the country’s leading employment and civil rights lawyers, speaking on the topic of “Separate and Unequal: Arbitration and Private Justice.” This event was co-sponsored by the Los Angeles County Bar Association (LACBA) - Labor and Employment Law Section and the Project on Work and Employment Regulation at the UCLA School of Law.

HARRT Annual Retreat [November 15-17, 2012]

Each year, the Human Resources Roundtable produces a three day retreat, giving HARRT members an in-depth look at contemporary HR issues. The HARRT Retreat features talks from UCLA faculty, scholars and practicing HR executives.

The 2012 theme was “Leveraging Social Media to Foster Engagement and Impact in the Age of Connectivity” and included topics such as “The 2020 Workplace,” “Leveraging Social Media to Promote Engagement,” “Brand and Organizational Effectiveness,” and “The Impact of National and State Elections on Business and Public Policy.”

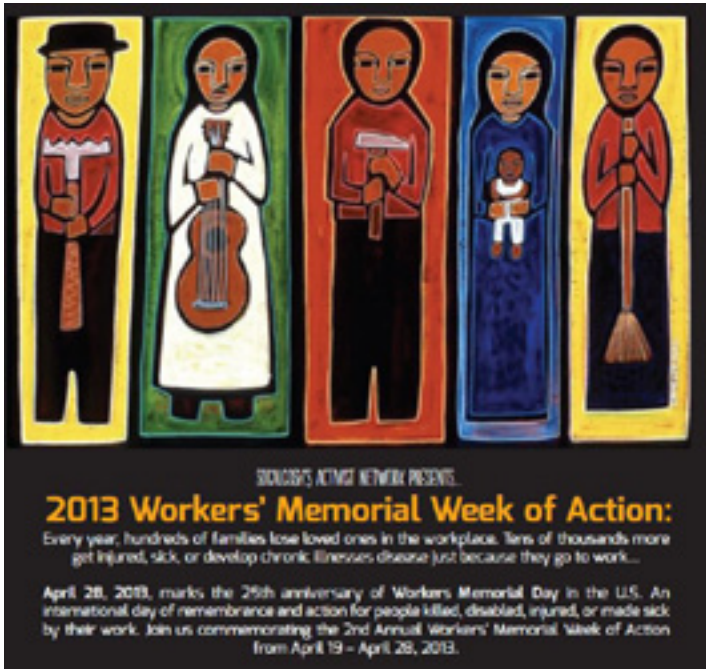


Workers’ Memorial Day and Week of Action [April 19-28, 2013]

Held each April, Workers’ Memorial Day and the accompanying week of action honors workers who die on the job through bringing together families and communities to grieve their loss and to raise awareness about worker health and safety.



Organized by LOSH in collaboration with the Southern California Coalition on Occupational Safety and Health (SoCalCOSH) Activist Network, this year’s event included worker testimonies and special guest speakers at an evening fundraising event, as well as a candlelit vigil including a call to action.



Annual Labor Center Banquet [May 23, 2013]

The largest fundraiser of the year, the Labor Center Banquet honored leaders in the labor community while showcasing the important work of the Labor Center projects and celebrating the 2013 Labor and Workplace Studies Minor graduates.



The 2013 banquet, attended by over 500 guests, honored Joseph T. Hansen, International President of the United Food and Commercial Workers International Union, Kevin de León, Senator from the 22nd District in the California State Senate, Holly J. Mitchell, Assemblymember for the 54th District in the California State Assembly, and Josh Pechthalt, President of the California Federation of Teachers and Vice President of the American Federation of Teachers while raising over \$150,000 to support the Labor Center’s programs.

Annual IRLE Conference [May 31 - June 1, 2013]

Each year since 2008, the IRLE has organized at least one major conference aimed at bringing scholars together around labor and employment issues, with an emphasis on providing a forum for graduate students to present their research. The 2013 conference, “How Global Migration Changes the Workforce Diversity Equation” brought together scholars studying immigration, workforce diversity, and the intersection of the two from the United States, Europe, and around the world.



The 2013 conference was co-organized with the Italy-based Association for International and Comparative Studies in the field of Labour Law and Industrial Relations (ADAPT) and recieved generous support from several UCLA-based schools, institutes, programs, and departments. For more information on the conference co-sponsors, panel topics, and presenters, please visit www.irle.ucla.edu/events/2013/GlobalMigrationConference.php.



[Colloquium Series]

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

Radicalism at the Crossroads: African American Women Activists in the Cold War [November 28, 2012]

Dayo F. Gore | UC San Diego

Sarah Haley | UC Los Angeles

Cosponsored by the UCLA Department of Gender Studies, Ralph J. Bunche Center for African American Studies, UCLA Interdepartmental Program in Afro-American Studies, UCLA Department of History, and Robin D.G. Kelley, Gary B. Nash Endowed Chair

Inequalities at work, inequalities as parents: Mothers and fathers in transnational families [January 23, 2013]

Leisy Abrego | UC Los Angeles

Suzanne Bianchi | UC Los Angeles

Cosponsored by the UCLA Department of Sociology, the UCLA Department of Chicana/o Studies, and the

Neither Slave Nor Free: The Bound Labor of Migrant Workers [February 15, 2013]

Rhacel Parreñas | University of Southern California

Jamie Goodwin-White | UC Los Angeles

Cosponsored by the UCLA Department of Sociology and the UCLA Program on International Migration

Book Talk: “They Say Cut Back, We Say Fight Back! Welfare Rights Activism in an Era of Retrenchment” [February 20, 2013]

Ellen Reese | UC Riverside

Zeke Hasenfeld | UC Los Angeles

Cosponsored by the UCLA Department of Sociology and the UCLA Department of Social Welfare

Rethinking Binationalism: Binational Mexican Labor Activism in the Early 20th Century [April 17, 2013]

Devra Weber | UC Riverside

Tobias Higbie | UC Los Angeles

Cosponsored by the UCLA History Department, the UCLA Chicana/o Studies Department, and the UCLA Center for Mexican Studies

Book Talk: “Trampling out the Vintage: Cesar Chavez and the Two Souls of the United Farm Workers” [May 8, 2013]

Frank Bardacke | Award-winning Historian and Author

Devra Weber | UC Riverside



Book Talk: “Solidarity Transformed: Labor Responses to Globalization and Crisis in Latin America” [May 15, 2013]

Mark Anner | Penn State University

Mark Sawyer | UC Los Angeles

Cosponsored by the UCLA Department of Political Science

Migration, remittances, and development in Mexico, 1970-2012: Lessons and future challenges [May 22, 2013]

Rodolfo García Zamora | Universidad Autónoma de Zacatecas, México

Cosponsored by the UCLA Program on International Migration and the UCLA Center for Mexican Studies

[Cosponsored Events]

“Sea Change or More of the Same? Looking Beyond November 6: A Presidential Election Panel Discussion” [October 17, 2012]

Presented by the UCLA Luskin School of Public Affairs as part of their Meyer and Renee Luskin Lecture Series and cosponsored by IRLE, this panel event featured Mark Z. Barabak from the Los Angeles Times, Adam Nagourney, the Los Angeles Bureau Chief for The New York Times, Val Zavala from KCET, and Dan Schnur with the USC Jesse M. Unruh Institute of Politics.



“Death and Taxes (and other hot topics): Debating the 2012 California Ballot Propositions” [November 1, 2012]

Presented by the UCLA Luskin School of Public Affairs and cosponsored by IRLE, this panel event featured Gray Davis, Luskin Distinguished Policy Fellow and Cameron Smyth, Luskin Senior Fellow discussing the details and history behind the measures on the upcoming ballot.



**Film Screening: “SHIFT CHANGE:
True Stories of Secure, Dignified
Jobs in Democratic Workplaces”
[February 27, 2013]**

Presented by the UCLA Center for Global
Management and cosponsored by IRLE and
the UCLA Anderson School of Management



“The Psychology of Colorblindness” [April 12, 2013]

Presented by the UCLA Anderson School of Management, Management and Organizations Speaker
Series and cosponsored by IRLE and the UCLA Institute for American Cultures,, this talk featured Victoria
C. Plaut from the University of California, Berkeley, addressing the implications of race and colorblind-
ness for education, the workplace, and legal contexts.

[Special Events]

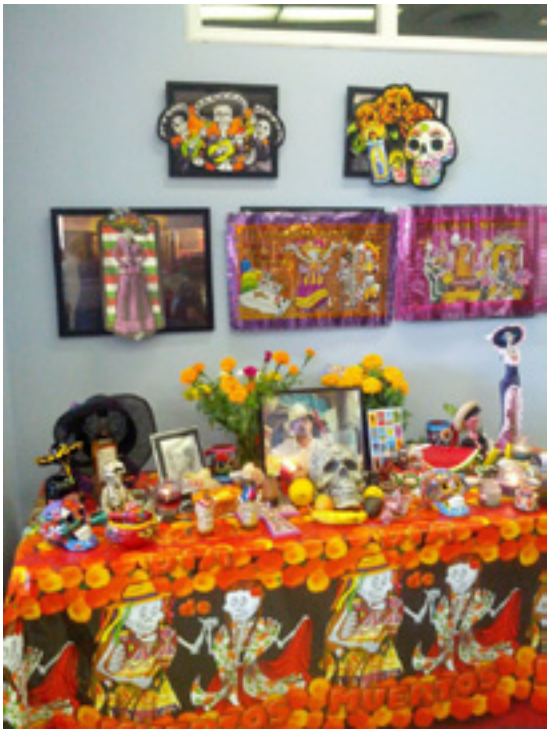
Labor Center 10 Year Anniversary [August 31, 2012]


Honoring David Sickler, Southern California Director of the State Building Trades and Labor Liaison to
Mayor Antonio Villaraigosa, and Carole Sickler of the L.A. Orange County Organizing Committee and the
Los Angeles County Federation of Labor, this celebration at the Downtown Labor Center (DLC) attracted
hundreds of supporters and raised over \$50,000 in funds to help further the work of the Labor Center.



Dia de los Muertos Celebration [November 4, 2012]

The Labor Center hosted this celebration at the
Downtown Labor Center for domestic workers and
their allies. The celebration included know-your-
rights workshops on immigration reform, labor
issues, and understanding the legislative process.
Over 200 domestic workers and organizers from the
Southern California groups of the coalition partici-
pated in this all-day event.





60,000 dead in a drug war with no exit strategy. The triumphal return of the party known for 71 years of authoritarian rule. A new youth movement in the streets. Indigenous communities in defense of their lands and their autonomy. Workers protesting a proposed labor law reform...


“Chaos and Grassroots Organizations in Mexico”

With Laura Carlsen and Gloria Muñoz Ramírez

February 27 12:00 pm-2:00 pm Chicano Studies Research Center Library
144 Haines

Find out about the Mexico that the mainstream media hides
What's happening?
How are citizen organizations responding?
What does it mean for the U.S. and the connections with the U.S. public?

Laura Carlsen (political analyst and writer in Mexico) and Gloria Muñoz (Director of a grassroots movement magazine) will discuss the situation, from above—national politics and regional geopolitics—and from below—grassroots responses and resistance.



“Chaos and Grassroots Organization in Mexico” [February 27, 2013]

Presented by the Labor Center and cosponsored by IRLE and the Latin American Institute, the Center for Mexican Studies, the Chicano Studies Research Center, and the César E. Chávez Department of Chicana and Chicano Studies. Featuring Laura Carlson, Political Analyst & Writer and Gloria Muñoz, Director of Desinformémonos, a weekly magazine on grass-roots movements

Domestic Workers’ “Know Your Rights” Workshop [March 16, 2013]

This all-day “know-your-rights” workshop for domestic workers held at the Downtown Labor Center included 40 domestic workers learning about their workplace rights under California and




International Women’s Day [March 8, 2013]

Hosted by the Labor Center, this event highlighted and celebrated the working lives of household workers.



CONFLICTING COMMITMENTS:
The Politics of Enforcing Immigrant Worker Rights in San Jose and Houston



- Comparative case study
 - 2005-2010
- 90 informant interviews
 - federal and state bureaucracies
 - city/county officials
 - civil society groups
 - Mexican consulate
- 45 worker interviews
 - restaurant industry

“Low Wage Workers & Organizing” Conference [April 19-20, 2013]

Presented by the César E. Chávez Department of Chicana and Chicano Studies and IRLE, the Center for Study of Urban Poverty, and the Labor Center, this two-day Ford Foundation-sponsored conference brought together leading scholars in the field to discuss the connections between new models of worker organizing and current labor market trends, with a specific focus on the worker center movement.

[HARRT Roundtables and Retreat]

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

Rethinking the Performance Appraisal & Performance Management Process [September 18, 2012]

Wayne Cascio | Robert H. Reynolds Distinguished Chair in Global Leadership
University of Colorado



Leveraging Social Media to Foster Engagement and Impact in the Age of Connectivity [November 15-17, 2012]

(see pg. 27)



Strategic Thinking as a Leadership Differentiator for Managers [February 13, 2013]

Phillip Leslie | Associate Professor of Strategy
Anderson School of Management, UCLA



Critical Issues for Business and HR in 2013 [May 8, 2013]

Rebecca L. Ray | Senior Vice President, HR
The Conference Board



Issue Areas



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

Educating for Better Workplaces

Through the programs of the Academic Unit (the Labor and Workplace Studies Minor, the Colloquia Series), the Labor Center projects (LA Black Worker Center, California Construction Academy, the ReWork project), the LOSH educational trainings, and the HARRT roundtables, IRLE devotes significant resources to connecting research and education through applied research and educational outreach in order to improve working conditions, with a particular focus on the Los Angeles Area.

Labor and Workplace Studies Minor (LBR&WS)

The Labor and Workplace Studies minor, a joint project of the IRLE Academic Unit and the Labor Center, offers UCLA undergraduates an opportunity to learn about contemporary and historical aspects of work and the forces that influence labor markets, employment policies, and social movements seeking greater economic equality. Courses in the minor explore issues of labor market, public policy, employment relations, unions, and working-class movements. Minor curriculum emphasizes the intersection of the classroom, experiential learning, and critical reflection, using traditional instructional learning placements and programs, students learn strategies along with service field research. Through these programs, students learn about labor and employment policies, employee and employer education practices, and institutional structures that impact working people in Los Angeles. With 108 students in our program on the rise. To process of expanding, institutionalizing, and systematizing our curriculum and service so that all our students have the opportunity to draw from a varied course schedule and participate in high-quality experiential learning.



Labor and Workplace Studies Students: At a Glance

The Labor and Workplace Studies students come from a variety of majors, encompassing disciplines spread across both the social and natural sciences. In the 2012-2013 academic year, approximately 69% of the students were female and the remaining 31% were male. Out of a total enrollment of 108 students, 49 graduated by the spring of 2013.



Primary Major	Number of Students	Primary Major	Number of
American Literature and Culture	1	International Development Studies	6
Anthropology	2	Latin American Studies	1
Applied Mathematics	1	Molecular, Cell, and Developmental Biology	1
Asian American Studies	2	Neuroscience	1
Business Economics	1	Philosophy	4
Chicana/o Studies	29	Physiological Science	2
Communication Studies	1	Political Science	15
Economics	1	Psychology	12
English	3	Sociology	10
Gender Studies	3	Spanish	3
Geography & Environmental Studies	1	Spanish, Community and Culture	2
History	3	Undeclared	2
Human Biology & Society	1	Total Students	108

Labor and Workplace Studies Courses

The following is a list of courses taught by IRLE-affiliated faculty, including Labor Center Project Directors, LOSH Director, guest lecturers, and faculty from the History and Urban Planning departments. An asterisk (*) indicates that the class is offered with a service learning component.

Fall 2012

Victor Narro

- Immigrant Rights, Labor & Higher Education (Cross-listed with Chicana/o Studies & Asian American Studies; co-taught with Kent Wong and Abel Valenzuela)*
- Worker Center Movement: Next Wave Organizing for Justice for Immigrant Workers (Cross listed with Chicana/o Studies, Asian American Studies, & Afro American Studies; co-taught with Pamela Izvánariu)*

Gaspar Rivera-Salgado

- Fiat Lux Freshman Seminar: Immigration Debate through Film

Janna Shadduck-Hernandez

- Social Movements and Labor in Los Angeles (Cross listed with Chicana/o Studies)*

Winter 2013

Tom Hayden

- Students and Pro-Democracy Movements

Gaspar Rivera-Salgado

- Applied Research Methods in the Los Angeles Labor Community

Goetz Wolff

- Labor and Economic Development





Winter 2013 (continued)

Kent Wong

- Non Violence and Social Movements (Cross listed with Afro American Studies & Chicana/o Studies; co-taught with Reverend James Lawson)*



Spring 2013

Linda Delp

- Improving Worker Health: Social movements, Policy Debates, and Public Health (Cross listed with Community Health Sciences)*



Tobias Higbie

- American Working Class Movements



Gaspar Rivera-Salgado

- Working LA: Survey of Labor, Ethnic, and Community Institutions and Networks



Janna Shadduck-Hernandez

- Working Families and Educational Inequalities in Urban Schools*

Chris Tilly

- Community and Labor Development from the Ground Up*



Goetz Wolff

- Southern California Regional Economy (Cross listed with Urban Planning)

Summer 2013

Pamela Izvănariu

- Indigenous Mexican and Central American Migrants and Labor
- Critical Race Theory and Labor

Labor and Workplace Studies: Service Learning



Minor students have the opportunity to work with community organizations that service traditionally underserved and disadvantaged populations as a part of their course work, generally dedicating 40 hours to community engagement outside of class over the course of a quarter. According to quarterly assessments, students find integrating their academic learning with applied and engaged field experiences to be a critical aspect of their university experience, especially as it allows them to engage with professionals, community activists, and workers, and also gain critical perspectives on the core subjects of Labor and Workplace Studies. Our students have found these experiential learning opportunities crucial to developing a clear sense of how they can uplift their communities and participate in the efforts to ameliorate racial, economic, and social injustice. The following pages provide information on the students' work with the 2012-2013 service learning partner organizations.

Labor and Workplace Studies: Service Learning Placements

Low-Wage Workers Rights

Students assisted with intake of worker claims and translation of legal materials, as well as outreach to the community via workers’ rights clinics and special events. They were responsible for the development of the “know your rights” materials to educate community members.



CLEAN Carwash Campaign

Students worked with campaign organizing staff on specific campaigns at various carwashes. They assisted with the documentation of wage theft, researched carwash ownership, researched worker contact information, and directed actions. Additionally, they engaged in data entry and analysis, along with public records archival research.



La Ballona Elementary

Students created a program for elementary-aged students to explore math and reading comprehension through social justice issues. The project included a math club where the youth were given a budget and allowed to act as leaders to create their city, incorporating ideas they had learned about economics to take into consideration health, education and the environment. Most students at this school come from immigrant families, and as such this program includes parent education regarding the Dream Act and the importance of higher education regardless of legal status.



Koreatown Immigrant Workers Alliance (KIWA)

Students taught English and computer classes for immigrant workers and tenants, conducted research on workplace justice and immigrants’ rights campaigns, and streamlined the organization’s communication processes.

Los Angeles Black Worker Center (BWC)

Students managed BWC’s social media outreach and communications and assisted the BWC community organizer with an outreach drive to educate and inform community residents and workers about the BWC campaign and recruit to take action.





Pilipino Workers Center of Southern California (PWC)

Students created a written and visual record of the CA Domestic Workers Bill of Rights Campaign over the last two years. They created a workshop/educational series/training for the Pilipino and Latino immigrant workers of the PWC to be used in a train-the-trainer model that will enable worker leaders to facilitate the training the others in the organization.



Restaurant Opportunities Center of Los Angeles (ROC-LA)

Students supported movement base building and worker outreach, including through flyering and talking to workers about ROC, gathering their contact information, and recruiting them to ROC. They developed new fliers, orientation materials, and political education workshops.



LAUSD Miguel Contreras Learning Complex (MCLC)

Students team-taught in a 9th grade life skills class. Students prepared and taught mini-lessons about the life and accomplishments of Miguel Contreras, organized mini workshops in the classroom sharing their experiences as UCLA students as a way of promoting higher education, and organized a class field trip to UCLA.



Maintenance Cooperation Trust Fund (MCTF)

Students conducted interviews with LAX airport workers and accompany workers to review their employment records for any employment violations, researched violations of the living wage ordinance at LAX and calculated wages owed to the workers, and visited various janitorial markets to talk to workers and identify any labor or employment violations while collecting worker information to facilitate conducting future worker home visits.



DREAM Team Los Angeles

Students volunteered at and helped input data from the Deferred Action Clinics held throughout Los Angeles County.



Multi-ethnic Immigrant Worker Organizing Network (MIWON)

Students assisted in outreach for the May Day March. Additionally, they conducted research on the proposed immigration bill and assisted in community education and lobbying activities regarding the bill.



Building Skills Partnership (BSP)

Students coordinated a UCLA tour for parent workers and their high school students, incorporating the UCLA People of Color tour and Community Programs Offices and student organization presentations. Additionally, students tutored janitorial workers during their ESL, citizenship, and commuter literacy courses and participated in a school monitoring project with the United Way of Greater Los Angeles whose goal was to ensure that the voices of LAUSD parents, students, and community members are heard by the school site councils and the larger community.



Improving Dreams, Equality, Access, and Success (IDEAS)

Students mentored undocumented high school youth and assisted undocumented community college students in understanding the process of transferring to a 4-year university. Students also participated in planning the annual Immigrant Youth Empowerment Conference.

**Garment Worker Wage Claim Project-
Department of Labor Enforcement
Standards (GWC)**

Students assisted in creating a database of unlicensed employers and garment manufacturers that are operating in Los Angeles without a garment license and are committing wage and workplace violations. This database allows Deputy Commissioners to identify garment manufacturers that are violating the law and facilitates the inspection and citation process of these manufacturers. Students created a pamphlet to educate garment workers on their rights.



**Justice for Janitors
(J4J)**

Students transcribed interviews, edited video recordings, enhanced and corrected online materials, and worked to develop the user interface of the Justice for Janitors online archive of digitized historical documents, interviews, videos, and other artifacts of the Los Angeles janitors' union.



**California Domestic
Workers' Coalition**

Students organized information forums, events, and outreach with various workers who have supported the campaign, as well as led planning committee meetings and created and piloted workshops to inform workers about AB889.

Food Chain Workers Alliance

Students assisted with communications for the release of a report with the Food Labor Research Center at UC Berkeley about the impact of increasing the minimum wage on consumer food prices, including researching reporters and bloggers and making follow up calls to ensure wide-ranging publicity for the report. Additionally, students assisted with publicizing the first launch of the annual International Food Workers Week in November. Students also participated in a video editing project to promote the work of the alliance.



[Community Scholars]

A joint initiative of the Labor Center and UCLA's Department of Urban Planning in the Luskin School of Public Affairs, this two-quarter course brought together UCLA graduate students in urban planning with organizers and worker leaders from major LA worker centers to create a collective process of integration and relationship building that led to four dynamic projects focused on worker center needs, with the intention that they will continue to strengthen the worker center movement in LA and across the nation.



The course format was based on popular education methodology that allowed the community scholars and students to understand the important role of worker centers in the LA movement for worker justice and the struggle for the rights of low-wage and immigrant workers. The website workersatthecenter.org is the final product of this innovative course.



The four projects included:

1- Sowing the Seeds of Consciousness—worker member base building and development.

2- Wage What?—a public awareness and media assessment of wage theft policy and advocacy efforts

3- Funding for Justice—assisting worker centers in encountering innovation organizational sustainability opportunities

4- Data for Workers—developing worker-generated data to influence policy and discourse on worker centers

Scan the QR Code to the right or [click here](#) to view the project website



Educational Internship Programs

The importance of community work and hands-on experience is reflected in the internship and career development opportunities available to students. Labor Minor students are immersed in the diverse cultures and rich labor movement of Los Angeles. Many Labor Minor graduates continue this work with successful careers in labor and community organizations.

Student Leadership Academy (SLA)

The Student Leadership Academy is a full-time, paid internship program that focuses on leadership development, training and preparing students for a career in social justice. The program is open to recent graduates from all over the United States, who are selected via an application process for their experience and commitment to social justice. During the 8-week program, students work full-time on active labor union campaigns around Southern California. The Student Leadership Academy includes an intensive, two-day training and orientation conducted by IRLE staff and community leaders. Students learn and practice basic organizing techniques, discuss the challenges of working in the labor movement and build a support network of young activists.



The 2012 Student Leadership Academy placed 38 students in five unions, including California Federation of Teachers, Good Jobs LA, Service Employees International Union-United Long Term Care Workers (SEIU-ULTCW), Directors Guild of America and the United Food and Commercial Workers International Union (UFCW Local 770).

Labor Summer Research Internship Program (LSRIP)

The Labor Summer Research Internship Program offers a dual learning experience for students over the summer. Students enroll in a classroom-based summer session course taught by IRLE staff where they learn about the Los Angeles labor movement and skills for research. Through this course, they are placed in a 15 hour per week, unpaid internship at a community organization or labor union where they are able to have hands-on experience in a research role. LSRIP gives students the opportunity to work in a supervised setting in a community agency or labor union and experience direct engagement in social justice issues.



Twenty students participated in the 2012 Summer Internship Program and were placed within five different internship sites around Los Angeles. Host organizations included the Black Workers Center, CLEAN Carwash Campaign, Justice for Janitors, Garment Worker Wage Claim Project and the Food Chain Workers Project.

Occupational Health Internship Program (OHIP)

For the past eight 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. 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.

The internship includes a three-day orientation where interns receive a general overview of occupational safety and health through a number of interactive educational sessions and activities including worksite tours to an industrial laundry facility, an apparel manufacturing plant, and a construction site; listening to a panel of injured workers; and discussing research strategies around OSH and related topics.



In summer 2012, LOSH recruited six OHIP interns to work on three targeted projects:

- Two students worked with SEIU United Service Workers West (USWW) to investigate safety and health hazards facing workers at the Los Angeles International Airport.
- Two students worked with the California Healthy Nail Salon Collaborative to research support for a healthy nail salon ordinance among salon owners, workers, and customers in Santa Monica
- Two students worked with the Southside Coalition of Community Health Centers to assess the capacity of community health centers in the South Los Angeles area to identify and address work-related injuries and illness among their patients, many of whom are immigrants in low-wage jobs with few health and safety protections.

LOSH Educational Projects

Environmental Worker Training Project

The Environmental Worker Training Project is the lead organization for the five-university Western Region Universities Consortium (WRUC) which provides training



from the U.S- Mexico Border to Alaska and the Pacific Islands. WRUC educates over 3,000 workers and professionals each year and is supported by grants from National Institute of Environmental Health Sciences (NIEHS). Environmental Worker Training Project includes the “Hazardous Waste Worker” training, the “Hazard Disaster Preparedness” training under the Hazardous

Waste Operations and Emergency Response (HAZWOPER) Project, and the “Good, Safe, Green Jobs” training under the Minority Worker Project.

The HAZWOPER regulation requires health and safety training for persons managing hazardous waste or who are involved in an emergency response release such as leaks, spills, accidents or fires. Since 1987, LOSH has provided this training in English and Spanish for workers in both the private and public sectors. Training includes:

- 40-hours of Hazardous Waste General Site Worker
- 40-hours Hazardous Materials Industry Technician
- 8-hr Annual Refresher, First Responder Awareness/Operational, Confined Space, and Chemical Awareness training.

The Minority Worker Project is designed for unemployed or under-employed workers, preparing participants to be better equipped to enter Green Industry Apprentice Programs. HAZWOPER, at different levels, is included in the Good, Safe, Green Jobs Project, along with Environmental Justice, Green Chemistry, Lead/Asbestos Awareness, Basic Reading/Writing/Computer skills, First Aid/CPR/AED, and OSHA 10.

Environmental Worker Training includes classroom lectures, table-top activities, and hands-on activities with equipment participants may use in the field.



National Institute of Environmental Health Sciences (NIEHS) Multi-Grantee Evaluation of HAZWOPER Training

On behalf of the Western Region Universities Consortium (WRUC), LOSH is collaborating with three other NIEHS Worker Education and Training Program grantees—the New England Consortium, the Midwest Consortium, and the New Jersey/New York Consortium—to carry out a three-year cross-grantee evaluation of our training programs. The evaluation focuses on three central questions: 1) What factors influence whether employers comply with the requirements to provide health and safety training that meets the OSHA HAZWOPER Standard? 2) Did the training provided by our programs meet their perceived needs? and 3) Did they utilize the resource of trained employees to develop or strengthen their workplace health and safety programs? LOSH Director of Research and Evaluation Kevin Riley is leading the planning and implementation of the study; staff and evaluation consultants from each consortium are also participating in the project.



In 2012-2013, LOSH conducted an online survey of Health and Safety managers who send their employees to our HAZWOPER training courses. The survey was sent to 325 individuals representing health and safety managers through all four of the HAZWOPER training programs. A total of 109 responses were included in the final survey analysis. The results of the survey will be compiled into a final report for NIEHS and written up for publication in a peer-reviewed journal.

DIESEL EXHAUST

WHAT YOU NEED TO KNOW

UCLA Labor Occupational Safety & Health Program (LOSH)
(310) 794-5964

What is diesel exhaust?

Diesel exhaust is a mixture of over 400 different fine particles, vapors, and toxic organic materials, that result when diesel fuel is burned. Over 40 chemicals in diesel exhaust are considered toxic air contaminants (TAC) by the State of California.

What chemicals are found in diesel exhaust?

These are some of the toxic air contaminants that are found in diesel exhaust:

➤ carbon monoxide	➤ inorganic lead
➤ sulfur dioxide	➤ organophosphate compounds
➤ arsenic	➤ mercury compounds
➤ acrolein	➤ methanol
➤ benzene	➤ phenol
➤ formaldehyde	➤ cyanide compounds

Why is diesel exhaust dangerous?

- In 1990, California identified and listed diesel exhaust as a known carcinogen under California's Safe Drinking Water and Toxic Enforcement Act (Prop. 65).
- Diesel engines spew out 100 times more sooty particles than gasoline engines for the same load and engine conditions. Approximately 23% of all hazardous particulate air pollution from fuel combustion comes from diesel engines.
- Several studies see a correlation between respiratory diseases, pneumonia, asthma, and heart disease and fine airborne toxic particles.

Who can be exposed to diesel exhaust?

Among others, the following workers may be occupationally exposed to diesel emissions:

- mine workers
- railroad workers
- loading dock workers
- truck drivers
- ferry workers
- bridge and tunnel workers
- auto mechanics
- dock-lift drivers
- farm workers
- car, truck and bus maintenance garage workers
- toll booth collectors

Also, people operating diesel-powered equipment, engines, and vehicles, such as outdoor power equipment, recreational vehicles, boats, and locomotives may be exposed to toxic diesel emissions.



FACE FLASH

SAFETY TRAINING PROGRAM

SOLAR PANELS: LIFT THEM SAFELY!

YES!



NO!



Never climb ladders while carrying solar panels.

Always use lifting equipment whenever possible, such as ladder hoists, swing hoists, or truck-mounted cranes/conveyors.

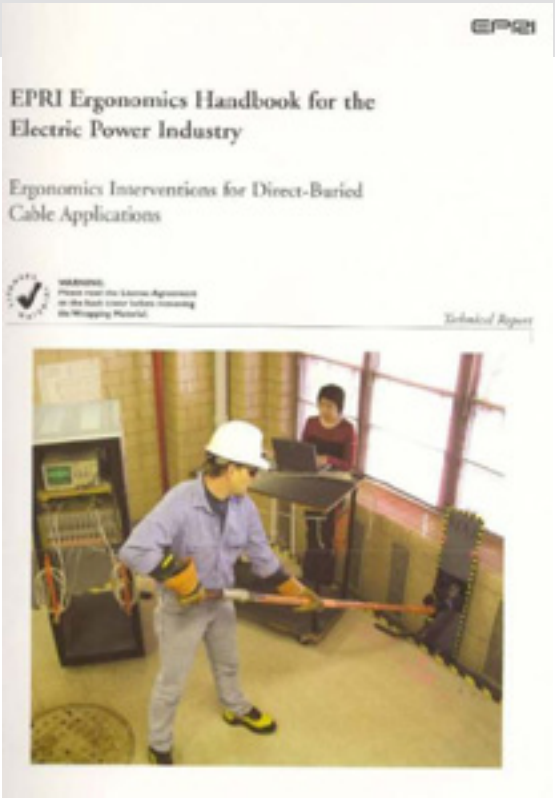
If lifting equipment is not used, manually lift panels to the roof using ropes, platforms, or other methods in accordance with best manual materials handling practices.

Evaluation and Needs Assessment of HAZWOPER Training

In the current year, LOSH Director of Research and Evaluation, Kevin Riley, LOSH Industrial Hygienist, Katherine McNamara, and Graduate Student Researcher, Shayna Kram, have been conducting a descriptive evaluation of past LOSH/WRUC HAZWOPER training activities and an assessment of current and future training needs. Activities under this project include analysis of training data from the WRUC database over the past 10 years and qualitative interviews with WRUC Advisory Board members, regulatory officials, and others familiar with the HAZWOPER training landscape in Southern California. Findings from this evaluation and needs assessment project were presented at the WRUC Advisory Board meeting on May 7, 2013, and will be summarized in a report for LOSH staff and NIEHS.

Electronic Power Research Institute (EPRI) Ergonomics Handbooks: Application of Research Findings Case Study

The EPRI Occupational Health and Safety Program has produced a number of ergonomics handbooks for use by its member companies. This study investigates how health and safety managers at utility companies around the country have incorporated the EPRI Ergonomics Handbooks into their training and safety programs. Each handbook focuses on specific interventions that can, if implemented, improve working conditions for employees by reducing exposure to ergonomic stressors. For this project, LOSH developed an online survey to determine how the handbooks are currently being used by EPRI member companies, what training methods are currently employed, and to identify alternative ways the handbook information could be presented that would make the content more accessible to workers. The survey was distributed to 65 individuals at 30 member companies, of whom 11 individuals responded. Results of the survey will be summarized in a report for staff of the EPRI Occupational Health and Safety Program.



Orange County Superior Court Safety Project

LOSH partnered with the Orange County Superior Court Safety Coordinator to help design and implement a model "Injury and Illness Prevention" Program. To this end, two LOSH trainers taught a three-day course on November 5-7, 2012 in English for 30 participants.

School Action for Safety and Health (SASH) Program

The School Action for Safety and Health (SASH) Program is a statewide initiative to help school districts reduce the high rate of work-related injuries and illnesses among school employees. The SASH Program offers:

- A free training program to help build the capacity of district-level health and safety coordinators to be resources to other employees and develop an injury and illness prevention program to identify, prevent and eliminate hazards.
- Written materials that support injury and illness prevention activities
- Problem-solving assistance provided in an ongoing manner by a statewide resource center.

The School Action for Safety and Health Program training was conducted in Compton and Victorville, California with a total of 36 participants.



California Statewide Heat Illness Prevention Campaign

For the last three years, LOSH has been an integral part of the statewide Heat Illness Prevention Campaign, which mainly consists of training community leaders, health promoters and companies' designated staff to teach others about the basics of heat illness prevention, particularly symptom recognition and what to do in case of an emergency. During the summer of 2012 five such trainings were completed throughout Southern California (Los Angeles, San Diego, Coachella, San Bernardino and Ventura), reaching 153 participants from 53 organizations.

Awareness Sessions

The UCLA LOSH program trains approximately 2,000 workers per year in bilingual courses. LOSH makes a special effort to reach immigrant workers using innovative, community-based approaches built on partnerships and on the use of familiar community settings and participatory formats. These one- to four-hour interactive awareness sessions:

- Emphasize training for vulnerable and non-English speaking workers
- Engage workers through participatory activities and use of visual tools
- Motivate workers to participate and take on leadership roles
- Introduce the basics of workplace injury and illness prevention and the rights and responsibilities of workers and employers
- Target the specific needs of the worker population
- Build the capacity of community-based organizations to address workplace health and safety issues



Date	Location	Number of Participants	Focus
August 22, 2012	UC Los Angeles	24 UCLA Civic Engagement Students	Ergonomic injury prevention
August 29, 2012	San Bernardino Mexican Consulate	24 Spanish-speakers	Workers’ rights under Cal/OSHA; heat illness prevention
October 26, 2012	Los Angeles Mexican Consulate	70 Spanish-speakers	Workers’ rights and responsibilities
November 28, 2012	Los Angeles Mexican Consulate	58 Spanish-speakers	Workers’ rights and responsibilities
September 25, 2012	Los Angeles Mexican Consulate	80 Spanish-speakers	Workers’ rights and responsibilities
December 10, 2012	Los Angeles Mexican Consulate	72 Spanish-speakers	Workers’ rights and responsibilities

WOSHTEP

Preventing Workplace Injuries and Illnesses: Awareness Session6

THE RELATIONSHIP BETWEEN WORK AND HEALTH

Many factors affect our health: what kind of food we eat; how much water we drink; whether we get enough rest and enough exercise; or whether we smoke or drink alcohol. **Workplace conditions and the type of work we do can also affect our health.**

At work, we may be exposed to hazards that cause illnesses and we may carry out activities that result in serious injuries. Each type of work may expose us to different hazards.

We need to ask ourselves:

- How does the work I do affect my health?
- What should I do to protect my health?

We need to learn to identify what health problems may be work-related and what working conditions may be causing them.

For example, if we feel pain or discomfort in any part of our body, we should ask ourselves:

- Does the pain increase when I do my work?
- Is it related to a forceful or repetitive movement I am doing?
- Is it related to an unhealthy condition at my workplace?
- Is the same thing happening to my co-workers?

Black Worker Center

Founded in 2011, the Los Angeles Black Worker Center (BWC) works to increase access to quality jobs, reduce employment discrimination, and improve industries that employ Black workers. The BWC provides leadership development trainings focused on improving access for young black workers interested in jobs in the construction industry and works to advocate for better public policies and corporate practices for workers in Los Angeles. The BWC’s major project areas include [community outreach and education](#), [supporting and strengthening Black leadership in the trades](#), [advocating for transformative policy](#), and [building community](#).



The LA BWC was awarded the Social Justice Organization of the Year award by the Southern Christian Leadership Conference-LA in January 2013



Community Outreach & Education

Construction Worker Orientations [December 2012 | April 2013 | May 2013]

LA BWC’s conducted 3 orientations, at which over 100 unemployed and underemployed construction workers were informed about how to navigate the career pathway into construction opportunities; and deepened their understanding of how the economy works and the impact of economy on Black worker employment trends. The BWC partnered with building and construction trades union members, the Southeast LA/Crenshaw Work Source center, PV Jobs, WINTER, and WE Build programs to offer resources and information about employment. The orientations were held at the LA Black Worker Center and Holman United Methodist Church in South LA.



“Taste of Soul” in South Los Angeles [October 2012]

LA BWC conducted community outreach and education about the black jobs crisis and added more than 200 workers to its construction worker community registry at the 7th Annual Taste of Soul community festival in South Los Angeles. The festival is sponsored by the largest black community newspaper in the nation, and brings over 250,000 black community residents together for music, food, and

Community Mobilization to MTA Crenshaw/LAX Line Contractor Award Vote [June 2013]

Over 60 LA BWC members and allies attend the June 27 MTA board meeting to monitor the board’s selection of a prime contractor for the Crenshaw/LAX rail line. The contract is \$1.3 Billion award and will cover the largest public infrastructure project for a regional transportation agency in recent history. 2 workers submitted public comments on behalf of the LA BWC to educate the board about the realities of the black job crisis and the need for diversity and anti-discrimination protections in Metro employment practices.



California Wellness Foundation Conference on Work & Health [May 2013]

LA BWC presented a workshop titled, “Impact of Unemployment and Underemployment on Community Wellness & How Worker Centers Are Responding.”

Supporting and Strengthening Black Leadership in the Trades

Black Leaders in Green (BLING) Leadership Institute

The Black Leaders in Green (BLING) Construction Institute prepares and mentors young leaders for successful careers in the construction industry. In August, the BWC successfully closed the BLING Institute with a leadership retreat for 8 young workers. The retreat workshops focused on deepening participants’ understanding of how the economy works through a black worker lens and what it takes to achieve and retain a career in a unionized building and construction trade as well as on building the skills and motivation necessary to become leaders and take collective action to transform the construction industry to be more equitable. Three mentees have continued consistent activism with the BWC since the leadership retreat. Additionally, one BLING participant was hired by IBEW Local 11’s summer-helper program, three took the Sheetmetal Worker union apprenticeship entrance exam, and one attended and graduated from the LAUSD’s “WE Build” pre-apprenticeship program.



The Black Labor Construction Council

The BLCC is a space for Black building and construction workers from all trades to network and develop strategies for equal access to work and leadership in the industry



BWC Leader's Academy [April - May 2013]

Seven community leaders and BWC members participated in a 3-part training on listening skills and how to develop and implement effective outreach and recruitment plans to build the membership of the worker center.

Advocating for Transformative Policy

The Black Worker Center conducts key policy research and builds multi sector coalitions to lead the fight for quality jobs. The center promotes economic and racial justice for all of Los Angeles by developing policies and corporate practices that perpetuate equality in the labor market.



South LA Mayoral Forum [January 2013]

LA BWC staff posed questions regarding economic development and fair access to employment to the three leading mayoral candidates. The forum was held at one of South LA's historic African American churches, Ward AME, which is located in the West Adams neighborhood. Co-sponsors included: Community Coalition, LAANE, LA County Federation of Labor, SCOPE, and ACCE.

White House Event on Immigration Reform [January 2013]

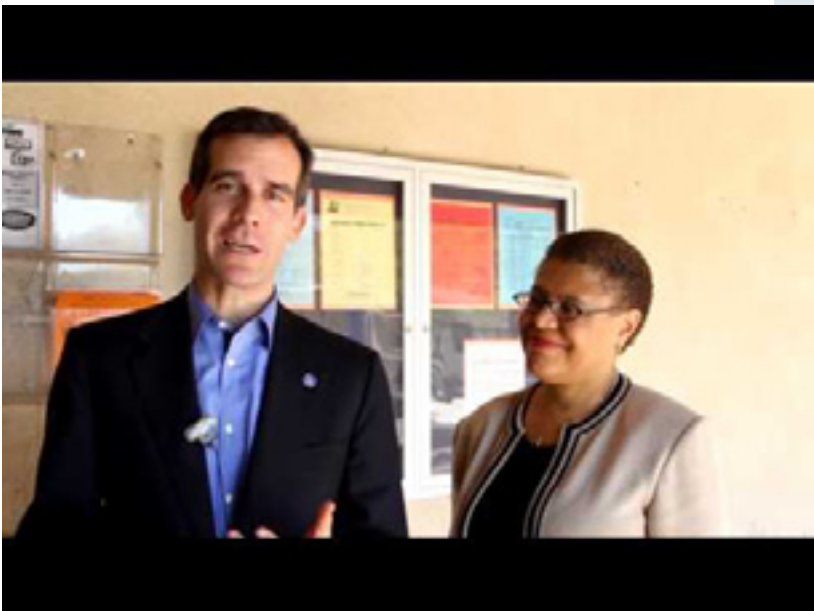
During a visit by President Obama to Nevada to discuss comprehensive immigration reform, the LA BWC was joined a roundtable with key leaders including Maria Elena Durazo.

White House Roundtable on African American Affairs [February 2013]

Organized by the White House Office of Public Engagement , LA BWC members met and discussed local issues and national priorities for African American communities.

Community-Labor Alliance meeting with Art Leahy, CEO of MTA
[June 2013]

LA BWC and community allies met with MTA CEO Art Leahy and staff to discuss community concerns about diversity and anti-discrimination enforcement at LA MTA construction sites. Mr. Leahy agreed to meet regularly with the LA BWC to track employment outcomes and share strategies to address challenges in hiring a diverse and representative workforce.



LA Mayor Elect
“Back to Basics” Town Hall
[June 2013]

LA BWC member delegation participates in Mayor elect Garcetti’s post-election town hall to share worker and community residents’ feedback to help shape the mayor’s priorities for his new term. The town hall was convened by mayor elect to identify targeted strategies for South LA and co-hosted by Congresswoman Karen Bass.

California Equity Leaders Network Legislative Luncheon
[June 2013]

LA BWC project coordinator, Lanita Morris, presented at Jobs, Workforce and Economic Development briefing hosted by The California Equity Leaders Network, a statewide collaborative effort of over 60 local, regional, state, and national groups dedicated to improving the lives of all Californians and promoting a future of shared prosperity.

Building Community

Black Space is a cultural, educational, and affirming space for workers to build relationships and trust and to develop a vision for who we are and what we believe. In collaboration with SPACES’ “National Black Space Project,” the Los Angeles Black Worker Center builds power and community through discussions, film screenings, mixers, and a host of other events over the course of the year.



California Construction Academy

The California Construction Academy (CCA) is a project of the Labor Center that produces research and convenes partners from multiple sectors to focus on building quality careers in the construction industry, with a particular focus on green jobs and energy efficiency. The following is a sampling of the project’s work.



Los Angeles County Construction Intermediary Needs Assessment

The CCA conducted surveys and interviews with diverse and experienced construction industry stakeholders in the Los Angeles area in a project in partnership with the City of Los Angeles and County Workforce Investment Board. This culminated in the report *Construction Careers for Today and Tomorrow: Creating Effective Construction Career Pathways in Los Angeles* by Saba Waheed, Uyen Le, Daniel Villao, and Paul Garcia.

The study explores the questions:

1. What are the career pipelines in construction in the city of Los Angeles and how effective are they?
2. Are the programs meeting the needs of workers, contractors, construction project owners, and the general public?, and
3. What can be done to create and retain quality construction careers in Los Angeles?

The ultimate goal of this study is to discover the best practices that can create pathways to quality careers for diverse communities in the Los Angeles region.

Impact of Targeted Hiring Policies: A Comparative Study for the City of Seattle

The UCLA Labor Center will conduct a comparative analysis of hiring practices and policies on publicly funded construction projects to evaluate targeted hire outcomes in three major U.S. cities. The research aims to measure the effectiveness of targeted hiring policies in ensuring the participation of women and minority business enterprises and disenfranchised workers such women, veterans, etc. The research will focus specifically on the outcomes and impacts of targeted hiring ordinances, project labor agreements and community workforce agreements. A final report will include case studies, best practices and challenges of each of the hiring models and a series of recommendations based on the findings. Saba Waheed, UCLA Labor Center Research Director, is leading this project in coordination with the City of Seattle.

Informal Economy & Construction Research and Popular Education

The CCA conducted exploratory research into the informal construction economy. The team collected 1500 articles on all aspects of the informal economy including general and construction specific articles. Graduate student Dave Shukla led the informal economy literature review and methodology formation.

Along with research, the CCA aims to demystify the construction industry and make complex construction policy easy to understand. Each of the CCA projects has a parallel popular education component, through graphics or multimedia. Most notably, the Construction Academy created a short video on construction careers for veterans, entitled *From the Ground Up: Vets Build Our Cities*, in partnership with the Los Angeles Alliance for a New Economy (LAANE).

Green Jobs & Energy Efficiency Research

Continuing research from the team’s book *Beyond Green Jobs: Building Lasting Opportunities in Energy Efficiency* (2012), the Construction Academy studied the intersection between workforce development and energy efficient construction in more detail. The team provided technical assistance to green jobs programs, including the City of Los Angeles’s Los Angeles green retrofit program.

The Construction Academy presented two papers at the nationally recognized American Council for an Energy Efficiency Economy (ACEEE)’s Summer Study: *Generating Demand for Green Jobs: Transforming the Residential, Commercial, and Institutional Energy Efficiency Retrofit Markets through Community Partnerships, and Workforce for Energy Efficiency Retrofits.*



Improving Low Wage Work

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

[LOSH Outreach and Applied Research]

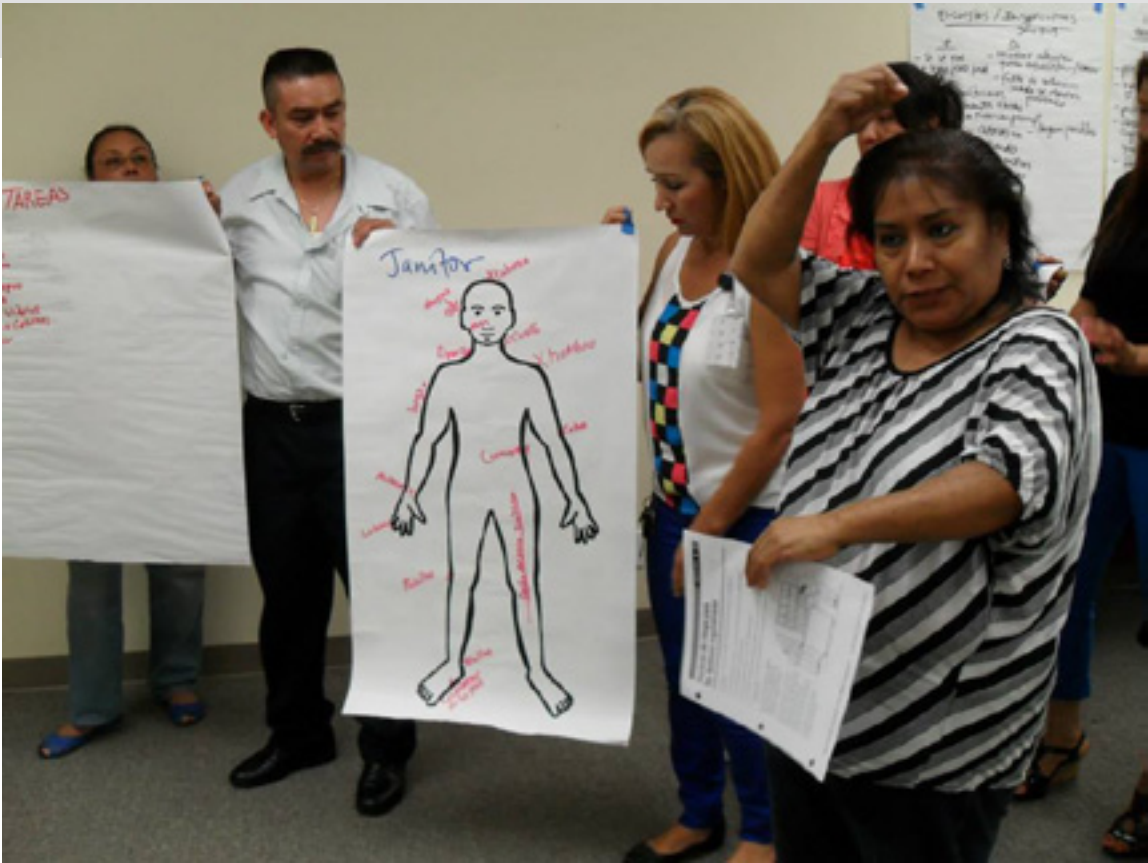
WorkSource Centers

LOSH continues to partner with Federal and State funded groups dedicated to workforce development by providing a basic 24 hour training. This is a high risk group that is eager to work and comply with parole/probation requirements and therefore more prone to lend themselves and be obligated to do dangerous work. In September 2012, two LOSH trainers taught a course in English for 12 individuals



Worker Occupational Safety & Health Training and Education Program (WOSHTEP)

Using materials previously developed by LOSH and in partnership with the Labor Occupational Health Program (LOHP) at the University of California, Berkeley and the State Building and Construction Trades Council of California (SBCTC), AFL-CIO, LOSH continues to provid both short- and long-term training and campaign support unions including: UNITE, Teamsters, CSEA, SEIU-USWW, SEIU 721, CWA, and USW, Post Office workers, SEIU Nurses, WWU and other affiliates of the L.A. County Federation of Labor and/or Change to Win. LOSH interns assisted LAX Airport Workers under a partnership with SEIU United Service Workers West to develop and analyze a survey on health and safety concerns for maintenance workers and ground crews at the Los Angeles International Airport. Findings from the survey informed the development of a Cal/OSHA complaint and contributed to the union’s ongoing campaign to improve working conditions in the industry. The following table describes the 2012-2013 trainings:



Date	Location	Number of Participants	Focus
December 17, 2012; January 7, February 4, March 3, 2013	Warehouse Workesr United (Fontana)	11 Spanish-speakers	General Health and Safety Training
July 6, 2012	Car Wash Workers (Los Angeles)	20 Spanish-speakers	Heat Illness Prevention
September 9, 2012	Car Wash Workers (Los Angeles)	6 Spanish-speakers	Chemical Awareness and Rights Under Cal/OSHA
September 12 & October 3, 2012	SEIU USWW Airport Workers (Los Angeles)	15 Spanish-speakers	Hazard Identification & Control, Root Cause Analysis, Making a Case for Safety
November 10, 2012	Unite HERE Industrial Laundry Workers (Los Angeles)	29 Spanish-speakers	Hazard Identification & Control, Introduction to Cal/OSHA, Chemical Awareness
January 30, 2013	Teamsters Local 396 Waste Recycling Workers (Los Angeles)	15 Spanish-speakers	General Health and Safety Training
January 30, 2013	SEIU Nurse Alliance (Pasadena)	40 English-speakers	Hazard Identification & Control, Regulations Under Cal/OSHA
January 26, 2013	California School Employees Association (El Monte)	31 English-speakers	General Health and Safety Training

Partnerships to Build Worker Center Capacity

LOSH has traditionally worked in partnership with community based organizations and worker centers to build their capacity to address worker safety and health among other workers’ rights issues. Closest partners include: the Institute for Popular Education in Southern California (IDEPSCA), Warehouse Workers United, Pilipino Worker Center (PWC), Koreatown Immigrant Worker Alliance (KIWA), Garment Worker Center (GWC), Restaurant Opportunity Center-LA (ROC-LA), and the Carwasheros CLEAN campaign. In Fall 2012, two LOSH trainers taught a three-day course in Spanish for 12 individuals from community based organizations in Los Angeles.



Documenting the Work Hazards of Low-Wage Workers in a Community Health Center Setting in South Los Angeles

This pilot study investigates the work and health concerns of low-wage workers seeking care at community health centers (CHCs) in the South Los Angeles area. The study has two principal research questions: 1) What factors put low-wage workers in South Los Angeles at risk for work-related injuries and illness? and 2) How can CHCs play a role in meeting the occupational health needs of these workers? The research will provide a richer understanding of the work and health experiences of a worker group for whom reliable data sources are lacking.

ReWork Project

Garment workers, restaurant workers, domestic workers and day laborers do the essential work that makes this country run. ReWork Institute for Worker Justice believes that the future of the US economy depends on safe, dignified, quality jobs for its most vulnerable workers. The ReWork Project includes the wage theft coalitions and worker center and workforce development initiatives, including work with the California Domestic Workers Coalition.

Los Angeles Coalition Against Wage Theft

The primary responsibilities of the ReWork project include two coalitions, one state and one local, dedicated to enforcing wage and hour laws throughout low-wage industries. With violations totaling \$26 million per week, or \$1.4 billion per year, Los Angeles is the wage theft capital of the country. At the local level, the Los Angeles Coalition Against Wage Theft includes multiple tiers of education and outreach around Los Angeles workers’ struggles with wage theft.



Education & Outreach

Drawing on personal testimony from low-wage workers and findings and policy recommendations contained in Wage Theft and Workplace Violations in Los Angeles: The Failure of Employment and Labor Law for Low-Wage Worker (Ruth Milkman et al., 2009), Labor Center Program Director Victor Narro and Researcher Tia Koonse lead multiple delegations to educate City officials, business communities, unions, students and community organizations about the scope and magnitude of wage theft and the role that local municipalities can play to promote responsible business practices.

Winter Worker Assembly

On December 13th, more than 40 worker leaders gathered at the Labor Center for a half-day assembly about wage theft in Los Angeles. Participants assembled a giant timeline that chronicled the labor movement, the fight against wage theft, and the role of immigrants in key struggles to improve workplace conditions. Worker leaders and organizers from the following organizations participated: the National Day Laborer Organizing Network (NDLON) and its

member organizations in Los Angeles, the Coalition for Human Immigrant Rights Los Angeles (CHIRLA), Instituto de Educacion Popular del Sur de California (IDEPSCA), and the Central American Resource Center (CARECEN), as well as the Koreatown Immigrant Workers Alliance (KIWA), the CLEAN CarWash Campaign, Restaurant Opportunities Center (ROC) LA, 9to5, and the Garment Worker Center.



Conference

On April 27, 2013, the Labor Center co-sponsored and hosted the wage theft conference put together by 9-5 Coalition. Topics included “Fair Wages & Equal Pay for Women,” “Fair Wages & Ending Wage Theft,” and “Fair Wages & Employment for the Formerly Incarcerated.”



Public Awareness Campaign

The LA Coalition Against Wage Theft held press actions throughout the year at City Hall, worker centers, and businesses found to have stolen wages from workers. Press events stressed the shocking statistics about wage theft in Los Angeles from the Labor Center’s landmark study, *Wage Theft and Workplace Violations in Los Angeles: The Failure of Employment and Labor Law for Low-Wage Worker* (Ruth Milkman et al., 2009), provided firsthand worker testimony about of personal costs of lost wages, and emphasized local policy solutions such as a local wage theft ordinance and improved investigations and collections processes.

Fair Paycheck Coalition

To improve collections outcomes for workers who win their wage claims with the Labor Commissioner and in civil court, only 1 in 5 of whom ever collects any payment, the Labor Center launched a statewide coalition of nearly 30 member organizations. The Fair Paycheck Coalition is comprised of worker centers, labor unions and policy organizations dedicated to the intersection of low-wage worker and immigrant rights. It advocates for new creative solutions to collections, like expanding the use and application of wage liens filed on employer property to help ensure successful collection after a worker wins a wage claim with the Labor Commissioner or in civil court.



Worker Assemblies

The Fair Paycheck Coalition has held retreats in Northern and Southern California to educate workers about how to collect judgments for unpaid wages, including identifying employer assets, filing liens, the effect of bankruptcy, and more.

Educating Policy Makers

Over forty members of the Fair Paycheck Coalition, including low-wage workers, labor attorneys, and policy advocates visited Sacramento in April to educate legislators about the crisis in collecting unpaid wages for low-wage workers in California.



Legal Clinics

With Fair Paycheck Coalition partner the Wage Justice Center, the Labor Center began hosting a bi-monthly legal clinic for day laborers to file mechanics' liens, which attach to employer property at the outset of their claim for unpaid wages and ensure the worker is able to collect no matter what happens to that property while he or she proves her claim. The clinic has generated popular education materials and know-your-rights presentations at day labor centers throughout the city. The Labor Center and the Wage Justice Center will publish a report analyzing the outcomes of the clinic next year with policy recommendations to ensure improved collections rates for all industries in California.

Worker Center Best Practices

As part of a grant from the Ford Foundation, this project included multiple assemblies focused on forging partnerships to strengthen the support networks for workers in low-wage industries. Details of the various assemblies follow:

Day Laborer Strategy Meeting [July 26-27, 2012]

This important strategy meeting included day laborer advocates from key NDLO member organizations to assess the local partnerships with building and trade unions on national and local levels, and to formulate a research and policy strategy on forging a stronger national partnership with LIUNA and other construction trade unions.

AFL-CIO Worker Center Partnership Advisory Committee [January 23-24, 2013]

The first meeting of the newly formed advisory committee for the AFL-CIO Worker Center Partnership, a major focus of this historic two-day meeting was to highlight best practice models of worker center and union partnership, which included the work of NDLO members in partnering with construction unions in Austin, New Jersey and Seattle. On the first day of the meeting, we conducted a workshop on building partnerships between worker centers and labor unions.



Workforce Development/Immigration Reform Convening

[May 13, 2013]

The Labor Center and Ford Foundation sponsored the first ever meeting of workforce development advocates, immigration reform advocates, labor leaders, and worker center network leaders develop a shared understanding and identify opportunities for strategic collaboration on the key topics, including 1) development of a shared understanding and common framework connecting effective workforce strategies with immigration reform; and 2) development of potential opportunities and next steps that focus on the integration of immigrant workers into the labor market and into good jobs post-comprehensive immigration reform.



Worker Center Network Communications Convening [May 14-15, 2013]

This inaugural convening of key worker center networks and their allies focused on forging a communications strategy. We brought together key communications staff from the worker centers networks (NDLO, NDWA, ROC United, Direct Care Alliance), other Ford Foundation grantees (e.g., NELP, UIC) and outside national media consultants. The two-day meeting focused on presentations and discussions relating to the broader narrative of low-wage work for the next 3-5 years, especially in the industries covered by these networks.

Domestic Worker and Garment Worker Support

The Labor Center serves as core support for several state and local initiatives seeking to improve the lives of domestic and garment workers. To this end, we have been heavily involved with the Garment Worker Center, the California Domestic Workers Coalition, and the Garment Worker Wage Claim Project.



Garment Worker Center (GWC)

Over the past six months, the Garment Worker Center’s new Executive Director and Lead Organizer have reactivated programming, outreach, and public education, and in doing so have called on the Labor Center for support. The Labor Center and GWC are currently collaborating on:

- a participatory leadership development/research project with workers that will use a database and education materials to document members’ wage claims as a way to target habitual wage and hour violators,
- supporting and training student interns to further the research and leadership development capacity of the GWC,
- increasing fundraising efforts to sustain the GWC organizing and membership development mission, 4. a plan for organizational development and sustainability, and
- sectorial research and strategy sessions focused on garment industry strategic research.

California Domestic Workers Coalition

As part of the California Domestic Workers Coalition, we have participated in the Coalition’s legal, research and steering committees. Throughout the year, we participated with the coalition in creating and implementing strategies to ensure effective outreach, public education, and implementation monitoring and documentation of the policy changes that would provide labor protections for domestic workers.



- As a member of the legal committee, we provided analysis and research on legal issues to assist the coalition with its policy efforts to improve labor standards for domestic workers in California. We produced a document that compared the California laws relating to domestic workers with New York and federal laws.
- For the research committee, we formulated research data on working conditions of domestic workers from our 2010 Wage Theft Report, and we worked with Coalition members to abstract data from the 2013 National Survey Report to create a California report for Governor Brown and key policy makers educating them about working conditions of domestic workers in California.
- As members of the steering committee, we provided leadership workshops and developed appropriate educational materials for the domestic workers from CHIRLA, IDEPSCA and other groups from Southern California working on

Garment Worker Wage Claim Project

This year we entered into a contract with the Department of Labor Standards Enforcement (DLSE) of the Department of Industrial Relations to help DLSE improve its process of filing AB 633 claims for garment workers. The first component of the project was focused on research and creating protocols for DLSE to implement to improve the system of AB 633 claims. We used the data sets from our report on wage theft, Wage Theft in Los Angeles, to identify specific employers that are violating workers’ wage protections. From the datasets, we created a mapping system that the DLSE field investigators could use in identifying the “hot spot” locations for labor violations of low wage industries. For the AB 633 process, we created a data report of the types of labor violations in garment manufacturing and the practices of manufacturers/retailers. We created a research team that analyzed and evaluated the AB 633 claims process which included (a) an evaluation of the backlogs and reasons for it; (b) proposals for reducing the backlog using existing resources; (c) training for DLSE staff to handle the cases for the Wage Claim Adjudication and Bureau of Field Enforcement (BOFE) units.

More recently, we have entered into the second component of this contract work with DLSE. We are training and supervising teams of UCLA interns to assist the DLSE staff at their central LA office to help reduce the backlog of AB 633 claims and provide support to improve the quality of services for garment workers. We have also hired a film production company to produce two videos on the AB 633 Claims

Immigrant Integration

IRLE’s work in the area of immigrant integration is helping to develop a key channel for workforce upward mobility for a whole generation of young immigrants. It is a critically important step in working for broader immigrant integration and successful immigration reform, since educated young adults can play important brokering and facilitating roles for the broader immigrant population.

[Dream Resource Center (DRC)]



Undocumented and Unafraid Book Tour

The Labor Center’s 2011 book Undocumented and Unafraid, Tam Tran, Cinthya Felix, and the Immigrant Youth Movement was on tour in 2012-2013, and as such was showcased in high school classrooms and immigrant rights organizations as well as at conferences across the nation. Some of these include book presentations at University of Massachusetts, Amherst, Smith College, the Massachusetts Institute of Technology, and Rutgers University. The book was distributed to over 1,3000 immigrant youth and allies at the Immigrant Youth Empowerment Conference at UCLA in June of 2012.

The Dream Resource Center believes that young people deserve the right to learn, be healthy and pursue their dreams--regardless of immigration status. Since its founding, the center has emerged as a national source for innovative research, education, and policy on immigration issues. Our work is critical to ensure immigrant youth continue to be at the forefront of the national conversations that directly impact their lives and families.

Dream Summer 2012

The UCLA Labor Center completed the second year of the national internship and scholarship program in August, 2012. The Dream Summer 2012 program provided 150 students across the nation with transformative internships with labor and community organizations. These students were placed in 10 different regions, including: Arizona, California, Colorado, Florida, Illinois, New Mexico, New York, Texas, Washington, and Washington D.C. The UCLA Labor Center raised \$1 million to implement this initiative, including support from foundations and community-based, state, and national organizations. The program also implemented the first LGBTQ-based internship initiative for immigrant students. Queer Dream Summer placed 14 LGBTQ immigrant students with 12 different organizations across the nation. On June 15, 2012, during the opening retreat, the students participated in a public rally in celebration of the Deferred Action for Childhood Arrivals program announcement. The students engaged with the press sharing their reactions and outlook on the future of immigrant students impacted by the federal program. Some of the high profile speakers participating in the opening and closing retreat included Maria Elena Durazo, of the Los Angeles County Federation of Labor AFL-CIO, Reverend James Lawson, Jose Antonio Vargas, among others. Process and the Wage Claim Adjudication Claims Process as orientation for workers while they wait for their claims to be processed at the DLSE offices.



Dream Peer Counseling Project

For the second consecutive year, the UCLA Labor Center partnered with the UCLA Luskin School of Public Affairs, Social Welfare Department, to further address the issues of undocumented students and mental health. Twenty-five MSW students engaged in developing programs, curriculum and marketing strategies to bring light to this issue. In May, 2013, the class presented its products in an educational event at the UCLA Luskin School with over 70 attendees from faculty, students, to mental health professionals and community leaders.



CIRCLE Project

The UCLA Labor Center’s Collective of Immigrant Resilience through Community Led Empowerment (CIRCLE) project has gained visibility and recognition. The program, which began in 2011, offers an environment that promotes communal support, collective healing, and self-empowerment where immigrant youth can discuss their ongoing stressors and successes, and make professional referrals when necessary. An extensive curriculum has been developed in order to train mental health professionals on how to work with immigrant youth. The program has established community talking circles and UndocuQueer talking circles in the Los Angeles greater area where immigrant youth are able to find a safe space to talk about their emotional hardships. The talking circles and professional trainings are led by members who have experienced first-hand the impacts of living as an immigrant.

Immigrant Youth and Health Study

The UCLA Labor Center has launched the first state-wide immigrant youth-led research project to identify how undocumented and DACA-eligible immigrants navigate the barriers of the health care system in California. The Healthy California

Survey Project is being implemented through the Healthy California Dream Summer cohort and has as its goal to collect over 400 interviews from across the state.



“We Own the Dream” Health Conference

The UCLA Labor Center, in partnership with the Mexican American Legal Defense and Education Fund, organized a convening titled “We Own the Dream: Healthy Immigrant Youth Development in Southern California” on January 28th, 2013, in Los Angeles. This convening brought around 80 immigrant rights and healthcare advocates, as well as immigrant youth, from around Southern California and the Central Valley. The convening showcased panels on the policies and issues impacting access to health care for immigrants, stories of undocumented youth impacted by the barriers to affordable healthcare, and programs and practices to alleviate some of these issues.

Immigration Workforce Implementation



Through the ReWork Program, the UCLA Labor Center has been involved with immigration reform as it impacts worker centers and their members. For the first time ever, we convened the LA based worker centers into a coalition that would begin addressing the issue of immigration reform implementation, providing both meeting capacity and research support. On December 1, 2012, we joined the National Day Laborers Organizing Network (NDLON) and other worker centers and immigrants groups in co-sponsoring an all-day event at Loyola Law School on the impact on immigrant communities by Secure Communities and other policies that promote local law enforcement collaboration with immigration enforcement officials. On April 23, 2013, we joined the CLEAN Carwash Campaign, Ford Foundation, and Liberty Hill Foundation in co-sponsoring an event on immigration reform’s impact on LA worker centers at the new headquarters of the CLEAN Campaign’s Carwash Worker Center.

Global Flows and Networks

As labor, capital, and commerce have become increasingly global, IRLE has likewise undertaken increasingly global research and outreach.

[IRLE Research]

“Uneasy Alliances: Unions and informal Worker Organizing in the US and Mexico”

Chris Tilly
Research Partner: Enrique de la Garza, Universidad Autónoma Metropolitana-Iztapalapa, Mexico City

This research compares street vendor organizing in Mexico City with day laborer organizing in LA. In 2012-2013, IRLE hosted two binational convenings of street vendor and day labor organizers, along with members of the two research teams, from Mexico City and Los Angeles in January and May. Graduate student Hugo Sarmiento (Urban Planning) conducted fieldwork and a literature review, participated in analysis, and will present the co-authored paper, “The workers who organize in the public square: A comparison of Mexican and U.S. organizing models,” in July and August of 2013.



“Monitoring and Enforcing Job Quality in Contracted Work in Brazil, China, India, and South Africa”

Chris Tilly
Research Partners: Carlos Salas, Universidade Estadual de Campinas, Brazil; Pun Ngai, Hong Kong Technological Institute; Rina Agarwala, Johns Hopkins University; and Sarah Mosoetsa, University of the Witwatersrand

This U.S. Department of Labor, International Labor Affairs Bureau-funded research looked at organizing models for subcontracted and home-based workers in the garment and textile industries in Brazil, South Africa, India, and China. This research, conduted by Director Tilly in partnership with subcontractors in the four countries resulted in a forthcoming publication, *Informal Worker Organizing as a Strategy for Improving Subcontracted Work in the Textile and Apparel Industries of Brazil, South Africa, India and China*.

“Retail Work Around the Globe”

Chris Tilly

Research Partner: Françoise Carré (University of Massachusetts, Boston)

A continuation of work on a project that received earlier funding from the Ford, Rockefeller, and Russell Sage Foundations, the Upjohn Institute for Employment Research, a UCLA Faculty Senate grant, and the Fulbright Scholar Program, this research uses international comparison of retail work in the US, Mexico, and a number of European countries to understand how laws and institutions, markets, and corporate strategy interact to generate variations in the quality of retail jobs within and across countries. In addition to numerous presentations, Tilly and Carré produced three publications: *Beyond ‘contratos de protección’: Strong and weak unionism in Mexican retail enterprises*, *‘So far from God, so close to the United States’*, and *yet...: Unexpected differences in modern retail jobs between Mexico and the United States*, and *Working in large retailers: A US-France comparison*.



“Cultural Festivals and Transnational Migrant Communities Across the US-Mexican Border: The Guelaguetza Festivals in California”

Gaspar Rivera-Salgado

Led by Labor Center Project Director Gaspar Rivera-Salgado, this project is examining the role of Mexican migrant festivals, known as Guelaguetzas among migrants from Oaxaca, Mexico, in California. The research premise is that these festivals make it possible to better understand the consolidation process of transnational migrant communities, which involves the formation of ties with places of origin and the eventual rise of ties with places of destination. To this end, the project is documenting, analyzing, and explaining three key aspects: the social organization that makes the celebration of these festivals possible, the cultural components that are involved, and the ties that are forged with different social actors both in places of origin and destination. The empirical reference points are the three main Guelaguetzas carried out in California in Los Angeles, Fresno, and San Diego. Plans include article submission in summer 2014 to the journal *Migraciones Internacionales* and book submission in 2015 under the tentative title of *Welcome to Oaxacalifornia: The Guelaguetza Festivals in the Golden State*.

Visiting Scholars

IRLE Visiting Scholars and Graduate Students are invited to spend a month to year in residence at UCLA, working on research projects and meeting with UCLA students and faculty. Visiting scholars enhance the intellectual progress of IRLE research projects, as well as contribute to the Working Paper series and colloquia. Through our network of visiting scholars, IRLE’s research extends around the world. This map of our visiting scholars and visiting graduate researchers for 2012-2013, demonstrates just how global our research community is.

Rodolfo García Zamora

Professor, Universidad Autónoma de Zacatecas, Mexico



Sascha Krannich

PhD Student, University of Münster, Germany



Francesca Sperotti

PhD Student, University of Bergamo, Italy



Young Sun Ra

Senior Research Fellow, Korea Research Institute for Vocational Education & Training (KRIVET)



Idrees Khawaja

Associate Professor, Pakistan Institute of Development Economics



Institute for Transnational Social Change (ITSC)

The Institute for Transnational Social Change (ITSC) based at the UCLA Labor Center serves as a hub for crossborder collaboration among key worker-led organizations, such as independent unions, worker centers, NGOs, and academics, in Mexico and the United States. Worker-led organizations on both sides of the border collaborate around the needs of a low-wage workforce and sectors in the transnational economy that are often difficult to reach, like migrant workers, garment workers, farm workers, and miners. ITSC's activities aim to increase opportunities for crossborder collaboration and access to leadership development programs, health and safety trainings, and organizational capacity building. The following reports were published during the 2012-2013 fiscal year:



- Bacon, David. *Building a Culture of Cross-border Solidarity*. Los Angeles: UCLA Center for Labor Research and Education, 2012.
- Martínez, Carolina, and the ENLACE team. *Integrated Organizing Approach as a Tool in the Fight for Workers Rights: The Case of Sara Lee Workers*. Los Angeles: UCLA Center for Labor Research and Education, 2012.
- Fernando Herrera Lima, Coordinador. *Juntas de Conciliación y Arbitraje en México*. Los Angeles. UCLA Center for Labor Research and Education, 2012
- *Organización Familia Pasta de Conchos. VI Informe Pasta de Conchos: Siglo XXI: El martirio en las minas del carbón*. Los Angeles. Centro de Reflexión y Acción Laboral (CEREAL)

Pacific Rim: China, Vietnam

Labor Center director Kent Wong has been involved in developing relations between U.S. and Chinese labor scholars and labor leaders. He is working with Greg Mantsios from the CUNY Joseph Murphy Labor Institute and Elaine Bernard from the Harvard Trade Union Program to launch a U.S. State Department funded project entitled, "Advancing the Field of Labor Relations in China."

In July 2012, Kent Wong brought United Auto Workers President Bob King to China to meet with the leader of the National Metal Workers Union in China. This was the first U.S. manufacturing union president to visit China in the past two decades. In October 2012 he accompanied Greg Mantsios and Elaine Bernard to meet with ten scholars from universities in Shanghai, Nanjing, and Beijing, and in December 2012 he led a delegation of leaders from the Los Angeles County Federation of Labor to meet with the Shanghai Municipal Trade Union Council.



In the 2012-2013 academic year, the UCLA Labor Center also hosted a series of delegations of labor leaders and labor scholars from Beijing, Shanghai, and Guangzhou, and Kent recruited two labor educators, Leanne Noble and Hollis Stewart, to accept teaching assignments at the Ton Duc Thang Labor College in Ho Chi Minh City, Vietnam. They will be teaching labor studies, and introducing U.S. labor studies curriculum to labor studies faculty and students in Vietnam during the 2013- 2014 academic year. To continue this work, Wong will be leading a delegation of U.S. and Canadian labor educators to Vietnam in the coming year



University of California, Los Angeles
Institute for Research on Labor and Employment

10945 Le Conte Avenue #2107 | Los Angeles, CA 90095
(310) 794-5957 | uclairle@irle.ucla.edu | www.irle.ucla.edu