



IRLE

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

ANNUAL REPORT | 2014-2015

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IRLE Director

Noah Zatz  
IRLE Associate  
Director

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## The Beginning



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

## GOALS

The UCLA IRLE has 3 chief goals:

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

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





The UCLA Institute for Research on Labor and Employment 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: the IRLE Academic Unit, the UCLA Center for Labor Research and Education (CLRE, or the "Labor Center"), the Labor Occupational Safety and Health

#### 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



#### Human Resources Round Table (HARRT)

HARRT links human resource practitioners in the region to faculty and other intellectual resources at UCLA.



#### Center for Labor Research and Education (UCLA Labor Center)

The Labor Center and its programs work to build a bridge between the organized labor community in southern California and UCLA



#### Labor Occupational Safety and Health Program (LOSH)

LOSH is involved in community outreach and conducts research on issues affecting the health of workers and on the quality of workplace environments



The Institute for Research on Labor and Employment is a multidisciplinary research center dedicated to the study, teaching, and discussion of labor and employment issues. Through the work of its units—the IRLE Academic Unit, Center for Labor Research and Education (CLRE, or more commonly the LC), the Human Resources Roundtable (HARRT) and the Labor Occupational Safety and Health program (LOSH) – the Institute forms wide-ranging research agendas that carry UCLA into the Los Angeles community and beyond.

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

## HISTORY

education programs to the organized labor movement, researchers and students.

In the decades since its founding, the UCLA Institute has played an important role in the intellectual life of the university, and it also has contributed to the national dialogue on employment and labor issues. The establishment of the Center for Labor Research and Education (1964), the Labor Occupational Safety and Health Program (1978), and the Human Resources Round Table (1986) within the Institute further consolidated the ties between the labor community and the university. But as the power of organized labor waned in the 1970s and 1980s, the Institute was faced with substantial budget cuts. Academic interest in the traditional field of industrial relations also declined

during this period. In 1995, however, new leadership came into power at the national AFL-CIO and, soon after, organized labor in California was revitalized, leading to renewed intellectual interest in labor and employment issues as well. This led to a major new initiative in 2000, when the state legislature established the UC Institute for Labor and Employment (ILE), a research program housed jointly at UCLA and UC Berkeley which built on the two IIRs that had been established 44 years earlier.

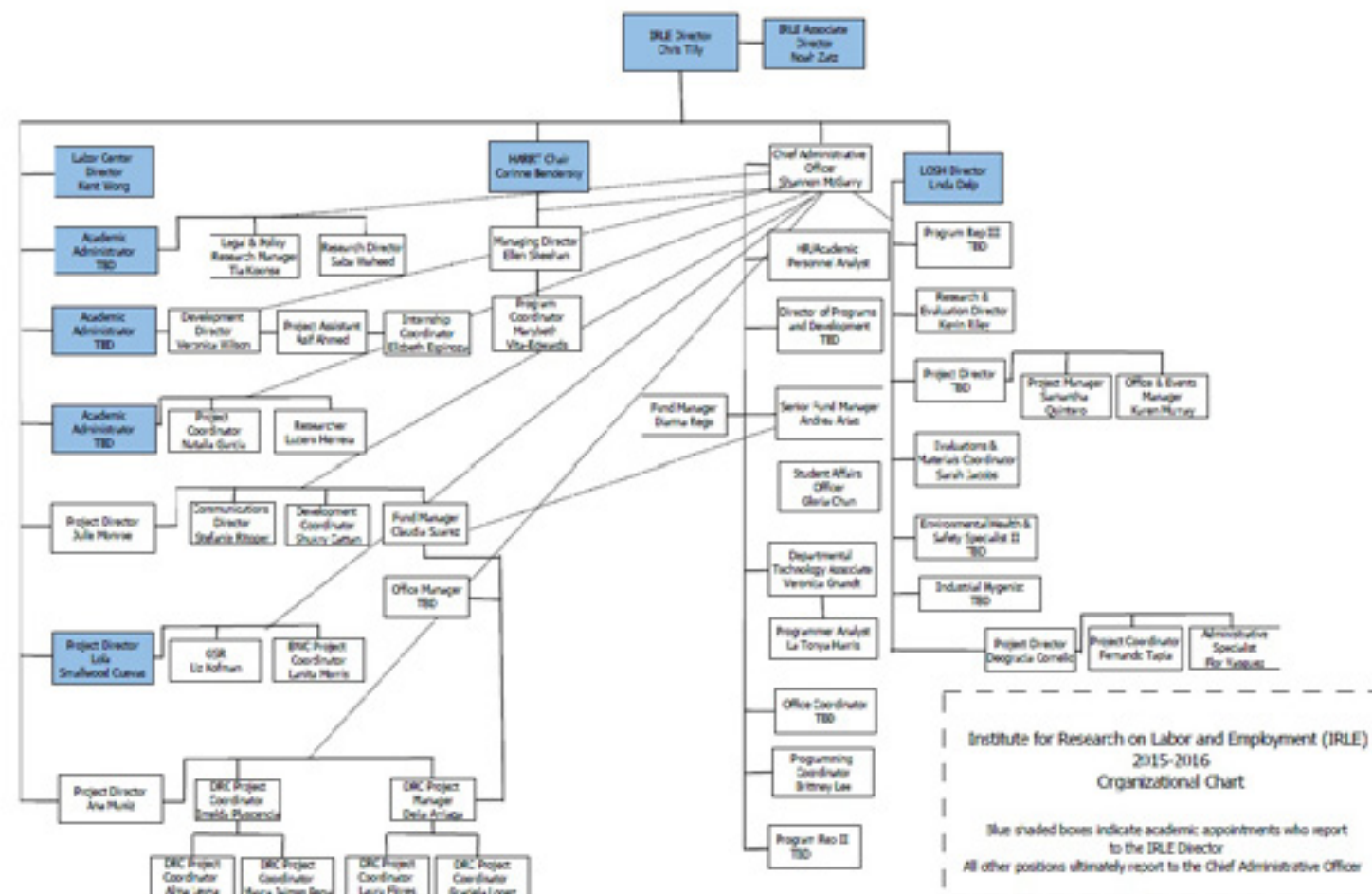
In December 2003, Governor Arnold Schwarzenegger declared a fiscal state of emergency and eliminated ILE's budget for the remainder of the fiscal year. In early 2004, after an outpouring of public support, the University agreed to cover most staff salaries through June 2004. Beginning in 2004–05, the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

In 2008, the Miguel Contreras Labor Program was targeted for line-item veto by Governor Schwarzenegger, threatening to eliminate both the UCLA and UC Berkeley IRLE campuses. After an outpouring of support—more than 400 UC faculty and academic staff members signed a letter of protest—the University of California, Office of the President agreed to continue funding for the Institutes for that fiscal year.



# 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.



To view our org chart in more detail, please see the attached PDF document

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

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

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

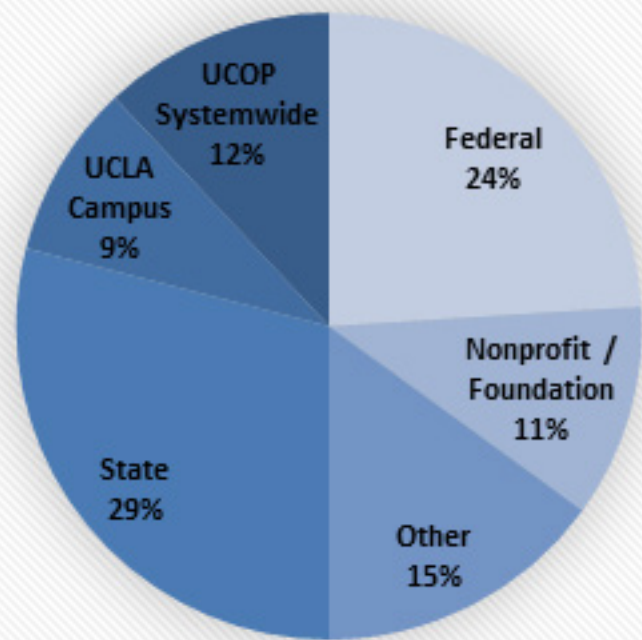
- Maylei Blackwell (Chicana/o Studies)
- Chris Erickson (UCLA Anderson School of Management)
- Akhil Gupta (Anthropology)
- Toby Higbie (History)
- Sanford Jacoby (UCLA Anderson School of Management)
- Robin D.G. Kelly (History)
- Ching Kwan Lee (Sociology)
- Ninez Ponce (UCLA Fielding School of Public Health)
- Janice Reiff (History)
- Mark Q. Sawyer (Political Science)
- Katherine Stone (UCLA School of Law)
- Abel Valenzuela (Chicana/o Studies & Urban Planning)
- Till Von Wachter (Economics)
- Roger Waldinger (Sociology)
- Ed Walker (Sociology)
- Noah Zatz (UCLA School Law)



# FUNDING

A significant part of IRLE activities is supported by external sources, including grants and gifts. LOSH is almost entirely supported by grants and HARRT applies a membership fee to support its activities. The Labor Center has traditionally relied on support from its constituencies and from the annual Labor Center fund raising banquet to support its programs and research, and in the last two years, has significantly grown its grant-writing. The Academic Unit has likewise expanded its grant and contract activities, securing some modest external sources of support this year.

FY 2014-2015 Fund Sources



Federal Nonprofit / Foundation Other State UCLA Campus UCOP Systemwide

# FY 2014-2015 FUND SOURCES

## Extramural Funding: Institute for Research on Labor and Employment (IRLE)

Principal Investigator: Chris Tilly

Award Title	Sponsor Name	Award Type	Budget Period Begin Date	FY1415 Total/ Project Total
Initial Scan of the Construction Sector in Guatemala and Costa Rica	American Center for International Labor Solidarity (Solidarity Center) (AFL-CIO)	Contract	9/12/2014-12/31/2014	\$9,996 / \$9,996
Informal Construction and Domestic Work: Collaborative Research on Institutional Influences in Job Quality	Ford Foundation	Grant	7/1/2014-6/30/2016	\$132,000 / \$132,000

## Extramural Funding: Institute for Research on Labor and Employment (IRLE)

Principal Investigator: Noah Zatz

Award Title	Sponsor Name	Award Type	Budget Period Begin Date	FY1415 Total/ Project Total
Precarious Work in the Shadow of Mass Incarceration	John Randolph Haynes & Dora Haynes Foundation	Grant	6/1/2015-5/31/2016	\$13,200 / \$13,200

**Extramural Funding: Center for Labor Research and Education (Labor Center)**  
**Principal Investigator: Kent Wong**

Award Title	Sponsor Name	Award Type	Budget Period Begin Date	FY1415 Total/ Project Total
Social Program Agreement - Labor Center	County of Los Angeles	Contract	9/1/2014-10/31/2015	\$500 / \$500
Los Angeles Black Worker Center	Liberty Hill Foundation	Grant	2/20/2014-12/30/2014	\$10,000 / \$10,000
Dream Resource Center	New World Foundation	Grant	1/29/2015-1/29/2016	\$60,000 / \$60,000
Dream Resource Center	Ford Foundation	Grant	12/1/2014-11/30/2015	\$125,000 / \$125,000
Dream Summer National Leadership Program	The Berger Marks Foundation	Grant	6/1/2015-5/31/2016	\$10,000 / \$10,000
Dream Resource Center Healthy Community Leadership Program 2014-2015	California Wellness Foundation	Grant	7/1/2014-6/30/2015	\$130,000 / \$130,000
Los Callejones: Garment Worker Stories from Los Angeles	CAL Humanities Foundation	Grant	7/1/2014-6/30/2015	\$10,000 / \$10,000
Dream Summer 2014	Rosenberg Foundation	Grant	6/1/2014-5/31/2015	\$30,000 / \$30,000
Dream Summer Alumni Network	California Community Foundation	Grant	11/1/2014-10/31/2015	\$35,000 / \$70,000

**Extramural Funding: Center for Labor Research and Education (Labor Center)**  
**Principal Investigator: Victor Narro**

Award Title	Sponsor Name	Award Type	Budget Period Begin Date	FY1415 Total/ Project Total
AFL CIO Worker Center Affiliation Research	University of Illinois/ New World Foundation	Subcontract	7/1/2014-11/30/2014	\$15,000 / \$15,000
Capacity and Leadership Development Support for Worker Centers	Ford Foundation	Grant	7/1/2014-6/30/2016	\$260,000 / \$260,000

**Extramural Funding: Labor Occupational Safety and Health (LOSH) Program**  
**Principal Investigator: Linda Delp**

Award Title	Sponsor Name	Award Type	Budget Period Begin Date	FY1415 Total/ Project Total
School Action for Safety & Health (SASH) Program	University of California, Berkeley/CA Department of Industrial Relations	Subcontract	7/1/2014-6/30/2015	\$5,000 / \$5,000
Worker Occupational Safety and Health Training Education Project	CA Department of Industrial Relations	Contract	7/1/2014-6/30/2015	\$220,000 / \$220,000
Cal/OSHA Outreach and Cross-Trainings with Worker Organizations	CA Department of Industrial Relations	Contract	2/2/2015-6/30/2016	\$100,000 / \$200,000
Safe Patient Handling Training Project	University of California, Berkeley/CA Department of Industrial Relations	Subcontract	4/1/2015-3/31/2016	\$6,750 / \$6,750
Strengthening Labor - Community Health & Safety Capacity in Southern California through Worker Leaders and a Model Labor-Management Partnership	DOL-Department of Labor Occupational Safety and Health Administration	Grant	9/30/2014-9/30/2015	\$164,986 / \$164,986
Hazardous Material Worker Health and Safety Training (U45), Cooperative Agreement	NIH-NIEHS National Institute of Environmental Health Sciences	Cooperative Agreement	8/1/2014-7/31/2015	\$1,780,478 / \$8,813,341
Entertainment Safety Project	IATSE-Entertainment and Exhibition Industries Training Trust Fund	Contract	10/20/2014-10/19/2015	\$244,530 / \$244,530
For Core Operating Support to Improve the Health of the People of California	California Wellness Foundation	Grant	4/1/2015-3/31/2016	\$50,000 / \$50,000



# STAFF AWARDS

RE:WORK RADIO



LABOR  
OCCUPATIONAL  
SAFETY AND  
HEALTH  
PROGRAM

THE DREAM  
RESOURCE  
CENTER

ALICE HAMILTON  
AWARD

~ Re:Work Radio received a Gracie Award from Women In Media, June 2015

~ The Dream Resource Center was honored by the Los Angeles County Human Relations Commission and Los Angeles County Board of Supervisors, January 2015

~ Linda Delp received the Alice Hamilton Award, Occupational Health and Safety Section of the American Public Health Association, November 2014

~ Deogracia Cornelio awarded the Honorary Title of Community Health Worker Ally, Esperanza Community Housing Corporation, July 2015

## 2014-15 HIGHLIGHTS



**U**CLA IRLE is most proud of the impact we have on improving workers' lives and workplaces. The following section details noteworthy student involvement, publications, and events.



# 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

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



16 Work Study Students Yessica Frias, Hector Prado, and UCLA Student Volunteer

## Reports

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

["Los Angeles Rising: A City that Works for Everyone"](#)  
["From UnDocumented to DACAdmented: Impacts of the Deferred Action for Childhood Arrivals \(DACA\) Program"](#)  
["Walmart's Limited Growth in Urban Retail Markets: The Costs of Low Labor Investment"](#)

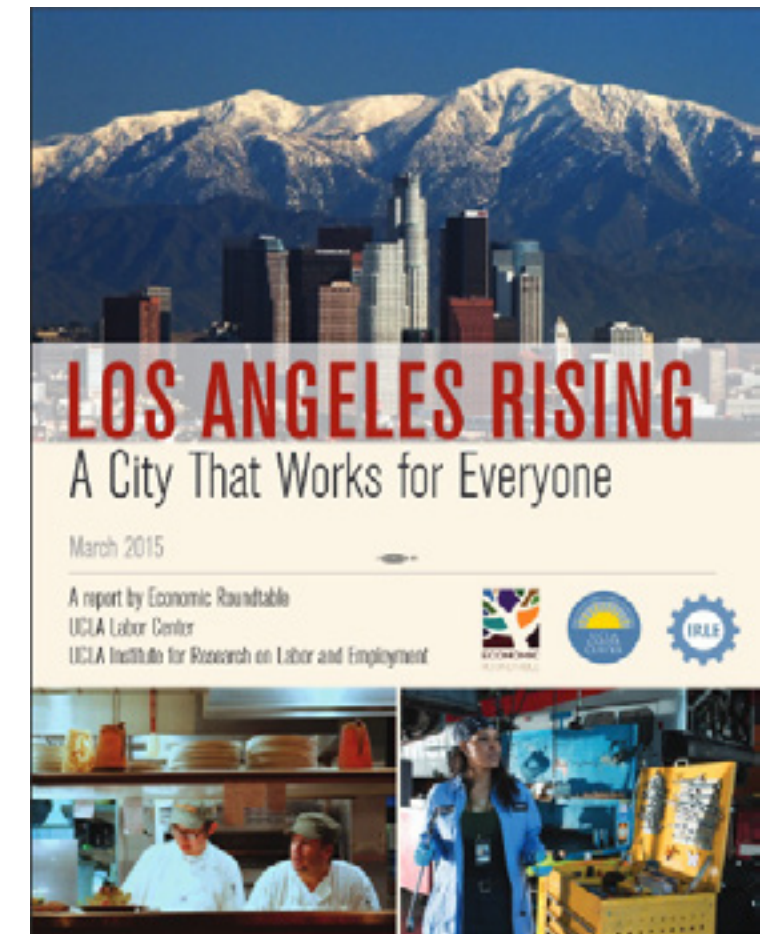
## Policy Briefs

During the academic year of 2014-15, IRLE published 20 new policy briefs on topics ranging from

family friendly work policy and undocumented youth to wage theft in trucking and the hidden costs of property tax limitations—along with many other issues.

Examples of 2014-15 briefs include:

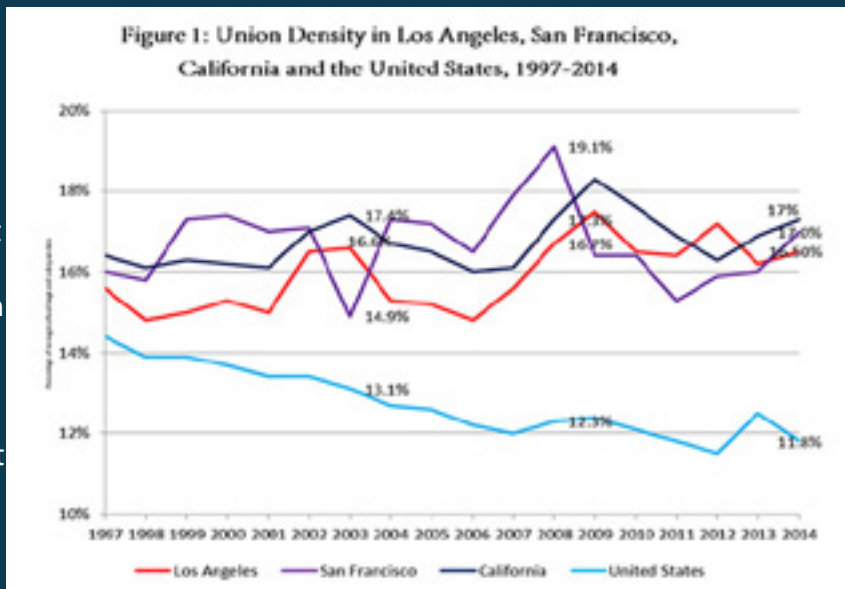
[No. 26 "Wage Theft Along California's South Coast: A Survey of Low Wage Workers in Santa Barbara and Goleta"](#)  
[No. 32 "Representations of Unions in American and Canadian Social Studies Standards"](#)  
[No. 34 "Local Government Models of Diversity, Equity, and Inclusion in Employment"](#)



# State of the Unions 2014

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

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



## LABOR CENTER REPORTS

“Building a Movement Together: Workers Center and Labor Union Affiliations,” **Victor Narro, Saba Waheed, and Jassmin Poyaoan, UCLA Labor Center, commissioned by Labor Innovations for the 21st Century (LIFT) Fund**

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

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

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

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

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

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

# Working Papers

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

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

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

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

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

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

# Books

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

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





# 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 IN ADDITION TO SELF-PUBLICATION.



"The unexpected power of informal workers in the public square: A comparison of Mexican and US organizing models." With Hugo Sarmiento, Enrique de la Garza, José Luis Gayosso, and Chris Tilly. *International Labor and Working Class History*, forthcoming 2015.

"Precarious Work in Construction in Guatemala and Costa Rica." Minor Mora Salas, Hugo Sarmiento, and Chris Tilly. *AFL-CIO Solidarity Center*, June 2015.

"Converging divergences in formal and informal work: Longitudinal evidence from Mexico." Diana Denham and Chris Tilly. *Global Labour Journal* 6(1), January 2015.

"Latin America's 'third left' meets the US workplace: A promising direction for worker protection?" Chris Tilly and Marie Kennedy. *University of California Irvine Law Review* 4:539-60 (lead article), 2014.

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

"International informal worker organizations," Françoise Carré, Chris Tilly, and Christine Bonner. *Perspectives on Work* 18: 18-21, 2014.

## LOSH

L Kevin Riley, Carol Rice, Mitchel Rosen, Craig Slatin, Linda Alerding, Jane Fleishman, B. Louise Weidner, and Linda Delp. Managers' Perceptions of the Value and Impact of HAZWOPER Worker Health and Safety Training. *American Journal of Industrial Medicine*, 58(7): 780-787, 2015.

Linda Delp and Kevin Riley. Worker engagement in the health and safety regulatory arena under changing models of worker representation. *Labor Studies Journal*, 40(1): 54-83, 2015.

Kevin Riley and Doug Morier. "Patterns of Work-Related Injury and Common Injury Experience of Workers in the Low-Wage Labor Market. A Report to the Commission on Health and Safety and Workers' Compensation, California Department of Industrial Relations.

Sherry Baron, Sharon Beard, Leticia Davis, Linda Delp, Linda Forst, Andrea Kidd-Taylor, Amy Liebman, Laura Linnan, Laura Punnett, and Laura Welch. "Promoting Integrated Approaches to Reducing Health Inequities among Low-Income Workers: Applying a Social Ecological Framework." *American Journal of Industrial Medicine* 2014; 57(5): 539-556.

P.C. Wang and Linda Delp. Health status, job stress and work-related injury among Los Angeles taxi drivers. *WORK: A Journal of Prevention, Assessment and Rehabilitation* 49(4):705-712, 2014.

Linda Delp, Zahra Mojtahedi, Hina Sheikh, and Jackie Lemus. "A Legacy of Struggle: The OSHA Ergonomics Standard and Beyond, Part I & II." *NEW SOLUTIONS: A Journal of Environmental and Occupational Health Policy* 2014; 24(3):365-389; 391-408.

Kevin Riley. Driving on speed: Long-haul truck drivers and amphetamines in the postwar period. *Labor: Studies in Working-Class History of the Americas*, 11(4): 63-90, 2014.







# EVENTS

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

## Annual Events

### HARRT Annual Retreat [November 6-8, 2014]

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

### 2014-15 Annual Benjamin Aaron Labor Law Lecture [January 22, 2015]

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

### Annual IRLE Conference [April 17-18, 2015]

The 2015, "Labor, Entertainment, & Sports: An Intersectional and Interdisciplinary Inquiry" conference took place

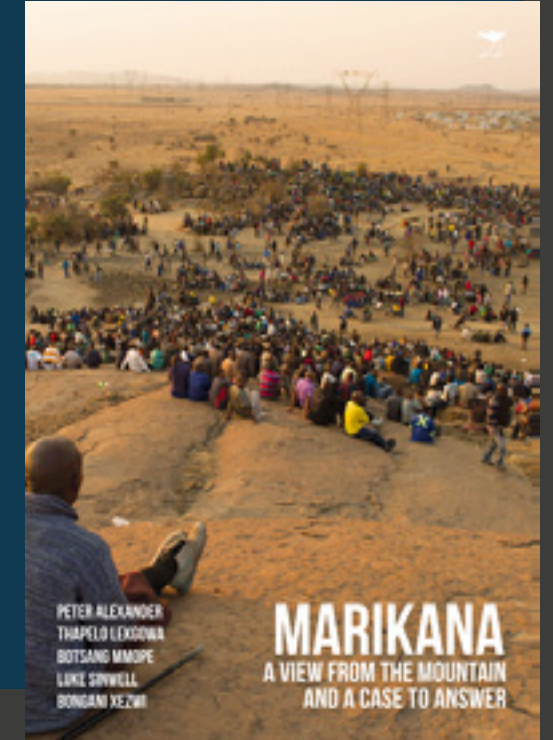
at the Crown Plaza Beverly Hills Hotel, now the Beverly Hills Marriott, in Los Angeles, CA on April 17-18, 2015. The objective of the conference was to help build intellectual bridges between scholars taking critical and intersectional approaches to labor, organized labor, and industry professionals and practitioners. Panelists discussed current labor and employment issues in the fields of sports and entertainment, and highlight the importance of racial/ethnic, gender/sexual orientation, and class/labor analyses of labor and employment issues in these industries. The 2014 retreat included topics such as, "Economic Forecast and the Effect on Jobs," "Leadership, Technology and Digital Engagement," "Manage Your Online Reputation to Build a Trusted Employer Brand," and "New Directions in Performance Management."

### Workers' Memorial Week of Action [April 27 - May 1, 2015]

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

### UCLA Labor Center Banquet [May 14, 2015]

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



## Colloquium Series

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

**"After Labor Law? Reframing Labor Law as the Law of Economic Subordination" [November 5, 2014]**

Harry Arthurs | Osgoode Hall Law School

Presented by the Institute for Research on Labor and Employment (IRLE); cosponsored by Globalization and Labor Standards (GALS), UCLA Canadian Studies Program, and UCLA Public Policy

**"Labor Women" and Reflecting on API Women in Labor Today [November 12, 2014]**

Renee Tajima-Pena | UCLA, Asian American Studies

Maylei Blackwell, UCLA | Chicana/o Studies

Quynh Nguyen | Organizer and featured in the "Labor Women" film

Presented by the Institute for Research on Labor and Employment (IRLE); cosponsored by UCLA Asian American Studies and Gender Studies executives. The 2014 retreat included topics such as, "Economic Forecast and the Effect on Jobs," "Leadership, Technology and Digital Engagement," "Manage Your Online Reputation to Build a Trusted Employer Brand," and "New Directions in Performance Management."

**Book Talk: "Black Ethnicity: Race, Immigration, and the Pursuit of the American Dream" [December 5, 2014]**

Christina Greer | Fordham University, Political Science

Presented by the Institute for Research on Labor and Employment (IRLE); cosponsored by the UCLA Migration Program

**Book Talk: "Meet Joe Copper: Masculinity and Race on Montana's World War II Home Front" [January 28, 2015]**

Matthew Basso | University of Utah, Gender Studies and History

Presented by the Institute for Research on Labor and Employment; cosponsored by UCLA Gender Studies and History Department

**Building China: The Rise of Informal Work and Spatial Politics [February 25, 2015]**

Sarah Swider | Wayne State, Sociology

Presented by the Institute for Research on Labor and Employment; cosponsored by the UCLA Center for Chinese Studies

**After Marikana: The State, the ANC, and the Future of the Labor Movement in South Africa**

Trevor Ngwane | University of Johannesburg, Sociology

Gay Seidman | University of Wisconsin, Sociology

Dinga Sikwebe | Johannesburg, United Front Coordinator of the National Union of Metalworkers of South Africa

Presented by the UCLA Center for Social Theory and Comparative History & Center for African Studies and African Studies IDP; cosponsored with the Institute for Research on Labor and Employment

**IRLE Dialogue: Southern California Port Truck Drivers: Exploitation and Resistance**

Scott Cummings | UCLA School of Law

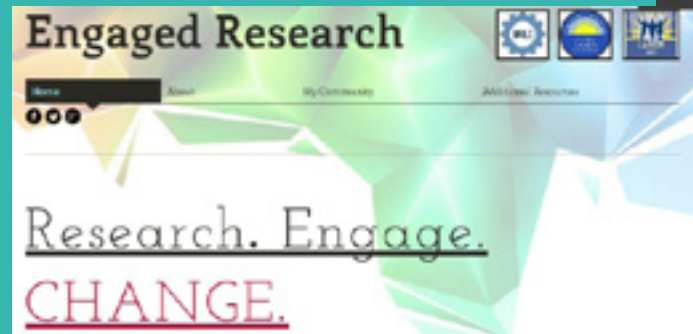
Jesse Halvorsen | UC Santa Barbara Department of History

Sanjukta Paul | UCLA Law School

Victor Narro | UCLA Labor Center

Presented by the Institute for Research on Labor and Employment (IRLE)





## Cosponsored Events

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

Speaker: Talitha LeFlouria - History (Florida Atlantic University)

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

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

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

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

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

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

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

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

Speakers: Ruben Hernandez-Leon – Center for Mexican Studies (UCLA), Chris Tilly – Urban Planning & Sociology and the Institute for Research on Labor and Employment (UCLA), Frank Bean – Center for Research on Immigration, Population and Public Policy (UCI)

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

## Special Events

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

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

**Engaged Research** [October 31, 2014]

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

**Day of Learning**

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





## HARRT Round Tables

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

### Executive Round Tables

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

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

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

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

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

# 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

## Labor & Workplace Studies Minor (LBR&WS)

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

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

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



## Labor and Workplace Studies Students: At a Glance

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

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

LBR&WS Minor: Enrollment Breakdown by Primary Major	Number of Students
African American Studies	1
Anthropology	3
Asian American Studies	3
Chicana and Chicano Studies	37
Communication Studies	2
Economics	3
English	5
Gender Studies	3
Geography	2
Global Studies	2
History	7
Human Biology and Society	1
International Development Studies	4
Japanese	1
Latin American Studies	1
Linguistics	1
Music	1
Neuroscience	1
Philosophy	2
Political Science	21
Psychology	14
Psychobiology	1
Sociology	15
Spanish	7
Study of Religion	1
Undeclared	1
Total Students: 140	



## SERVICE LEARNING

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

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

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

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

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

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

## INTERSHIP PROGRAMS & LEARNING OPPORTUNITIES

### Labor Summer Research Internship Program (LSRIP)

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

### Occupational Health Internship Program (OHIP)

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

### Community Scholars 2015

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

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

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



# LOSH TRAININGS

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

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

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

## BLACK WORKER CENTER



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

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

### READY TO WORK

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

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



# IMPROVING LOW-WAGE WORK

UCLA IRLE INITIATIVES AIMES 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 SYNTHESSES 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.

## ACADEMIC UNIT

### Minimum Wage Research

#### Los Angeles Rising: A City that Works for Everyone

By Daniel Flaming Halil Toros, Yvone Yen Liu, and Patrick Burns of the Economic Roundtable, Lucero Herrera, Tia Koonse, and Saba Waheed of the UCLA Labor Center, and Robert Habans of the UCLA Institute for Research on Labor and Employment. Underwritten by the Los Angeles County Federation of Labor, AFL-CIO

Raising L.A.'s minimum wage to \$15.25 per hour will put \$5.9 billion new dollars into the pockets of workers and families, and provide stimulus benefits for under-invested communities. Paying fair wages will be adjustment for some, but the result will be a bigger, sustainable and more inclusive economy for Los Angeles.

"The unexpected power of informal workers in the public square: A comparison of Mexican and US organizing models."  
Contra-movimiento de una fuente inesperada."

## GLOBAL RETAIL LANDSCAPES

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

**"Wal-Mart's Limited Growth in Urban Retail Markets: The Cost of Low Labor Investment"**  
By Anthony Roberts of IRLE

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

## RETAIL WORK ROUND THE GLOBE

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

Importantly, this suggests that US retail jobs could be quite different (and better) with the adoption of appropriate changes in laws and employer-employee relations.

In another outgrowth of this research project, Tilly and former UCLA Master's student in Urban Planning and Latin American Studies Diana Denham published an article in Global Labour Journal analyzing similarities and differences in formal and informal retail work in Mexico by following a single set of retail workers over time.

## INSURGENT LABOR STRATEGIES

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

## ECONOMIC SUSTAINABILITY ROUNDTABLE

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



# LOSH Support for Policy Initiatives

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

## Integrating Occupation and Industry into Electronic Health Records

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

## Cal/OSHA Heat Illness Prevention Standard

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

## California Interagency Refinery Task Force

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

## Health and Safety for Temporary Workers

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

## Preventing Workplace Violence in Healthcare Settings

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

# LOSH Community Outreach

## Southern California Occupational Safety and Health Activist Network

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

## Visión y Compromiso

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

## Injury Experiences of Low-Wage Workers

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

## Health and Safety Concerns of LAX Airport Service Workers

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

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

# Re:Work Institute for WORKER JUSTICE

## Wage Theft

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

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

## Young Worker Research Project

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

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

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



## Parent Worker Project

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

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

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

## Re:Work Radio

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

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

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





# EXPANDING *to other* CAMPUSES

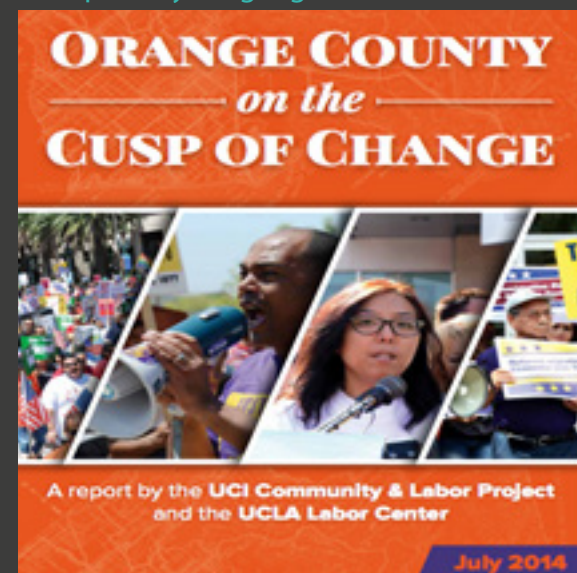
The UCLA Labor Center has been actively engaged with university and community partners in Orange County and San Diego to help seed community-labor partnership projects in Southern California.

## UCI Community Labor Project

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

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

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



## UCSD Community Labor Project

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

With the support of the UCLA Labor Center, the project conducted the Research and Organizing Internal Capacity Survey for the San Diego Labor Council. In December 2014, the Labor Center facilitated a conference with key labor leaders and worker center leaders to discuss policy initiatives in San Diego to address the needs of low-wage workers. Two UCLA Institute for Research on Labor and Employment grants allowed the project to conduct community outreach to define research questions and key issues and outline a community partnership strategy in the areas of low-wage labor, economic justice, and mass incarceration and deportation.



# IMMIGRANT INTEGRATION

## DREAM RESOURCE CENTER

The Dream Resource Center has emerged as a national source of innovative research, education, and policy information on immigration issues. The project believes that young people deserve the right to learn, be healthy, and pursue their dreams—regardless of immigration status.

### Dream Summer

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

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

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

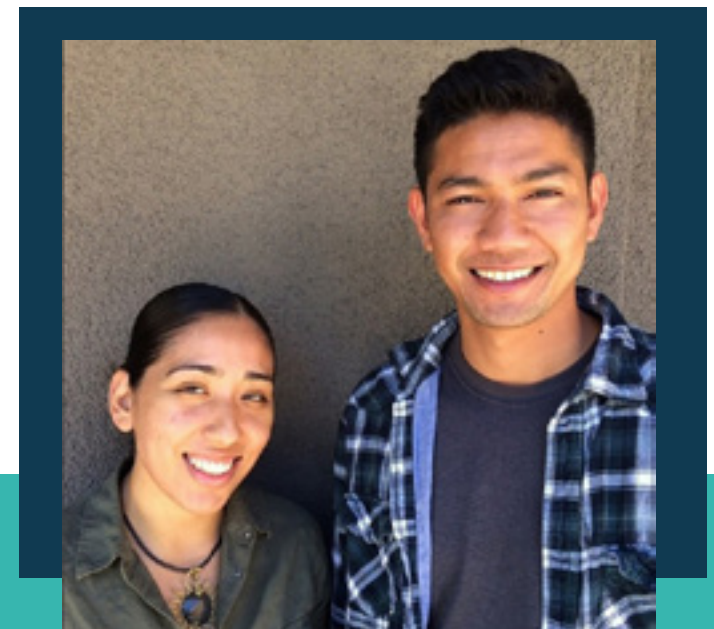
Dream Summer 2014 added another outstanding cohort to a growing alumni network of immigrant youth who continue to have an impact on immigrant rights, immigrant integration, and social justice throughout the nation.

### Healthy California

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

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

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



### ADAPT

ADAPT, an Italian multi-university think tank with an international research network founded in 2000 by Professor Marco Biagi with the aim of promoting studies and research in the field of labor, law, and industrial relations from an international and comparative perspective. An ADAPT-IRLE co-edited book based on an IRLE sponsored conference in 2014 was published in 2015, “How Global Migration Changes the Workforce Diversity Equation” Co-edited by Massimo Pilati, Hina Sheikh, Francesca Sperotti, and Chris Tilly. Newcastle, UK: Cambridge Scholars Publishing, 2015



# Global Flows & Networks

## IRLE RESEARCH

### Experiences Organizing Informal Workers

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

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

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

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

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



## Visiting Scholars

IRLE Visiting Scholars and Graduate Students are invited to spend a month to a 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 2014-2015, demonstrates just how global our research community is.



Minor Mora Salas – Professor, Sociological Studies Center, Nanjing El Colegio, Mexico



Helge Schwiertz – Ph.D. Candidate, Political Science, University of Kassel, Germany



Feng Dai – Associate Professor, Economics, Nanjing Audit University, China



Xingguo Li – Associate Professor, China Institute of Industrial Relations, Beijing



Huaying Wei – Senior Lecturer, Labor Economics, Capital University of Economics and Business, Beijing



Rebecca Oliver – Lecturer, University of Southern California

# Global Solidarity

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

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

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

The Labor Center has been at the forefront in advancing relations between labor scholars and labor leaders in the Pacific Rim as well, facilitating the first formal partnership between unions in China and the United States. In November 2014, the Labor Center organized a delegation of leaders from the Los Angeles County Federation of Labor,

including then Executive Secretary-Treasurer María Elena Durazo, to meet with the Shanghai Trade Union Council. The delegation also met in Beijing with Chinese union delegates who were the first to participate in an AFL-CIO national convention in Los Angeles in 2013. The Labor Center recruited two US labor scholars to teach for six months at the trade union college in Vietnam beginning in fall 2015.



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Institute for Research on Labor and Employment**

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# APPENDICES

## Appendix A: IRLE Staff

<b>Leadership</b> Christopher Tilly IRLE Director	Marybeth Vita Edwards Program Manager	Mayra Yoana Jaimes Peña Dream Resource Center Research Coordinator
Noah Zatz IRLE Associate Director	<b>Center for Labor Research and Education (Labor Center)</b>	Tia Koonse Legal and Policy Research Manager
<b>IRLE Business Office &amp; Academic Unit</b> Shannon McGarry Chief Administrative Officer	Kent Wong Labor Center Director	Alma Leyva Dream Resource Center Research Coordinator
Andrea Arias Senior Fund Manager	Shukry Cattan Development Coordinator	Maurice Rafael Magaña Project Coordinator
Gloria Chan Student Affairs Officer	Citlalli Chavez Re:Work Communications Coordinator	Julie Monroe Project Director
Veronica Gnandt Departmental Technology Associate	Mario De Leon Estrada Project Coordinator	Lanita Morris Project Coordinator
Brittney Lee Programming Coordinator	Elizabeth Espinoza Student Programming Coordinator	Ana Muniz Dream Resource Center Project Director
<b>Human Resources Roundtable (HARRT)</b>	Cinthia Flores Central America Project Manager	Victor Narro Project Director
Corinne Bendersky HARRT Faculty Chair	Nancy Guarneros Project Coordinator	Reyna Orellana Re:Work Project Coordinator
Ellen Sheehan HARRT Executive Director	LaTonya Harris IT Coordinator	Stephanie Perez Downtown Labor Center Office Manager
	Lucero Herrera Re:Work Project Researcher	Imelda Plascencia Dream Resource Center Health Initiatives Coordinator



Jeylee Quiroz Re:Work Project Coordinator	<b>Labor Occupational Safety and Health Program (LOSH)</b>
Megan Reed Administrative Specialist	Linda Delp Losh Program Director
Stefanie Ritoper Communications Director	Deogracia Cornelio Associate Director of Education
Gaspar Rivera Salgado Project Director	Kevin Riley Director of Research and Evaluation
Hugo Romero SEIU Project Coordinator	Sarah Jacobs LOSH Special Projects Coordinator
Seth Ronquillo Dream Resource Center Communications Coordinator	Karen Murray Office Manager and Events Coordinator
Carlos Salinas Project Coordinator	Fernando Tapia OSHA Grant Manager
Diego Sepulveda Dream Resource Center Alumni Network Coordinator	Samantha Quintero Green Jobs Project Manager
Janna Shadduck-Hernandez Project Director	Flor Vasquez WOSHTEP Administrative Specialist
Lola Smallwood Cuevas Project Director	Ana Alvarez Environmental Career Worker Training Project Coordinator
Claudia Suarez Fund Manager	Dianna Rego Fund Manager
Jan Tokumaru State Fed WED Coordinator	Stephanie Ngan Cirriculum Developer
Saba Waheed Research Director	Rania Sabty-Daily Industrial Hygienist
Veronica Wilson Partnerships Director	Hector Flores Worker Health & Safety Educator/Coordinator

Appendix B: IRLE Faculty  
Advisory Committee

Janice Reiff Associate Professor History	Katherine Stone Arjay and Frances Fearing Miller Professor of Law School of Law
Maylei Blackwell Associate Professor Chicana/o Studies	Abel Valenzuela Director, Center for the Study of Urban Poverty Professor, Urban Planning and Chicano Studies
Christopher Erickson Professor and Senior Associate Dean for Global Initiatives Anderson School of Management	Till Von Wachter Associate Professor Economics
Akhil Gupta Professor Anthropology	Roger Waldinger Distinguished Professor Sociology
Toby Higbie Associate Professor History	Ed Walker Associate Professor & Vice Chair Sociology
Sanford Jacoby Howard Noble Professor of Management Anderson School of Management	Noah Zatz Professor School of Law
Robin D.G. Kelley Professor History	
Ching Kwan Lee Professor Sociology	
Ninez Ponce Professor UCLA Fielding School of Public Health	
Mark Q. Sawyer Associate Professor Political Science	

Appendix C: Labor Center  
Advisory Committee

María Elena Durazo, Chair UNITE HERE International Union	Mike Miller United Auto Workers Region 5	Robert Smith International Union of Painters and Allied Trades District Council 36
Michael Billbrey California School Employees Association	Joel Ochoa International Association of Machinists and Aerospace Workers Local 1484	Loretta Stevens Los Angeles Black Worker Center
Velma Butler American Federation of Teachers Local 1521A	Kathy Ochoa Service Employees International Union United Healthcare Workers West	Manuel Valenzuela International Brotherhood of Teamsters
David Campbell United Steelworkers Local 675	Cheryl Parisi American Federation of State, County, and Municipal Employees District Council 36	Cristina Vazquez Service Employees International Union Workers United
Teresa Conrow International Brotherhood of Teamsters	Joshua Pechthalt California Federation of Teachers	Henry Walton KPFK Labor Review, Retired
Thom Davis International Association of Theater and Stage Employees Local 80	Leonard Potash American Federation of State, County, and Municipal Employees District Council 36 Retirees	Goetz Wolff UCLA School of Public Affairs
Katarina del Valle Thompson Service Employees International Union Local 721	Ed Rendon International Brotherhood of Teamsters Joint Council 42	David Young Writers Guild of America
John Grant United Food and Commercial Workers Local 770	Nancy Romero International Brotherhood of Electrical Workers Local 18	
Hart Keeble Ironworkers Local 416	Elena Roschdi Service Employees International Union Workers United	
Paul Lee California School Employees Association	Judith Serlin International Brotherhood of Teamsters Local 2010	
Michael Massey Piping Industry Progress and Education Trust Fund		



Appendix D: Labor and Workplace Studies  
Minor Advisory Committee

Tobias (Toby) Higbie  
History Associate Professor

Christopher L. Erickson  
Management Professor,  
Senior Associate Dean for Global Initiatives,  
Faculty Director of the UCLA-National University of  
Singapore Executive MBA Program

Sanford M. Jacoby  
Management Professor,  
Howard Noble Chair in Management,  
Vice Chair of The Anderson School of Management

Jacqueline Leavitt  
Urban Planning Professor

Ching Kwan Lee  
Sociology Professor

Christopher C. Tilly  
Urban Planning Professor,  
Director of IRLE

Abel Valenzuela, Jr.  
Chicana and Chicano Studies,  
Urban Planning Professor,  
Chair of Chicana/o Studies

Mark Q. Sawyer  
Associate Professor  
Political Science

Janice Reiff  
Associate Professor  
History

Maylei Blackwell  
Associate Professor  
Chicana/o Studies

Sarah Haley  
Associate Professor  
Gender Studies

Noah Zatz  
Professor  
School of Law

Till Von Wachter  
Associate Professor  
Economics

Roger Waldinger  
Distinguished Professor  
Sociology

Robin D.G. Kelley  
Professor  
History

Dykan Roby  
Adjunct Associate Professor  
Health Policy Management

Appendix E: Human  
Resources Round Table  
Faculty Advisory Committee

David Lewin  
Fmr. HARRT Co-Chair  
Professor Emeritus  
Neil H. Jacoby Professor of Management  
Human Resources and Organizational Behaviour  
UCLA Anderson School of Management

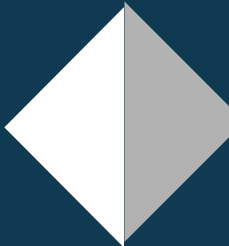
Daniel J.B. Mitchell  
Fmr. HARRT Co-Chair  
Professor Emeritus, UCLA  
Anderson School of Management and School of Public Affairs

Archie Kleingartner  
HARRT Founder and Chair Emeritus  
Professor Emeritus  
UCLA Anderson School of Management and School of Public Affairs  
Founding Dean, School of Public Affairs

Christopher Erickson  
Professor and Senior Associate Dean  
UCLA Anderson School of Management

Sanford Jacoby  
Howard Noble Professor of Management  
UCLA Anderson School of Management

Wellford Wilms  
Professor and Director  
Education Leadership Program



Appendix F: UCLA Human Resource Round Table  
Executive Advisory Board

- David Heath  
Vice President, Global Human Resources  
Panasonic Avionics
- Kathy Mandato  
Executive Vice President, Human Resources  
NBC Entertainment West Coast
- Steve Milovic  
Senior Vice President, Human Resources, Disney/ABC Television Group  
Walt Disney Company
- Patty Pogemiller  
National Director- Acquisition & Mobility  
Deloitte
- George Rose  
Executive Vice President,  
Worldwide People & Organization  
Sony Pictures Entertainment
- Joyce Rowland  
Senior Vice President, Chief  
Human Resources and Administrative Officer  
Semptra Energy

Appendix G: LOSH  
Occupational Health  
Internship Program Advisory  
Board Membership

Gail Bateson (CHAIR) Worksafe CBO West Coast	Tim Morse, University of Connecticut Ergonomics	<b>OHIP Staff</b> Linda Delp Co/PI (LOSH)
Sherry Baron Queens College, CUNY Academia	Karen Mulloy Case Western Medicine	Ingrid Denis AOEC
Mark Catlin Service Employees International Union (SEIU) Union	Rebecca Reindel AFL-CIO Union	Bob Harrison Director/PI
Daniela Conde NO Workers' Center for Racial Justice -- NGA Worker Org	Robyn Robbins United Food Commercial Workers (UFCW) Union	Kathy Kirkland AOEC
Anna Fendley United Steelworkers (USW) Industrial Union	Ken Rosenman Michigan State University Medicine	Jane Lipscomb Co/PI (University of Maryland)
Linda Forst University of Illinois at Chicago Medicine, Env & Occ	Noah Seixas University of Washington Industrial Hygiene	Matt London East Coast Coordinator
Jim Frederick United Steelworkers (USW) Industrial Union	Eduardo Siqueira University of Mass Boston Latino Community Develop & Pub Policy	Sarah Jacobs Program Coordinator
Michael Hodgson Federal OSHA OHS Agency	Craig Slatin UMass Lowell Alternate Work Env Policy	
David Kotelchuck Hunter College Industrial Hygiene	Mike Wright United Steelworkers (USW) Industrial Union	





## Appendix H: LOSH Environmental Career Worker Training Program Advisory Committee

Frank Parr  
Cal/EPA Toxic Substance Control

Hal Hernandez  
East LA Skills Center

Erika Toriz  
Haven House  
Financial SVC.

Jose Figueroa  
Broadway Federal

Phil Barajas  
Community Centers Inc.

Sandra Villalobos  
New Capital Properties

Frank Alvarez  
Youth Build America

Erick Cerda  
LA County Probation Department

Sherri Bell  
Black Worker Center

Daisy Robles  
ECWT Graduate

Andres Noriego  
Scope/Agenda

Marvin Virgin  
HAZWOPER Trainer

Rick Solis  
Venice YouthBuild

Zulma Zavala  
UAW/CELA WorkSource

Audrey Holmes  
Homeboy Industries