### University of California, Los Angeles Institute for Research on Labor and Employment Annual Report 2011 - 2012

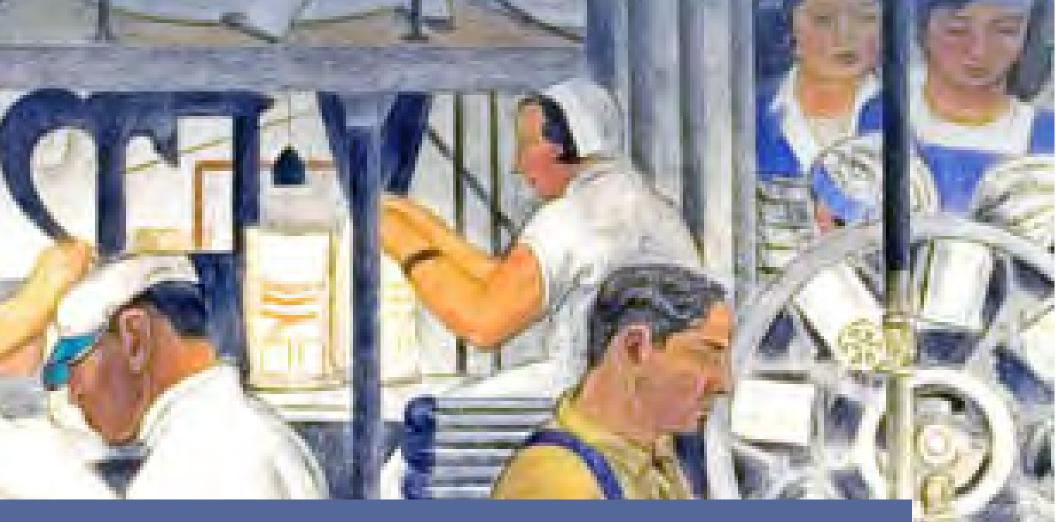


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# About IRLE

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 - IRLE Academic Unit, Center for Labor Research and Education, Human Resources Roundtable and the Labor Occupational Safety and Health program – the Institute forms wide-ranging research agendas that carry UCLA into the Los Angeles community and beyond.

# Irle Units

#### IRLE Academic Unit (IRLE)

#### Research Education

IRLE's Academic Unit conducts and sponsors research, colloquia, and conferences on a wide range of labor-related topics. The unit develops research

publications, hosts visiting scholars, and collaborates with other labor research institutions around the country and around the world. The IRLE Academic Unit also coordinates the Labor and Workplace Studies Minor in collaboration with the Center for Labor Research and Education.



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

Applied Research Education Advocacy

The UCLA Center for Labor Research and Education plays a unique role as a bridge between the university and the labor community in Southern Cali-

fornia. As part of the university, the Labor Center serves as an important source of information about unions and workers to interested scholars and students. Through its extensive connections with unions and workers and its location in downtown Los Angeles, the Labor Center also provides labor with access to UCLA's resources and programs.



IRLE

#### Human Resources Round Table (HARRT)

#### Education Networking

HARRT is a membership-based organization that brings together leading human resource executives from business, government and non-profit

organizations with UCLA faculty to exchange ideas and stimulate thinking about the practice, teaching and research of human resource management.



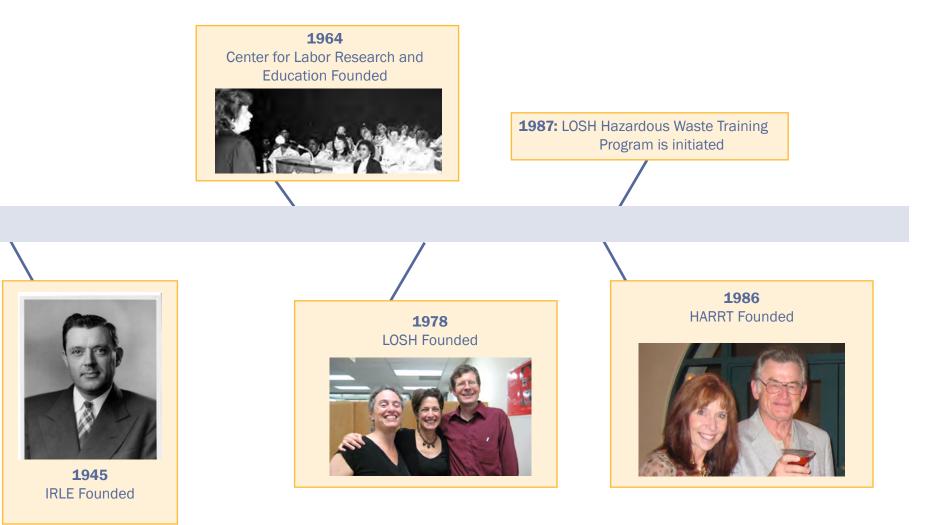
### Labor Occupational Safety and Health Program (LOSH)

Applied Research 📕 Education 📕 Advocacy

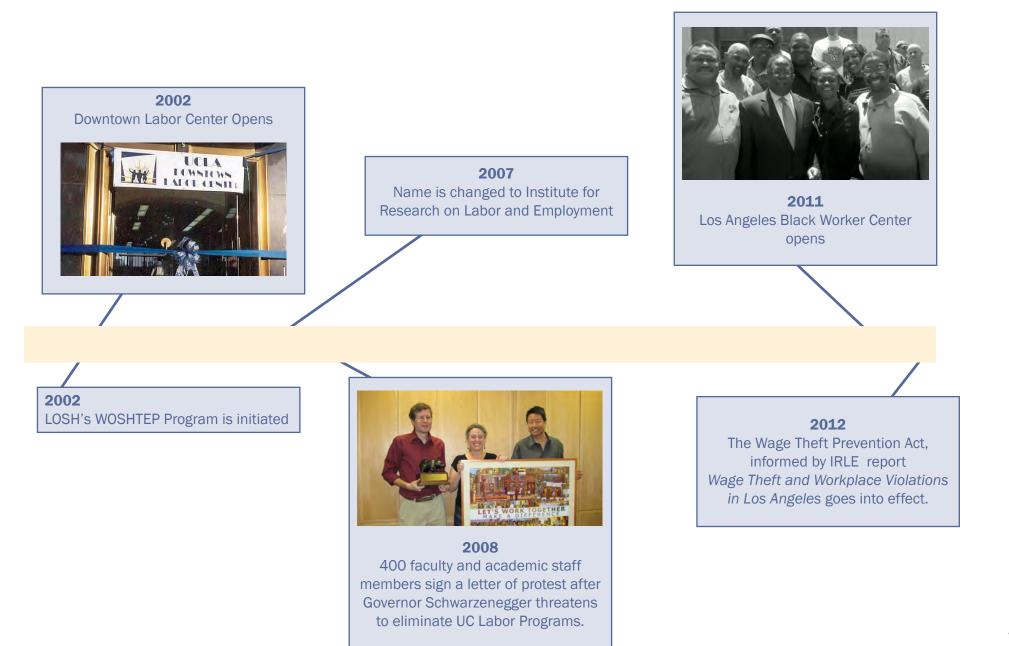
LOSH initiatives include health and safety training and education for low-income, minority, immigrant and young workers; public advocacy; and participation in industry-wide research relating to occupational and environmental health policy issues in California. Through this work, LOSH collaborates with workers, unions, community organizations, employers, academics, students, governmental representatives, and health professionals.

### Irle History

The UCLA Institute for Research on Labor and Employment (initially and formerly named the Institute of Industrial Relations) was founded, along with an equivalent institute at UC Berkeley, in 1945 by Governor Earl Warren. 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. This time line indicates key moments in the Institute's 67 year history. For more on IRLE's long and storied history, visit www.irle.ucla.edu/history



# Irle History



## Organizational Structure

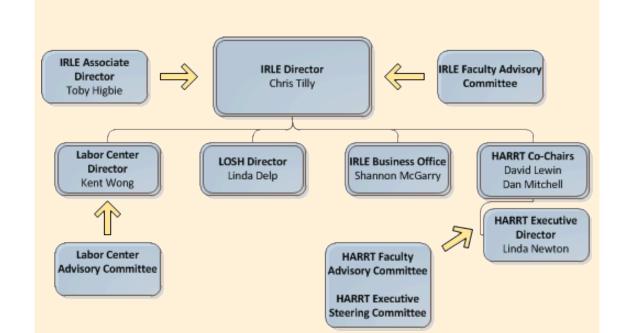
The UCLA Institute for Research on Labor and Employment is a UCLA Organized Research Unit and an academic department within the UCLA College of Letters and Science, Division of Social Sciences.

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, IT support and project support for the Director.

#### Cross-Campus Affiliations :

- LOSH is affiliated with the UCLA Center for Occupational and Environmental Health
- HARRT is affiliated with the UCLA Anderson School of Management



## Organizational Structure

#### Leadership 2011 - 2012

#### Institute for Research on Labor and Employment (IRLE)

Director: Chris Tilly (Urban Planning) Associate Director: Toby Higbie (History) Chief Administrative Officer: Shannon McGarry Faculty Advisory Committee: See Appendix B

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

Unit Director: Kent Wong Labor Center Advisory Committee: See Appendix C

#### Human Resources Roundtable (HARRT)

HARRT Co-Chairs: Daniel Lewin, Daniel J.B. Mitchell (UCLA Anderson) Executive Director: Linda Newton Faculty Advisory Committee: See Appendix E Executive Advisory Board: See Appendix F

Labor Occupational Safety and Health Program (LOSH) Unit Director: Linda Delp

#### **Governance in 2011 - 2012**

IRLE continues to make progress in strengthening coordination and collaboration across the units. The leadership of IRLE, HARRT, the Labor Center, and LOSH make brief reports at each quarterly Faculty Advisory Committee meeting and have two Institute-wide staff gatherings each year. We continue to have periodic in-depth meetings among the directors of the three larger units (Academic, Labor Center, LOSH) as well as regular meetings and communications among key administrative staff from throughout the Institute. Through these dialogues, we have continued to advance the integration of departmental financial management structure, contract and grant processes, and technical support across the units.

#### Cross-Unit Task Forces:

• The **Minor Task Force** contributes, along with the Labor Studies Faculty Steering Committee, to oversight of the Labor and Workplace Studies Minor. This year, the Faculty Steering Committee was reoriented to faculty who are actively engaged in undergraduate instruction.

• **Funding Task Force**: IRLE staff share information on funding opportunities and coordinate our grant-writing processes.

• **Communications Task Force**: Staff from LOSH, Labor Center and IRLE meet to develop the Institute's approach to communications and media.

### 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 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 during 2011-12. 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.

#### **Extramural Support**

A significant part of IRLE activities is supported by external sources, including grants and gifts. LOSH is almost entirely supported by grants and HARRT applies a membership fee to support its activities. The Labor Center has traditionally relied on support from its constituencies and from the annual Labor Center 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, and has three funding proposals and a number of Letter of Inquiries out as of this writing.

In the forthcoming year, 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 and through HARRT membership fees. Moving in to 2012-2013, 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 and the Institute is now in the process of hiring a full-time Development Director.

The chart on the following pages provide an overview of the extramural support provided to IRLE during the 2011-2012 fiscal year.



### Finances

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

Award Title	Sponsor	Award Type	Project Period	FY12 Total	<b>Project Total</b>
School Action of Safety and Health (SASH) Program	UC Berkeley	New - Subcontract	7/1/11 - 6/30/12	\$10,000	\$10,000
Susan Harwood Training Program FY10	Clergy and Laity United for Economic Justice - CA	New - Subcontract	10/1/10 - 9/20/11	\$25,000	\$25,000
Susan Harwood Training Program FY11	Clergy and Laity United for Economic Justice - CA	New - Subgrant	10/1/11-9/30/12	\$35,000	\$35,000
Heat Illness Prevention Campaign Summer 2011	CA Department of Industrial Relations	New - Contract	6/1/2011-10/31/11	\$75,000	\$75,000
Heat Illness Prevention Campaign	UC Berkeley	New - Subcontract	6/1/2011 - 11/30/12	\$100,000	\$100,000
Supporting Worker Leaders to Promote Health & Safety in the Workplace	California Wellness Foundation	New - Grant	1/1/12 - 12/31/14	\$150,000	\$150,000
Behind the Scenes in the Tourism Car Wash and Waste Industries: Health and Safety Training for Low Wage & Immigrant Workers in Southern California	US Department of Labor	New - Grant	9/30/10 - 9/30/12	\$187,000	\$187,000
Behind the Scenes in the Tourism Car Wash and Waste Industries: Health and Safety Training for Low Wage & Immigrant Workers in Southern California	US Department of Labor	New - Grant	9/30/10 - 9/30/11	\$220,000	\$220,000
Worker Occupational Safety and Health Training Education Department	CA Department of Industrial Relations	Continuation - Contract	7/1/009 - 6/30/12	\$220,000	\$860,000
Hazardous Materials Worker Health and Safety Training Cooperative Agreement	NIH/National Institute of Environmental Health Sciences	Renewal - Cooperative Agreement	8/17/10-7/31/15	\$1,776,352	\$9, 298, 850.



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

Award Title	Sponsor	Award Type	Project Period	FY12 Total	<b>Project Total</b>
Dream Leadership Program: A Leadership Program For Immigrant Student Leaders	Ford Foundation	New - Grant	6/1/2011 - 5/31/2012	\$75,000	\$75.000
Dream Resource Center	Marguerite Casey Foundation	New - Grant	7/14/2011 - 7/13/2012	\$15,000	\$15,000
Dream Resource Center	New World Foundation	New - Grant	7/13/2011 - 7/13/2012	\$15,000	\$15,000
Dream Resource Center	New World Foundation	New - Grant	2/2/2012 - 2/2/2013	\$60,000	\$60,000
Dream Resource Center	Rosenberg Foundation	New - Grant	7/1/2011 - 6/30/2012	\$10,000	\$10,000
Dream Resource Center	San Francisco Foundation	New - Grant	4/1/2012 - 3/31/2013	\$20,000	\$20,000
Dream Summer	Surdna Foundation	New - Grant	5/4/2011 - 5/3/2012	\$15,000	\$15,000
Dream Summer 2012	Rosenberg Foundation	New - Grant	4/1/2012 - 3/31/2013	\$52,000	\$52,000
Dream Summer 2012	Marguerite Casey Foundation	New - Grant	3/23/2012 - 3/22/2013	\$15,000	\$15,000
Dream Summer Community Health Leadership Program	Liberty Hill Foundation	New - Subcontract	5/1/2012 - 4/30/2013	\$80,000	\$80,000
Garment Industry Research and Wage Claim Process Development	CA Department of Industrial Relations	New - Contract	6/29/2011 - 12/31/2011	\$50,000	\$50,000
Garment Industry Research and Wage Claim Process Development	CA Department of Industrial Relations	New - Contract	4/1/2012 - 6/30/2013	\$123, 136	\$123, 136
Institute For Transnational Social Change	Ford Foundation	New - Grant	3/1/2010 - 8/31/2012	\$250,000	\$250,000
Institute For Transnational Social Change	General Service Foundation	New - Grant	5/1/2011 - 4/30/2012	\$15,000	\$15,000



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

Award Title	Sponsor	Award Type	<b>Project Period</b>	FY12 Total	<b>Project Total</b>
Los Angeles Black Worker Center	Liberty Hill Foundation	New - Grant	8/1/2011 - 7/31/2012	\$20,000	\$20,000
Los Angeles Black Worker Center	Liberty Hill Foundation	New - Grant	8/5/2010 - 8/4/2011	\$20,000	\$20,000
Los Angeles Black Worker Center	Liberty Hill Foundation	New - Grant	4/1/2011 -9/1/2011	\$10,000	\$10,000
Los Angeles Black Worker Center: Building Up Health Matters Project	California Endowment	New - Grant	9/1/2011 - 8/31/2012	\$75,000	\$75,000
Los Angeles Black Worker Center	Open Society Institute (SOROS Foundation)	New - Grant	9/1/2010 - 8/31/2011	\$200,000	\$200,000
Los Angeles Black Worker Center	Open Society Institute (SOROS Foundation)	New - Grant	11/1/2011 - 10/31/2013	\$400,000	\$400,000
Miguel Contreras Learning Complex Project	Miguel Contreras Foundation	NCE - Contract	4/1/2010 - 12/31/2011	\$0	\$78,651
Integration and Youth Leadership Development March 2011	Carnegie Corporation	New - Grant	4/1/2011 - 3/31/2012	\$50,000	\$50,,000
Underground Undergrads Initiative	Advocacy Fund	New - Grant	7/1/2010 - 12/31/2011	\$50,000	\$50,000
Underground Undergrads Project	Ford Foundation	New - Grant	12/1/2010 - 5/31/2012	\$150,000	\$150,000
Unit Based Team Co-Lead Curriculum Development and Training	Kaiser Foundation Research Institute	Mod/Amendment - Contract	7/1/2011 - 12/31/2011	\$48,000	\$48,000



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

Award Title	Sponsor	Award Type	Project Period	FY12 Total	<b>Project Total</b>
Workforce Development Leadership Academy	California Construction Industry Labor Management Cooperation Trust	Continuation - Grant	4/1/2008 - 3/31/2013	\$250,000	\$1,050,000.
Workforce Development Leadership Academy	California Construction Industry Labor Management Cooperation Trust	Continuation - Grant	4/1/2008 - 3/31/2013	\$350,000	\$1,050,000.
Workplace Safety and Health Education	California Wellness Foundation	Amendment - Grant	7/1/2010 - 6/30/2013	\$200,000	\$200,000

#### Extramural Funding: IRLE Academic Unit Principle Investigator: Chris Tilly

Award Title	Sponsor	Award Type	Project Period	FY12 Total	<b>Project Total</b>
Retail Work Around the Globe	Russelll Sage Foundation	New - Grant	5/1/2010 - 10/31/2012	\$35,000	\$35,000.
Hours Adjustments, Job Quality, And The Effects of Labor Market Policies: A Three- Country Study of Retail Jobs	WE Upjohn Institute for Employment Research	New - Contract	3/1/2010 - 3/1/2012	\$10,000	\$10,000.
Economic Impact of the California Film Tax Credit	Headway Project	New- Contract	8/26/2011 - 10/31/11	\$9,500	\$9,500

# Staff Awards

#### **Kent Wong**



Kent Wong was invited to the White House State Dinner honoring the President of South Korea in October 2012.

Kent was named as an Asian Pacific American Unsung Hero by the Asian Pacific Americans for Progress in Spring 2012

#### Lola Smallwood Cuevas



Lola was honored with the "Women of Change" Award by the SEIU African American Caucus Western Region on March 30, 2012.

Lola was also honored for her work at the National Lawyer's Guild, Los Angeles Chapter Annual Dinner on June 24, 2012.

#### **Stefanie Ritoper**



In June 2012, Stefanie was honored with the MIT Excellence in Public Service Award from the MIT Department of Urban Studies and Planning.



## IRLE 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.

### Events: Irle Colloquia

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.

### New Zealand's Lessons for the US: Bringing Democratic Representation into Non-Majority American Workplaces

Mark Harcourt, Waikato Management School, New Zealand Cosponsored by the UCLA Anderson School of Management Human Resources and Organizational Behavior Area [October 17, 2011]

### Breaks in the Chain: What Immigrant Workers Can Teach America About Democracy

Paul Apostolidis, Whitman College with discussant: Victor Narro, UCLA Downtown Labor Center

Cosponsored by the UCLA Department of Political Science and the UCLA César E. Chávez Department of Chicana and Chicano Studies [November 3, 2011]

### Who is Occupy? Profile of Users of the Occupy Wall Street Website: A Window into the Demographics of an Evolving Movement

Hector Cordero-Guzman, Baruch College, CUNY Cosponsored by the UCLA Department of Sociology and the UCLA César E. Chávez Department of Chicana and Chicano Studies [December 1, 2011]

#### Working for Nothing: The Latest Fast-Growth Sector

Andrew Ross, New York University Cosponsored by the UCLA Department of Sociology [January 12, 2012]



#### Urban Sustainability in the Age of Climate Justice: Lessons from Metro Phoenix

Andrew Ross, New York University Cosponsored by the UCLA Department of Urban Planning, UCLA Institute of the Environment and Sustainability and The Lewis Center [January 12, 2012]

#### **Understanding the Brazilian Labor Success Story**

Paulo Baltar, Universidade Estadual de Campinas - Centro de Estudos Sindicais e de Economica do Trabalho Cosponsored by the UCLA Latin American Institute and UCLA International Development Studies [February 3, 2012]

## Events: Irle Colloquia



#### States' Gains, Labor's Losses: China, France, Mexico Choose Global Liaisons, 1980 – 2000

Dorothy Solinger, UC Irvine

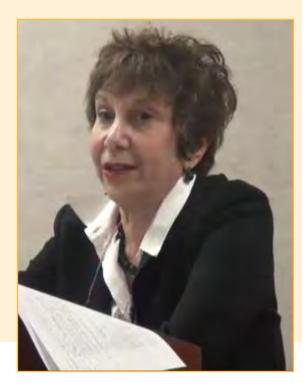
Cosponsored by the UCLA Asia Institute, the UCLA Department of Political Science, the UCLA Center for Mexican Studies and the UCLA Center for Chinese Studies [February 8, 2012]

#### NAFTA and the Politics of Labor Transnationalism

Tamara Kay, Harvard University with Rubén Hernández-León, UCLA Sociology Cosponsored by the UCLA Center for Mexican Studies and the UCLA Department of Sociology [February 22, 2012]

#### Human Persons, Incompressible Needs and Minimum Wages in Post-war France Dana Simmons, UC Riverside Cosponsored by UCLA Department of History and the UCLA Center for European and Eurasian Studies [April 25, 2012]

**The Elasticity of Labor Supply to the Firm over the Business Cycle** Presented by: Todd Sorensen, UC Riverside with discussant Christopher Erickson, UCLA Anderson School of Management Cosponsored by UCLA Department of Economics and the von Gremp Seminar in Entrepreneurial and Economic History [May 2, 2012]



### Events: HARRT Roundtables

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

How Neuroscience and Globalization Are Transforming HR [November 3-5, 2011] (p. 23)

Developing Brand Ideals to Inspire and Motivate Employees Sanjay Sood, Associate Professor of Marketing, UCLA Anderson School of Management [February 15, 2012]

**The Role of HR Leaders in Organizational Change** Panel Discussion featuring: Dr. Patrick Wright, William J. Conaty, GE Professor of Strategic Human Resources, Cornell University; Richard Antoine, President, NAHR; David Lewin, UCLA Anderson School of Management; Patricia Summers, SVP, HR, Jacobs Engineering Group; and Alan Kaye, EVP and CHRO, Mattel, Inc. [May 23, 2012]



## Events: Conferences & Workshops

Transnational Perspectives on the Future of Labor: Building on the Legacy of Cross-Border Labor Solidarity [July 22-23, 2011]  $(p.46)^1$ 

"Safe Workplaces, Strong Unions" Health and Safety Conference Cosponsored by the Los Angeles County Federation of Labor, AFL-CIO [September 21, 2011]

Institute for Transnational Social Change Binational Video Conference [February 15, 2012] (p.46)

Institute for Transnational Social Change Binational Video Conference [March 14, 2012] (p.46)

Experiences Organizing Informal Workers Workshop April 20 -21, 2012 (p.41)

**1.** Many IRLE events are associated with research projects. Please see corresponding page number for more information on these projects.



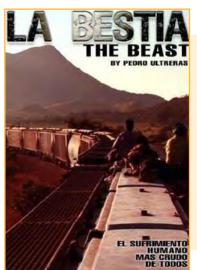
Participatory Democracy and Social Justice Struggles: From Port Huron to #Occupy

Cosponsored by the UCLA Luskin School of Public Affairs and the UCLA Social Science Division [March 6, 2012]

Through this conference, students, academics and practitioners came together to discuss and reflect on student-led democracy movements from the 1960s through the current Occupy movement. The morning sessions of the conference included presentations by graduate students from across the country regarding their research on themes of insurgency and organization building within progressive movements.

The afternoon program was led by UCLA undergraduate students in the Labor and Workplace Minors course "Students and Pro-Democracy Movements." (p.27) The students presented their reflections and revisions of the Port Huron statement and were joined in the discussion by activists such as Tom Hayden; Gioconda Belli, a former Sandinista who currently is a poet and novelist; Maria Varela, who organized with Student Non Violent Coordinating Committee; Dick and Mickey Flacks, who have been active in teaching and local organizing in the Santa Barbara area for decades; and singer/songwriter Tom Morello.

### Events: Special Events



#### **Latino Worker Health and Safety Forum**

Cosponsored by the US Department of Labor, the Mexican Consulate and the Federal Occupational Safety and Health Administration [August 28, 2011]

#### La Bestia Film Screening

Speakers: Pedro Ultreras, *La Bestia* director, writer and producer, and Father Alejandro Solalinde Guerra, a Catholic priest and leading activist for the rights of Central American migrants in Mexico Cosponsored by the Center for Mexican Studies and *Hoy* [October 11 (Labor Center) and October 12 (UCLA campus), 2011]

Historic Passage of the California Dream Act: Celebration for Immigrant Youth [October 27, 2011]

After Labor Studies: Graduate School & Career Opportunities [November 15, 2011]

AB 889: Discussion of The Domestic Worker Bill of Rights Cosponsored with UCLA School of Law and CHIRLA [November 16, 2011]

#### 2011 Benjamin Aaron Labor Law Lecture

Wilma Liebman, former Chair of the National Labor Relations Board [November 16, 2011] (p.22)



### Events: Special Events

**Pathways to Careers in Social Justice: An Alternative Summer Internship** [January 25, 2012]

Beyond Green Jobs Book Launch [March 14, 2012] (p.72)

**Coalition Against Wage Theft Campaign Launch Party** [April 17, 2012] (*p*.42)

Organizing Workers in the Informal Economy: Brazil, China, Mexico, South Africa ... and Los Angeles Cosponsored by the UCLA Center for International Business Education and Research [April 20, 2012] (p.41)

Miguel Contreras Learning Complex Digital Mural Dedication with Artist Judy Baca [April 28, 2012]

Workers' Memorial Day Cosponsored by SoCalOSH [April 28, 2012] (p.23)

Black Worker Center Town Hall [May 1, 2012] (p.52)



### Learning from the Past to Change the Future: 20 Years of Justice for Janitors

Cosponsored by the UCLA Institute for Research on Labor and Employment, United Service Workers West, UCLA Library, UCLA Labor & Workplace Studies Minor, UCLA Labor Center, UCLA Department of History and the UCLA College of Letters and Science - Division of Social Sciences [April 19, 2012]

After collaborating with IRLE researchers, the UCLA Library Special Collections acquired the archive of the Justice for Janitors campaign in Los Angeles. The archives were donated by the Service Employees International Union United Service Workers West and involved working with the Institute for Research on Labor and Employment on a research project that included research on the campaign, oral histories with workers and cataloguing by UCLA graduate and undergraduate students. "The Justice for Janitors records will be an outstanding resource for scholars and the public,"said Tobias Higbie, an associate professor of history and associate director of IRLE.

## Events: Special Events



Action Summit on Worker Health and Safety

Cosponsored by the US Department of Labor [April 26, 2012]

Secretary of Labor Hilda Solis said in her opening comments, "I also have to thank our friends at UCLA-LOSH for getting the

word out about today's summit and for running one of the most important workplace safety and health centers in the nation for the last 34 years. LOSH is a local treasure with a national reach. They've trained thousands of workers and saved so many lives. Thank you for all that you do." LOSH Director Linda Delp moderated a discussion, "Know Your Rights" between Ellen Widess, Chief of Cal/OSHA, Julie Su, California Labor Commissioner, Deborah Berkowitz, Chief of Staff of Federal OSHA, and Ruben Rosalez, U.S. Department of Labor. A groundbreaking outcome of this panel was an improved formal agreement between Cal/ OSHA and the Labor Commissioner to cooperate on investigations involving retaliation against workers involved in reporting health and safety violations in the workplace.



Coalition Against Wage Theft Press Action at Office of City Attorney [May 10, 2012]

UCLA Labor Center Banquet [May 10, 2012] (p. 22)

Book Presentation - Just Neighbors? Research on African American and Latino Relations in the United States

Cosponsored by the UCLA Center for the Study of Race, Ethnicity and Politics [May 31, 2012] (p.73)

**Undocumented and Unafraid Book Launch** [June 4, 2012] (p. 72)

**Coalition Against Wage Theft Press Conference in Koreatown** [June 25, 2012]

### Events: Cosponsored Events

Because of the interdisciplinary approach to our research, IRLE maintains strong ties to many UCLA departments and schools. In the 2011-2012 year, IRLE has supported the following events at UCLA:

"More Than a Labor of Love: Organizing Home Care" Eileen Boris, University of California, Santa Barbara Presented by the UCLA School of Law [August 29, 2011]

Wisconsin and the Assault on the Public Sector Dan La Botz, writer, and Matt Rothschild, *The Progressive* Presented by the Center for Social Theory and Comparative History [April 16, 2012]

La restructuración de la Industria Siderúrgica en México Eleocadio Martínez, Universidad Autónoma de Nuevo León Presented by the UCLA Center for Mexican Studies. [May 9, 2012]

Impact of Colonial Policies on Contemporary Educational Outcomes

Idrees Khawaja, Pakistan Institute of Development Economics/ IRLE Visiting Scholar

Presented by the UCLA Center for Economic History as part of their Proseminar in European History. [June 5, 2012]

#### Together: The Rituals, Pleasures and Politics of Cooperation

Richard Sennett, NYU and LSE [January 19, 2012]

The Informal as Praxis Teddy Cruz, UCSD [January 26, 2012]

The Garage Sale Margaret Crawford, Berkeley [February 2, 2012] Lewis Center Informal City Speakers Series A 2011 IRLE mini grant to UCLA Urban Planning professors Anastasia Loukaitou-Sideris and Vinit Mukhija funded this series at the UCLA Lewis Center:

Tending to Life and Plants in Los Angeles: Latino Immigrant Domestic Workers and Gardeners Pierrette Hondagneu-Sotelo, USC [February 16, 2012]

**To Regulate or Not?: Day Labor, Worker Centers, and Informality** Abel Valenzuela, UCLA [February 16, 2012]

Place as a Site of World-making Michael Rios, UC Davis [February 23, 2012]

America's Playground: Informal Sociability among Atlantic City's Street Homeless Jacob Avery, U Michigan & UC Irvine [March 1, 2012]

The Logical Reproduction of Informality among Low Income Self-Help Communities in the USA Peter Ward, U Texas [March 8, 2012]

**Crystals, Mud, and Space: Street Vending Informality** Gregg Kettles, Office of the Mayor of Los Angeles [March 15, 2012]

### Annual Events

Each IRLE unit produces an annual event that highlights an important aspect of labor and employment research.



Benjamin Aaron Labor Law Lecture November 16, 2011

The 2012 Benjamin Aaron Labor Law Lecture **"Rhetoric, Reaction and the Rule of the Law at the NLRB"** featured speaker Wilma Liebman, former chair of the National Labor Relations Board. The event is cosponsored by the Los Angeles County Bar Association - Labor and Employment Law Section and the Project on Work and Employment Regulation, UCLA School of Law.

This lecture series is held annually 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.

#### UCLA Labor Center Banquet May 10, 2012

The Labor Center Banquet honors leaders in the labor community while showcasing the important work of the Labor Center projects and celebrating the 2012 graduates of the Labor and Workplace Studies Minor.

The 2012 banquet celebrated the work of **United Long-Term Care Workers President Laphonza Butler, Congresswoman Judy Chu,** and offered a special tribute to the late **Building and Construction Trades Department President Mark Ayers.** 



### Annual Events



Workers' Memorial Day April 28, 2012

Organized by the Labor Occupational Safety and Health program, Workers' Memorial Day honors workers who die on the job; joins with their families and communities to grieve their loss; and raises awareness about worker health and safety. In order to raise additional awareness about Workers' Memorial Day, activists distributed stickers, blogged stories of workplace injuries and illness, wore black arm-bands, and distributed e-flyers about worker health. Over 250 people attended the event at the UCLA Downtown Labor Center.

This event is held in collaboration with the Southern California Coalition on Occupational Safety and Health (SoCalCOSH).



HARRT Annual Retreat November 3 - 5, 2011

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 2011 program celebrated HARRT's **25th anniversary** and the theme was "**How Neuroscience and Globalization are Transforming HR**". Dr. Robert Bilder, Tennenbaum Professor of Psychiatry & Biobehavioral Sciences and Psychology, David Geffin School of Medicine gave the keynote with a two part session on "Brain Creativity and Flexibility" and "Personal Brain Management".



## Students at IRLE

Whether they are participating in our courses and Labor and Workplace Minor, conducting research or helping with events, IRLE students are an active and important component of IRLE's work.

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

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

93 students were enrolled in the Labor and Workplace Studies Minor in 2011-2012. Student majors are concentrated in Political Science, Sociology and Chicano/studies, but also represent Women's Studies, History, biological sciences and other disciplines. Scholars and staff affiliated

In the 2011 UCLA College Senior Survey, 100% of seniors in the Labor and Workplace Studies Minor said they were "satisfied" or "very satisfied" with their overall academic experience --a score well above the College-wide average, and matched by only three other Minors. All of the of students in the Minor also gave very high ratings on their overall UCLA experience, the minor's curriculum, and the faculty's instruction, creativity and intellectual challenge.

with the UCLA Labor Center make up the majority of Minor faculty and teach a wide variety of courses. The chart on page 26 illustrates the diversity of students that make up the LWS Minor.

#### 2011 - 2012: Labor and Workplace Studies Students Breakdown by Primary Major

Major (Primary)	Number of Students
African American Studies	1
Applied Mathematics	1
American Literature and Culture	1
Anthropology	4
Asian American Studies	1
Biochemistry	1
Chicana/o Studies	17
Communication Studies	1
Economics	1
English	1
Environmental Studies	2
Gender Studies	4
Geography and Environmental Studies	1
History	4
Human Biology and Society	1
International Development Studies	5
Latin American Studies	1
Political Science	23
Psychobiology	2
Psychology	9
Sociology	8
Spanish	1
Spanish, Community and Culture	1
Statistics	1
World Arts and Culture	1
Total	93



#### 2011 - 2012: Labor and Workplace Studies Students Breakdown by Gender

Gender	Number of Students
Female	72
Male	21
Total	93

#### **Course Highlights**

The Labor and Workplace Studies Minor exposes UCLA students to faculty and special guest lecturers who are not only active researchers, but also active in social justice movements. The following special courses were held in 2011-2012:



### Students and Pro-Democracy Movements Winter Quarter 2012

This undergraduate course was led by Tom Hayden, social and political activist and former California senator. The course marked the 50th anniversary of the publication of the Port Huron Statement, which helped to launch the student movement of the 1960s. Through the course, students analyzed youth activism since the Port Huron Statement in the context of current social and political movements, such as Occupy. The course culminated in a major conference at UCLA in March 2012 featuring Tom Hayden, singer/songwriter Tom Morello, Professor Dick Flacks from UCSB, community organizer Micky Flacks, Student Nonviolent Coordinating Committee founder Charles McDew, and author/poet Giaconda Belli. (p.17)

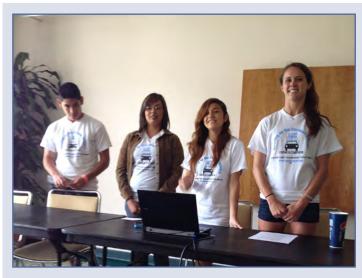


#### Non Violence and Social Movements Spring Quarter 2012

This undergraduate course was taught by Rev. James Lawson Jr., noted leader of the Civil Rights Movement and associate of Dr. Martin Luther King. The course paid special attention to the use of nonviolence in labor and community organizing in Los Angeles. The course included fieldwork, and students in the class participated in community projects involving the Black Worker Center, CLEAN Carwash Campaign, domestic workers, and undocumented students. In Spring 2013, the UCLA Labor Center will offer a special seminar course on nonviolence led by Rev. Lawson that will culminate in a publication of his nonviolence curriculum.

#### **Internship Opportunities & Career Development**

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.



#### **Service Learning**

Several of the labor minor courses offer a service learning component, through which students participate in 40 hours (15 hour per week) of fieldwork at a community organization or union over the academic quarter. This fieldwork often culminates in a paper or in-class presentation given by the student. Appendix K lists courses, by instructor, with service learning components and gives details about the service learning assignment and the community organizations we partner with.



**Career Development Events** 

The Labor Minor is committed to preparing students for life beyond UCLA. This year, the Minor offered two career development events:

"After Labor Studies; Graduate School and Career Opportunities" put students in touch with a panel of community leaders and graduate students who have a Labor Minor Studies degree and then went on to pursue a graduate degree.

"Pathways to Careers in Social Justice: An Alternative Summer Internship" introduced UCLA undergraduates to the community work of IRLE and presented information on our summer internship programs.

"The Labor and Workplace Studies minor has maintained and developed a remarkable range of educational experiences for UCLA undergraduate students. The rigorous interdisciplinary curriculum in the minor challenges students intellectually while the field experiences provide opportunities for students to test their classroom learning in the context of everyday life in Los Angeles"

- UCLA Academic Senate, 2012



The 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.

20 students participated in the 2012 Summer Internship Program and were placed with in 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.



**Student Leadership Academy** 

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 2011 Student Leadership Academy placed 34 students in 6 unions, including AFSCME-UNAC, Warehouse Workers United, SEIU-ULTCW, UFCW and the California Construction Academy.

The 2012 Student Leadership Academy placed 38 students in 5 unions, including California Federation of Teachers, Good Jobs LA, SEIU-ULTCW, Directors Guild of America and UFCW Local 770.

### indents At RIE

#### **Student Participation at IRLE**

In addition to participating through the Labor and Workplace Studies Minor, IRLE integrates students into all aspects of its projects: from internship and research opportunities to event programming. Highlights of 2011-2012 IRLE student work include:

- Undergraduate students in the Labor and Workplace Minor course "Students in Pro-Democracy Movements" organizing
  presentations for the March 2012 conference "From Port Huron to #Occupy" (p.17)
- UCLA doctoral students co-editing a special issue of *Journal of Workplace Rights*, "Labor in the Global South: A Search for Solutions" with IRLE director Chris Tilly
- Undergraduate students contributing to archival research and processing associated with the Justice for Janitors archive, now housed in UCLA Library Special Collections (*p.19*)
- UCLA undergraduate students authoring and editing the Labor Center Book Undocumented and Unafraid: Tam Tran, Cinthya Felix and the Immigrant Youth Movement .(p.72)
- Four students who participated in the OHIP Summer 2010 internship program (p.33) presenting their projects at the
- Annual Meeting of the American Public Health Association held in Washington, DC, in November, 2011.
- Undergraduate and graduate students helping the Institute for Transnational Social Change (*p.*46) coordinate the binational conferences and video conferencing.
- Labor Center law interns working to assist staff of the Department of Industrial Relations, Office of Labor Standards Enforcement with the backlog of AB633 wage theft claims for garment workers. (*p.43*)

## Students At IRLE

#### **IRLE Graduate Student Researchers**

Kyle Arnone (Sociology) assisted with grant writing for the research project "Analyze to Win: The Crucial Role of Strategic Research in Building Worker Power in the Neoliberal Economy" (p.38)

Patrick Adler (Urban Planning) provided research assistance for Chris Tilly related to the "Global Retail Landscapes" project. (*p*.38)

Bradley Cleveland (Urban Planning) was the main organizer of the April 2012 workshop for the research project "Experiences Organizing Informal Workers". (*p.41*)



Diana Denham (Urban Planning/Latin American Studies) provided research assistance

for Chris Tilly related to the "Global Retail Landscapes" project. (*p.*38) She co-authored a paper with Professor Tilly that was presented at the Latin American Studies Association meeting in June 2012.

Betsy Estudillo (School of Social Welfare) conducted background research for LOSH's "OSHA Susan Harwood Capacity Building" project (*p.56*); assisted with a Spanish language evaluation survey of OSHA training participants, and organized and updated reference and educational materials in the LOSH electronic library.

Alexandra Holmstrom-Smith and Julia Tomassetti (Sociology) assisted with grant-writing for the research project "Experiences Organizing Informal Workers". (p.41)

Juliet Huang (UCLA Anderson) assisted with research on the project to analyze the impact of the California Film and TV tax credit. She received co-authorship credit on the report. (*p*.68)

Ashley Kissinger (School of Public Health): provided support for "HAZWOPER evaluation study" (p.53) and the "Office Ergonomics" study (p.59); conducted background research and helped develop curricula and materials for LOSH courses on green chemistry and environmental justice; and conducted research on low-wage workers and the burden of occupational injuries/illnesses.

Liz Kofman (Urban Planning) assisted the Los Angeles Black Worker Center (p.51) with research, programming and other activities.

Giulia Pasciuto and Lila Burgos (both Master of Urban and Regional Planning students), coordinated the logistics for the From "Port Huron to #Occupy" (p.19) conference.

## Students At IRLE

In addition to the Labor Summer Research Internship Program and the Student Leadership Academy internship programs that are offered through the Labor Studies Minor, IRLE units host additional internship opportunities that expose students to labor issues.



#### **Dream Summer**

Dream Summer is a partnership between the Dream Resource Center at the UCLA Downtown Labor Center and United We Dream, a non-profit, youth-led organization that advocates for equal access to higher education for all students.

Dream Summer is a ten-week, national internship program for DREAM Act student activists and leaders. Students who are accepted in to the program receive a scholarship to advance their educational goals and are placed with social justice,

labor and community organizations in Los Angeles, San Francisco, Phoenix, New York, Washington DC and Miami.

For more information about Dream Summer and the Dream Resource Center, please see pages 47-48.



#### **Young Workers Leadership Academy**

Ten young worker leaders from southern California high schools and youth organizations participated in the Academy, which is organized statewide with the Labor Occupational Health Program (LOHP) at UC Berkeley.

The youth put together action plans to raise awareness in their schools and communities in order to prevent injury and illness of other young workers. The young worker leaders continue to receive support from LOSH on effective actions to promote health and safety awareness, and have continued to be involved by participating and volunteering in community events such as the April 28th Workers Memorial Day 2012.

# Students At IRLE



#### **Occupational Health Internship Program (OHIP)**

For the past seven 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.

Currently, LOSH is sponsoring six undergraduate and graduate student interns as part of the 2012 OHIP program. The students are working in pairs on three research projects in collaboration with labor and community organizations:

- Two students are working with SEIU United Service Workers West to investigate health and safety hazards of ground crew workers at Los Angeles International Airport.
- Two students are working with the California Healthy Nail Salon Collaborative to conduct outreach and training with nail salon workers and owners about chemical hazards and greener salon practices.
- Two students are working with the Southside Coalition of Community Health Clinics to assess the capacity of community clinics to identify and address work-related injuries and illnesses among their patient populations.



Studies At Reference of the second ars Program 2012 in South L.A.

### **Community Scholars**

The Community Scholars Program is a joint initiative of UCLA's Department of Urban Planning and the UCLA Labor Center that recognizes the important role that community and labor leaders play in shaping community development policy in Los Angeles. Through the Community Scholars Program, community and labor leaders, regardless of their educational background, participate in a special applied research project seminar along with graduate students for two academic quarters. The project always culminates in a unique product designed by the scholars and students. Students who complete the program receive a certificate of completion from the UCLA Urban Planning Department.

A new theme is selected each academic year and the 2011-2012 Community Scholars theme was "Right to Health in South LA: the Battle of the Story". The project centered on creating popular education and communication products that discuss health policy issues in South Los Angeles. Over the two quarters, participants developed their communications concept, produced and tested their ideas and shared them with their peers in a culminating "Story Gallery".

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Students At IF

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### **Courses Taught by IRLE Faculty**

### Fall 2011

### Victor Narro

• Immigrant Rights, Labor and Higher Education (Labor and Workplace Studies & Asian American Studies) (co-taught with Kent Wong and Abel Valenzuela)

### Gaspar Rivera-Salgado

• Work, Labor and Social Justice (Labor and Workplace Studies) (co-taught with Toby Higbie)

### Janna Shadduck Hernandez

• Social Movements and Labor in Los Angeles (Labor and Workplace Studies)

### Kent Wong

- Immigrant Rights, Labor and Higher Education (Labor and Workplace Studies & Asian American Studies) (co-taught with Abel Valenzuela and Victor Narro)
- Asian Americans and the Law (Asian American Studies)

### Winter 2012

### Victor Narro

The Worker Center Movement – Next Wave Organizing for Justice for Immigrant Workers (Labor and Workplace Studies, African American Studies and Asian American Studies)

### Gaspar Rivera-Salgado

• Work, Labor and Social Justice (Labor and Workplace Studies) (co-taught with Toby Higbie)

### Chris Tilly

• Community Economic Development (Urban Planning - Graduate Level)

### Kent Wong

• Students and Pro-Democracy Movements (Labor and Workplace Studies)(co-taught with Tom Hayden)

### Students At IRLE

### Spring 2012

Kent Wong

• Non Violence and Social Movements (Labor and Workplace Studies) (co-taught with Reverend James Lawson)

Gaspar Rivera-Salgado

Work, Labor and Social Justice (Labor and Workplace Studies)

Janna Shadduck-Hernandez

Working Families and Educational Inequalities in Urban Schools

### Gaspar Rivera-Salgado

• Work, Labor and Social Justice in the U.S.

### Toby Higbie

• History, Now! Digital Media, Social Crisis and Writing about the Past (History)

### Chris Tilly

• Urban Labor Markets (Urban Planning - Graduate Level)

### Linda Delp

 Improving Worker Health: Social Movements, Policy Debates, and Public Health (Graduate Level) UCLA School of Public Health Community Health Sciences (M470), Urban Planning (M470), Environmental Health Sciences (M471) and Labor and Workplace Studies (M170) programs





IRLE research projects are multidisciplinary and multifaceted; many projects use elements of community based research and civic engagement, as well as traditional research methods, to develop the field of labor and employment. These pages describe the work of all units of IRLE. Look for these symbols to tell you more about how our projects relate to the UCLA mission:

1				
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**Research:** These projects involve academic or community based research



**Civic Engagement:** These projects involve community engagement, either through workshops and trainings or policy analysis.

**Global:** Our actions are more than local - these projects have an international component.

### Research: Industry Initiatives

Industry trends not only affect the economy at large, but also the daily conditions of workers. IRLE researchers analyzing industry changes contribute to an evolving discussion and understanding of labor and employment issues around the globe.

Analyze to Win: The Crucial Role of Strategic Research in Building Worker Power in the Neoliberal Economy



Chris Tilly Research Partner: Joshua Bloom, UCLA Department of Sociology

This research investigates why and how US unions use in-depth, strategic research to build power, and why and how it works. The project is coordinated by UCLA Sociology doctoral student Joshua Bloom and IRLE Director Chris Tilly and includes a working group of several other UCLA Sociology doctoral students. A co-authored book on this research is planned.

### **Global Retail Landscapes**



### Chris Tilly Research Partners: Francoise Carré, University of Massachusetts, Boston

This research project, led by IRLE director Chris Tilly, looks at variations and change in retail job quality in the US in the context of global comparisons with Mexico and several European countries. The project, supported by funds from the Ford, Rockefeller, and Russell Sage Foundations, the Upjohn Institute for Employment Research, a UCLA Faculty Senate grant, and the Fulbright Scholar Program includes fieldwork in both Mexico and the United States. Carré and Tilly are working on a monograph, tentatively titled *Working in Retail Around the World*, which is projected to be completed in 2013. In the 2011-2012 year, this research project yielded five publications and the research was presented at eight academic conferences.



### Research: Industry Initiatives

### Impact of the California Film and Television Tax Credit

Chris Tilly, Lauren Appelbaum Research Partners: Headway Project

IRLE researchers examined the impact of the California Film and Television Tax Credit on the location of film and TV production in the state, and the consequent economic impact on the California economy. Coordinated by IRLE Research Director Lauren Appelbaum and Chris Tilly, the project was completed with support from the Headway Project, a new nonpartisan research institute. The findings were published in the IRLE Industry Report, "Economic and Production Impacts of the 2009 California Film and Television Tax Credit". (p 68)





### Kaiser Permanente-Labor Management Partnership Project

Janna Shadduck-Hernández Community Partners: Kaiser Permanente

Political and Economic Literacy is a participatory/popular education curriculum under development by UCLA Labor Center staff and community partners for Kaiser Permanente's national education program. This curriculum will be utilized by Kaiser Permanente (KP) educators to train front-line staff on the impact of the national health care reform debates. A subsequent funded phase to this project is presently being discussed with the Labor Management Partnership and would facilitate a training program to pilot this curriculum with KP members throughout the country. Initial piloting for the project began in March 2012 at the KP national delegates meeting in Los Angeles and the curriculum is scheduled to be complete by fall 2012.

### Research: Industry Initiatives

### **California Construction Academy**

Daniel Villao, Uyen Le, Hugo Sarmiento, Lanita Morris and Stefanie Ritoper

The California Construction Academy (CCA), a project of the UCLA Labor Center, is dedicated to building a better construction industry and ensuring that construction jobs are good jobs. CCA conducts research, educational programs and convenes diverse partners in the construction industry to develop innovative and collaborative solutions to move the construction industry forward. This year, the CCA developed three major initiatives:

### Beyond Green Jobs: Building Lasting Opportunities in Energy Efficiency

The CCA wrote and published the book Beyond Green Jobs: Building Lasting Opportunities in Energy Efficiency. Beyond Green Jobs highlights innovative programs across the country and shows why going "deep green" can provide the greatest benefits to the economy, the environment, and the community.







Official Construction Intermediary for City of Los Angeles

The California Construction Academy is the official construction intermediary for the City of Los Angeles. It brings together diverse construction industry partners to discuss pressing construction issues. CCA staff facilitate meetings and provide one-on-one technical assistance to workforce development practitioners, community organizations, building trades unions, and policymakers. CCA provides technical assistance to several groups, including the Los Angeles Green Retrofit Program and Emerald Cities.



### **Responsive Construction Industry Research**

CCA regularly conducts research on pressing construction industry issues. In the past year, the CCA has published two research reports on Project Labor Agreements: Project Labor Agreements: Pathways to Business Ownership and Workforce Development in Los Angeles; and On Track for Quality Careers: Project Labor Agreements and the Los Angeles County Metropolitan Transportation Authority. In addition, CCA also conducted research on energy efficiency and construction contractors and their ability to access energy efficiency projects.





# Research: Wage Policy

Wage policy isn't just about setting a minimum wage standard – it's about improving the quality of jobs with fair and equal pay and with protections for workers against wage violations. IRLE's research on low-wage work and wage theft informs these policies from the global to the local.



### **Global Strategies for Improving Low-Wage Jobs**

### Chris Tilly

Research Partners: UC Berkeley, University of Campinas, Brazil; Peking University; Johns Hopkins University; Universidad Autónoma Metropolitana, Iztapalapa; University of Witwatersrand, South Africa; University of British Columbia; CUNY, Rutgers University and Hong Kong University of Science and Technology

This research project analyzes problems of low-wage work in the US and around the world, with focus on strategies, particularly organizing strategies, for improving those jobs. Continuing on work from previous years, IRLE launched a new phase of this project called "Experiences Organizing Informal Workers" with UC Berkeley Sociologist Peter Evans. "Experiences Organizing Informal Workers" has created a network of researchers from the US, Brazil, Canada, China, India, Mexico, South Africa, and South Korea. The project will use comparisons of informal worker organizing across the eight countries to search for best practices and analyze what succeeds and fails in which contexts, and why. During this year, there was an initial convening of the network, development of a conceptual frame-



work and research design, and an initial round of grant-writing.

This fiscal year, the project also yielded a special double issue of the *Journal of Workplace Rights* called "Labor in the Global South: A Search for Solutions". The research also contributed to Tilly's co-edited volume *Are Bad Jobs Inevitable?*, published in 2011 (*p.73*).



### Research: Wage Policy

### Wage Theft

IRLE's hallmark 2010 report on wage theft, *Wage Theft and Workplace Violations in Los Angeles: The Failure of Employment and Labor Law for Low-wage Workers*, continues to drive research and community action at the UCLA Labor Center and IRLE. The following events and projects related to wage theft were initiated this year:

### **Coalition Against Wage Theft Campaign**



### Victor Narro, Tia Koonse

Community Partners: Teamsters, UNITE HERE Local 11, 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 Central American Resource Center (CARECEN), as well as the Koreatown Immigrant Workers Alliance (KIWA), the CLEAN CarWash Campaign, the Maintenance Cooperative Trust Fund (MCFT), the Black Workers Center, and the Garment Worker Center

On April 17, 2012, the Labor Center united students, union leaders and worker center leaders from across Los Angeles to launch a coordinated effort to combat wage theft. The Coalition Against Wage Theft held press actions on the steps of City Attorney Carmen Trutanich's office to demand meaningful enforcement of wage and hour laws in Los Angeles and held a Korean-language press conference targeting Koreatown business owners to promote better understanding and investment in compliance with wage and hour laws. The Coalition has also developed and distributed popular education materials, including pamphlets, videos, and compiled testimonies to lawmakers and community multiple popular education materials high lighting personal narratives and key facts about wage theft in Los Angeles and the process of wage claims from filing to collections.

### **Closing the Collections Gap**



### Victor Narro, Tia Koonse

To improve collections outcomes for workers who win their wage claims with the Labor Commissioner, the Labor Center partnered with the Wage Justice Center, the CLEAN CarWash Campaign, IDEPSCA, NDLON and MCTF to promote better understanding and a campaign to expand 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.

### Wage Theft : Education and Outreach



### Victor Narro, Tia Koonse

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 Los Angeles 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.

# Research: Wage Policy

San Fernando

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WORKSITES OF RESPONDENTS WHO EXPERIENCED WAGE THEFT IN THE PREVIOUS WORK WEEK, L.A. COUNTY, 2008

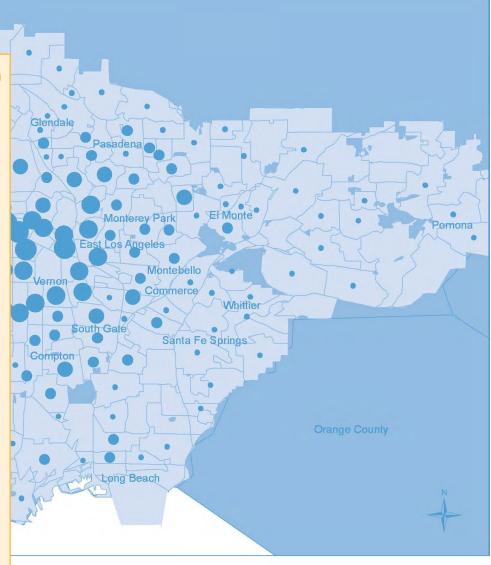
### Ventura County

### **Garment Worker Wage Claim Project**

Victor Narro, Tia Koonse, Ana Luz Gonzalez , Natalia Garcia Community Partners: California Department of Industrial Relations, Division of Labor Standards Enforcement

This year the UCLA Labor Center entered into a contract with the Divion of Labor Standards Enforcement (DLSE) of the Department of Industrial Relations to help DLSE improve its process of filing AB 633 (wage violations) claims for garment workers. Using data sets from *Wage Theft and Workplace Violations in Los Angeles*, IRLE researchers identified specific employers that are violating workers' wage protections and used these data sets in a mapping system that could be used by DLSE field investigators to identify "hot spot" locations for labor violations of low wage industries. In addition, Labor Center researchers created a data report of the types of labor violations in garment manufacturing and the practices of manufacturers/retailers well as analyzed the issues of the AB633 claim process itself.

In the second phase of the project, UCLA Labor Center staff have been 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. The Labor Center has also funded a film production company to produce two videos on the AB 633 Claims 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.



### Research: Immigration and Global Labor

Through immigration and migration, workforce, industries, policies, and practices flow across borders. IRLE research examines how immigration affects communities, workers and the global economy.

### **Global Port Cities: Marseilles and Los Angeles**



Janna Shadduck-Hernández Research Partner: Université de Provence Aix-Marseille

Janna Shadduck-Hernandez- initiated a comparative research project with academics and educators at the universities of Aix-en-Provence and Marseilles on low-wage immigrant workers and their families. Initial project will compare Los Angeles and Marseilles as global port cities with significant low-wage immigrant workers.

Civic Engagement Among Indigenous Mexican Migrant Youth in the Central San Joaquin Valley: Strategies, Repertoires, and Lessons



Gaspar Rivera Salgado Research Partner: Jonathan Fox, UC Santa Cruz.

This participatory action research project will document and analyze the civic engagement decisions and practices of Mexican indigenous migrant young adults in the central region of the San Joaquin Valley (Madera and Fresno Counties). The project will bring together focus groups of civically engaged youth to discuss access to education and other community needs assessment. A regional meeting and bilingual report is planned. This research is funded by the Center for Collaborative Research for an Equitable California at UC Santa Cruz.

### **Pacific Rim Labor**



Kent Wong, Victor Narro

Community Partners: US Department of State, Harvard University, CUNY

The UCLA Labor Center is a resource for scholars from China and Vietnam to learn about labor practices in the United States. In November 2011, the Labor Center hosted a major State Departmentfunded tour of ten Vietnamese labor leaders and scholars. The scholars visited the UCLA campus, the Downtown Labor Center, worker center sites and unions across Los Angeles. In Spring 2012, a three university consortium (Harvard, CUNY, and UCLA Labor Center) was awarded a \$1.4 million two year grant from the state department to develop labor studies projects in Beijing and Shanghai along with labor scholars of China. As part of this initiative, Labor Center Director Kent Wong will be bringing United Auto Workers President Bob King to China in July 2012 and will be developing this project with labor scholars and labor leaders in the 2012- 2013, and 2013-2014 academic years.



### Research: Immigration and Global Labor

### **Globalization and Labor Standards**

The Globalization and Labor Standards (GALS) Bibliographic Library is a project collaboration between the Institute for Research on Labor and Employment and the UCLA School of Law. The project is directed by UCLA Law Professor Katherine Stone, who also sits on the IRLE Faculty Advisory Committee.

The library contains abstracts of recent law journal articles exploring international labor standards and rights in the global economy. Taken from English language law journals from around the world, GALS provides an annotated bibliography categorized by subject heading. Current subject headings include: Codes of Conduct, Child Labor, NAFTA, WTO, Alien Tort Claims Act, ILO, European Union, Forced Labor, Trade Conditionalty, Women's Rights, etc.

The database allows researchers to search or browse the archive of current and previously posted abstracts by subject, author, journal, date, or keyword. the database can be accessed through www.laborstandards.org.

# Research: Immigration and Global Labor



### Institute for Transnational Social Change (ITSC)

Gaspar Rivera Salgado, Veronica Wilson Research Partners: Universidad Autónoma Metropolitana, Iztapalapa

The Institute for Transnational Social Change (ITSC) is a research hub for crossborder collaboration among labor leaders, academics, and activists in Mexico and the United States. ITSC provides vital research and educational tools in accessible bilingual formats, particularly to help workers mired by the effects of one-sided global economic policy and vulnerable to abuses of multinational corporations. Through its work, ITSC connects Mexican and US researchers with independent unions in Mexico to study labor reform and best practices in labor conflicts.



### 2011-2012 ITSC Projects:

### **Binational Workshop:**

"Transnational Perspectives on the Future of Labor: Building on the Legacy of Cross-Border Labor Solidarity", brought together more than 50 labor experts, academics, activists, students and members of the general public from the US and Mexico for two days in July 2011. The bilingual event featured presentations from organizers at worker centers in Mexico and the US, who spoke of their innovative solutions to advocate for marginalized and excluded workers. The event concluded with a public forum on international solidarity and immigrant workers that included speakers Maria Elena Durazo (LA County Federacion of Labor), Mike Garcia (United Service Workers West-SEIU), and Peter Olney (International Longshore and Warehouse Union).

### Videoconferences (UCLA-UAM-I)

ITSC hosted two videoconferences in 2012 with panelists from the US and Mexico. Researchers presented and discussed current labor issues in their country, including the recent anti-labor political movements in Mexico and the state of Wisconsin.

### **Publications**

Following the success of ITSC's 2010 report "Building a Culture of Cross-Border Solidarity", ITSC commissioned two reports that will be forthcoming next year.

One report offers key insights for transnational organizing against large multinational corporations and the second report discusses how Mexican Labor Boards meditate labor relations in Mexico.



### Research: Undocumented Students

In the past few years, the UCLA Labor Center has emerged as a national center for research, education, and policy on undocumented immigrant student issues. In addressing the needs of undocumented youth, the UCLA Labor Center contributes to building a stronger nation, a stronger economy and a stronger UCLA.

### **Dream Resource Center**

Carlos Amador, Delia Arriaga, Sofia Campos, Alma Castrejon, Fabiola Inzunza, Victor Narro, Imelda Plascencia, Janna Shadduck-Hernández and Kent Wong,

Founded in 2011, The Dream Resource Center is a resource center for undocumented students. The DRC develops educational resources, leadership tools, and support mechanisms for immigrant students, along with educating the public about local and national policies.





Through the Dream Resource Center, the following projects have been initiated this year:

### **Undocumented and Unafraid**



Research Partners: UCLA Department of Chicana/o Studies, UCLA Labor and Workplace Studies minor

This book, produced by undergraduate students from the Labor and Workplace Studies and Chicana/o Studies Departments at UCLA over the last academic year, "is designed as an educational tool to inspire others to raise their voices in the struggle for humane immigrant rights," and follows their first publication, *Underground Undergrads: UCLA Undocumented Immigrant Students Speak Out. (p.72)* 

### **Mental Health and Undocumented Students**

### Research Partners: UCLA Department of Social Welfare

In Winter and Spring quarter 2012, the UCLA Labor Center partnered with the UCLA Social Welfare Department in offering the first course on the mental health needs of undocumented students. Twenty MSW students conducted research on the mental health needs of undocumented immigrant youth and identified significant concerns regarding depression, anxiety, and stress. The Dream Peer Counseling Project, Collective of Immigrant Resilience through Community Led Empowerment (CIRCLE) emerged out of this collaboration, and provides a space for immigrant youth to address and cope with the unique experience of living as undocumented.



### Research Underwented Dudents

### Dream Summer 2011

### Community Partners: United We Dream

The UCLA Labor Center in partnership with the United We Dream Network, developed Dream Summer 2011, the first national internship for DREAM Act student leaders across the country. Students attending Dream Summer participated in leadership and organizing trainings, taught by some of the most prominent leaders in the immigrant rights movement, including Tom Saenz, President and General Council of MALDEF and Reverend James Lawson.

Following the training, students were placed for ten weeks with social justice and labor organizations where they gained an invaluable experience in leadership and organizing in cities across the country including Los Angeles, Sacramento, Phoenix, Miami, New York and Washington D.C.

Dream Summer will be held again in 2012 and will include a special component "Queer Dream Summer" for those student leaders who identify with the Queer/LGBTQ community.

### **Workers**

Workers are the foundation of labor markets. IRLE research on who workers are, where they live and how they work, contributes to evolving discussions on the global economy.

### **Asian Pacific American Worker Initiatives**

Jan Tokumaru, Lucia Lin and Kent Wong Community Partners: Koreatown Immigrant Workers Alliance, Asian Pacific American Labor Alliance LA chapter, Asian Pacific American Legal Center, and Pilipino Workers Center

Through research, education and community action, the Labor Center has advanced the visibility and interests of Asian American workers in the labor movement in Los Angeles. In July 2011, the Labor Center partnered with the Asian Pacific American Labor Alliance and the Center for Economic Policy and Research to publish a report on the state of Asian American workers, "Diversity and Change: Asian American and Pacific Island Workers" that addresses the contributions of API workers to the workforce.

Community outreach and connections to partner institutions allow the Labor Center to educate workers, employers and researchers on the diversity and challenges within the API workforce.



### **Domestic Workers**



Natalia Garcia, Victor Narro Community Partners: California Domestic Workers Coalition

The UCLA Labor Center has collaborated with the California Domestic Workers Coalition on its campaign to improve working conditions for domestic workers in California. Labor Center staff provided analysis and research on legal issues and assisted in developing leadership workshops and educational materials for the domestic workers from CHIRLA, IDEPSCA and other groups from Southern California working on this campaign.

In addition, the Labor Center worked with the coalition to create and implement strategies to ensure effective outreach, public education, and implementation monitoring and documentation of the policy changes that would provide labor protections for domestic workers.



### **Worker Centers and Workforce Development Initiatives**

Victor Narro, Janna Shadduck-Hernández, Pamela Izvanariu Research Partners: Hector Cordero Guzman

Through the a grant with the Ford Foundation, IRLE researchers have developed groundbreaking research on major worker center networks. This year, the staff completed the first ever comprehensive literature review of the major worker center networks and developed the foundation for a clearinghouse of reports, leadership curricula, and studies produced by the worker center networks and their member organizations.

The Labor Center also completed and received a second Ford Foundation grant to focus on workforce development pilot projects and campaign and leadership development for members of key worker center networks. This grant will also support the development of communication and education tools to dissemination information about this work.

A forthcoming book, with Hector Cordero Guzman, Professor of Sociology at Baruch College-NYU, will document the historical developments of the major worker center networks and their contributions to improving working conditions for low-wage workers and creating innovative workforce development opportunities for them.



### **Parent Worker University**

Janna Shadduck-Hernández

Community Partners: Building Skills Partnership, Community Coalition, Inner City Sturggle, SEIU Local 99, SEIU- USWW, SEIU 721, SEIU-ULTCW, UCLA IDEAS, UNITE HERE Local 11 and UTLA

Many union workers in low-wage industries live in neighborhoods with high concentrations of poverty and low-performing schools. Parent Worker University brings union parents to fight for better schools and educational equity.

The Labor Center partners with a coalition of Los Angeles education and labor organizations to lead workshops that inform workers about how the public school system functions and how resource inequalities affect their children's education, and to educate policymakers about educational inequities.



### Los Angeles Black Worker Center

Lola Smallwood Curevas, Lanita Morris, Pearl Loehnig, La Tonya Harris and Richard Stevenson

Founded in 2011, the Los Angeles Black Worker Center works to address the job crisis in the African American community. 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.



### **Project Labor Agreement**

On January 26th, the Los Angeles Metropolitan Transportation Authority approved a five-year agreement that requires a targeted hiring program for transit projects, ultimately creating an estimated 23,000 wage-paying union construction jobs. The agreement is the nation's first master project labor agreement approved by a regional transportation agency, and includes a targeted hiring requirement of 40% with 10% disadvantaged workers. The LA Black Worker Center built partnerships between workers, labor, community organizations and policymakers to ensure the agreement has stronger language in support of diversity; stronger disadvantaged criteria and federal civil rights and equal opportunity language which includes affirmative action enforcement and monitoring.

### **Community Monitoring Report Card**



In response to the passage of the new Project Labor Agreement as well as the upcoming opening of the Los Angeles football stadium

and the Crenshaw to LAX Metro Line projects, the LA Black Worker Center teamed up with graduate student researchers at UCLA and USC to produce the first community-implemented monitoring and accountability tool that grades construction contractors' commitment to diversity on the job. The report card has five indicators of contractor commitment to diversity which will be averaged out to determine a contractor's final grade. Those indicators include: (1) compliance with anti-discrimination regimes under the Civil Rights Act; (2) community relations; (3) access for all workers; (4) transparency in hiring practices; and (5) diversity on the job site. Five interns are testing the pilot in summer 2012 through the Labor Summer Research Program (*p.29*), grading the 12 contractors on the "short list" for consideration for the Crenshaw Metro Line.

### **Black Worker Town Hall**

On May 1st, more than 200 Black construction workers and community residents joined civic and labor leaders on Saturday at a town hall meeting to discuss a new era in employment for African-Americans two decades after the 1992 civil unrest. Organized by the Los Angeles Black Worker Center, the town hall meeting featured a series



of panel discussions about employment barriers Black workers commonly face and ways they can leverage future job opportunities through public sector construction contracts. The event, which drew such elected officials as Congresswoman Karen Bass and Los Angeles County Supervisor Mark Ridley-Thomas, took place at the Watts Labor Community Action Committee.



### **Black Leaders in Green (BLING) Leadership Institute**

On June 29th, 2012, the Los Angeles Black Worker Center launched its mentorship program, BLING, which seeks to develop and increase access and retention among young, black construction workers in high-road construction and utility careers through cutting-edge popular education, on-going mentorship, and advocacy. Young BLING workers gain an understanding of a) how the economy works through a black lens; b) black workers' experience in the building and construction trades in Los Angeles; and c) opportunities for building new black leadership in the building and construction trades, particularly in the green economy.

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

Bill Hatch, Deogracia Cornelio, Fernando Tapia, Flor Vasquez, Jim Abajian, Karen Murray, Katy McNamara, Kevin Riley, Linda Delp, Patricia Rizo, Samantha Quintero, Sarah Jacobs, Susan Holcomb, Tanya Akel

Research and community projects on worker health & safety are carried out by the Labor and Occupational Health (LOSH) program. LOSH conducts research on a variety occupational health issues and also provides a number of important health and safety trainings that connect workers, students and employers with improved job quality.

### **Hazardous Waste Worker Training Project**

LOSH serves as the lead organization in a five-university Western Region Universities Consortium (WRUC), which educates over 3,000 workers and professionals each year to develop or strengthen occupational health programs for workers who handle hazardous materials, respond to environmental emergencies, and clean up hazardous waste. LOSH is responsible for overall fund management, curriculum development and quality training programs, data collection and analysis, and evaluation. Other Consortium members are UC Berkeley, the University Extension program at UC Davis, Arizona State University, and the University of Washington. The Consortium has provided innovative hazardous waste/hazmat training for the past 23 years in English and Spanish in EPA Regions IX and X.

Under the Hazardous Waste Worker Training grant, LOSH provides courses in hazardous waste site worker, refresher, site-worker train the trainer, general construction safety, hazard communication, and emergency response. Courses offered include both open enrollment courses and those tailored to specific employers or agencies (e.g., LA Unified School District employees, county mental health workers). LOSH also collaborates with unions and community organizations such as the WorkSource centers to reach underserved workers, including low-wage, Spanish-speaking and/or minority workers.

On behalf of the consortium, LOSH is collaborating with the University of Massachusetts/Lowell, the University of Medicine and Dentistry of New Jersey, and the University of Cincinnati to implement a three-year mixed-methods evaluation of our hazmat worker training programs. LOSH Director of Research and Evaluation Kevin Riley is leading the planning and implementation of of an online survey of managers who send their employees to our HAZWOPER courses. LOSH plans to present preliminary findings from this research at the NIEHS Evaluation Workshop in October 2012 and at the annual meetings of the American Public Health Association in November 2012.





### HazMat Disaster Preparedness Training Project

The primary goal of LOSH's HazMat Disaster Preparedness Training Program is to ensure that dock and other transport workers who handle goods transported through West Coast ports receive health and safety awareness training to 1) enable them to play an active role in identifying risks to their own and the community's safety and security, and 2) ensure they are able to respond appropriately in the event of hazmat emergencies or other disasters. LOSH also provides training to emergency responders in other high-risk industries in Southern California. The funding for this project is provided through the Western Region Universities Consortium (WRUC); other WRUC members participating on this grant include the Extension Program at the University of California at Davis and the University of Washington.

Under this HazMat Disaster Preparedness Training project, LOSH has built important relationships with the International Longshore and Warehouse Union (ILWU) and the Pacific Maritime Association (PMA) to offer courses in emergency response awareness, emergency response technician, and hazard communication. In addition, courses have been provided to workers at Edwards Air Force Base, California Conservation Corps, and Northridge Hospital Medical Center. All LOSH emergency response training is certified through the California Specialized Training Institute (CSTI).

In May 2012, Katy McNamara met with safety representatives from four local sections of the ILWU to discuss diesel exhaust exposures at the Port of LA/Long Beach. She summarized the exposure assessment that was conducted by the NIOSH Health Hazard Evaluation (HHE 2003-0246-3013) in 2005, and updated these findings with data from community air monitoring stations on Port property. The training included a summary of health effects of from diesel exposure and a breakdown of diesel exhaust components.



**Minority Worker Training Project** 

Community Partners: Los Angeles State Energy Sector Partnership

In August 2010, LOSH received new funds through NIEHS's Minority Worker Training Program (MWTP) to train individuals for jobs in the environmental field and construction industry, with a focus on recruiting from underserved urban communities disproportionately affected by environmental exposures. The program builds on new and existing LOSH relationships with labor, community, environmental justice and workforce development organizations to reach targeted underserved populations in Los Angeles. Our efforts are designed to prepare trainees for environmental and construction careers in civil service and in the private sector.

LOSH has partnered with the Los Angeles State Energy Sector Partnership, an ongoing collaboration between the City of Los Angeles, the United Auto Workers/Southeast LA Work Source Center, and Los Angeles Harbor College. The partnership works to connect low-income people to careers in the growing green economy. The MWTP expands the partnership's ability to offer health and safety and basic skills training to participants, providing pathways into environmental and construction careers. An important focus of the Minority Worker Training Program is on job placement for program participants. In the current grant year, the job placement rate among LOSH's MWTP trainees is 72.2 percent. Trainees have secured jobs in construction, environmental work, carpentry, and as laborers, as well as with energy and solar firms and as clerks at local warehouses. Trainees who have not yet been placed in jobs receive continued support from the UAW/SELA WorkSource Center.

During the current NIEHS grant year, LOSH is completing an eLearning tool on environmental and health hazards and benefits associated with green building retrofits to be used as a complement to our training courses.

### **Capacity-Building with the Los Angeles and Orange County Federations of Labor**

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Community Partners: Los Angeles County Federation of Labor, Orange County Federation of Labor

In 2010, LOSH was awarded a grant to build capacity to address worker injury and illness in Southern California in collaboration with the LA County Federation of Labor, the Orange County Labor Federation, their affiliate unions, and community groups. For the first time, the LA County Federation of Labor (LA Fed) has a Health and Safety Coordinator on staff and, working together, LOSH and the LA Fed have trained hundreds of Spanish and English speaking workers in both LA and Orange counties. During this time the LA and OC Federations have each Cosponsored a health and safety conference for their respective delegates. Equally important, several events have provided an opportunity for labor leaders and workers to exchange ideas and issues directly with the new Chief of Cal/OSHA, Ellen Widess, and the new CA Labor Commissioner, Julie Su. Low wage immigrant workers from the carwash, hotel, recycling, warehouse, and others have been able to voice their concerns and propose solutions regarding health & safety and poor working conditions directly to state and federal authorities during project-sponsored events.

The aim of this grant is to 'institutionalize' health and safety training for immigrant, low wage workers with a strategic focus on the hotel, car wash and waste/recycling industries. FY 2011-12 marks the second year of this three-year OSHA grant to provide training and technical assistance, develop educational materials, and mentor trainees. In summary, grant funding has been used to: 1) Coordinate the Latino Forum and the Action Summit on Worker Health and Safety; 2) Implement Needs Assessment activities with each of the targeted industries; 3) Convene quarterly Advisory Committee meetings; 4) Update/revise and adapt training materials; and 5) Provide 17 workshops to a total of 636 workers and community representatives.

### School Action for Safety and Health (SASH)

### Community Partners: UC Berkley Labor Occupational Health Program

California school districts face a number of occupational safety and health issues. In some cases, school districts have been fined by Cal/OSHA. Maintenance and operations departments and other school employees are working to address these problems in a climate of reduced funding. In June 2009, LOSH entered a partnership with the UC Berkeley Labor Occupational Health Program to carry out the School Action for Safety and Health (SASH) Training Program funded by the Commission on Health and Safety and Workers' Compensation.

LOSH Special Projects Coordinator, Sarah Jacobs, heads the statewide program in Southern California to help school districts reduce the high rate of work-related injuries and illnesses among school employees. The SASH Program offers a free, one-day training program to help build the capacity of district-level health and safety coordinators to serve as resources to other employees and develop an Injury and Illness Prevention Program (IIPP) for school employees. The trainings are designed to increase participants' skills in identifying hazards, understanding why injuries occur, knowing how hazards can be controlled, participating in prevention efforts, and involving other employees in safety.



### **Coalition to Support Warehouse Workers**



Community Partners: Clergy and Laity United for Social Justice (CLUE), Warehouse Workers United

LOSH received a Susan Hardwood Training Grant from Federal OSHA to work with Warehouse Workers United (WWU) and Clergy and Laity United for Social Justice (CLUE) to develop a group of core worker leaders in the warehouse industry to train other workers and to document key health and safety issues affecting this particularly vulnerable group.

LOSH has partnered with WWU and CLUE in an effort to ensure basic health and safety rights for warehouse workers in the Inland Empire. Worker-leaders helped to develop a needs assessment and conducted over 100 worker interviews to determine some of the key hazards warehouse workers face, such as exposure to chemicals and air pollutants (including diesel exhaust), extreme temperatures, and unsafe machinery. They also documented the incidence of musculoskeletal disorders (such as strains, sprains, and back injuries) associated with

heavy lifting and repetitive motion. Building on the assessment results, Warehouse Workers United and LOSH Associate Director of Education Deogracia Cornelio issued a report entitled "Shattered Dreams and Broken Bodies: A Brief Review of the Inland Empire Warehouse Industry". The report was presented by the worker-leaders to the Warehouse Worker Community Accountability Commission, and the report was highlighted in the February 24, 2012 issue of the Cal/OSHA Reporter.

With the assistance of LOSH, WWU and CLUE staff, workers employed at a warehouse facility in Chino, CA filed a complaint in July, 2011 with the San Bernardino office of Cal/OSHA. The subsequent investigation resulted in over 40 serious citations at four worksites including: lack of compliance with basic Cal/OSHA regulations such as the Injury and Illness Prevention Program (IIPP); failure to protect workers from exposure to extreme temperatures and chemical dust; improper stacking of boxes; electrical hazards; and poorly maintained machinery, among others. The citations amounted to over \$256,000 in fines. All citations were filed against both the warehouse company and the staffing agency that recruited workers for the facility, a first time dual-employment Cal/OSHA citation.

### Heat Illness Prevention Campaign (HIPC)

Community Partners: California Department of Industrial Relations, UC Berkeley Labor Occupational Health Program

During summer 2011, LOSH played a critical role in an ambitious statewide Heat Illness Prevention Campaign (HIPC). The overall goal was to reduce and prevent heat-related fatalities and illness among low-wage, non-English speaking outdoor workers in California, with a focus on inland, desert, Central Valley and coastal agricultural regions. The third phase, which is currently underway, is a continuation and expansion of the Campaign's 2011 efforts.

LOSH's bilingual and bicultural staff conducted a number of outreach and education efforts designed to: 1) educate workers, employers and the community as a whole about needed prevention measures both during work and in their off hours; 2) develop a "community norm" that views heat illness as a serious issue that requires action in the workplace and community; and, 3) increase the visibility of the Division of Occupational Safety and Health (DOSH) as an agency responsive to workers' needs.

In 2011, partnerships were established with roughly 70 different organizations that predominately reach Latino workers and employers in industries where heat exposure is a great concern. Five of these organizations worked with LOSH to host Spanish-language Training of Trainer courses in the Campaign's target areas in Southern California (i.e. inland, desert and coastal agricultural regions). The goal of the TOT courses was for participants to utilize the heat prevention information and resources provided to them to educate community members, workers and employers in their communities.

Additional 2011 education efforts included:

• A two-hour introductory training for six EMPLEO Hotline call center staff and LA Mexican Consulate representatives at the EMPLEO office in San Ber-

nardino. The EMPLEO hotline was launched in 2003 by the Department of Labor to address questions and complaints from Spanish-speaking workers.. LOSH has provided support and technical assistance to the EMPLEO program for the past five years.

• A three-hour heat illness awareness session for sixteen school district employee leaders. This awareness session was in response to numerous concerns about heat exposure expressed during the School Action for Safety and Health (SASH) trainings.

In summer 2012, LOSH has thus far carried out 3 Spanish-language TOT courses in Southern California (San Diego, Coachella Valley and Ventura), reaching 86 community leaders from 28 different organizations. Two more TOTs are scheduled in the desert inland area of Ontario and in Los Angeles where many construction, day labor and landscaping groups are located and in need of heat-prevention education.



California Department of Public Health MOU: (Fatality Assessment and Control Evaluation) FACE Fact Sheet Translation and Dissemination

Community Partners: California Department of Public Health

FACE Fact Sheets – FACE is part of the Occupational Health Branch within the California Department of Public Health (CDPH) and is funded by the National Institute of Occupational Safety and Health to identify conditions that lead to fatal injuries at work and to recommend policies and practices to prevent them. LOSH collaborates with the CDPH to review, translate and disseminate FACE Fact sheets to Southern California workers in high risk jobs or occupations. During fiscal



year 2011-2012 LOSH disseminated 9527 FACE sheets to Southern California workers in high risk jobs or occupations at health fairs, day laborer events, union events, worker trainings and at the Mexican, Guatemalan, and Salvadoran consulates.



### **Office Ergonomics**

A journal article on office ergonomics is undergoing final revisions. "Musculoskeletal disorders among clerical workers in Los Angeles: A public health approach" analyzes data from 2,310 clerical workers for submission in July to the American Journal of Industrial Medicine.





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California Commission on Health and Safety and Workers' Compensation's

### WORKER OCCUPATIONAL SAFETY AND HEALTH TRAINING AND EDUCATION PROGRAM (WOSHTEP)

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

Community Partners: California Department of Industrial Relations Commission on Health and Safety and Workers' Compensation

WOSHTEP is a unique State-funded, worker education program built on the principle that worker education increases worker participation, which in turns is an effective way to advance workplace safety and health. The purpose of WOSHTEP is to reduce job-related injuries and illnesses among all California workers. WOSHTEP serves a variety of industries, and participants come from diverse occupations and work settings. Special emphasis is placed on reaching employers and workers in high risk industries. Focus is also on groups with special needs, such as workers and employers with limited English proficiency; those who have not had sufficient access to formal education and literacy, young workers, and other traditionally underserved industries or groups of workers. Through WOSHTEP, UCLA-LOSH offers a 24-hour basic health and safety training course (**WOSH Specialists**) which is particularly useful for worker leaders and those participating in health and safety committees. We also offer shorter awareness sessions and yearly refreshers; educational resources for small business; young worker health and safety leadership programs; and resources to support workplace safety and health such as newsletters and technical assistance. All training is offered in Spanish and English; materials have been produced in English, Spanish, Mandarin and Korean.

**WOSH Specialists & Trainers Networks** - After participating in the 24hour training, WOSH Specialists are encouraged to take a leadership role in promoting health and safety in their workplaces and communities and to become part of a network of workplace safety and health advocates and leaders in Southern California. They are mentored by LOSH staff and participate in Training-of-Trainers and refresher courses; receive technical assistance; have access to resources; and remain in ongoing communication through a listserv and a biannual newsletter.

**Spanish language Training of Trainers (TOT)** - In July 2011, a 32-hour TOT was provided to 21 Spanish-speaking workers and worker advocates at the LA County Federation of Labor. Since attending the TOT, all but one of the participants have either co-facilitated an awareness session on health and safety, participated in an educational skit on health and safety, and/or completed a presentation on a workplace health and safety topic.

**Community Outreach & Education** – During fiscal-year 2011 monthly presentations reached 1447 workers who have little or no access to health information. LOSH has continued to partner with community based organizations to help build their capacity to address health and safety issues, and to develop targeted educational activities and materials.

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

Small Business Resources : Training materials have been developed for restaurants, janitorial services, and general industry small businesses, and 2-3 hour courses were held to assist small business owners and managers train their employees to participate in identifying and controlling workplace hazards.

The Construction Case Study Training Guide: LOSH co-developed this guide in collaboration 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. This Guide includes 13 case studies on key hazards in the construction industry. Each case tells the story of a worker who was seriously injured or killed on the job. All of the facts related to the incident are presented with the aim of teaching how to prevent similar occurrences from happening in the future.

Indoor Heat Illness Prevention Module: LOSH developed materials to educate workers about indoor heat illness prevention. The 2-4 hour training session can be targeted to different workers and settings, and includes recognition of the symptoms of heat illness as well as its causes, emphasizing workplace conditions associated to indoor heat stress. The materials are designed to teach workers about the mechanisms the body uses to cool off and why such mechanisms can break down. They provide information about applicable health and safety regulations and help workers identify actions they and their employers can take to prevent heat illness in indoor work settings.



### Summary of LOSH Training Programs, 2011 - 2012

Project	Funding Source*	Courses	Outcome
Hazardous Waste Worker Training Project	NIH/NIEHS	17	224 trained
HazMat Disaster Preparedness Training Project	NIH/NIEHS	24	496 trained
Minority Worker Training Program	NIH/NIEHS	26	40 trained
Worker Occupational Safety and Health Training and Education Program (WOSHTEP)	CA DIR Commission on Health and Safety and Workers Compensation	6	113 trained
School Action for Safety and Health	LOHP/Dept of Industrial Relations	4	79 trained
Heat Illness Prevention Campaign: Training of Trainer (TOT ) Courses	LOHP/Dept of Industrial Relations	8	245 trained
Heat IIIness Prevention Campaign: Heat Awareness Sessions	LOHP/Dept of Industrial Relations	5	81 trained
Heat Illness Prevention Campaign: Introductory Heat Training for the "Heat Hotline"	LOHP/Dept of Industrial Relations	2	8 trained
Building Capacity to Promote Worker Health and Safety in Southern California	Federal OSHA Susan Harwood Grant	17	636 trained
WOSHTEP Community Outreach and Education (Ventanilla de Salud Program at Mexican, Guatemalan, and Salvadoran Consulates)	CA Dept of Industrial Relations - Commission on Health & Safety and Worker's Compensation	28	1633 trained
CA Dept. of Health FACE Fact Sheet Program	CA Dept. of Public Health	n/a	9527 fact sheets disseminated

\* For more information on funding, please see pages 7-11.

### Supported Research

IRLE has a broad research network; in addition to initiating innovative in-house research, IRLE supports research and community initiatives across UCLA and other institutions through grants, research networks and collaborations.

### **IRLE Graduate Student Small Grants**

In 2012, IRLE made available a small pool of funds for UCLA graduate student research grants. Grants were awarded to research proposals that contributed new and engaging research to the field of labor and employment:

Luis Alvarez-Leon (Geography) The Information Grid: The Digital Foundations of the Cognitive-Cultural Economy

Molly Ball (History) Inequality in the city of São Paulo, Brazil (1889-1930)

### Hsin-Chieh Chang (Community Health Sciences)

Social Integration among Southeast Asian Women Migrants in Taiwan: Exploring the Linkages between Marriage, Work, Migration and Health

### Bradley Cleveland (Urban Planning)

Workers in the Informal Economy and Disaster Risk Reduction: Engaging waste pickers and street vendors in the project of urban resilience

### Mindy Chen (Social Welfare)

Toward an Effective Community-Labor Coalition: a Case Study of the CLEAN Carwash Campaign

### Laura Enriquez (Sociology)

Undocumented Employment: Theorizing Patterns of Incorporation for Current and Formerly Undocumented Mexican-Origin Young Adults

Nathan Low/Curt Brown (Law) Teacher Tenure

### Tom Narins (Geography)

The domestic employment impacts of Chinese trade and investment in Bolivia and Chile

### Peter Norlander (Anderson)

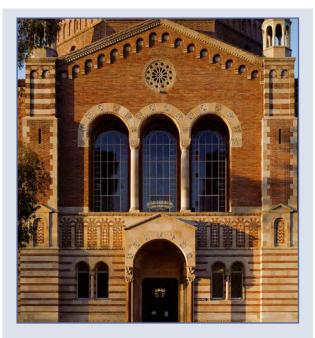
Human Resource policies and practices of the Information Technology services industry in India

### Greg Pierce (Urban Planning)

Potential Impact of Social Businesses on Local Employment in Bangladesh

### Stephanie Santos (Women's Studies)

"Don't monopolize the good": Development Aggression and Subaltern Filipina Women



### **UC Small Grants**

In addition to the funding available to UCLA graduate students, small grants of \$5,000 each were awarded to UC Irvine, UC Riverside, UC Santa Barbara and UC San Diego to support graduate students engaged in labor and workplace issues.

Each campus distributed the funding as appropriate to their campus, either through small research grants, cash awards for papers or assistance on labor programming.

### Supported Research

### **Faculty Research Grants**

From 2007 – 2011, IRLE awarded Faculty Mini Grants to UCLA faculty engaged in research on labor and employment. Although funding challenges have discontinued this opportunity, the following results of the Faculty Mini Grants were compiled this year:

UCLA Faculty Mini Grants Awarded by IRLE between 2007 and 2011.

**16** News Articles & Media Coverage

"Justice for Janitors Campaigners Record Their Stories" Los Angeles Times, May 8, 2011 (Higbie, 2011)

"Unemployment: UCLA Study Shows Stigma of Joblessness is Immediate" ABC News, April 6, 2011 (Shih, 2011) 32

**Publications** 

48

Migra! A History of the US Border Patrol. University of California Press, 2010. (Lytle-Hernandez, 2008)

"Finance and labor: perspectives on risk, inequality, and democracy" in Labor in the Era of Globalization, ed Clair Brown et al. Cambridge University Press, 2009 (Jacoby, 2008) Scholarly talks & presentations

17

"Defending Day Labor in Los Angeles" Loyola Law School, Labor and Employer Law Colloquium September 17, 2011. (Cummings, 2009)

"Union Matters: Low-Wage Workers, their Children, and School Reform," American Educational Research Association Conference April 15, 2009. (Rogers, 2009)

### Research Dialogues

65

IRLE researchers are frequent contributors to the scholarly community and are often called to present their work in a range of forums outside UCLA.IRLE staff gave 65 scholarly lectures, talks and presentations during the 2011-2012 year. Highlights are listed below by staff member.

### **Chris Tilly**

"Working with the government and the grassroots in the global South" American Planning Association Annual Conference. April 14, 2012

"Walmart in the US, in the world and in South Africa" University of Cape Town Graduate School of Business. October 14, 2011

### **Daniel Villao and Uyen Le**

"Contractor Financing for Energy Efficiency Projects" USC Green Symposium. April 24, 2012

"On Track for Quality Careers: Project Labor Agreements and the Los Angeles County Metropolitan Transportation Authority" National Transportation Workforce Summit. April 25th 2012

### Kent Wong

"Undocumented and Unafraid: The New Immigrant Youth Movement" United Association for Labor Education Annual Conference. March 24, 2012.

"The Future of Equity: The Imperative for Community-Labor Alliances" PolicyLInk Equity Summitt. November 10, 2011

### Kevin Riley

"Work and Health: California and Beyond" Occidental College. February 23, 2012

"Worker Training Materials" Occupational Health & Safety Program Area Council Meeting, February 13, 2012.

### **Victor Narro**

"Best Practices of Legislative Advocacy Campaigns" 10th Annual Low Income Immigrant Rights Conference. December 10, 2011

LAbor's LAboratory: New Approaches to Justice for Workers in Los Angeles 6th Annual Labor and Employment Law Colloquium, September 16, 2011.

### Linda Delp

"Good Jobs, Green Jobs, Real Jobs: Lessons from Los Angeles" Good Jobs Green Jobs Regional Conference. March 15, 2012.

"Facing the Challenges: The Battleground: Past, Present & Future" National COSH Worker Health and Safety Summit October 28, 2011

### Gaspar Rivera-Salgado

"Pueblos Indígenas Transnacionales: The Intellectual Legacy of Michael Kearney." Society for Applied Anthropology. March 29, 2012.

"Ethnic and Race Relations in Contemporary Mexico"Conference on Ethnicity, Race and Indigenous Peoples in Latin America and the Caribbean. December 4, 2011

### Visiting Researchers

### **Todd Sorensen**

Assistant Professor of Economics, University of California Riverside Research Area: Immigration and labor markets, monopsony

UCLA IRLE

1.

### Teresa Vázquez

Ph.D. in City and Regional Planning, Cornell University Research Area: Latino urban planning faculty and their experiences in US academia.

### Inés Montarcé

PhD Candidate in Labor Studies, Universidad Autónoma Metropolitana-Iztapalapa Research Area: Role of unions in call centers

### **Visiting Scholars and Graduate Students**

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 2011-2012, demonstrates just how **global** our research community is.

### Michel Lallement

Professor of Work, Employment and Organizations, Conservatoire national des arts et métiers Research Area: Production, innovation and cooperation activities in 'hackerspaces'

### Young Sun Ra

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

Research Area: Employment and training after the recession – implications for the working poor in Korea and the United States



### Yujie Chen

PhD Candidate in Labor Economics, School of Labor and Human Resources, Renmin University of China

Research Area: Executive compensation in state-owned enterprise in China

### Idrees Khawaja

Associate Professor of Economics, Pakistan Institute of Development Economics Research Area: Social consequences of migration and remittances for Pakistan and Mexico

### Diane van den Broek

Senior Lecturer, Work and Organizational Studies; Faculty of Economics and Business, University of Sydney, Australia Research Area: Labor market shortages in the nursing profession – comparing Australia and the United States

### José Eduardo López Ahumada Professor of Labor Law and Social Security, University of Alcalá, Spain

Research Area: Worker participation and change management- comparing Spain and United States labor law

### Research Publications

### **Research and Policy Briefs**

The IRLE Research and Policy Brief series focuses on labor and employment issues in California. The following were published this year:

### **Project Labor Agreements in Los Angeles: the Example of the Los Angeles Unified School District**

Uyen Le, California Construction Academy, UCLA Labor Center Lauren Appelbaum, Institute for Research on Labor and Employment

### California Crisis: The United States and California Two and a Half Years After the End of the Great Recession

Lauren Appelbaum, Institute for Research on Labor and Employment

### UCLA Institute for Research on Labor and Employment

### Research & Policy Brief

### California Crisis: The United States and California Two and a Half Years After the End of the

Great Recession

### uren D. Appelbaum, institute for Research on Labor and Employ

October 2003, at the height of the brains thereases, nearly 1, a million jobs had been loss distributed and an empirisment took and 137 K the distribute had non-empirisment took and 137 K the distribute has non-empirication and particle statistical bad have the distribute had have been an empirication of particle statistical bad have the distribute had have been and particle statistical bad have the distribute had have been and particle statistical bad have been and the distribute had have been and an indication. The distribute control class is distribute have been and a full bad have been and an indication. The distribute had have the distribute had have been and an indication. The distribute had have the distribute had have the distribute distribute had have been and an indication. The distribute had have the distribute had have been and an indication with the indication the distribute had have the distribute had have been and an indication and the highest the three and it had have and the distribute had had been and the distribute the distribute the distribute

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UCLA Institute for Research on Labor and Employment Research & Policy Brief

Project Labor Agreements in Los Angeles

> The Example of the Los Angeles Unified School District

Uyen Le, UCLA Labor Center, California Construction Academy Lauren D. Appelbaum, Institute for Research on Labor and Employmen

Introducti

Construction industry paids fail into two canges – tabler "tigh read" or the weak" right read constructions (bar well constructions) and the construction of the table of tab

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### **IRLE Industry Reports**

IRLE Academic Unit published its first industry report in 2011 on the Economic and Production Impacts of the 2009 California Film and Television Tax Credit.

Sponsored by the non-partisan think tank The Headway Project, the report concluded that the California Film & Television Tax Credit Program

### Industry Report

UCLA Institute for Research on Labor and Employment

Economic and Production Impacts of the 2009 California Film and Television Tax Credit

> Lauren D. Appelbaum Institute for Research on Labor and Employment Chris Tilly Institute for Research on Labor and Employment

Revised February 2, 2012 (Onlyinal November 14, 2011)
This research was sponsored by The Headway Project: www.headwayproject.org
UCA Institute for Instantion in Laker and Engloyment
District is Comp. Soc. 2017 (See Angeles, C. 10000)
Table 1 (Sec Angeles

does benefit the state in creating jobs, but the return on the subsidy may not be as great as previously calculated by the Los Angeles Economic Development Corporation.

The report was authored by Lauren Appelbaum and Chris Tilly from the Institute for Research on Labor and Employment and Juliet Huang, graduate of the UCLA Anderson School of Management.

"Even though there is likely a small benefit to the state, I think the California film and television tax credit is a worthy program because, without it, in the long run, California is likely to lose dominance in an industry that is very important to the state's economy" - Lauren Appelbaum

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### Research Publications

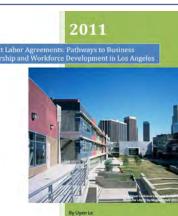
**Industry Reports: California Construction Academy** The CCA routinely conducts research and publishes findings on construction industry issues and policies. These research reports were published in the 2011-12 year:



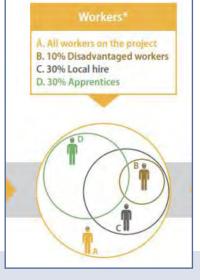
On Track for Quality Careers: Project Labor Agreements and the Los Angeles Metroplitan Transportaiton Authority Daniel Villao and Uyen Le

Published at the 2012 National Transportation Workforce Summit, this paper discusses workforce policies and processes at the Los Angeles County Metropolitan Transportation Authority (MTA) to implement Measure R. It evaluates MTA policies that aim to create good construction careers that are accessible to diverse communities. Project Labor Agreements: Pathways to Business Ownership and Workforce Development in Los Angeles Uyen Le

This study examines data from Los Angeles Unified School District's Project Stabilization Agreement from 2003 to 2011. The report finds that 48% of construction project dollars went to small and disadvantaged businesses, far surpassing LAUSD's goal to ensure that 25% of construction project dollars went to small business enterprises.



By Uyen Le UCLA Laboc Center California Construction Academy (CCA) November 2011



Project Labor Agreement & School Construction White Paper California Construction Academy

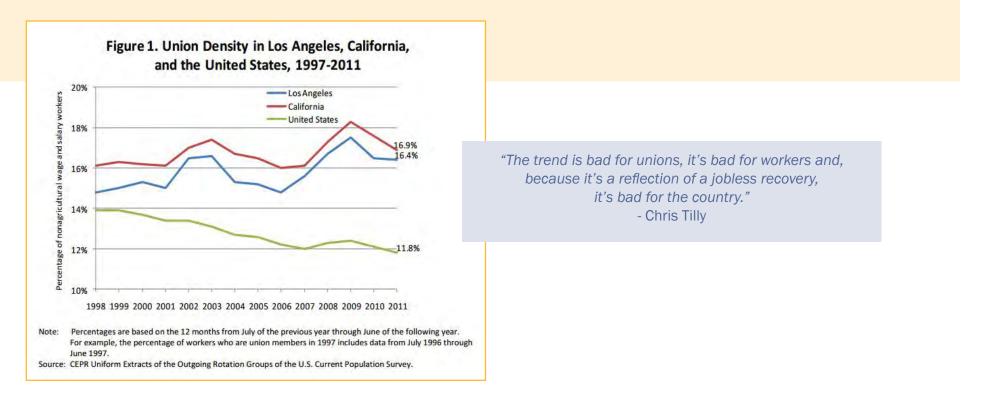
This white paper reviews the study "Measuring the Cost of Project Labor Agreements on School Construction in California," written by Vince Vasquez, Dr. Dale Glaser, and W. Erik Bruvold and funded by the Associated Builders and Contractors (ABC). The analysis raises concerns about the study's focus, methodology, and the way in which results are reported. State Superintendent of Public Instruction Tom Torlakson cites this study in an open letter to county and district superintendents and charter school administrators.

#### **State of the Unions**

Lauren Appelbaum, Institute for Research on Labor and Employment Ben Zipperer University of Massachusetts, Amherst

IRLE's hallmark "State of the Unions" report is published annually on Labor Day. 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. The IRLE report **tracks year-to-year changes in unionization for the nation, California and the Los Angeles metropolitan area**.

The 2011 report found that while unionization rates remained stable in Los Angeles, unionization fell in California and dropped to historic lows nationwide.



#### **Working Papers**

IRLE research affiliates, scholars, staff and faculty contribute to IRLE's working paper series, which has a total of 45 publications published between 2006-2012. The following working papers were submitted in 2011-2012:

**Reconnecting to Work – Introduction** Lauren D Appelbaum, 2011

Land Use Rights, Market Transition, and Rural-urban Labor Migration in China (1980-84) Yiu Por Chen, 2012

The Elasticity of Labor Supply to the Firm Over the Business Cycle Briggs Depew and Todd Sorensen, 2012

**Employment at Will versus Just Cause Dismissal: Applying the Due Process Model of Procedural Justice** Mark Harcourt, Helen Lam and Maureen Hannay, 2012

The Stigma of Unemployment: When joblessness leads to being jobless Geoffrey Ho, Margaret Shih, Daniel J Walters, Todd Pittinsky, 2011

Job Quality and Institutional Dynamics of Competition in Postfordist Capitalism Matt Vidal, 2011



#### **New Books**

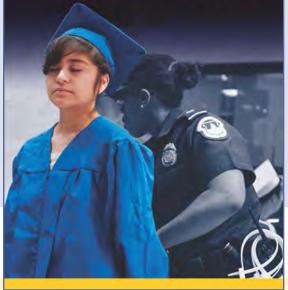
From bad jobs to green jobs and from global movements to local movements, these new publications from the UCLA Labor Center highlight the diversity and strength of our research projects.

## Undocumented and Unafraid: Tam Tran, Cinthya Felix and the Immigrant Youth Movement

Edited by Kent Wong, Janna Shadduck-Hernandez, Fabiola Inzunza, Julie Monoroe, Victor Narro and Abel Valenzuela Jr.

No longer living in the shadows, undocumented students are coming out, organizing, advocating for change in immigration policy, and building a new civil rights movement. This book is a tribute to Tam Tran and Cinthya Felix, UCLA graduates and leaders in the undocumented student movement, and captures the voices of a new generation who are making history and changing our country.

### UCLA Center for Labor Research and Education **fraidundocumentedunafra imentedunafraidundocum** Tam Tran, Cinthya Felix, and the Immigrant Youth Movement



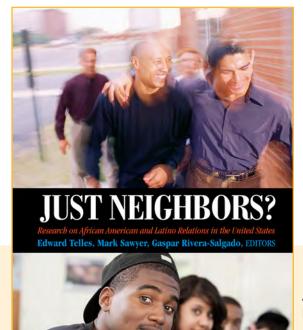


### Beyond Green Jobs: Building Lasting Opportunities in Energy Efficiency

By Daniel Villao, Uyen le, Hugo Sarmiento and Stefanie Ritoper

Beyond Green Jobs describes how comprehensive, deep green energy efficiency can bring the best benefits to the environment and create good, long-term careers. It demystifies the construction industry, captures snapshots of innovative programs throughout the country, and provides a foundation to bring energy efficiency to scale.





#### Staff Books

IRLE staff frequently publish books, articles and other reports from their research. These two, well-received academic books were published in 2011-2012. For more staff publications, see page 74.

Just Neighbors? Research on African American and Latino Relations in the United States

Edited by: Edward Telles, Mark Sawyer and Gaspar Rivera Salgado

Just Neighbors? challenges the traditional black/white paradigm of American race relations by examining African Americans and Latinos as they relate to each other in the labor market, the public sphere, neighborhoods, and schools. The book shows the influence of race, class, and received stereotypes on black-Latino social interactions and offers insight on how finding common ground may benefit both groups. Just Neighbors? is published by the Russell Sage Foundation. Are Bad Jobs Inevitable?

Trends, Determinants and Responses to Job Quality in the Twenty-First Century

Edited by: Chris Warhurst, Francoise Carre, Patricia Findlay and **Chris Tilly** 

Job quality matters. It contributes to economic competitiveness, social cohesion and personal well-being. Focusing on "bad jobs", the book outlines debates, developments, issues and trends in job quality whilst asking the question are bad jobs inevitable? The authors define and measure bad jobs; explain variation and change in job quality; and identify workplace practices and broader non-workplace strategies for making bad jobs better. The book is published by Palgrave Macmillan.

### **ARE BAD JOBS INEVITABLE?**

Trends, Determinants and Responses to Job Quality in the Twenty-First Century EDITED BY CHRIS WARHURST, FRANÇOISE CARRÉ, PATRICIA FINDLAY AND CHRIS TILLY



27 articles, papers and reports

#### **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 27 articles, papers and reports in 2011-2012. Highlights are listed by unit below.

#### \_\_\_\_\_

**Labor Center** 

#### **IRLE Academic Unit**

**Chris Tilly.** "Labor in the Global South: A Search for Solutions," special double issue of *Journal of Workplace Rights* 15(3-4), 2011.

**Chris Tilly**. "The impact of the economic crisis on international migration: A review." *Work, Employment and Society* 25(4): 675-692, 2011.

For new books published by IRLE and additional staff publications, please see pages 72-73.

### Hector R. Cordero-Guzman, **Pamela A. Izvănariu,** and **Victor Narro**, "Role of Community Based Organizations in Labor Markets and the Development of Sectoral Worker Center Networks" in ANNALS of the American Academy of Political and Social Science, Rethinking Urban Disadvantage: The Role of Systems, Institutions, and Organizations, eds Mario Small and Scott Allard. Forthcoming.

**Gaspar Rivera Salgado,** Edward Telles, and Mark Sawyer (eds.) . 2011. Just Neighbors? Research on African American and Latino Relations in the United States. Russell Sage Foundation Press.

### HARRT

Liz Baker. "What Organizational Behavior Contributes to HR" (talk by Maia Young and Margaret Shih). *HARRT Quarterly*: Spring Summer 2011.

Lindsey Long. "Neuroplasticity of the Brain: Contributions to Creativity, Change and Performance" (talk by Robert Bilder), *HARRT Quarterly*: Fall-Winter 2011-2012.

### LOSH

Kevin Riley, Linda Delp, Deogracia Cornelio, and Sarah Jacobs. "From agricultural fields to urban asphalt: The role of worker education to promote California's heat illness prevention standard." New Solutions: A Journal of Environmental and Occupational Health Policy, forthcoming.

S. Baron, S. Beard, L. Davis, L. Delp, L. Forst, A. Kidd-Taylor, A.K. Liebman , L. Linnan, L. Punnett , L.S. Welch. "Promoting integrated approaches to reducing health inequities among low-income workers: Applying a social ecological framework." Submitted to the *American Journal for Industrial Medicine*; February, 2012.

#### **Newsletters**

LOSH, HARRT and the Labor Center produce quarterly newsletters that are distributed to their academic and community constituencies. The LOSH Newsletter, Labor Education News and HARRT Quarterly include updates on programs and publications at IRLE as well as articles by staff and affiliated faculty.





# Social IRLE

Labor and employment research teaches us the value of community and engaging with students, workers, researchers and governments. This section is a glimpse on how IRLE stays connected with our constituents.

## RLE in the Media

#### **DREAM Act & Undocumented Students**

"California Dreaming: Will the State Give Scholarships to Its Undocumented Youth?" *Time,* August 31, 2011

"Illegal immigrants find paths to college, careers". USA Today, May 27, 2012

"Illegal immigrants at labor center cheer Obama's speech". *Los Angeles Times*, June 15, 2012

"Obama opens new door". Los Angeles Times, June 16, 2012

#### Immigration

"How US Policies Fueled Mexico's Great Migration". *The Nation*, January 4, 2012

"Oxnard Group Trying to make 'Oaxaquita' Epithet Illegal". *PRI's The World,* May 31, 2012

"Mexico: The Drug War and Sunday's Presidential Election". *KCRW To the Point,* June 27, 2012

#### Unions

"Grocery workers head to the bargaining table again, this time with strike authorized". **Southern California Public Radio**, August 22, 2011

"Unions find little to celebrate". Los Angeles Daily News, September 4, 2011

"California unionization rate falls: UCLA report". North County Times, September 5, 2011

"Carwash workers celebrate union contract". Los Angeles Times, October 26, 2011

"Union forges a new alliance with carwash workers". Los Angeles Times, February 22, 2012

#### Workers, Wages and Policy

"¿Le ha robado su patrón parte de su salario?" Univision Los Angeles, October 14, 2011

"Underpayment Can Be a Norm at Small Business". *New York Times*, December 16, 2011

"UCLA study gives qualified support to film tax credit program". *Los Angeles Times,* February 6, 2012

"Calif. incentive program clears committee". Variety, June 28, 2012

#### **Worker Health & Safety**

"California showcase or safe workplaces include employers with spotty records". *Southern California Public Radio*, July 8, 2011

"Group claims workers at risk". **San Bernardino Sun**, July 25, 2011

IRLE's research and community work is often recognized for its far-reaching influence on civic and academic communities. This list highlights some of the media attention IRLE received for projects in 2011-2012.

# IRLE Staff in the Community

For many IRLE staff, community work is more than 9 to 5. Our staff are leaders on campus and off many hold affiliations at community and academic groups.



Chris Tilly sits on the advisory boards for Grassroots International, Food Chain Workers Alliance and the Faculty No-Sweat Alliance.

Victor Narro sits on the Board of Commissioners of the Los Angeles Community Redevelopment Agency of the City of Los Angeles. He also sits on the board of the Wage Justice Center, Strategic Actions for a Just Economy (SAJE) and Building Skills Partnership.

**Gaspar Rivera Salgado** is the Los Angeles Coordinator the Frente Indigena de Organizationes Bunacionales and is on the advisory board of the Enlace Institute.

Janna Shadduck Hernández serves with the Los Angeles Unified School District as a member of the Parents as Equal Partners Taskforce.

**Linda Delp** serves on the Advisory Boards of the Southern California Education and Research Center based at UCLA and UC Irvine and WORKSAFE, a statewide policy advocacy organization. She is a member of the Advisory Committees of Cal/OSHA; the Los Angeles Alliance for a New Economy (LAANE); Don't Waste LA Campaign; and the CLEAN Car Wash Campaign and on the Executive Committee of Southern California Coalition for Occupational Safety.

**Samantha Quintero** serves on the Advisory Board of Venice YouthBuild, a local community organization that moves at-risk youth into productive and self-sufficient futures through a comprehensive secondary education and job training program.

Tanya Akel and Fernando Tapia teach courses and workshops at the Labor Center at the Los Angeles Trade Technical College.

## IRLE Social Media

Spreading knowledge on the ground and online! IRLE projects and staff are tweeting, blogging and liking : join the discussion by finding us on Twitter and Facebook!



Follow us on Twitter:

**@uclairle** UCLA IRLE

**@UCLALabor** UCLA Labor Center

**@UCLALaborMinor** UCLA Labor and Workplace Studies Minor

> **@GoodJobsCCA** California Construction Academy

**@ITSCxborder** Institute for Transnational Social Change

> **@Dream\_RC** Dream Resource Center

**@NarroVictor** Victor Narro, Labor Center

**@dvillao** Daniel Villao, California Construction Academy Like us on Facebook:

\*/IRLEUCLA UCLA IRLE

/UCLALabor UCLA Labor Center

/UCLALaborMinor UCLA Labor and Workplace Studies Minor

pages/California-Construction-Academy/141291935958552 California Construction Academy

pages/Institute-for-Transnational-Social-Change/205497706189738 Institute for Transnational Social Change

> /Dreamresourcecenter Dream Resource Center

/pages/LA-Black-Worker-Center/149986201722043 Los Angeles Black Worker Center

/UCLALOSH

MEMORANDUM TO PROVOST DYKSTRA RE: INSTITUTE OF INDASTRIAL RELATIONS

### UNIVERSITY OF CALIFORNIA

On June 16, 1945 the Senate finally approved A.B. No. 391 as

amended, which provides as follows:

"Out of money in the State Treasury not otherwise appropriated, there is hereby appropriated the sum of \$100,000 to the Regents of the University of California, to be expended during the 97th and 98th fiscal years by the Regents of the University of California for the

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## Appendices

a School of Industrial Relations on the Los Angeles campus of the University. Shortly thereafter the wording of the proposal was changed to provide for establishment of "Schools of Industrial Relations at the

#### Leadership

Chris Tilly IRLE Director

Toby Higbie IRLE Associate Director

#### **IRLE Business Office & Academic Unit**

Shannon McGarry Chief Administrative Officer

Lauren Appelbaum Research Director

Elizabeth Espinoza Student Affairs Officer

Veronica Gnandt Departmental Technology Associate

Maegan Mattock Program Representative

Ciarys Najera Internship Coordinator

Yadira Santoyo Senior Fund Manager

Jakquelyn Taylor-Sullivan Operations Coordinator

#### Human Resources Roundtable (HARRT)

Daniel JB Michell HARRT Co-Chair

David Lewin HARRT Co-Chair

Linda Newton Managing Director

Marybeth Vita Edwards Administrative Specialist

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

Kent Wong Labor Center Director

Carlos Amador Dream Resource Center Project Coordinator

Andrea Arias Fund Manager

Delia Arriaga Dream Resource Center Intern

Sofia Campos Dream Resource Center Intern

Alma Castrejon Dream Resource Center Intern

## Appendix A: Irle Staff

LaTonya Harris Black Worker Center Administrative Specialist

Fabiola Inzunza Dream Resource Center Intern

Pamela Izvanariu Researcher

Liz Kofman Researcher

Tia Koonse Researcher

Uyen Le California Construction Academy Research Director

Lucia Lin Project Coordinator

Pearl Loehnig Black Worker Center Community Organizer

Nancy Meza Dream Resource Center Intern

Julie Monroe Project Director

Lanita Morris Project Coordinator

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

Lanita Morris Project Coordinator

Imelda Plascencia Dream Resource Center Intern

Victor Narro Project Director

Stefanie Ritoper California Construction Academy Communications Director

Gaspar Rivera Salgado Project Director

Sophia Sandoval Researcher

Janna Shadduck-Hernandez Project Director

Lola Smallwood Cuevas Black Worker Center Project Director

Richard Stevenson Black Worker Center Community Organizer

Claudia Suarez Downtown Labor Center Office Manager

Jan Tokumaru Project Director Daniel Villao California Construction Academy Director

Veronica Wilson Project Director

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

Linda Delp Losh Director

Jim Abajian Project Coordinator

Tanya Akel OSHA Project Coordinator

Deogracia Cornelio Project Director

Bill Hatch Project Director

Susan Holcomb Administrative Specialist

Sarah Jacobs LOSH Special Projects Coordinator

Katy McNamara Industrial Hygenist

Karen Murray Office and Events Manager

## Appendix A: Irle Staff

Samantha Quintero Green Jobs Project Manager

Kevin Riley Research and Evaluation Director

Patricia Rizo Outreach Coordinator

Sheila Sommerville Fund Manager

Fernando Tapia WOSHTEP Coordinator

Flor Vasquez WOSHTEP Administrative Specialist

## Appendix B: Irle Faculty Advisory Committee

Janice Reiff (Chair) Associate Professor History

Gary Blasi Professor School of Law

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

Christopher Erickson Professor and Senior Associate Dean for Global Initiatives Anderson School of Management

Miriam Golden Professor Political Science

Akhil Gupta Professor Anthropology

Toby Higbie Associate Professor History

Sanford Jacoby Howard Noble Professor of Management Anderson School of Management Jacqueline Leavitt Professor Urban Planning

Ching Kwan Lee Professor Sociology

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

Mark Q. Sawyer Associate Professor Political Science

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

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

Roger Waldinger Distinguished Professor Sociology

Noah Zatz Professor School of Law

## Appendix C: Labor Center Advisory Committee

María Elena Durazo, Chair Los Angeles County Federation of Labor AFL-CIO

Michael Bilbrey California School Employees Association

Cherie Brokaw Communications Workers of America District 9

Velma Butler American Federation of Teachers Local 1521A

David Campbell United Steelworkers Local 675

Teresa Conrow International Brotherhood of Teamsters

Thom Davis International Association of Theater and Stage Employees Local 80

Katarina del Valle Thompson Service Employees International Union Local 721

Humberto Gomez Southern California District Council of Laborers

John Grant United Food and Commercial Workers Local 770 Hart Keeble Iron Workers Local 416

Paul Lee California School Employees Association

Michael Massey Piping Industry Progress and Education Trust Fund

Mike Miller United Auto Workers Region 5

Joel Ochoa International Association of Machinists and Aerospace Workers Local 1484

Kathy Ochoa Service Employees International Union United Healthcare Workers West

Cheryl Parisi American Federation of State, County, and Municipal Employees District Council 36

Joshua Pechthalt California Federation of Teachers

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

## Appendix C: Labor Center Advisory Committee

Ed Rendon International Brotherhood of Teamsters Joint Council 42

Nancy Romero International Brotherhood of Electrical Workers Local 18

Elena Roschdi Service Employees International Union Workers United

Judith Serlin Service Employees International Union Local 121RN

David Sickler State Building and Construction Trades Council of California

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

Loretta Stevens California United Homecare Workers, Service Employees International Union/American Federation of State, County, and Municipal Employees Local 4034

Michael Straeter United Food and Commercial Workers Local 1442 Manuel Valenzuela International Brotherhood of Teamsters

Cristina Vazquez Service Employees International Union Workers United

Henry Walton Labor Review

Goetz Wolff UCLA School of Public Affairs

David Young Writers Guild of America

## Appendix D: Labor and Workplace Studies Minor Advisory Committee

Jacqueline Leavitt Urban Planning Professor

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

Frank T. Higbie History Associate Professor

Sanford M. Jacoby Management Professor, Howard Noble Chair in Management, Vice Chair of The Anderson School of Management Abel Valenzuela, Jr. Chicana and Chicano Studies, Urban Planning Professor, Chair of Chicana/o Studies

Christopher C. Tilly Urban Planning Professor, Director of IRLE

Ching Kwan Lee Sociology Professor

## Appendix E: Human Resources Round Table Faculty Advisory Committee

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

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

Archie Kleingartner (HAART Founder and Chair Emeritus) Professor Emeritus, UCLA Anderson School of Management Founding Dean, School of Public Affairs Christopher Erickson Professor and Senior Associate Dean UCLA Anderson School of Management

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

Wellford Wilms Professor, UCLA Graduate School of Education & Information Studies Co-Director, Institute for Nonviolence in Los Angeles

## Appendix F: UCLA Human Resource Round Table Executive Advisory Board

Martin Cozyn Executive Vice President, Human Resources Occidental Petroleum Corporation

Stan Duncan Senior EVP HR & Global Head of Mgmt. and Organization Development Westfield Group

David Goodrich Vice President, Human Resources Parsons Corporation

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

Alan Kaye Executive Vice President and Chief Human Resources Office Mattel, Inc.

John Kelly Senior Vice President, Human Resources Capital Group

Steve Milovic Senior Vice President, Human Resources, Disney/ ABC Television Group Walt Disney Company George Rose Executive Vice President, World Wide People & Organization Sony Pictures Entertainment

Joyce Rowland Senior Vice President, Human Resources Sempra Energy

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

### Ex-Officio

David Lewin (Co-Chair HARRT) Neil H. Jacoby Professor of Management, Human Resources and Organizational Behavior UCLA Anderson School of Management

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

Linda Newton Executive Director HARRT at UCLA

Lucy Wander-Perna (HARRT Alumna) Former Senior Vice President, Human Resources Sony Pictures Entertainment

## Appendix G: UCLA Human Resource Round Table Corporate Membership Roster

Alex Arrieta Head of Global Human Resources JD Power & Associates, The McGraw-Hill Companies

Emily Arison Vice President, Human Resources Scan Health Plan

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

Kimerly Congdon Managing Director/Chief HR Officer Academy of Motion Pictures Arts and Sciences

Martin Cozyn Executive VIce President, Human Resources Occidental Petroleum Corp

Stan Duncan Senior Executive Vice President of HR and Global Head of Management and Organizational Development Westfield Corporation, Inc.

Robin Elledge Chief Administrative Officer Creative Circle

Karren Fink Senior Vice President, Human Resources Edmunds.com David Goodrich Vice President, Talent Management Parsons Corporation

Patricia Hamrick Global Vice President, Human Resources Alcoa Fastening Systems

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

Cozette Hart Director for Human Resources Jet Propulsion Laboratory

David Heath Vice President, Global Human Resources Panasonic Avionics

Joe Herold Senior Vice President, Human Resources Rentech, Inc

Lynn Heymont Executive Vice President, Human Resources Deluxe Entertainment

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

## Appendix G: UCLA Human Resource Round Table Corporate Membership Roster

Karen D. Hill Senior Vice President, Human Resources TransAmerica

Margaret Huebner Head of Human Resources Port of Long Beach

Kimberly Hunt Senior Vice President, Human Resources Lucky Brand

Larry Ito Vice President, Human Resources Steadfast Companies

Kenneth Kahrs Executive Vice President, Human Resources Universal Studios NBC Universal

Alan Kaye Executive Vice President, Chief HR Officer Mattel, Inc.

John Kelly Senior Vice President, Human Resources Capital Group

Genene Kruger Senior Vice President, Human Resources Macerich Marianne Lamutt Executive Vice President, Human Resources City National Bank

Charlotte Lazar-Morrison General Manager, Human Resources The Aerospace Corporation

Lubbe Levin Assistant Vice Chandler, Human Resources UCLA

Nancy Long SVP, Chief Human Resources Officer Hitachi Data Systems Corporation

Kathy Mandato Senior Vice President, Human Resources NBC Entertainment West Coast

Patricia Miller Vice President, Human Resources Southern California Edison

Steve Milvich Senior Vice President, Human Resources Disney/ABC Television Group The Walt Disney Company

Tom Norton Senior Vice President, Human Resources KB Home

## Appendix G: UCLA Human Resource Round Table Corporate Membership Roster

Patty Pogemiller National Director Talent Deloitte

Mashi Rahmani Chief Executive Officer MMC, Inc.

George Rose Executive Vice President, Worldwide People & Organization Sony Pictures Entertainment

Joyce Rowland Senior Vice President, Human Resources, Diversity and Inclusion Sempra Energy

Mark Rutherfod Senior Vice President, Human Resources Officer First American Financial Corporation

Hugo Santos Vice President and Chief Human Resources Officer Children's Hospital Los Angeles

Terry Schuler Executive Vice President and Chief HR Officer East West Bank

Diane Shapiro Director, Human Resources The Boeing Company Ellen Sheehan Senior Vice President, Human Resources Princess Cruises

Amy Stern Vice President, Human Resources Timberland, LLC

Carol Sudbeck Senior Vice President, Human Resources & Facilities Pacific Life Insurance Company

Patricia Summers Senior Vice President, Human Resources Jacabos Engineering Group

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

Dirk W. Van De Bunt Executive Vice President & Chief Administrative Officer Gunthy-Renker, LLC

Kiko Washington Executive Vice President, Worldwide Human Resources Warner Bros Entertainment

Michael Wolfe Vice President, Human Resources Roll International Corporation

## Appendix H: LOSH WOSHTEP Advisory Committee

Gail Bateson Worksafe

Laura Boatman State Building and Construction Trades Council

Merri Deems California Dept. of Public Health

Marti Fisher California Chamber of Commerce

Judith Freyman Mercer HSE Networks

Simmi Gandhi Garment Workers Center

Debra Gold Cal/OSHA Scott Hauge Small Business California

Jon Hughes United Food and Commercial Workers Union, Local 5

Tom Rankin California State Compensation Insurance Fund

Dorthy Rothrock California Manufacturers Technology Association

Chad Wright Laborers-Employers Cooperation and Education Trust

## Appendix I: LOSH Occupational Health Internship Program Advisory Committee

#### **National Advisors:**

Darryl Alexander American Federation of Teachers

Gail Bateson Worksafe

Barbara Burgel UCSF School of Nursing

Mark Catlin Service Employees International Union

Pyser Edelsack CUNY

Jim Frederick United Steelworkers

Ruby Gonzales UCLA Medical School (former intern)

Sylvia Kieding United Steelworkers

David Kotelchuck Hunter College (retired) Tim Morse University of Connecticut

Karen Mulloy University of Colorado

Jackie Nowell United Food and Commercial Workers

Peter Orris University of Illinois, Chicago

Ken Rosenman Michigan State University

Noah Seixas University of Washington

Joel Shufro NYCOSH

Eduardo Siqueira UMass Lowell

Craig Slatin UMass Lowell

Mike Wright United Steelworkers

## Appendix I: LOSH Occupational Health Internship Program Advisory Committee

### **Southern California Advisors:**

Andrea Nicholls La County Federation of Labor

Chloe Osmer CLEAN Car Wash Campaign

Francisco Arzu LAANE

Gaspar Rivera-Salgado UCLA Center for Labor Research and Education

Glen Arnodo LA County Federation of Labor

Leslie Israel UC Irvine, COEH/Occupational Medicine

Lisa Fu CA Healthy Nail Salon Collaborative Lola Smallwood Cuevas UCLA Labor Center

Luis Lagos IDEPSCA

Natalie Price UCLA-LOSH (former intern)

Nola Kennedy UCLA School of Public Health, Dept. of Environmental Health

Ruth Kennedy UC San Diego, School of Medicine

Shirley Alvarado-del-aguila SoCalCOSH

Tefere Gebere Orange County Federation of Labor

## Appendix J: LOSH Minority Worker Training Program Advisory Committee

Carolyn Hines Los Angeles Community College District

Claudia Cervantes UAW/CELA WorkSource

Darwin Ramirez Volunteers of America

Frank Parr Cal/EPA Toxic Substance Control

Hal Hernandez East LA Skills Center

Hugo Sarimento California Construction Academy

Jessica Chen Veterans of America Jesus Fernandez Southern California Painters Allied Trades DC 36

Joe Donlin Strategic Actions for a Just Economy

Jose Osuna Homeboy Industries

Joseph Paul UAW/CELA WokrSource

Marvin Virgin HAZWOPER Trainer

Rick Solis Venice YouthBuild

Zulma Zavala UAW/CELA WorkSource

## Appendix K: Labor & Workplace Studies Minor Service Learning

#### FALL 2011

Janna Shadduck-Hermandez Social Movements and Labor in Los Angeles (LBR&WS 188-2/CHICANO 191-1 – Fall 2011)

Requirement: A major fieldwork/research methods project (35 hours).

12 out of 19 students participated in field work:

- 1. Koreatown Immigrant Workers Alliance (KIWA)
- 2. CLEAN Carwash Campaign
- 3. Dream Team LA
- 4. Wage Theft Campaign
- 5. Black Worker Center of Los Angeles
- 6. Asociacion de Loncheros

Kent Wong Immigrant Rights, Labor & Higher Education (LBR&WS M166A/CHICANO M166A/ASIAN AM M166A – Fall 2011)

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

41 students participated in one of the three projects:

- 1. Dream Resource Center, UCLA Labor Center
- 2. Dream Team Los Angeles
- 3. Improving Dreams Education and Access and Success (IDEAS)

### **WINTER 2012**

Victor Narro

Worker Center Movement: Next Wave Organizing for Low-Wage and Immigrant Workers (LBR&WS M166C/CHICANO M130/ASIAN AM M166C/AFRO-AM M167 – Winter 2012)

Requirement: A 35-hour service learning field work project with a worker center, immigrant rights organization or union.

26 out of 31 students participated in field work

- 1. CLEAN Carwash Campaign
- 2. Domestic Workers Bill of Rights
- 3. Black Worker Center of Los Angeles
- 4. Koreatown Immigrant Workers Alliance (KIWA)
- 5. Food Chain Workers Alliance
- 6. Restaurant Opportunities Center

## Appendix K: Labor & Workplace Studies Minor Service Learning

#### SPRING 2012

Gaspar Rivera-Salgado Work, Labor & Social Justice (GE Cluster 24CW)

Requirement: A major fieldwork/research methods project

16 students participated in the service learning opportunity

- 1. CHIRLA
- 2. CLEAN Carwash Campaign
- 3. United Farm Workers
- 4. IAM/AFL-CIO

Janna Shadduck-Hernandez Labor in Education (LBR&WS 188-1)

Field Work Project – A 35-hour service learning field work project with a LAUSD public school determined by the instructor. Each field work project group will be required to develop a final report or final project that will be determined together with the site supervisor and class site-coordinator.

24 students participated in a service learning field work project

- 1. Academia Avance
- 2. Miguel Contreras Learning Complex
- 3. Jefferson High School
- 4. Roosevelt High School
- 5. AB 540 Mentorship Project UCLA IDEAS
- 6. Freemont High School
- 7. Venice High School (research project on EAOP)
- 8. Bell Gardens High School

## Appendix K: Labor & Workplace Studies Minor Service Learning

#### SPRING 2012

Rev. James Lawson Non-Violence and Social Movements (LBR&WS M173/AFRO-AM M173/CHICANO M173 – Spring 2012)

Requirement: Each student is required to spend at least 20 hours of work during the quarter on either one of these projects, and to write a 3-page paper on the activities they worked on and what they learned from their experience.

68 students participated in one or both of the following projects:

- 1. Black Worker Center of Los Angeles
- 2. Dream Act

Linda Delp Improving Worker Health (LBR&WS M170/Community Health Sciences M170 & M470/Urban Planning M470/ Environmental Health Sciences M471 – Spring 2012)

Requirement: During the quarter, students will dedicate 10-12 hours to field work which should include visiting a worksite and/or interviewing workers about their perspective on job hazards, controls, and relevant policy issues. In addition to the campaign-specific fieldwork, students will participate in at least one community/ union-based meeting or event such as Workers' Memorial Day or MLK event. Students will submit a log of field work activities and a summary of reflections; and will present highlights and an analysis of the fieldwork experience during the Week 10 class session.

7 Undergraduates participated in the following field work:

- 1. LAX Contract Service Workers
- 2. Nail Salon Policy in Santa Monica
- 3. CLEAN Carwash Campaign
- 4. Heat Illness Prevention Campaign

### **SUMMER 2012**

Gaspar Rivera-Salgado and Janna Shadduck-Hernandez

Labor Summer Research Internship Program (LBR&WS 160 & LBR&WS 195A)

Requirement: Students dedicate 15 hours each week for 5 weeks (beginning Week 2) working on a research project with a labor union or organization focused on worker movements in the Los Angeles region.

20 students participated in an applied research internship

- 1. Justice for Janitors
- 2. Garment Worker Wage Claim Project
- 3. CLEAN Carwash Campaign
- 4. LA Black Worker Center
- 5. Food Chain Workers Project

Page Number	Image
Cover	<ol> <li>UCLA Royce Hall. Photo Courtesy Atkinson Photographic Archive, UCLA</li> <li>Stock Photo: "Coffee Worker" by ana labate (via stock.xchng)</li> <li>"Working in the garden at Twonana, South Africa coop" Photo by Marie Kennedy.</li> <li>2012 Student Leadership Academy interns</li> </ol>
1	Factory workers depicted in mural fresco inside Coit Tower, San Francisco California. Image by QT Luong. Used with permission.
3	<ol> <li>Paul Dodd, IRLE Founding Director</li> <li>Labor Center Forum</li> <li>IRLE Former Director Ruth Milkman with IRLE Director Chris Tilly and LOSH Director Linda Delp</li> <li>HARRT Executive Director Linda Newton with Archie Kleingartner, UCLA Professor Emeritus and HARRT Founder and Chair Emeritus</li> </ol>
4	<ol> <li>Labor Center Opening Day</li> <li>IRLE Former Director Ruth Milkman with IRLE Director Chris Tilly and Labor Center Director Kent Wong</li> <li>Staff of the Los Angeles Black Worker Center</li> </ol>
7	Labor Center Staff Claudia Suarez and Fabiola Inzunza at the UCLA Labor Center Banquet, May 10, 2012. Photo by Stefanie Ritoper
13	Labor Center Staff Claudia Suarez, Fabiola Inzunza, Nancy Meza, Sophia Sandoval and Alma Castrejon at the UCLA Labor Center Banquet, May 10, 2012. Photo by Stefanie Ritoper
14	Professor Andrew Ross speaks at IRLE Colloquia.
15	<ol> <li>Professor Paulo Baltar (with translator) speaks at the IRLE Colloquia.</li> <li>Professor Dorothy Solinger speaks at the IRLE Colloquia.</li> </ol>
16	Participants of a HARRT 2012 Roundtable.
17	Singer and Songwriter Tom Morello performs for UCLA students at the conference "From Port Huron to #Occupy" on May 6, 2012 Photo by Wesley Saver.
18	1: La Bestia film poster 2. Wilma Liebman, Professor Marie Kennedy and IRLE Director Chris Tilly at the 2012 Ben Aaron Labor Law Lecture. Photo by Kimberly Rodriguez.
19	Maria Elena Durazo, Executive Secretary-Treasurer of the Los Angeles County Federation of Labor, AFL-CIO, signs as a witness to the transfer of the Justice for Janitors archive to UCLA on April 19, 2012. Photo by Maegan Mattock.

Page Number	Image
23	<ol> <li>Performers from "Teatro Jornalero Sin Fronteras" and workers take part in a street procession at the 2012 Workers' Memorial Day event Cosponsored by UCLA-LOSH and SoCalCOSH.</li> <li>Particpants of the HARRT Annual Retreat in November 2011.</li> </ol>
24	Graduating Labor and Workplace Minor students and Labor Minor faculty at the UCLA Labor Center Banquet on May 10, 2012. Photo by Stefanie Ritoper.
25	Graduating Labor and Workplace Minor students and Labor Minor faculty at the graduation celebration in June 2012. Photo by Joseph Silva.
26	Graduating Labor and Workplace Minor students and Labor Minor faculty at the UCLA Labor Center Banquet on May 10, 2012. Photo by Elizabeth Espinoza.
27	<ol> <li>Singer and Songwriter Tom Morello performs for UCLA students at the conference "From Port Huron to #Occupy" on May 6, 2012</li> <li>Photo by Wesley Saver.</li> <li>Reverend James Lawson talks to students at the UCLA Labor Center.</li> </ol>
28	<ol> <li>Undergraduate Students participate in a service learning opportunity with the CLEAN carwash campaign. Photo by Elizabeth Espinoza.</li> <li>IRLE Staff Elizabeth Espinoza, Lucia Lin and Labor Minor Student Tracie Sanchez represent the minor at at UCLA Career Fair.</li> </ol>
29	<ol> <li>Labor Minor students interview an organizer with SEIU-United Service Workers West for the Labor Summer Research Internship Program. Photo by Ciarys Najera.</li> <li>2012 Student Leadership Academy interns. Photo by Maegan Mattock.</li> </ol>
30	2012 Student Leadership Academy interns. Photo by Maegan Mattock.
31	Labor Minor undergraduate students and UCLA Law School graduate students meet at the 2011 Benjamin Aaron Labor Law Lecture. Photo by Kimberly Rodriguez.
32	<ol> <li>Dream Summer 2012 Logo.</li> <li>Young Workers Leadership Academy participants. Photo courtesy UC Berkeley.</li> </ol>
33	<ol> <li>Occupational Safety and Health (OHIP) Program interns and staff at the 2012 National Orientation held at UCLA.</li> <li>2012 Occupational Safety and Health (OHIP) Program interns and LOSH staff visit the Broad Museum construction site in Los Angeles.</li> </ol>
35	IRLE faculty Gaspar Rivera-Salgado speaks to incoming UCLA freshmen at the 2012 Raza Day. Photo by Elizabeth Espinoza.

Page Number	Image
36	IRLE faculty Gaspar Rivera-Salgado and Janna Shadduck Hernandez listen to students discuss their research projects at the Labor Summer Research Internship Program Photo by Elizabeth Espinoza.
37	Participants of the "Experiences Organizing Informal Workers" workshop listen to presentations.
38	Stock Photo: "Worker" by contrapart (via stock.xchng)
39	<ol> <li>Stock Photo: "Hollywood Sign" by supergoobe (via stock.xchng)</li> <li>Stock Photo: "Orthopaedics" by paskelius (via stock.xchng)</li> </ol>
40	<ol> <li>Daniel Villao, CCA Director and Artist Man One at the book launch for Beyond Green Jobs on March 14, 2012.</li> <li>California Construction Academy team presents book to William Spriggs, Assistant Secretary of Policy to Hilda Solis.</li> <li>Participants of a Construction Intermediary Meeting discuss policy and research in the construction industry.</li> </ol>
41	<ol> <li>Participants of the "Experiences Organizing Informal Workers" workshop listen to presentations.</li> <li>IRLE Director Chris Tilly and Sarah Mosoetsa of the University of Witswatersrand at the "Experiences Organizing Informal Workers" workshop</li> </ol>
42	US Secretary of Labor Hilda Solis meets with car wash workers in Los Angeles.
43	Image from the IRLE report Wage Theft and Workplace Violations in Los Angeles.
44	Victor Narro meets with a delegation of labor scholars in Vietnam in 2010.
45	UCLA School of Law. Photo Courtesy Atkinson Photographic Archive, UCLA
46	<ol> <li>Participants of the ITSC binational Meeting in July 2012.</li> <li>Participants of the ITSC binational Meeting in July 2012.</li> </ol>
47	IRLE staff and co-editor of Undocument and Unafraid, Fabiola Inzunza presnts the new book at the Downtown Labor Center.
48	2011 Dream Summer Interns.
49	Meeting of Labor Center staff, API labor scholars and practitioners in 2011.
50	A Parent Worker University workshop is held at the UCLA Downtown Labor Center.
51	Los Angeles Black Worker Center staff and volunteers march in downtown Los Angeles on March 26, 2012.

Page Number	Image
52	Staff and volunteers with the Los Angeles Black Worker Center in downtown Los Angeles on March 26, 2012.
53	Participants in LOSH Hazardous Waste Worker Training Projects. (LOSH)
54	2012 Minority Worker Training Program (MWTP) students receive HAZWOPER instruction from LOSH staff Jim Abajian.
55	UCLA-LOSH Minority Worker Training Program (MWTP) trainees at the Hyperion Water Plant during a 2012 Environmental Justice Tour led by LOSH staff.
57	Clergy and Laity for a Just Economy (CLUE) and LOSH staff with warehouse workers at a 2012 Warehouse Workers United (WWU) training held in Ontario.
58	2012 Heat Illness Prevention Campaign participants and LOSH staff at a Train the Trainer (TOT) held in San Diego.
59	<ol> <li>FACE Fact Sheet (via California Department of Public Health)</li> <li>Cal/OSHA chief Ellen Widess with event staff at the 2011 Workers' Memorial Day event.</li> </ol>
60	WOSHTEP brochure (via California Department of Industrial Relations)
61	WOSHTEP brochure (via California Department of Industrial Relations)
63	UCLA Powell Library Entrance. Courtesy of the Atkinson Photographic Archive, Regents of the University of California.
71	Economist Richard Freeman speaks at the Reconnecting to Work Conference in February 2010.
77	IRLE Director Chris Tilly and Marie Kennedy with Desmond D'Sa, Director of the South Durban Community Environmental Alliance in South Africa in Summer 2011.
78	Labor Center Staff Janna Shadduck Hernandez, Natalia Garcia, Tia Koonse, Jan Tokumaru, Lucia Lin and Veronica Willson at the Cali- fornia Construction Academy book launch event in 2012.
79	Labor center Staff Stefanie Ritoper, Imelda Plascencia, Sophia Campos and Tia Koonse at the IRLE Staff Appreciation Celebration in 2012.



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